



KYEC

*Pursue the Truth, Goddess and Beauty
of Corporate Sustainable Development
with Green Management*



Corporate Social Responsibility Report

2015 KYEC Corporate Social Responsibility Report

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About Report

● Editing and Publication

This report is the third release of “Corporate Social Responsibility Report” prepared by KYEC Group. The content of this report aims to disclose the devotion and achievement of KYEC Group in the activities and performance of sustainability development and practice of social responsibilities to the stakeholders.

● Border and Scope

The report discloses consolidated information between January 1, 2015 and December 31, 2015, which consists of the practice conducts and performance data from Taiwan, including the Headquarters (including Hsin Chu Factory) and Miaoli Plants (including Chu Nan Factory and Tung-Luo Factory).

● Writing Rules

The content framework and consideration of scope and border for this Corporate Social Responsibility Report are prepared on the Global Reporting Initiative’s Sustainability Reporting Guidelines (GRI G4) and comply with AA1000 Standards. The report also conforms to the standards of materiality, stakeholder inclusiveness and sustainable development in addition to adopting “The Comprehensive Options” of GRI G4.0.

The Financial data are calculated in New Taiwan Dollars and have been attested by the Ernst & Young Taiwan. Apart from conducting internal audit, the environment, safety and hygiene management system also undertakes external audit for ISO 14001, OHSAS 18001, ISO14064, ISO14067, and IECQ QC080000 standards. The designated certification body is SGS-Taiwan. The greenhouse gas emission data adopt the coefficients used in “Greenhouse Gas Emission Coefficient Control Chart (version 6.0.1), provided by the Environmental Protection Administration, for the calculation of emissions.

● Release Date

The “Corporate Social Responsibility Report” is released on an annual basis. The version of this release is June, 2016 and will be published to the public on the website of KYEC Group.

● Contact Information

Some indicators offer 2014~2015 consecutive data in order to highlight the mid- to long-term trends. In case the quantitative indicators contain special meanings, a note will be provided to explain further. If you have any questions or comment regarding the KYEC Group Corporate Social Responsibility Report, please contact us.

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Words from General Manager

KYEC Group releases this 2015 Corporate Social Responsibility Report under the guidance of GRI G4 in attempt to disclose the various issues related to corporate social responsibility. CSR Report is now part of the normal operation models among international enterprises, which not only helps the stakeholders to review the company's actions and objectives more but also exhibits the company's efforts devoted and achievement attained from corporate governance, environmental protection and social participation. In view of 2015, KYEC Groups has attained revenue growth and scale expansion under the varying changes faced by semiconductor companies worldwide and the challenge of slowing demand. KYEC Group has also acquired orders from international key clients. KYEC continue to progress and unfold to create financial performance and take actions and investments in non-financial dimensions.

● Towards High-Standard Corporate Governance

A sound and effective operation of corporate governance is unquestionably the only approach to improve corporate competitive advantage and create shareholders' values. Hence KYEC Group continues to strengthen the operation of Board of the Directors such as establishing the Audit Committee and Salary/Remuneration Committee respectively, with regards to information disclosure, internal control and financial transparency. Additionally the internal control system will audit and evaluate the deficiency in internal control system and measure the operational efficiency by properly providing suggestions for improvement. The company strictly implements all projects governed by "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies" and develops the "Corporate Governance Principles," "Integrity Management Principles," "Codes of Ethical Conducts," and "Corporate Social Responsibility Best-Practice Principles." Moreover KYEC also refers to the provisions prescribed in the "Examples for Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies" promulgated by Taiwan Stock Exchange (Note: KYEC was listed as the top 20 percent enterprises in the First Corporate Governance Evaluation System).

● Social Participation with Increasing Attention

KYEC has long been devoted to create mutual benefits for shareholders, employees and clients and pursues the management philosophy of best interests. With regards to the rights and interests of employees, KYEC intends to build a healthy and safe work environment and unobstructed communication channel for employees, where employees are treated with integrity and respect. A complete welfare system will stabilize the life of employees with comprehensive advanced study and training channels that will establish a good relation of mutual trust and dependence.

KYEC continues to strengthen employees' key competency and implement training for reserve officials while actively conducting industry-university collaboration with schools in Taiwan for more than 8 years now. KYEC has accumulated over 907 people in industry-university collaboration since the implementation, where the company not only fulfills its social responsibility but also cultivates talents with professional skills.

With regards to community participation, KYEC upholds to the philosophy of taking care of the disadvantaged, caring for seniors living alone, participating in community events, enhancing the interaction and connection with the community and neighborhoods, and actively sponsoring county/city government organized charity activities (e.g. adopting the Shennong Project of Wenfeng Elementary School in Tungluo Township and early intervention in children with developmental problems with Hsinchu City) and art activities (e.g. Luo Shi Fong Concert and Hsin Chu Wind Orchestra). KYEC holds charity sales with charity groups in the plant quarterly and spares no effort in the promotion of fundraising for charity groups.

● Environmental Protection of Inescapable Responsibility



KYEC plays a major role in the back-end technical services of IC industries. Although KYEC has not been involved in incidents of pollution emission during the testing process over the years while all tests conducted are in conformance with the laws and regulations. Nonetheless NYEC does not overlook the prevention of various pollutions.

In view of its 2015 green actions such as energy conservation, waste reduction, recycling, KYEC has received considerable effect and external recognition. For example, KYEC participated in 1-million-kWh Green Power Purchasing from Taiwan Power Company, received "Green Building" mark for Tungluo Phase I Plant from the Ministry of Interior Affairs, awarded with the "Carbon Reduction Action Award" from the Executive Yuan EPA, and the plants awarded with the "Healthy Workplace Autonomous Recognition" mark from National Health Administration of Ministry of Health and Welfare.

KYEC not only introduces ISO50001 Energy Management System Certification in 2016 but will also take challenge in acquiring green plant marks. Such certification and awards will impel the motives for KYEC to continue promoting green management.

Projecting into 2016, enterprises worldwide still face with many risks and opportunities in the development of sustainability. Additionally in response to the UNFCCC COP21/ (COP21) called at the end of last year, KYEC will continue to infuse environmental changes into the strategies for corporate sustainable development, namely to fully integrate sustainability with corporate development in addition to creating new opportunities.

General Manager

KYEC Overview

(1) Company Profile

Company Name	King Yuan Electronics Corp. (KYEC)
Date of Establishment	May 28, 1987
Paid-in Capital	NTD 11,622,944,000.
Chairman	C.K. Lee
President	A.H. Liu
Company Headquarters	No. 81, Sec. 2, Gongdao 5th Rd., Hsinchu City
Plants	Hsinchu Headquarters: No. 81, Sec. 2, Gongdao 5th Rd., Hsinchu City Chunan Plant: No. 118, Zhonghua Rd., Chunan Township, Miaoli County Tung-Luo Factory: Hsinchu Science Park, No. 8, Tong-ke N. Rd., Jiuhe Village, Tong-luo Township, Miaoli County
No. of Employees	Approximately 4,991 people
Main Business	The design, manufacturing, testing, accessories, processing, packaging, and sales of different IC, the manufacturing, processing and sales of different burn-in and components, and the import/export trade of aforementioned products
Taiwan Stock Exchange	2449
Spokesperson	Gauss Chang
Deputy Spokesperson	Aaron Chang

Headquarters:



Chu Nan Factory:

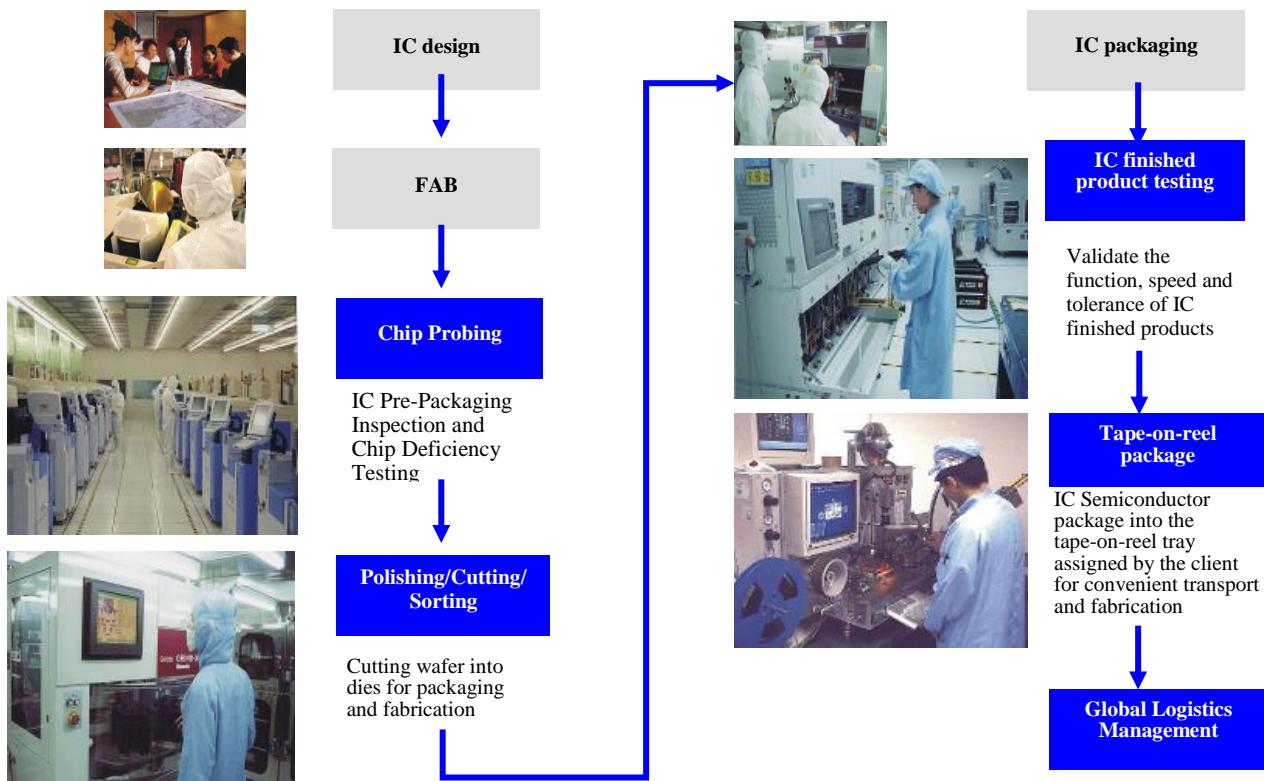


Tungluo Factory Phase I & II:



(2) Services

The services of KYEC consist of testing areas, including chip probe, IC finished product testing and wafer polishing/cutting/die sorting...etc. The product lines include Memory, Logic & Mixed-Signal, SOC, CIS /CCD, LCD Driver, RF /Wireless, and MEMS, with over 2,800 sets of testing instruments.



(3) Core Value

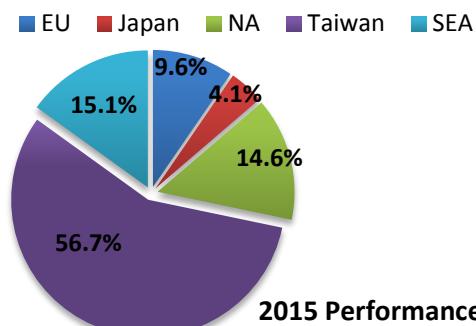
The Core Value of KYEC:

- **Performance:** Set up high-standard objectives to meet customer demand for higher quality, lower costs, faster delivery, and enhance customer satisfaction.
- **Innovation:** Constantly improve and provide innovative solutions to offer satisfying quality and services with higher satisfaction to clients.
- **Excellence:** Complete work assignment with full efforts, actively take work objectives with challenge, and achieve outstanding standards and remarkable performance.
- **Sharing:** Voluntary in sharing knowledge and skills as well as experience owned with others so that the company and clients can share and grow together.



(4) Worldwide Business Division

Professional packaging and testing is one of the semiconductors in Taiwan with the earliest and fastest development, except for wafer foundry. Moreover KYEC is the only company specializes in professional testing, placing the company on an even more prominent position in the market. KYEC has long established worldwide business divisions to cope with business expansion and development requirement,

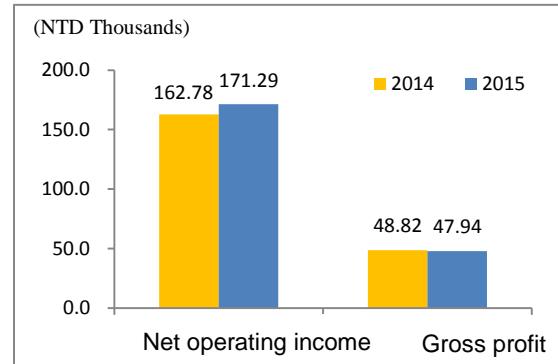


thereby to accommodate the thriving development of outsourced professional testing industries. Apart from its establishment in Taiwan, KYEC also set up a factory in Suzhou, China and worldwide business divisions in North America, Southeast Asia, and Japan to provide services to clients nearby. The worldwide business divisions and the distribution of operating income in 2015 are shown in the follows:

(5) Management Performance

The 2015 consolidated operating income was NTD 17129 million, up 5.23% when compared with 2014, with a gross profit of 28% and approximately close to that of 2014. Under the challenges of various changes in macro political-economic environment and the slow-growing demand faced by global semiconductor industries in 2015, KYEC still managed to grow in revenue and acquire orders from international key clients while enhance the market share in the testing industries. The productivity marketing of KYEC is consistent in the development direction of mobile communication, consumer electronics, car-use electronics, sensor components, and other IoT as well as other mainstream industries.

Consolidated Operating Income and Gross Profits:



(6) Members participating in various external departments

Associations	Remarks
The Allied Association for Science Park Industries ^[4]	Chairman Lee served as the Deputy Director-General ^[4]
The Institute of Internal Auditors, ROC (Taiwan)	
Taiwan Electrical and Electronic Manufacturers' Association..	
Taiwan Semiconductor Industry Association (TSIA)..	
Hsinchu Industrial Association, Miaoli County Industrial Association..	

Stakeholders and Concerned Issues

(1) Identification and Communication between Stakeholders

The CSR team of KYEC is established by the highest authority of Administrative Center, which cover the work related to the promotion of corporate social responsibilities and the members consist of departmental representatives from the Finance Division, Planning Division, Sales Division, Human Resource Division, Facility and Environment Safety Division, Material Division, and Quality Assurance Division.

The departments identify the 2015 KYEC stakeholders, including the shareholders and investors, customers, employees, suppliers, contractors, communities and neighborhoods, media, and government agencies by the representation, influence, affinity, reliance, and political implications of stakeholders in accordance with the work properties and the reference on the practice and rules of thumb in relevant industries.



(2) Stakeholders' Concerned Issues and Interaction

KYEC offers a diversity of interaction and communication mechanisms with the stakeholders, including the KYEC “Internal/External Communication Management Procedures,” “company strategy and review meetings,” “customer satisfaction survey,” “employee seminars,” “supplier questionnaire survey,” “government regulations and decrees,” “investor queries,” and various communication channels in order to fully understand the requirement of stakeholders. With regards to communication and response, we communicate with the stakeholders via different communicating path to understand their expectation and demand for KYEC in addition to incorporating the concerned issues into routine work and annual plan. Apart from conducting immediate communication and responses we also apply the information in the drafting of corporate social responsibility policies and reference for promotional plans. The relevant communication issues, mechanism and frequency are described below:

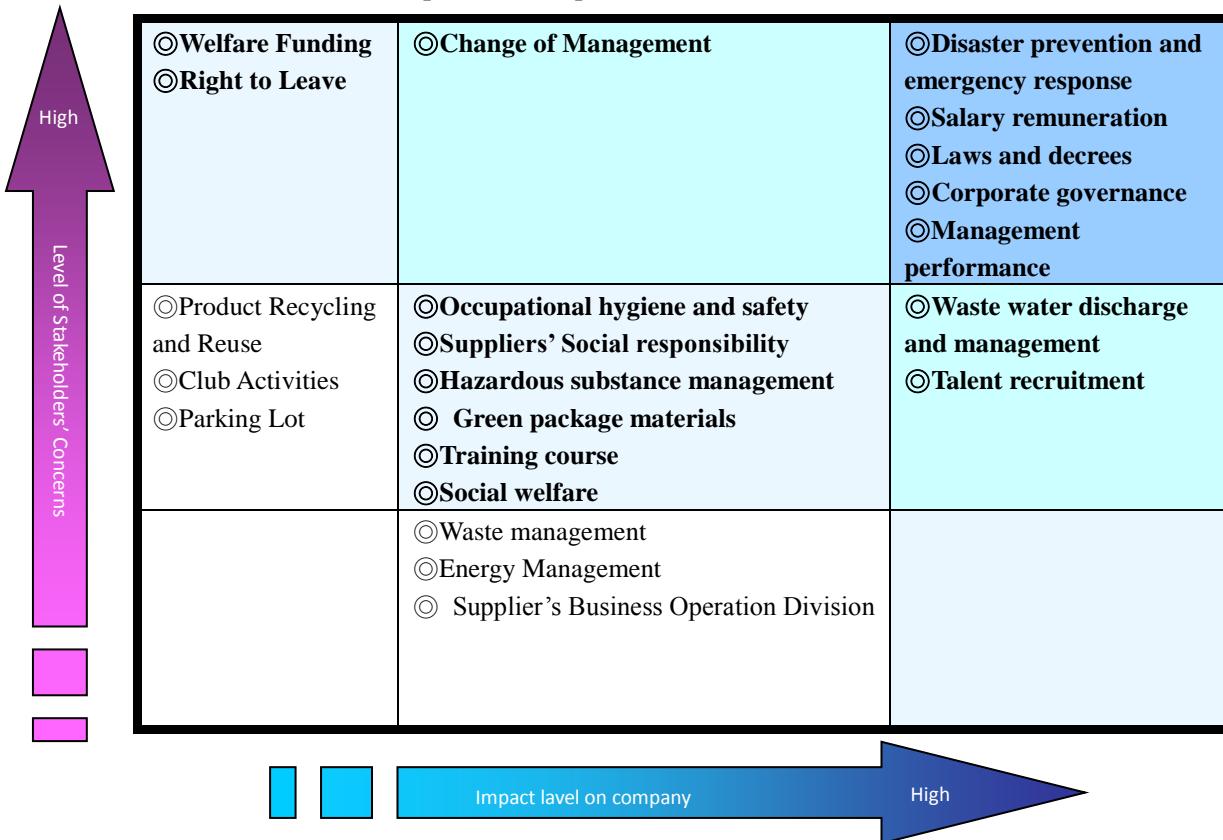
Stakeholders	Issues for Communication	Communication Channels	Frequency
Shareholder/ Investor	◎Business Performance ◎Corporate Financial Information ◎Dividend Distribution	Market Observation Post System	Non-Routine
		Domestic and foreign investment forums	Non-Routine
		Annual General Meeting	Annually

Stakeholders	Issues for Communication	Communication Channels	Frequency
Customer	<input type="radio"/> Corporate Social Responsibility <input type="radio"/> Customer Commitment and Services <input type="radio"/> Green package material <input type="radio"/> Firefighting equipment installation and management <input type="radio"/> Disaster prevention and emergency response <input type="radio"/> Waste water discharge and management <input type="radio"/> Environmental protection and safety/hygiene related laws <input type="radio"/> Greenhouse gas emission and management	Customer satisfaction survey Customers questionnaire survey Email Customer document distribution Customer audit Company website	Annually Non-Routine Non-Routine Non-Routine Non-Routine Non-Routine
Employee	<input type="radio"/> Salary remuneration <input type="radio"/> Right to leave <input type="radio"/> Talent recruitment <input type="radio"/> Training course <input type="radio"/> Employee health examination <input type="radio"/> Club activities <input type="radio"/> Welfare funding <input type="radio"/> Parking lot <input type="radio"/> Operating environment and safety improvement <input type="radio"/> Machinery equipment and safety management <input type="radio"/> Accident and work injury management	Departmental meetings Employee-Employer Meeting Welfare Committee meeting Employee seminar New employee seminar Foreign employee seminar Employee board Proposal for improvement system Complaint Handling Committee Personnel Review Committee Occupational Safety and Hygiene Committee	Weekly/Monthly Quarterly Quarterly Quarterly Quarterly Semi-Annually Permanent Non-Routine When needed When needed Quarterly
Supplier	<input type="radio"/> Suppliers' social responsibilities <input type="radio"/> business and financial performance <input type="radio"/> Product quality and price <input type="radio"/> Hazardous substance management <input type="radio"/> Acquiring source of conflict minerals	Supplier audit Supplier questionnaire survey Contact for purchase division Supplier quality meeting	Annually/Non-Routine Permanent Permanent Non-Routine
Contractor	<input type="radio"/> Plant safety and hygiene process requirement	Contractor coordination meeting	Monthly
Community / Neighborhood	<input type="radio"/> Water Resource Management <input type="radio"/> Social Welfare	Neighborhood Head response Sponsorship in art and cultural events	Non-Routine Non-Routine

Stakeholders	Issues for Communication	Communication Channels	Frequency
Government /Competent Authority	◎ Policies and Decrees ◎ Financial Information Transparency ◎ Policy Incorporation ◎ Corporate Governance ◎ Waste Management ◎ Disaster Prevention and Emergency Response ◎ Hazardous Substance/Dangerous Article Management ◎ Machinery and Equipment Safety Management ◎ Contracting and Change Management ◎ Waste Water Discharge and Management ◎ Environmental Protection and Safety/Hygiene Related Laws and Regulations ◎ Greenhouse gas management ◎ Green Energy Purchase and Energy Management	Correspondence and email	Non-Routine
		Propaganda/Information Meeting	Non-Routine
		Releasing legal matters	Non-Routine
		External official documents	Non-Routine
		Public Hearing for Laws and Regulations	Non-Routine
Media	◎ Social Welfare ◎ Operating Performance	Press release	Non-Routine
		Press conference	Non-Routine

(3) Material Issues Matrix Analysis

A total of 16 stakeholder related issues have been identified through collective collection and comprehensive discussion, followed by drawing key CSR issue matrix diagram by the level of attention of stakeholders and the impact on enterprises.



(4) Material Issues Matrix Analysis

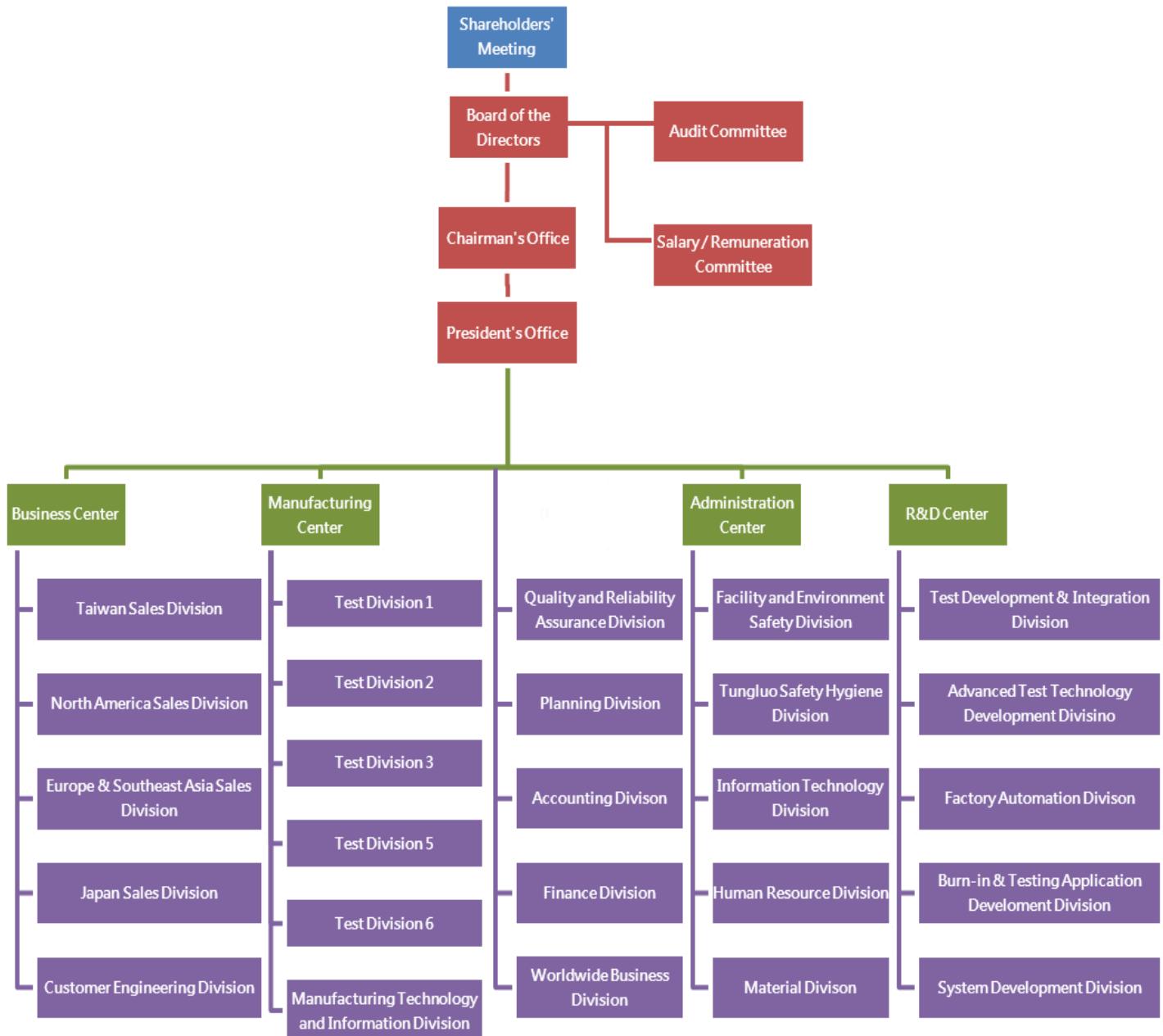
A total of 16 stakeholder related issues have been identified through collective collection and comprehensive discussion, followed by drawing key CSR issue matrix diagram by the level of attention of stakeholders and the impact on enterprises

Material Issues	Inside Organization (Note ¹)	Outside Organization	Category	Consideration	GRI Indicator	Reference Chapter
	KYEC					
Change of Management	V	V (Supplier)	Economic	Procurement practice	G4-EC9	Supply chain management
Social Welfare	V	V (Community)	Social	Local community	G4-SO1~2	Social participation
Salary Remuneration	V	—	Social	Employee diversity and equality, same pay for male and female	G4-LA12, 13	Employees' rights and interests
Occupational Hygiene and Safety	V	V (Contractor)	Social	Occupational hygiene and safety	G4-LA5~7	Occupational safety and hygiene
Hazardous Substance Management	V	V (Supplier)	Environmental	Discharge	G4-EN15~19	Environmental management
Disaster Prevention and Emergency Response	V	V (Client, Community)	Environmental	Occupational hygiene and safety	G4-LA5~7	Occupational safety and hygiene
Supplier's Social Responsibility	V	V (Supplier)	Environmental	Supplier's environmental protection evaluation	G4-EN32~33	Environmental management
Laws and Regulations	V	—	Environmental	Laws and act compliance	G4-EN29	Environmental management
Corporate Governance	V	—	-	Governance	G4	Corporate Governance
Right to Leave	V	—	Social	Labor practical grievance mechanism	G4-LA16	Employees' Rights and Interests
Welfare Funding	V	—	Social	Labor-Employment, same pay for male and female.	G4-LA2,1 3	Employees' Rights and Interests
Training course	V	V (Contractor, Community)	Social	Training and education	G4-LA9~1 1	Employees' Rights and Interests
Waste water discharge and management	V	V (Client, Community)	Environmental	Waste water and waste	G4-EN22~24	Environmental management
Management performance	V	V (Client)	Economic	Management performance	G4-EC1~3	KYEC overview
Talent recruitment	V	V (Community)	Social	Labor-Employment, employee diversity and equality, and local community	G4-LA1,1 2 G4-SO1	Employees' Rights and Interests Social participation
Green package materials	V	V (Client, Supplier)	Environmental	Community and service	G4-EN27	Environmental management

Note¹ Within the organization refers to the Hsinchu Factor, Zhu Nan Factory, and Tungluo Factory, excluding overseas factory.

Corporate Governance

(1) Corporate Governance Framework



(2) Key Department Functions

Chairman's Office	Organizing and responsible for corporate operational decisions and responsible for the establishment, maintenance and execution of internal audit system.
President's Office	The formulation of corporate operational objectives and strategies, control of corporate management plan and annual guidelines, company quality policy formulation, communication, coordination, and supervision of company departments.
Business Centers (including Taiwan Sales Division, North America Sales Division, Europe and Southeast Asia Sales Division, Japan Sales Division, and Customer Engineering Division)	Responsible for understanding the market, planning domestic and international market promotion, sales contract signing, providing forecast for assuring production schedule meeting customer required delivery conditions and annual marketing plans, customized engineering for solutions and new product introduction.
Manufacturing Center	Drafting and execution operational plans to achieve profitability and meet objectives for sales revenue. Responsible for financial and operational effectiveness. Responsible for maintaining relationship between major customers and partner. Promoting and executing customer requirement by promoting and executing projects in production line. Balance between vision and operational purpose.
Testing Division 1	Responsible for supervising and assessing the accomplishment of department performance, production control and meeting shipment requirement, test technology development and introduction, product quality control and providing customer with superior testing environment and excellent testing quality.
Testing Division 2	Responsible for the processing and manufacturing operations for IC test, polishing, cutting and assembly; the production, delivery and quality control operation of order; the improvement on production technology and establishment of standard operations; evaluation, introduction and maintenance of production equipment, jig, measurement tools; responsible for supervising and assessing the accomplishment of departmental performance.
Testing Division 3	Providing IC finished product logic and mixed signal testing, responsible for supervising and assessing the accomplishment of department performance, production control and meeting shipment requirement, test technology development and introduction, and product quality control.
Testing Division 5	Responsible for supervising and assessing the accomplishment of department performance, production control and meeting shipment requirement, test technology development and introduction, and product quality control.
Testing Division 6	Providing customers with back-end memory testing service, production control and meeting shipment requirement, test technology development and introduction, and product quality control.
Manufacturing Technology and Information Division	Planning, designing and developing the automation equipment and manufacturing management information system needed for the manufacturing process of all business divisions, providing various supports for manufacturing process and boosting manufacturing productivity.

R&D Center	Designing and executing R&D strategy, consolidating and controlling R&D resources, integrating and promoting inter-group R&D projects, and steering key R&D projects.
Testing Development and Integration Division	New test technology development and integration related to corporate R&D strategy, proprietary platform test application development, providing customer with complete test solutions with introduction into mass production, and solving the bottleneck problems of production line in RF, CIS, Memory and other product production to improve engineering competitiveness.
Advanced Test Technology Development Division	PCB design manufacturing and simulation technology, new testing technology development, system diagnosis technology development, KGD testing technology development, automation testing program production and transformation system development, new testing platform interface design and manufacturing.
Factory Automation Division	Executing and establishing testing environment, developing the accessories and peripheral testing application technology needed for the production.
Burn-in & Test Application Development Division	Product development, equipment assembly inspection and maintenance, burn-in testing development, production stability improvement on production line.
System R&D Division	Proprietary testing platform system /equipment upgrade, proprietary testing platform function extension.
Administration Center	Integrating group administrative resources, supporting group operation, using minimum costs to maximize profits for the company.
Tungluo Safety Hygiene Division	Responsible for the hygiene, environmental protection, and labor safety issues of the plant.
Facility & Environment Safety Division	Responsible for the design, construction, maintenance, and corporate general affairs and environmental protection and labor safety issues of facility.
Information Technology Division	Responsible for the design, promotion, review, and improvement on corporate information system, and the regulation and supervisor on long-term information system.
Human Resource Division	Responsible for the drafting, review and revision of human resource development plan of the company.
Material Division	Responsible for the procurement, inventory management issues of raw materials and equipment of the company.
Quality Reliability & Assurance Division	Consolidate the upgrade of company product quality, formulation of quality strategy, improvement on quality system, and execution and control of instrument, equipment and documents.
Planning Division	Consolidate the company legal affairs and promotion of knowledge and management platform, with responsibility in the maintenance and management of corporation-investor relation, and control of media interaction and public relations.
Accounting Division	Consolidate company tax affairs, generalization, and cost accounting.
Finance Division	Consolidate company stock affairs and fund procurement.
Worldwide Business Divisions	Review and evaluate the feasibility of overseas investment project with design for executing, coordinating, and supporting overseas operational resources, staffing department for dispatching personnel overseas, coordination and contract with overseas subsidiary, and execution of operational policy and objectives.

(3) Board of the Directors

Organization of the Board of the Directors

The Company selects nine directors (including three independent directors) according to Company Act, articles of association and KYEC Director Election Guidelines in addition to calling for Board of Director Meetings routinely. The Board of the Directors serves as the highest decision-making unit of management and exercises rights in accordance with Company Act, Security Exchange Act and, articles of associations as well as other regulations with responsibilities in reviewing corporate management guidelines, annual sales plan, profit distribution, and appointing company managers. To establish an excellent Board of Director Governance system, sound monitoring function, and strengthening of management function, the company develops the Board of Director meeting procedures and rules pursuant to Paragraph 8, Article 26-3 of Security Exchange Act and the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies." The term of this Board of the Directors lasts from June 12, 2014 to June 11, 2017.

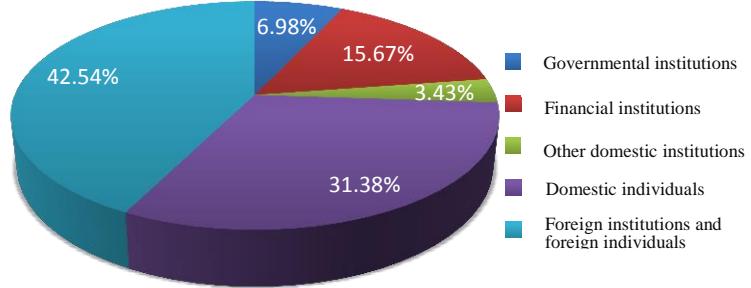
Members of Board of the Directors, their major experience, education and part-time functions are described below:

Title	Name	Elected Date	Term	Major Experience (Education)	Other functions currently serving at the company and other companies
Chairman	C. K. Lee	2014.6.12	3 years	Bachelor Degree KYEC General Manager	CEO Director of DL Tek Chairman of KYEC Investment International Co.,Ltd. Chairman of KYEC Technology Management Co.,Ltd. Chairman of KYEC Microelectronics Co., Ltd. Chairman of Sino-Tech Investment Co.,Ltd. Chairman of Strong Outlook Investments Limited Chairman of King Long Technology Chairman of Zhen Kun Technology Independent Director of Quang Viet Enterprise Co., Ltd.
Vice Chairman	Chi-Chun Hsieh	2014.6.12	3 years	Bachelor Degree Physician	Physician
Director	A. H. Liu	2014.6.12	3 years	PhD Degree President of Intematix Technology Center Corporation	President Chairman of KYEC USA Corp. Chairman of KYEC SINGAPORE PTE. LTD. President of King Long Technology President of Zhen Kun Technology
Director	China Development Industrial Bank	2014.6.12	3 years	—	—
	Representative Fang-Ting Li			Master Degree Manager of Direct Investment Department, China Development Industrial Bank	Associate Manager of Direct Investment Department, China Development Industrial Bank Director of Fintek
Director	Kao-Yu Liu	2014.6.12	3 years	PhD Degree Chairman of Liang-Cheng Construction	Chairman of Liang-Cheng Construction
Director	Kuan-Hua Chen	2014.6.12	3 years	Master Degree Supervisor of Weikeng Industrial Co., Ltd.	Supervisor of Weikeng Industrial Co., Ltd.

Title	Name	Elected Date	Term	Major Experience (Education)	Other functions currently serving at the company and other companies
Independent Director	Shi-Jer Shen	2014.6.12	3 years	Master Degree Associate Director of Nomura Securities	Salary/Remuneration Committee Coordinator and Audit Committee Member Legal Representative of Chuang-Ju English Cram School
Independent Director	Hsien-Tsun Yang	2014.6.12	3 years	Bachelor Degree Executive Deputy Editor-in-Chief of China Times	Audit Committee Coordination and Salary/Remuneration Committee Member
Independent Director	Hui-Chun Hsu	2014.6.12	3 years	Master Degree Physician	Audit Committee and Salary/Remuneration Committee Members Physician

(4) Shareholder Structure

2015 Shareholding Ratio:



(5) Salary/Remuneration Committee

Functions of Salary/Remuneration Committee

To improve the director and manager salary and remuneration system of KYEC, the company develops the articles of association for this Salary and Remuneration pursuant to the provisions prescribed in “Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is listed on the Stock Exchange or Traded over the Counter.” The main functions of Committee include the follows:

- (1) Routinely review the articles of association for Salary/Remuneration Committee and propose suggestions for revision.
- (2) Develop and routinely review the performance objectives of directors and managers as well as the policy, system, standards, and structure of salary remuneration.
- (3) Routinely evaluate the accomplishment of performance objective for directors and managers in addition to suggesting the content and amount of individual salary and remuneration.

Operations of Salary/Remuneration Committee

The Salary/Remuneration Committee this year consists of four members, including three independent directors and one independent personnel. The number of committee members may not fall below three with one of them being the coordinator.

The second Salary/Remuneration Committee of KYEC consisted of four committee members. The term of committee member is between June 24, 2014 and June 11, 2017.

The 2015 Salary/Remuneration Committee meeting was called four times with the following attendance by the committee members:

Title	Name	No. of Actual Attendance	Actual Attendance Rate(%)	Remarks
Coordinator	Shi-Jer Shen	4	100	Coordinator and Chairman
Committee Member	Hsien-Tsun Yang	4	100	
Committee Member	Hui-Chun Hsu	4	100	
Committee Member	Chung-Chi Huang	4	100	

(6) Audit Committee

Functions of Audit Committee

The Company established the Audit Committee in 2014 pursuant to the Security Exchange Act and the resolutions of general shareholders' meeting. The Board of the Directors also developed the "Audit Committee Organization Articles of Association" to maintain better decisions and organization execution, constantly enhancing corporate management efficiency and implementing corporate governance through realistic actions. KYEC Audit Committee is called for at least once quarterly to bring the supervision effect on the various scopes of corporate governance and corporate operational development into full play, thereby implementing corporate governance, sound supervisory function and strengthening management scheme. The Audit Committee members will also help investor with assurance of company reliability in terms of corporate governance and information transparency, thereby protecting the rights and interests of the shareholders.

Operations of Audit Committee

The 2015 Audit Committee called for five times meetings with the following attendance by committee members:

Title	Name	No. of Actual Attendance	No. of Appointment of Proxy for Attendance	Actual Attendance Rate(%)	Remarks
Independent Director	Hsien-Tsun Yang	5	0	100.00	Coordinator and Chairman
Independent Director	Shi-Jer Shen	5	0	100.00	
Independent Director	Hui-Chun Hsu	5	0	100.00	

(7) Internal Audit Organization and Operation

The organization of Audit Committee is established under the Board of the Directors with functions in inspecting and evaluating the flaws in internal control system and the measurement of operational efficiency by properly providing suggestions for improvement. Consequently the Audit Committee will assure the continual and effective implementation of internal control system and assist the Board of the Directors and the management to truly fulfill their responsibilities.

The annual audit plan is described below:

The nine circulations of audit operations, including the "sales and payment collection," "procurement and payment," "production," "personnel," "financiering," "real estate, plant and equipment," "investment," "R&D," and "calculator," are executed to assure the completion and rationality of internal control system and the effectiveness executed by all departments. It is required by the Financial Supervisory Commission that companies shall be audited for the transactions of derivative financial commodities monthly, audit and sponsor warranty/debt commitment or operations of loaning matters/funds to others quarterly. In every 3 month, the company shall propose follow-up record of improvement on previous audit flaws in addition to implementing internal control system autonomous inspection operation each year to increase corporate business performance. Moreover, the company shall also follow the "Regulations Governing Establishment of Internal Control Systems by Public Companies" to submit the audit report and audit follow-up report to the Board of the Directors and Audit Committee of KYEC by the end of the month following the completion of the audit report.

The company shall complete the online declaration operations for the following matters within the time specified by the Securities and Futures Bureau, Financial Supervisory Commission. The company shall declare the "annual audit plan" for the following year before the end of December, declare the "audit supervisory and auditor information" for that year by the end of January, the "annual audit plan execution status" for the previous year by the end of February, the "internal control system declaration" for the previous year by the end of March," and the "internal control system flaws and anomaly improvement status" for previous year by the end of May.

(8) Employee Code of Ethics and Conducts

In recognition of the guidance of competent authority for the directors and managerial officers of TWSE listed and TPEx listed companies in Taiwan to act in line with the codes of ethical conduct and help KYEC stakeholders better understand the ethical standards, KYEC has developed the “Code of Ethics and Conducts” in accordance with the “Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEx Listed Companies. “The Guidelines were adopted by the Board of Direction meeting on April 28, 2015

Prevent conflict of interests

KYEC shall formulate policies preventing conflict of interest and provide proper channel for the directors or managers to voluntarily explain the potential conflict of interests, if any.

Avoid private interests

KYEC shall avoid directors or managers involving the following matters,

1. Private interests using company property, information of convenience with the position.
2. Acquire private interest using company property, information or position.
3. Competing with the company: When the company is likely to profit from competition, directors or managers are responsible for increasing the legitimate and proper interests to be acquired by the company.

Responsibility of confidentiality

The directors or managers shall be held responsible for the confidentiality of KYEC or the information of buying clients (selling clients), with the exception of those authorized or regulated by law for publication. The information includes all undisclosed information that could be used by competitors or could damage the company or clients upon leakage.

Fair Trade

Directors or managers shall treat the company buying(selling) clients fairly, competitors and employees and may not make false statement or other unfair trading to certain matters due to the manipulation, concealing, abusing or information acquired from the position, thereby to acquire illicit profits.

Protect and properly use corporate assets

The directors or managers are responsible for protecting the company assets and assure the legitimate use on official affair, which theft, negligence, or waste could directly affect the profitability of the company.

Compliance with laws and regulations

The Company shall strengthen the compliance of Securities Exchange Act and other laws and regulations.

Encourage the reporting of any illicit conducts or conducts violating code ethical conducts

The company shall strengthen internal concept of ethics propaganda and advocate employees to report to independent directors, managers, internal audit supervisor or other proper staff when suspecting or discovering any violation of laws and regulations or conducts in violation of best practice of ethical conducts. To encourage the employees to report violations, the Company shall offer specific reporting system and help employees familiarize with the corporate efforts in protecting the safety of informers that will avoid revenge.

Disciplinary measures

In case the directors or managers violate ethical conducts, the company shall handle in accordance with disciplinary measures disclose violation information at the Market Observation Post System. The company shall also develop relevant grievance system to provide paths of relief for violation of code of ethical conducts.

For more information please refer to:

Market Observation Post System: <http://mops.twse.com.tw/>

(9) Implement Philosophies of Integrity Management

In recognition of the competent authority's intention to establish the reference framework of excellent business operations in TWSE/TPEx Listed Companies and assist enterprise with establishing integral corporate culture for sound management, KYEC develops the “Ethical Corporate Management Best Practice Principles” in accordance with the “Ethical Corporate Management Best Practice Principles for

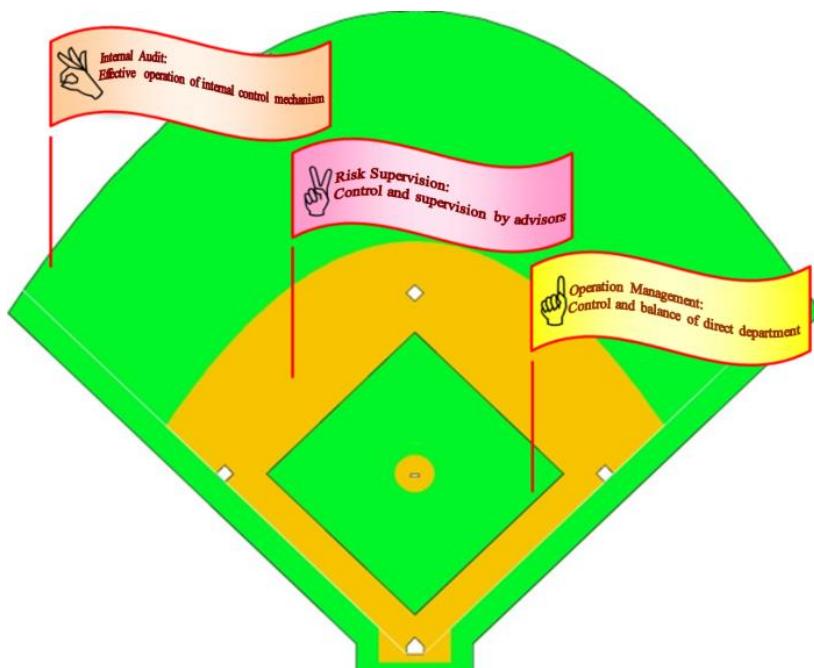
TWSE/GTSM Listed Companies" and actual corporate operations. The Board of Directors have adopted the principles at the resolution of BOD meeting on April 28, 2015 while the Internal Audit of Chairman Office serving as the special department responsible for the formulation, supervision and execution of ethical management policy and prevention solutions.

Scope of Regulation	All employees of KYEC, KYEC subsidiary and group companies (including directors, managers, employees, and consignors).
Regulatory Conducts	(1) Bribery, receiving gifts for bribery, providing illicit political donations, improper charity donation or sponsoring and providing unreasonable gifts, reception, or other improper interests. (2) Avoid trading with parties showing records of unethical conducts. (3) Avoidance of conflict of interests between the directors, managers and company.
Special Department in Supervision and Execution	Internal Audit of Chairman Office
Information Disclosure	Strengthen the performance of disclosure on ethical management information on the company website.

(10) Risk Strategies and Responses

KYEC applies the management model of three defenses for risk management to build establish complete and rigorous risk control operations. The Board of Directors is responsible for the supervision of risk control mechanism, regulations related to control and review, and review on key risk report. The scope includes multiple dimensions to facilitate the effective identification, measurement and response management of various risks.

Risk items and coping strategies are shown in the following table:



Scope	Risk	Coping Strategy
Financial Risk	Interest rate fluctuation	Interest expense in interest rate and exchange rate fluctuation has greater impact on the loss/profit of the company and hence the Company should collect daily interest rate change to timely take proper response actions.
	Exchange rate fluctuation	<ol style="list-style-type: none"> 1. The capital expense mainly consists of import equipment. To reduce the impact of exchange rate fluctuation against the profits, the company reaches agreement with major customers to pay some account receivable in USD. 2. Develop the acquisition or disposition of asset disposition procedure according to Article 12 “Procedure in Disposing Acquired or Disposed Derivative Product” as the basis of risk avoidance tools in foreign exchange and thereby lower the impact of exchange rate fluctuation against profits 3. Collect daily interest rate change to timely take proper response actions.
Supplier Risk	Quality Change	Based on the trading amount & abnormal rate to define Level 1 and Level 2 material. The supplier performance of Level 1 material shall be evaluated monthly while The supplier performance of Level 2 material shall be evaluated quarterly to supervisor the quality stability of suppliers.
	Material Shortage	Suppliers borrowing or relocating materials from his clients, peer industries borrowing or relocating materials from each other, clients provide customer materials transfer of materials to second supplier, and transfer to alternative materials.
Environmental Risk	Energy Resource Management	Uphold to the philosophy of “Sustainability” and integration with upstream/downstream suppliers, the company sustains the use of energy resources through the concept of “green production.” Use low-pollution, energy-saving and less-waste green concept to constantly invest in manufacturing technology and productivity.
	Greenhouse Gas Reduction	The struggle against climate change and global warming is one of the most important eco-friendly issues faced by enterprises today. Conducting continuous footprint and greenhouse gas inventory each year with energy-saving measures will help the company accomplish the objective in greenhouse gas reduction.

Supply Chain Management

(1) Green Products and Quality Management System

To assure the environmental-related substance contained in KYEC products are in conformance with international laws and regulations, and customer requirement by reducing product impact on the environment and increasing product competitiveness, KYEC introduces the Green Product Management System (GPMS) and receives QC 080000 and SONY's GP certification.

KYEC establishes green product management system in accordance with the IECQ-QC 080000 international standards. Such integrated management system (IMS) exhibits how KYEC provide products with consistency and the capacity to meet the objectives for customer satisfaction, including the continual improvement of system approach, assurance for conforming to customer requirement and applicable regulatory requirement. KYEC will continue to improve management system and provide quality standards surpassing customer expectation.

KYEC management system includes quality management system (QMS), environmental management system (EMS), employee health and safety (EHS) management system, and hazardous substance process management (HSPM) system. KYEC integrates different management system, using PDCA management circulation for constant progress and improvement that will meet customer satisfaction and meet or go beyond the expectation of stakeholders.

(2) Green Procurement

(1) To fulfill the responsibility of global citizens, KYEC actively cooperates to devote in green procurement. Currently apart from procuring green marked products certified by the Government, we also take factors such as power saving, operational performance, energy saving and water saving, and life cycle into consideration for the procurement of equipment and promotion of relevant improvement projects. Hence the green procurement defined by KYEC is equipped with "energy saving, carbon reduction, waste reduction, and products, technology and services reducing impact on the environment." The standards of green procurement recognized by the company are described below:

- Green products certified by the government, i.e. products with green, energy-saving or power-saving marks.
- Conform to the laws and regulations specified by foreign governments (i.e. EU RoHS, WEEE), or products with green marks and permission for use.
- Require equipment suppliers to take consideration of water saving, power saving, and consumable saving when designing and producing the equipment. All equipment suppliers shall verify the energy performance of relevant equipment operations in conformance or perform better than the procurement contract.

(2) Cooperate with company green policy by conducting green procurement propaganda in step with the supply chain to integrate green supply chain in providing services to customers.

(3) Non-Hazardous Substance Management

KYEC also values product quality and environment with commitment in the control of hazardous

substance in products. KYEC acquired SONY green partner certification in 2003 and was certified by IECQ QC 080000 in 2008.

According to the senior management meeting, the Company shall apply proper propaganda (i.e. meeting, bulletin/board, e-mail, and training) to the formulation of non-hazardous substance policy to help all employees understand and pay attention to about the execution of team performance

(3) Suppliers

KYEC aims to meet customer satisfaction as the ultimate objectives and its management philosophy is projected to work closely with suppliers. Under the corporate social responsibility in a globally intense supply chain, the Company is devoted to promote corporate social responsibility to the affiliated supplier groups with the following key issues:

- Quality and product safety assurance.
- Green procurement.
- Compliance with laws/regulations and social norms.
- Assure the information security of suppliers.
- Commitment of performance in Electronic Industry Citizenship Coalition Code of Conduct (abbreviated as EICC).

(1) Supplier Selection

To assure the capacity of upstream and downstream suppliers to perform corporate social responsibility, KYEC follows the following standards as primary reference for selecting suppliers. Moreover, new suppliers shall submit and sign the “Supplier Questionnaire Evaluation Survey,” “Raw Material Supplier Evaluation,” “Supplier’s EICCC CODE,” and “Supplier’s Warranty Letter of Non-use of Prohibited Substance” forms as the reference for evaluation review. KYEC also evaluates the suppliers in terms of quality, delivery, price, and services on a monthly basis:

- Service.
- Quality.
- Delivery.
- Costs.

Suppliers with outstanding evaluation results shall be listed as partners of priority for KYEC. In case the evaluation result does not conform to the KYEC system requirement or suppliers have poor historic records, KYEC will take more precaution in including such suppliers in the list of qualified suppliers during the selection process.

(2) Supplier Management

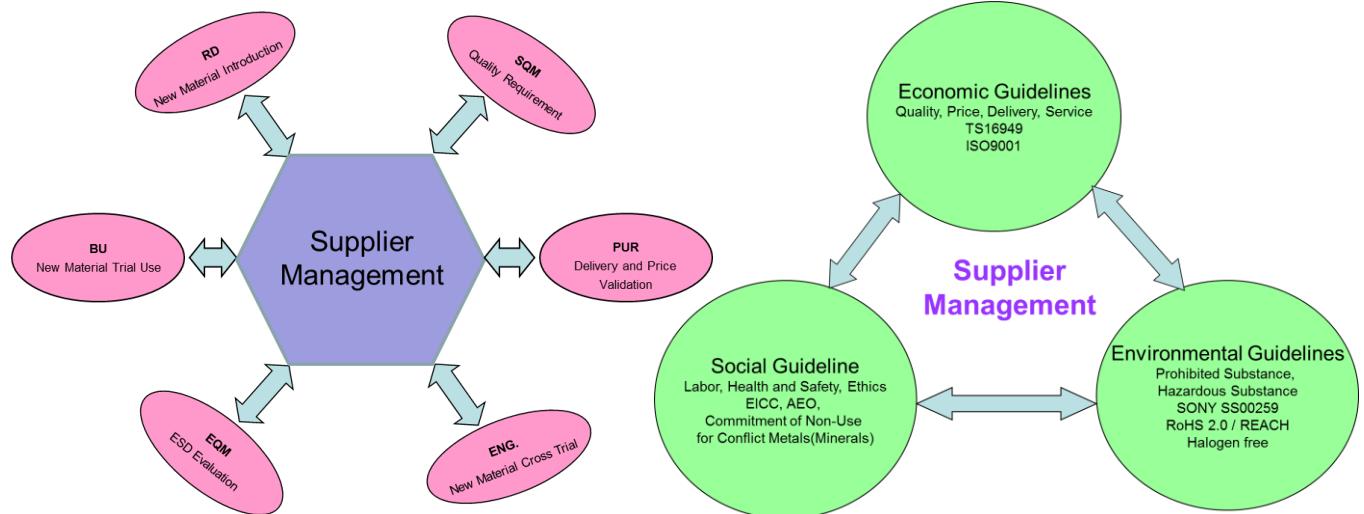
KYEC is committed to the maintenance of long-term cooperation with domestic or foreign suppliers by co-establishing a sustainable supply chain with stable development. Apart from considering the

product quality, delivery and price from the suppliers, KYEC also advocates the suppliers to implement green environment, improve safety and hygiene, value human rights, and collectively fulfill the corporate social responsibility in addition to preparing for risk management and operational sustainability plans.

KYEC requires all suppliers to strictly comply with quality management system, environmental safety and hygiene management system, and Authorized Economic Operator appraisal. The supplier procurement procedures require the review on supplier criteria, including company profile, relevant certificates, quality certification records, environmental safety and hygiene management survey, operational status, product information, manufacturing procedures, raw materials / materials supplier and operation with continual finance management, signing of procurement obligation related contracts, supplier's Green Product Management, and supplier's social responsibility one by one. Moreover, the procedures require the suppliers to sign the commitment of performance in Electronic Industry Citizenship Coalition Code of Conduct for corporate social responsibility management.

To enhance the overall competitiveness of the supply chain, KYEC not only conducts routine supplier audit but includes supplier quality, cost, service level, environmental protection, work safety and technology as well as other factors into the items of evaluation. In addition to assuring the quality level, KYEC also helps suppliers to find the root cause to supply related anomaly issues, providing necessary counseling when needed so that KYEC's supplier chain can be maintained at the best competitiveness.

KYEC requires all suppliers to comply with quality management system, environmental safety and hygiene management system and AEO appraisal. KYEC reviews supplier criteria one by one through supplier procurement procedure, including the company profile, relevant certificates, quality certification records, environmental safety and hygiene management investigation, operational status (including main clients, main products, monthly delivery quantity, and percentage), product information, manufacturing procedure, raw material /material supplier and operation with continual finance management, singing contract related to procurement obligations, supplier's green GP management, and supplier's social responsibility. KYEC also requires suppliers to sign the Electronic Industry Code of Conduct (EICC CODE) with commitment in corporate social responsibility management.



To assure corporate social responsibility and the requirement of green laws and regulations are implemented in our suppliers, KYEC requires our suppliers to sign back the “Electronic Industry Code of Conduct,” “REACH SVHC” and “SONY SS00259) with explicit and full disclosure on green supplier management center for suppliers to comply.

項次	標題	日期	附加檔案	是否發佈	是否閱讀	編輯
1	規定重金屬部份, 只能使用IEC 62321 檢驗方式	2008-06-25		true	請選擇	Edit
2	KYEC RoHS物質測試方法規定	2008-10-24		true	請選擇	Edit
3	提供至KYEC的包材皆不能含有REACH SVHC物質	2008-12-08	Download	true	請選擇	Edit

(3) Requirement for Supplier Management

AEO is the abbreviation for Authorized Economic Operator and is also known as “Quality Enterprise.” Quality Enterprise refers to owners helping custom meet safety measures with certification. Any operations related to international transport of consignment shall comply with WCO or equivalent supply chain security standards. Moreover, these enterprises recognized by the national custom bureau or representatives shall be certified into AEO. The first batch of semiconductor companies receiving certification in Taiwan includes Macronix (2337). Later more domestic IT factories were certified.

The international anti-terrorism situations intensify increasingly and it is utmost urgent to enhance the security of international import/export goods. To improve the corporate competitiveness and strengthen the factory control over goods safety as well as the overall safety in upstream and downstream supply chains, the company implements supply chain process strengthening within the company, including the educational system, production operation, goods inbound and outflow, supplier safety education and audit. KYEC Chunan Factory has acquired the AEO certificate in 2012 and conforms to WCO (World Customer Organization) safety regulation certification so that product export process becomes even more convenient. KYEC completed Miaoli Tungluo Factory by the end of 2014 and called for AEO initiation meeting and commercial partner assembly on May 12, 2015, inviting 35 commercial partners to participate. The AEO certification for Tungluo Factory was completed on December 14, 2015.

KYEC's Chunan Factory located in Miaoli has been awarded with AEO since 2012 and is also the first enterprise in Miaoli County certified by AEO. The factory has been entitled to fast and convenient custom clearance measures in recent years, which not only effectively shortens the custom clearance time for consignment but also offers faster delivery, convenient and safe consignment transport services to customers. The international key customers have shown substantial reliance and satisfaction in KYEC, promoting the steady growth of KYEC in recent years. The validity of AEO certificate for Chunan Factory was expired in 2015. To actively apply for certification renewal, Tungluo Factory was certified by AEO on December 14, 2015.

(4) Procurement Measures for Conflict Minerals

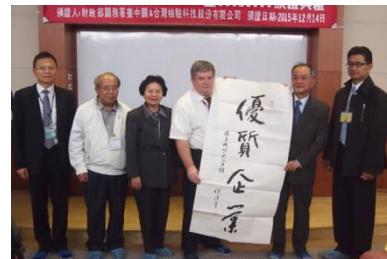
EICC established the Electronic Industry Code of Conduct (EICC CODE) standards to assure the work environment safety in the supply chain of electronic industries, where labor receives respect and dignity with responsibility of commercial operations to the environment.

In response to the international control and requirement for conflict minerals, KYEC strictly requests the suppliers not to use the conflict minerals produced in this region for the raw materials provided, in addition to listing this requirement in the Supplier's Electronic Industry Code of Conduct (EICC CODE), to assure the suppliers will not use conflict minerals in the effective supply chain management for materials supplied

The following table shows the number of KYEC's suppliers acquired with EICC CODE between 2013~2015:

System Authentication	No. of Suppliers in 2013	No. of Suppliers in 2014	No. of Suppliers in 2015
Electronic Industry Code of Conduct (EICC Code)	90	86	94

AEO & ISO28000
Award Presentation



(5) Supplier Audit

Suppliers of KYEC need to undergo routine evaluation and classification according to the amount of transaction between January and November and the types of materials and quality status scheduled for audit plan in the following year. SQM and relevant staff will conduct audit evaluation at the supplier's site and record the results in the "Supplier Audit Form" and "Supplier Audit Result Form," to assure the supplier's quality in conformance with KYEC requirement.

The quality system, environmental protection system, safety and hygiene management, and basic human rights and social ethics audit for suppliers of key materials through non-routine interview, meeting, site audit, and key counseling each year. In case of any defect, KYEC will immediately request suppliers to submit reasonable improvement objectives and schedule to assure the suppliers in conformance with the aforementioned requirement.

(5-1) Local material suppliers

Transaction Sum (NT:10K)	Material Type	Direct Material(Direct contact customer product)	Indirect Material(Indirect / no contact customer product)
>1000		A	A
1000~800		A	B
800~200		B	B
<200		C	C
SCORE	GRADE	MEANING	
90~100	A	Outstanding	→A 級廠商：為 KYEC 關鍵供應商，每一年需定期稽核乙次。 Class-A suppliers : Defined as KYEC key supplier, audit is required each year.
70~89	B	Satisfactory	→B 級廠商：當年度績效評比平均低於 80 分或品質績效得分平均低於 70%，或有重大品質異常客訴事件之供應商，將於次年度排定稽核。 Class-B suppliers : If the average performance score below 80 or the average score < 70 in Quality performance, or major quality claim issued this year, SQM will arrange audit for next year.
60~69	C	Conditional	→C 級廠商：依品質狀況評定。 Class-C suppliers : Evaluation depends on quality situation.
< 60	D	Fail	

- (5-2) Continuous procurement if audit score exceeds 70 points; if total score falls below 70 points, the score of single HSF management item falls below 70% of total score for that item, or if customers are discovered with violation of relevant provisions, suppliers are suggested for removal from QVL or suspended for procurement.
- (5-3) When the supplier is classified as A or G grade (namely ACCEPT), the flaws founded in audit will undergo secondary flaw review in the next audit to validate the effectiveness of improvement.
- (5-4) When the supplier is classified as Grade B, Grade-B supplier will be driven to continue improvement operation in order to gradually improve quality
- (5-5) When the supplier is classified as Grade C, supplier will be asked to provide audit flaw improvement plan and execution in 2 weeks. The quality management of supplier shall complete the secondary audit in 2 months and the supplier may be requested to strengthen material shipping inspection before completing the audit as quality management.
- (5-6) When the supplier is classified as Grade D or if the first evaluation of new supplier is Grade C or below, the SQM will discuss with relevant departments to suggest removing the supplier from QVL or notify the clients of the audit results so the clients can determine if to freeze the supplier. If the client agrees to freeze the supplier, KYEC shall seek for Second Source for cross-trial procedure and if clients disagree with freezing that supplier, KYEC shall follow client's waiver to continue procurement and management.

(6) Negotiation of Agreement Content

In the process of negotiating the contract content with suppliers, we uphold to justice and fair attitude.

(7) Supplier Information

We will never disclose confidential information provided by suppliers for use with non-KYEC external personnel, unless otherwise agreed by the consensus and instruction of suppliers in written form.

(8) Communication Channels of Supplier

In addition to using mail and phone communication, KYEC also holds supplier assembly to acquire the common market views from the suppliers. Meanwhile KYEC calls for meeting routinely to discuss and search improvement methods for the product characteristics, specification and quality stability. This will contribute to the improvement on product quality and delivery efficiency of KYEC suppliers.

(9) Supplier's Green Package Material Management

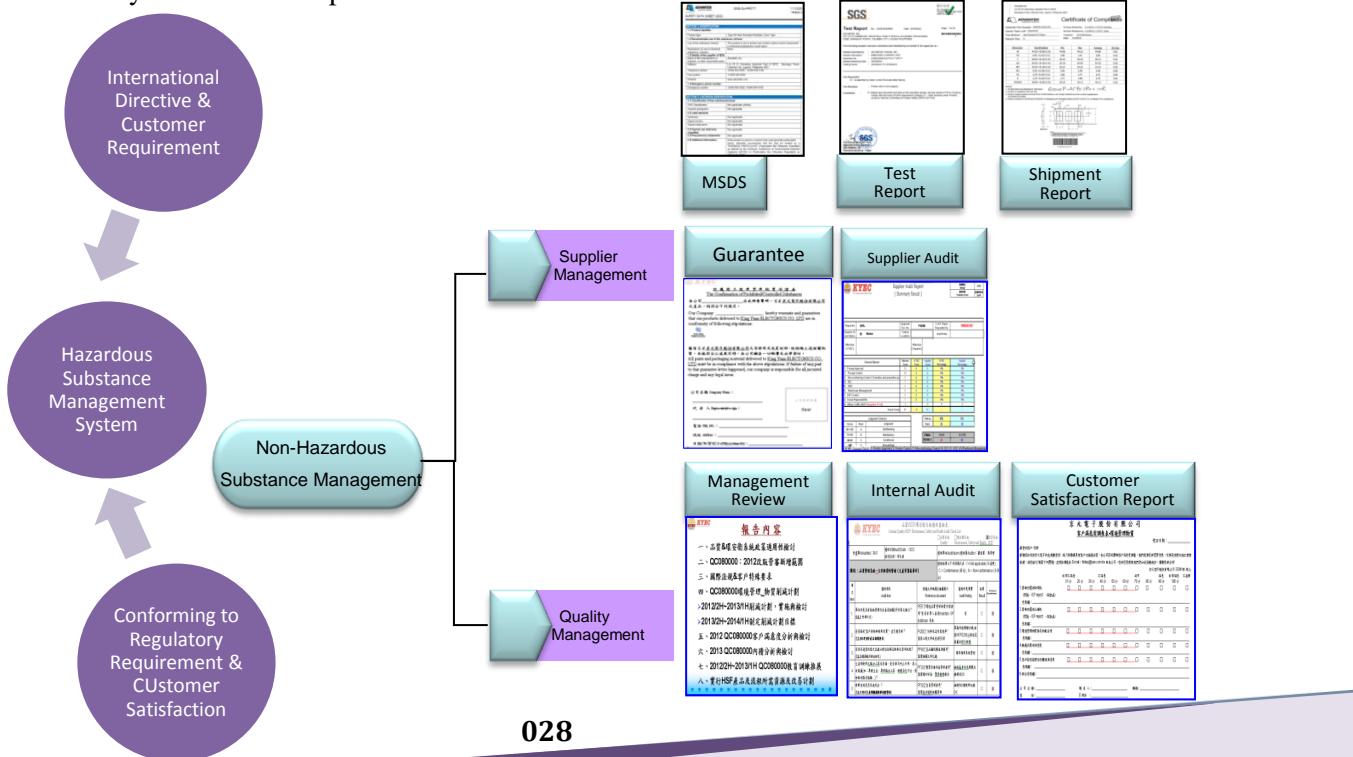
In pursuit of environmental sustainability and reduce the pollution of packaging material on the environment, KYEC implements green packaging material policy such as “supply chain management,” “routine x-ray fluorescent light analysis,” “propaganda and communication,”



and “compliance with international regulations.” KYEC cooperates with hazardous substance management to further boost green competitiveness and become outstanding green enterprise.

● Hazardous Substance Management System

The Supplier Management Division of KYEC will take consideration of multiple international standards and regulations (including SONY SS00259, REACH SVHC and RoHS 2.0) to formulate the management system with non-hazardous substance. KYEC also assures the relevant activities and operations of hazardous substance in conformance with hazardous substance management system requirement through this system procedure (including supplier management, quality management) in addition to meeting customer requirement and international regulations, thereby to lower the impact on human or the environment.



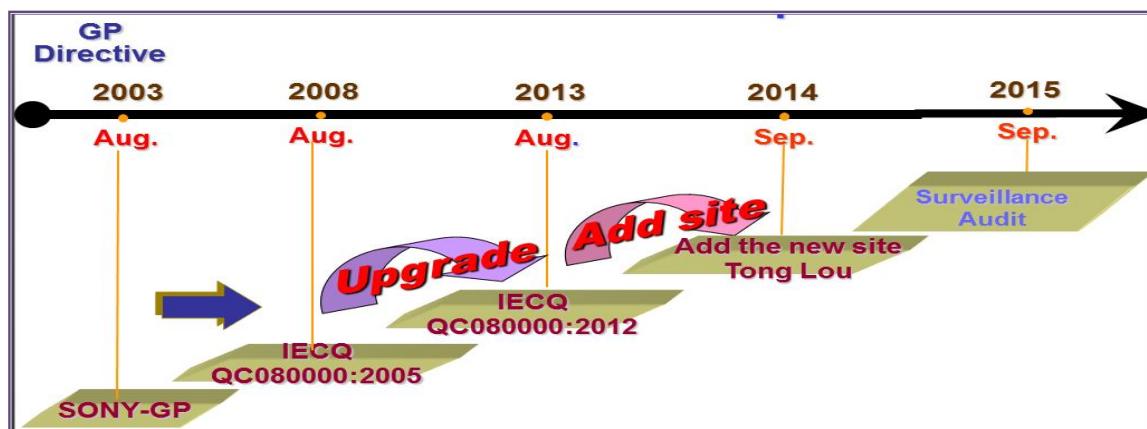
(10) Quality Management

KYEC routinely conducts internal audit and management review activities to assure conformance with international standards requirement and customer demand for packaging materials with hazardous substance. KYEC collects laws and regulations related to hazardous substance in every

2015-1 內部品質稽核小組人員名單															
稽核單位/組別		受稽核單位		稽核小組長		生產事業處單位									
BU1 (一)	BU1 (一) 部門互稽	陳政君 126753	HQ PQA 陳政君 CH PQA 劉峻軒	PQA 江明育 PQA 劉峻軒	PP1 潘重宇 PP2 陳瑞華	TE1 王宜鈞 TE2 吳俊逸	TE1 鄭明池 TE2 鄭品宏	PD1 朱祖綠 PD1 羅日清	PD1 陳美君 PD1 曾月鳳	PD2 林宜盈					
BU2	BU1	*巫貞慶	*	吳榮哲 楊雅雯	SQM 朱俐華	*	*	*	*	*					
BU2 (二)	BU2 (二) 部門互稽	李麗芬 126778	ASY PQA 李麗芬 CP PQA 徐詠芬	PQA 鄭政伶 PQA 徐詠芬	PP 鄭政伶 PP 劉柏群	PE 李明順 TE 潘辰妃	PE 陳怡君 TE 彭文博	PE 周殷浩 TE 李銘豐	PD2 鄭茹月 PD1 林曾暉	PD2 吳榮哲 PD1 徐美鈴					
BU1	BU2	*曾月鳳	*	邱富美 彭靜嬌	SQM 陳詩吟	*	*	*	*	*					
BU3 (三)	BU3 (三) 部門互稽	蕭綉玉 126973	PQA 李淑鈞 PQA 邱燕萍	PQA 邱燕萍 PQA 蕭綉華	PP 鄭秋芸 PP 陳秋芸	TE 孫家賢	PD1 黃淑玲 PD2 方昭欽	PD2 蕭珮佐	AE 陳俊瑋 PD2 王士錦	AE 楊維倫 AE 沈逸忠					
BU5	BU3	*張玉芳	*	李佳勤 徐銘鴻	SQM 吳耿維	*	*	*	*	*					
BU5 (四)	BU5 (四) 部門互稽	張淑禪 126751	PQA 林信吉 PQA 張淑禪	PQA 張淑禪 PQA 彭懷德	PP 王茹萍 PP 陳勝裕	TE 雷蕙萍 TE 沈勝裕	TE 陳秀枝 TE 楊文鴻	PD1 孫郁明 PD1 陳怡德	PD1 陳愛真 PD2 許博穎	PD2 許美華					
BU3	BU5	*吳政宏	*	張哲聰 方世揚	SQM 徐佩君	*	*	*	*	*					
BU6 (五)	BU6 (五) 部門互稽	陳坤隆 136703	PQA 陳坤隆 PQA 柳仲鍾	PQA 陳坤隆 PQA 楊仲鍾	PP 葉俞秀 PP 楊品婷	PE1 黃復璋 PE1 蔡宛真	PE2 鄭長濬 PE2 高國霖	PD1 陳英慈 PD2 鄭瑋琳	PD1 楊友善 PD2 李慶康	PD1 黎欣怡 PD2 陳鈺璇					
		*賴美秀	*	黃文忠 陳信衡	SQM 倪藝庭	*	*	*	*	*					
		*黃文忠	*	陳秀惠											

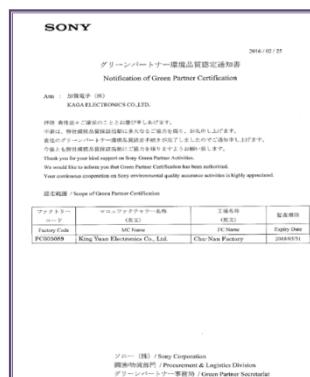
half year, such as REACH SVHC, SONY SS00259 and RoHS 2.0 in addition to notifying suppliers to sign letter of warranty for assurance of conformance to hazardous substance related laws and regulations.

(11) Evolution of Green Hazardous Substance Certification



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YEC acquired the SONY Green Partner Certification in 2003, was certified by QC080000 (IECQ 2005) hazardous substance process management system standards in 2008 and acquired the revision of QC080000 (IECQ 20012) in 2013. The new factory (Tungluo) also acquired the QC080000 certification in 2014.



(12) Supplier's Major engineering Project Change and Obligations of Notification

When suppliers voluntarily change internal engineering projects that are key matters of change, the suppliers will need to fill out the “Supplier Engineering Change Notification” and submit to KYEC for co-signing. The internal cosigning divisions of KYEC consist of the relevant divisions of the manufacturing center, quality assurance division, procurement division, supplier quality management division, and quality assurance office. The management division of suppliers shall reply the suppliers with the countersignature result.

The key matters of change are described below:

Major	Item
1. Process	Product process flow change
2. Product parameter change	Temperature/ Time etc.
3. Machine/model change	1. Machine change 2. Model add or change
4. Relocate equipment	Relocation to different plant
5. Inspection Specifications	QC stamping plan loosen
6. Temperature/ Humidity/ Particles	Change in clean room specifications., ex: Temperature, Humidity and Particle...etc.
7. Material change	1. Component change, ration change 2. Use of recycled materials and mix ration. 3. If supplier will discontinue materials (any lot NO. of material for KYEC) must inform KYEC six months in advance.
8. Packing method, materials, appearance change	Change in packing, materials and size, color, word, shape of all the packing appearance (label included) Change of structures specified in a drawing or specification. Change of structures not specified in a drawing or specification.
9. Location change	Production area or supply source change.

(13) Order consistency

According to the direction established by the company, some mature products will outsource to downstream suppliers for production while products with high-precision and high added-value will be produced by the company. When the market changes and to maintain the normal productivity of suppliers, the company shall maintain certain ratio of production to external suppliers through coordination scheme in order to achieve co-existence and co-prosperity. To maintain order consistency, the company will take consideration of the production costs within its own plant and the production quality by suppliers in order to maintain the room for profits assigned to suppliers as well as the intent to long-term cooperation.

(14) Order consistency

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(15) Supplier Distribution

KYEC is devoted in maintaining long-term cooperation with domestic or foreign suppliers by establishing a sustainable supply chain with stable development. In addition to taking consideration of the quality, delivery and price of products from suppliers, KYEC also advocates suppliers to implement environmental protection, improve safety and hygiene, value human rights, and collectively fulfill corporate social responsibility in addition to preparing for risk management and operational sustainability plan.

KYEC also actively promotes production localization in recent years and values the economic development of supply from Taiwan. The purpose is to reduce transportation costs, reduce carbon reduction, and diversify risks in addition to foster employment opportunities for local industries. In 2013, the procurement of raw materials from Taiwan has increased from 26.0% of previous year to 30.5%, increased to 32.5% in 2014 and even increased to 35% in 2015. KYEC will continue to foster local Taiwanese companies and encourage foreign companies to set up plants in Taiwan in order to collectively reduce production costs and risk, and thereby enhancing competitive advantage.

Apart from constantly increasing localized procurement and improve quality objectives, KYEC will further advocate for close cooperation with suppliers in 2016 to introduce alternative materials made from place of origin and reduce single manufacturing place for raw materials in case of risk of materials shortage due to natural disasters and force majeure.

KYEC has long established a sound strategic high-tech product flow control process since 2013. The plant is committed to building explicit and effective corporate internal export control process, including autonomously building a blacklist of ICP (Internal control program) for upstream and downstream supply chain and establishing export control numbers and good correspondence list. The aforementioned ICP system is used with the international black list released by the Bureau of Foreign Trade to carry out G2B comparison of industry-government cooperation mechanism. KYEC also establishes company policy for this flow by listing the stance of the company in export control with stipulation of punishment and reporting mechanism that will implement the purpose of internal export control policy.

(16) Conflict Minerals Management

With regards to conflict mineral management, KYEC is obliged to fulfill its corporate social responsibly by complying with the conduct codes and relevant requirement developed by the Electronic Industry Citizen Coalition (abbreviated as EICC) and Global e-Sustainability Initiative (abbreviated as GeSI), as a member of the electric industry supply chain. KYEC also investigates on the supply chain and prepares into policy with commitment to not use conflict minerals from Republic of Congo or the surrounding countries. The “Policy on Non-Conflict Minerals” is described below: Conflict minerals refer to the gold, tantalum, tungsten and cassiterite that have been, mined and marketed in the mining fields in the territory of Republic of Congo and neighboring countries under the control of armed groups. The mining or control of abovementioned minerals often leads to serious issues in human right, race, and illegitimate interests, and hence as a member of the global village, KYEC is committed to the following:

- KYEC will not procure conflict minerals produced from conflict zones.
- KYEC is devoted to request upstream and rater material suppliers to refuse using conflict minerals from conflict zones with the presentation of letter of commitment.

To assure the suppliers on the supply chain comply with this policy, KYEC has requested all suppliers supplying electronic materials to KYEC to fill out the “Electronic Industry Code of Conduct (EICC Code)” in case any of the substance inside the product could possibly contain conflict mineral. Meanwhile suppliers shall provide the list of metal refinery plants approved by EICC and GeSI to assure the products will not use any conflict mineral from the aforementioned areas. All suppliers of KYEC, including materials consisting gold, tantalum, tungsten and cassiterite have signed the “Electronic Industry Code of Conduct (EICC Code).”

(4) Green Logistics and Vision

KYEC owns the largest product distribution fleet among all domestic industries, which have the most impact on the environment on waste gas emission and resource use during transport. In view of this, KYEC started taking active measures in GPS control over delivery vehicles in 2005 and advocated for the significance of idleness on the environment in 2013, informing the correct driving method that can save fuel costs, reduce packaging materials and recycling for supply chain, to gradually reduce adverse impact of logistics operations on the environment.

(5) Optimizing Pickup/Delivery Routes

KYEC improves transport efficiency, reduce transportation miscellaneous costs and cost wastes of unnecessary routes through rational design of vehicle routes, which effectively resolve the chaos of transport movement and mitigates traffic congestion to attain the social benefits of environmental protection.

Contracting rides to and from Tungluo Factory in 2015 due to business operations resulted in a monthly average rides from Chu Nan Factory to Tungluo Factory: 63 rides; From Tungluo Factory to Chu Nan Factory: 91 rides. The total rides were 154 rides with a contracting fee of NTD130,800.

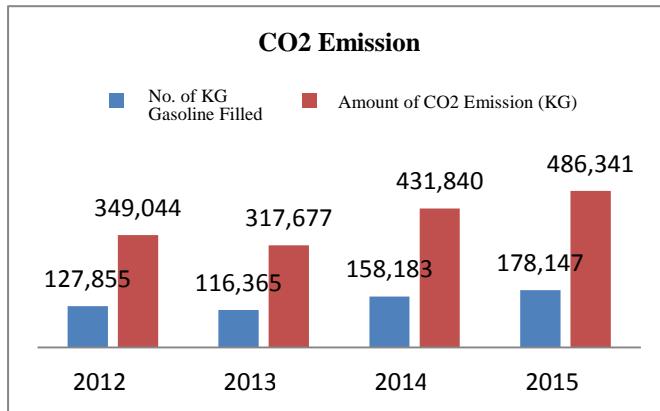
The logistics planning was launched in November, 2015 to consolidate the shifts in one hour before and after the shift, which absorbed a total of 150 rides with a cost of absorption of NT92,000. The absorption rate is 75% and an actual number of 50 shifts could be saved each month.

Optimized Shifts for Personnel Pickup:



(6) Idle and Fuel Statistics

The management division reviews the monthly fuel costs and idle status in addition to reviewing the best routes with integrated number of shifts and adjustment of vehicle schedule, in order to reduce the number of shifts and fuel costs, reduce CO2 emission, and thereby reducing impact on the environment. The 2015 CO2 emission was increased by 54,502 KG, up 13% per year mainly because of cooperation with Tungluo Factory operation, but was improved compared with the 36% increase in 2014.



Year	2012	2013	2014	2015	Annual increase	Annual decrease rate	Remarks
No. of KG Gasoline Filled	127,855	116,365	158,183	178,147	19,964	13%	
Amount of CO2 Emission (KG)	349,044	317,677	431,840	486,341	54,502	13%	Carbon emission for each kilogram of diesel is 2.73 KG

(1) GPS Control Delivering Vehicles

GPS allows the coordinators to control the routes of vehicles and the temporarily additional pickup operation in order to notify drivers immediately for avoidance of repeated shifts and saving fuel costs.



(2) GPS Controlling Idleness in Delivering Vehicles

The management shall explain the importance of idleness for environmental impact to all drivers each month, informing them of correct driving methods to save fuel costs and monitoring the idleness in vehicles via GPS.

行程報表						
條件 : (選項) 時段 : 2016/5/19 00:00:00 ~ 2016/5/19 23:59:59 當地停車 3 分鐘以上 或 燃油停車 30 分鐘以上 查詢 : 車號 : ABN-2511 / 駕駛員 : 日期 : 2016/5/19 (星期)						
時間	位置 / 距離	里程	固定(公里數)	怠速	停車	燃油
08:07 - 08:09	新竹縣竹北市中華路78巷29弄1號【京元電子中統一 電子】附近11.5公里	0.39 公里	2 分			
08:09 - 08:12	新竹縣竹北市中華路【京元電子中統一 電子】附近11.5公里	79.41 公里	1 小時 0 分		3 分	
08:12 - 09:12	桃園市大園區新明路3巷	8.25 公里	21 分			
09:46 - 09:52	桃園市大園區新明路【綠能】附近93公尺	1.86 公里	6 分			
10:14 - 10:21	桃園市大園區新明路【綠能】附近93公 尺	2.83 公里	7 分			
10:21 - 10:25	桃園市大園區新明路【綠能】附近93公 尺	0 公里		1 分		
10:27 - 10:28	桃園市大園區新明路【綠能】附近93公 尺	0.02 公里		1 分		
10:32 - 10:33	桃園市大園區新明路【綠能】附近93公 尺	68.5 公里	48 分			
10:50 - 11:38	新竹市香山區中華路【京元電子中統一 電子】附近18公尺	3.18 公里	6 分			
12:01 - 12:07	新竹市香山區中華路【京元電子中統一 電子】附近18公尺					1 小時 46 分
12:07 - 13:33	新竹市香山區中華路【京元電子中統一 電子】附近124甲號	0.81 公里	4 分			
13:53 - 13:57	新竹市香山區中華路【京元電子中統一 電子】附近124甲號	3.31 公里	7 分			

Environmental Management

(1) Energy consumption and Management

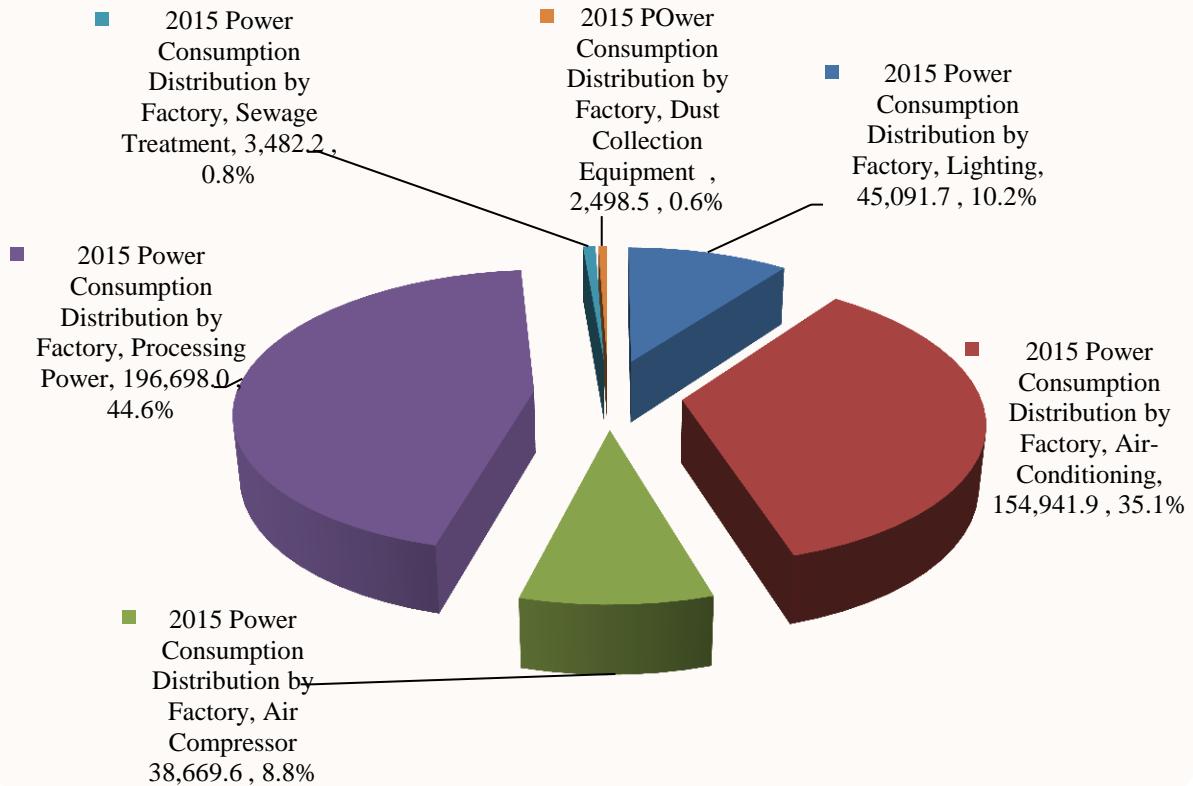
(1) Energy Consumption

The main source of KYEC power consumption comes from the outsourced power of indirect energy, without using natural gas, gasoline or diesel as fuel for indirect energy. The 2015 power consumption was 441,381.9 MWh while processing power consumption accounts for 40% of total power consumption, followed by air-conditioning power consumption accounts for 35.1%.

2015 Direct and Indirect Energy Use Statistics					
	Power (MWh)	Diesel	Gasoline	Natural Gas	LPG
KYEC Headquarters	22,556	0	0	0	0
Chu Nan Factory	383,520	0	0	0	0
Tungluo Factory	35,306	0	0	0	0
Total	441,382	0	0	0	0

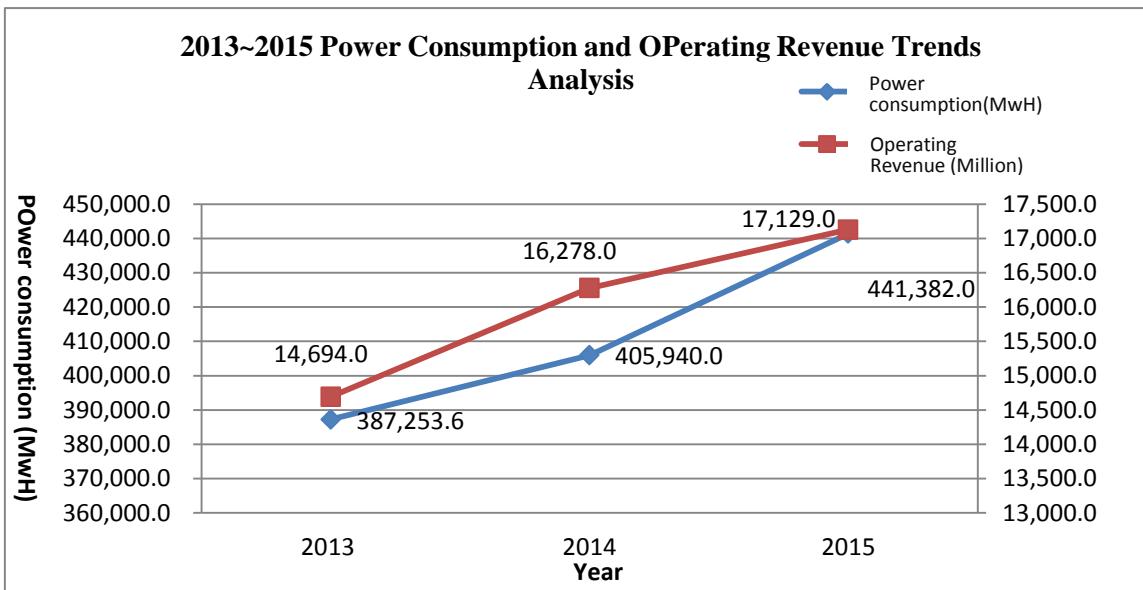
2015 Power Consumption Distribution by Factory							
Power Consumption (MWh/Year)							
Factory/Type	Lighting	Ai-Condit ioner	Air Compress or	Processing Power	Sewage Treatment	Dust Collection Equipment	Total
Chu Nan Factory	42,187.2	138,067.2	30,681.6	168,365.3	2,301.1	1,917.6	383,520.0
Hsinchu Factory	1,139.2	7,518.6	3,645.4	9,796.9	227.8	227.8	22,555.8
Tungluo Factory	1,765.3	9,356.1	4,342.7	18,535.8	953.3	353.1	35,306.2
Total	45,091.7	154,941.9	38,669.6	196,698.0	3,482.2	2,498.5	441,382.0
Ratio	10.2%	35.1%	8.8%	44.6%	0.8%	0.6%	100.0%

2015 Power Consumption Type Analysis



Following the official operation of Tungluo Factory in 2014 and annually increasing productivity, the 2013~2015 energy consumption and operating revenue trends are described in the following analysis:

2013~2015 Power Consumption and Operating Revenue Statistics			
Year	2013	2014	2015
Power consumption (MwH)	387,253.6	405,940.0	441,382.0
Operating Revenue (Million)	14,694.0	16,278.0	17,129.0



(2) Energy Management and Audit

KYEC incorporates departments of procurement, sales, quality management, and others through integrated energy saving organization framework to call for energy management meeting weekly, routinely trace the power use and energy-saving effect by factory, conduct energy department energy-consumption objective management and reduction, and expand the technical, experience and management system to all factories.

The factories are installed with real-time monitoring system to organize, systematize, and simplify the energy management system, control the use of energies, and send personnel to treat and review the cause in times of anomaly. KYEC conducts regular equipment maintenance and repair, continue to evaluate equipment performance, replace energy-consuming equipment with new ones, and enhance energy-saving benefits. Moreover, KYEC introduces quality suppliers and experts to participate in the evaluation for improvement and adopt experience to boost the factory energy-saving effect.

Each year, KYEC applies IR-Scan technology to discover potential abnormal energy consumption with follow-up and improvement. Furthermore, the relevant environmental certification such as ISO14001 and ISO14064 integrates system and regulations into factory operation to establish proposition and improvement incentive mechanism so that personnel are encouraged to propose energy-saving and improvement proposal in order to receive bonus based on the effect.

(3) Energy-Saving Project and Benefits:

Power use is the main greenhouse gas emission source of the KYEC and also the most effective reduction proposal for energy and power saving. Hence apart from adopting administrative measures for reducing power use, KYEC also needs to emphasize on the overall power equipment such as aid conditioner system to conduct energy consumption estimation, launch energy saving projects, effectively reduce power use, and attain the purpose of greenhouse gas reduction. The continuous implementation of power saving project by factory between 2013~2015 could save power by 14,891,607 KWh and reduce 14,891.607 tons of carbon emission.

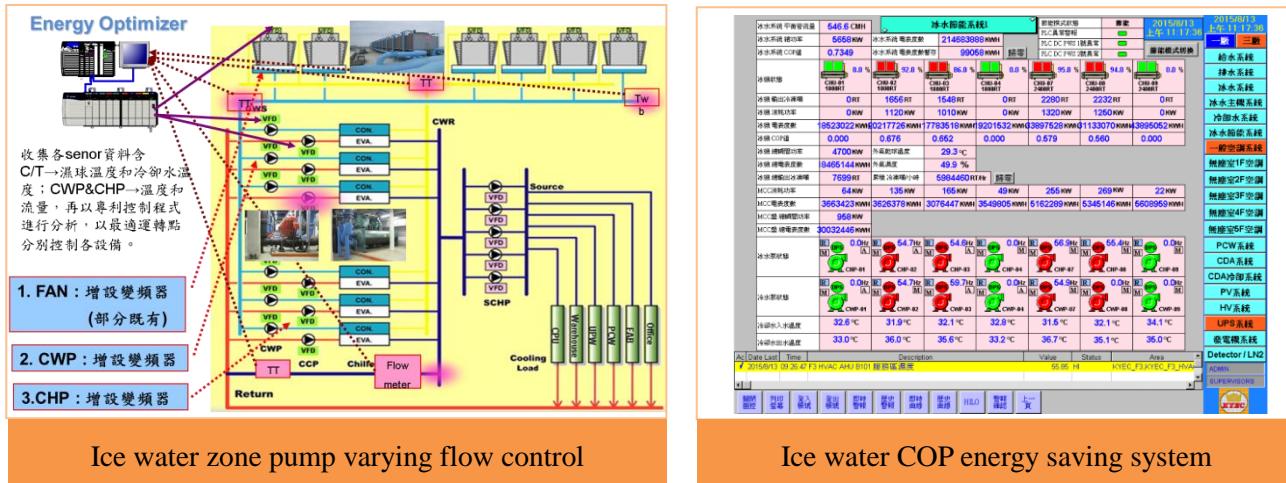
2013~2015 Energy Saving Project and Improvement Effect by Factory						
Item	Energy Saving Project	Implementing Factory			Energy Saving and Effect Evaluation	
		Chu Nan Factory	Hsinchu Factory	Tungluo Factory	Energy Saving (KWH)	CO2 Reduction (Ton CO2e/Year)
1	Replacement of lighting fixture T8 with LED in clean rooms.	●			5,361,175	2,793.172
2	LED replacement for general lighting zone	●			232,750	121.263
3	LED replacement for common escape LED in factory	●			17,166	8.943
4	Ice water COP energy saving system	●			12,544,320	6,535.591
5	Ice water zone pump varying flow control	●			4,301,160	2,240.904
6	Cooling water flow change in PCW processing	●			536,112	279.314
7	Air conditioner in MDF computer room changed to inverter	●			171,000	89.091
8	Air exhauster operation in the bathroom	●			47,376	24.683
9	Improvement on air blower outside of air compressor	●			113,880	59.331
10	Temperature control for constant temperature and humidity zone	●	●	●	909,091	473.636
11	MAU energy saving improvement (water rinsing + hot pump)	●			3,081,818	1,605.627
12	Improvement on cutting, polishing and exhaust gate	●			349,147	181.906
13	Suspended use of 3F LV-13 transformer	●	●		35,040	18.256
14	Lowering 300kw of capacity in first feedback contract.	●	●		3,300	1.719
15	75HP vacuum replacement			●	2,606	1.358
16	New high-performance ice water main unit			●	289,440	150.798
17	300HP Air Compressor Replacement			●	587,358	306.014
Total					28,582,739	14,891.607



LED light replacement in clean room



Air conditioner in MDF computer room changed to inverter

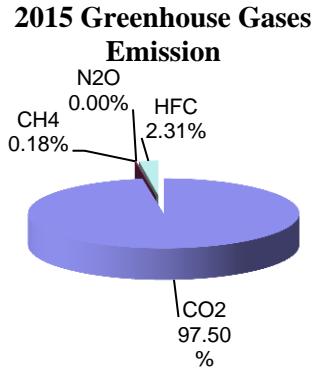


(2) Greenhouse Gas Inventory

Extreme weather or changes in climate incidents is the most concerned issue for most enterprises in terms of climate change. One of the most important environmental protection issues is the struggle against climate change and global warming for most enterprises today. KYEC has been building the greenhouse gas inventory system since 2006 to conduct annual inventory and energy-saving measures in the achievement of objectives in greenhouse gas reduction. To effectively manage the source of greenhouse gas emission and based on the suggestions from the ISO 14064 and GHG Protocol Initiative, the configuration of operational boundaries including the identification and operation related greenhouse gas emission will be classified by direct emission and indirect emission while the type and source of occurrence for greenhouse gas that could possibly occur in the operational range will be identified and undergo the certification of external testing institute (SGS).

(1) Greenhouse Gas Inventory and Analysis

The 2015 inventory and calculation show that the greenhouse gas emission in Scope 1 is 5,953.5799 tons of CO₂e, accounting for 2.72%; which main source comes from R-134a coolant from the water cooling machine. The greenhouse gas emission in Scope 2 is 212,787.5228 tons of CO₂e, accounting for 97.28%; which main source comes from purchased power. In terms of ratio, the greenhouse gas emission of the company mainly comes from purchased power. The 2015 inventory results are shown below: Note ²



Factory	Scope 1	Scope 2	Scope 3	Total
Hsinchu Factory	22.1516	11,726.0428	0.0000	11,748.194
Chu Nan Factory	5,890.4900	182,666.9467	0.0000	188,557.437
Tungluo Factory	40.9383	18,394.5333	0.0000	18,435.472
Total Emission (ton CO2e/ year)	5,953.5799	212,787.5228	0.0000	218,741.103
Percentage (%)	2.72%	97.28%	0.00%	100.00%

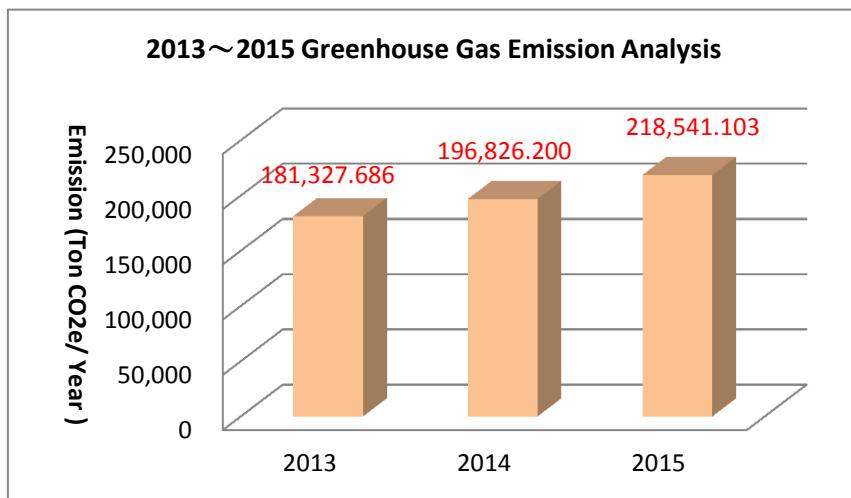
Note²

Scope 1: Mainly consists of fixed resource emission, mobility resource emission and dissipation emission.

Scope 2: Indirect greenhouse gas emission mainly consisting of purchased power

Scope 3: Employee commute, contractors, customer vehicle, and general waste treatment.

2015 Greenhouse Gases Emission							
Factory	CO ₂	CH ₄	N ₂ O	HFC	PFCs	SF ₆	Total
Hsinchu Factory	11726.8320	21.3606	0.0019	0	0	0	11748.195
Chu Nan Factory	183153.3890	334.2507	7.5971	5062.2	0	0	188557.437
Tungluo FAcoty	18396.6182	38.8485	0.0050	0	0	0	18435.472
Total Emission (Ton CO ₂ e/ Year)	213276.8392	394.4598	7.6040	5062.2	0	0	218741.103
Percentage (%)	97.5%	0.2%	0.0%	2.3%	0.0%	0.0%	100.0%



(2) Energy-Saving and Carbon Reduction Measures:

In response to global climate change, KYEC starts to purchase green power. In 2015, KYEC purchased a total of 1 million KWH green powers and was ranked the top 15 companies in Taiwan. Green power refers to the process of producing power which carbon dioxide emission was zero or near zero, resulting in relatively lower impact on the environment. The main source of the purchased green power comes from solar energy and wind power generation on land, which is expected to reduce 520,000 KG of carbon emission. KYEC takes real actions in energy saving and carbon



2015 Miaoli County Government Certificate of Green Power Purchase
2015 Ministry of Economic Affairs Green Power Purchase Mark

reduction, receiving award from the Ministry of Economic Affairs and Miaoli County as the excellent enterprises in green power purchase. KYEC expects to set an example and lead the organization and the public to take actions in green power purchase and thereby making contribution to environmental protection.

The factories continue to promote and implement various actions in autonomous management for energy saving and carbon reduction so that such concept will become part of employees' life.

Actions of Autonomous Management for Energy Saving and Carbon Reduction

Set up recycling zone, announce classification method and establish control mechanism.

Post slogan signs for energy saving and carbon reduction to develop the energy-saving habits in employees/customers.

Set up power save mode for photocopy machine or computer equipment to reduce energy consumption.

Purchase or use products with green marks.

Promote walking, bicycling, riding electric scooter, or carpool in employees.

Offer parking area for electric scooter and bicycles to enhance employee intention in green transport.

Routinely share and promote local agricultural products.

Prohibit the use of disposable tableware in employee cafeteria and use eco-friendly tableware.

Promote vegetable and fruit meals in employee cafeteria by promoting special sales of agricultural products in

Use independent lighting switch device in the office and apply responsibility-division management system

Use conference mode for education and training in all factories.

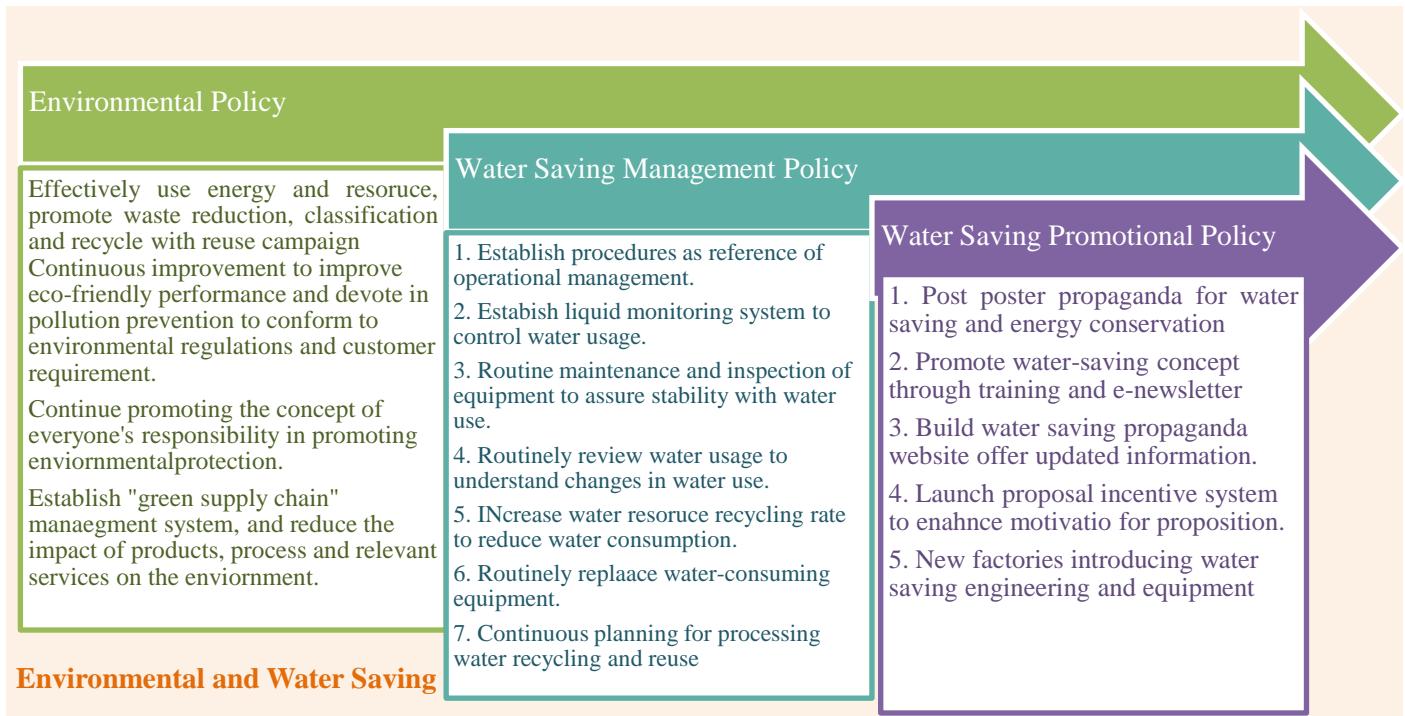
Continue to promote e-system and reduce the use of paper and printing.



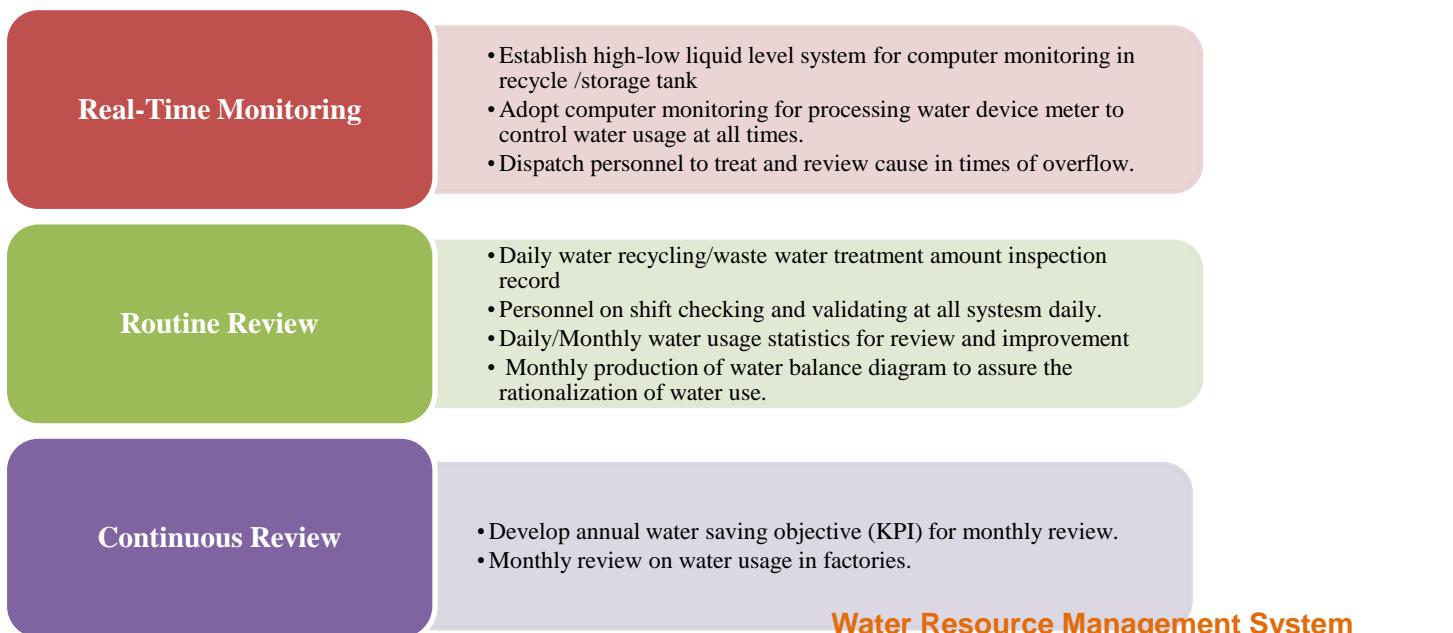
(3) Water Resource and Impact on Water

(1) Water Saving Policy and Management

The principle of water use conforms to the standard of water-saving processing design and maximizes the use of every drop of water through waste water recycling and reuse, thereby reducing the use of tap water. All departments shall establish water saving promotional organization to develop implementation guidelines and routinely review and inspect changes in water use. The departments shall also validate the effectiveness of factory facilities to replace water-consuming equipment and avoid waste.



The departments also implement proposal for improvement incentive system to encourage employees with the proposal of energy and water saving solutions in addition to taking active participation in governmental water saving plan and seminars. The departments shall continue to exchange water saving experience, using new equipment and technology to enhance the ratio of water resource recycling and reuse in the factories



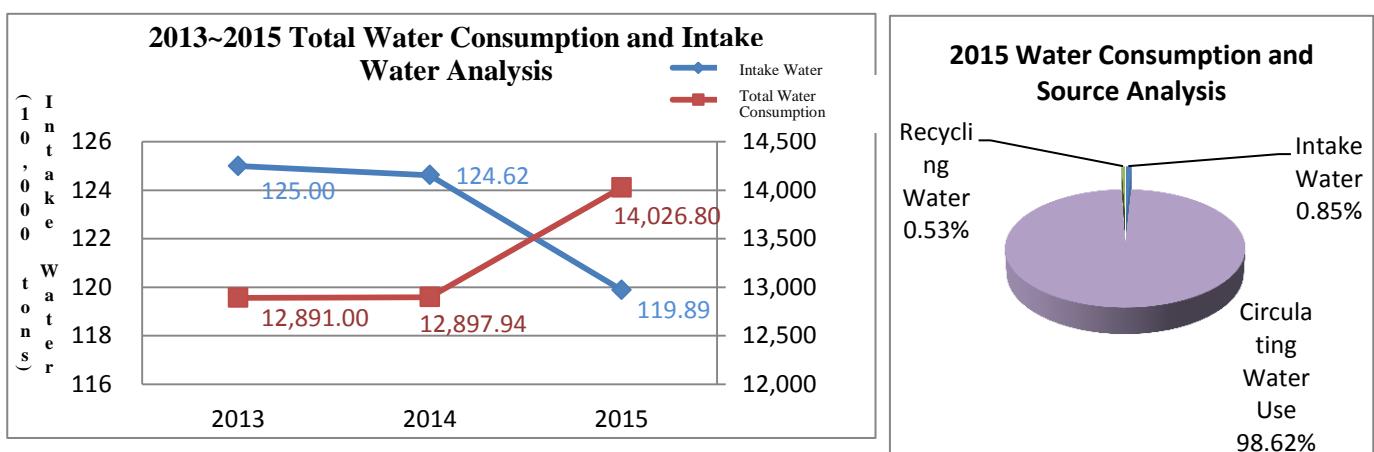
(2) Water Resource Management Indicator

KYEC continues to launch different water-saving recycling project each year with over 70% of waste water recycling rate. In 2015, KYEC's intake water in 2015 was 1,198,878 tons, which only accounted for 0.85% of total water consumption while other sources of water use come from the processing waste water recycled and reused or supply from water treatment system in circulation. KYEC has accomplished the environmental objectives through the effective use energy resources.

The 2015 Water Consumption Recycling and Reuse Rate is analyzed below: Note ³

2015 Water Resource Recycling and Use Statistics						
Unit: Tons						
Item	Intake Water	Circulating Water Use	Recycling Water Use	Total Water Consumption	Reuse Rate	Recycling Rate (excluding the circulation amount from cooling water tower)
Cooling	566,978	134,758,766	269,629	135,595,373		
Furnace	-	-	-	-		
Processing	567,325	3,573,600	456,057	4,596,982	99.15%	78.24%
Livelihoo d	64,575	-	11,036	75,611		
Total	1,198,878	138,332,366	736,722	140,267,966		

2013~2015 Water Consumption and Water Source Analysis				
Unit: 10,000 tons				
Year		2013	2014	2015
Recycling and Water Use	Recycling Water Use	35.00	42.76	73.67
	Circulating Water Use	12,731.00	12,730.56	13,833.24
Intake Water		125.00	124.62	119.89
Total Water Consumption		12,891.00	12,897.94	14,026.80
Intake Water to Total Water Consumption Ratio		0.97%	0.97%	0.85%



Note ³

1. Reuse Rate = (Circulating Water Use + Recycling Water Use) ÷ Total Water Consumption
2. Recycling Rate = (Circulating Water Use + Recycling Water Use - Tower Cooling Water in Circulation) ÷ (Total Water Consumption - Tower Cooling Water in Circulation)
3. Circulating Water Use: Referring to the reuse water without treatment by the same water use unit
4. Recycling and Reuse Water: Referring to the water reuse produced from waste water treatment

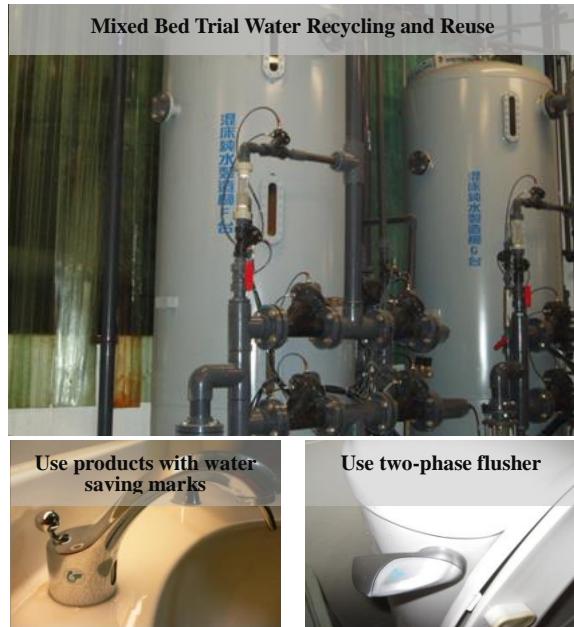
(3) Water Saving Plan and Benefits

The launch of different water saving solutions including the continuous implementation of waste water recycling and reuse from the processing and water system in addition to building rainwater recycling system will save 1,335,850 tons of water a year, reduce 1,691.78 tons of sludge in output, and reduce 259.12 tons of carbon emission, reaching a total economic benefits of saving NTD 56,785,000 /year.

No.	Implementation Solution	Environmental Benefits			Economic Benefit's Amount saved (NT10,000/year)
		Water amount saved (10K tons/year)	Amount of sludge saved (tons/year)	Carbon reduction (tones/year)	
1	The waste water from cutting and grinding wafer in the process is recycled to pure water system for supply to site processing.	64	883.1	124.16	3336.9
2	The vacuum cooling water during the grinding process is changed from the discharged to recycled and reuse water.	11	151.8	21.34	571.5
3	The rinsing water for sludge dehydrator in waste water field is changed from tap water to discharged water.	14.6	0	28.32	186.1
4	The ROR recycled water produced from the ultra-pure water system RO tube is supplied to cooling tower use.	14.6	201.48	28.32	469.3
5	Soft water system cleaning water in reserve for recycles to the sediment pool, then supply for soft water system use.	1.46	201.48	2.83	93.7
6	Pure water system in mixed bed trial water recycled to soft water pool for RO water use.	1.3	17.94	2.52	41.5
7	Re-distribute the pipe for toilette flushing and bathroom from faucet water to ROR recycled water.	1.8	0	3.49	23.2
8	Adopting sensor faucet and adjust the amount of water flow	3.9	0	7.56	50.7
9	Replace traditional sludge dehydrator with plate frame based filter	1.46	0	2.83	31.2
10	The recycling tube for cutting and grinding water water replaced with DOWEX tube	15.257	235.98	29.59	820.8
11	Plant 4 rain water recycling system established	1.44	0	2.79	18.4
12	Full bottled water placed in toilette water tank or adjusting the water level on water tank to reduce the amount of water for flushing.	0.215	0	0.42	2.7
13	Recycling condensed water from the external air-conditioning box	0.912	0	1.77	11.6
14	Plant 2 and Plant 4 Rain water storage tank added with piping	0.582	0	1.13	7.4
15	Chunan Factory Rain water recycling system integration	1.059	0	2.05	13.5
Total		133.585	1691.78	259.12	5678.5



Replace the recycling tube for waste water from cutting and polishing with DOWEX tube



Use products with water saving marks



Use two-phase flusher



Waste Water Plant Installed with water immediate monitoring

(4) Pollution Prevention

(1) Waste Water Discharge and Management

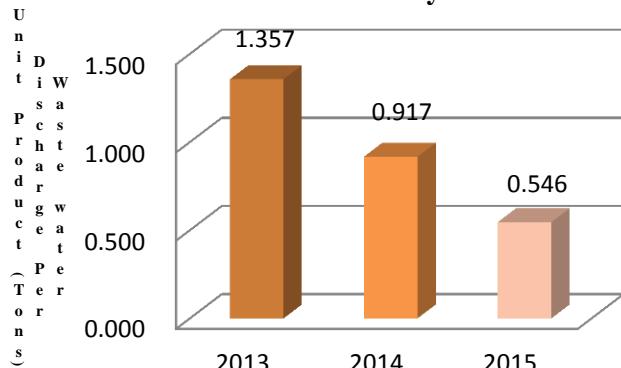
The factories are installed with processing waste water recycling and treatment equipment with specialist in charge of operation and management in addition to developing operation maintenance and repair operation procedures. Each year the budget is prepared to maintain and replace waste water prevention and treatment equipment in order to effectively improve the processing waste water recycling and reuse rate. The waste water discharge per unit product gradually drops from the 1.357 tons in 2012 to the 0.546 tons in 2015, which maximizes the benefits of prevention and treatment equipment.

KYEC complies with domestic and international environmental protection laws and regulations, acquires water pollution prevention license, and routinely conduct waste water inspection and declaration. For the daily site audit on waste water treatment and waste water discharge outside of factory, KYEC will immediately conduct inverse flow treatment in times of abnormal effluent. Each year the inspection unit recognized by the Environmental Protection Administration will conduct waste water and sludge inspection analysis. The waste water will undergo effluent treatment and then discharged to licensed agricultural and irrigation gutter. KYEC also analyzes the inspection discharge data quarterly to verify if such data conform to the effluent and Department of Irrigation and Engineering standards, in order to reduce the impact of waste water discharge on the environment.

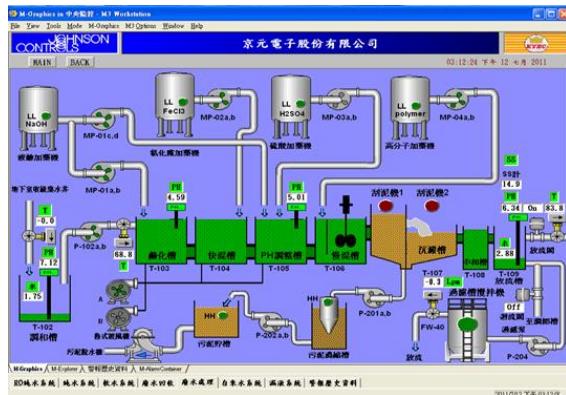
2013~2015 Waste Water Discharge Analysis

Year	2013	2014	2015
Waste Water Discharge (tons)	366,986	344,499	394,758
Cutting and Polishing Quantity (Pieces)	270,528	375,645	723,000
Waste Water Production Per Unit Product (tons)	1.357	0.917	0.546

2013~2015 Waste Water Discharge Per Unit Product Analysis



Installation of Waste Water Treatment Monitoring System



(2) Rainwater Management

Rainwater is often neglected in the management of water source and so KYEC designs rainwater collection systems in all factories to store rain water during rainy season and effectively use rainwater collected for irrigation and bathroom water flush through the piping connection between factories. In spite of the absence of enormous economic benefits from raining water recycling, the saving in water costs is only added value while the good use of water source is the direct achievement of environmental sustainability.

Apart from effective use of rainwater source, KYEC also establishes the “Rainwater Gutter Management Operation Instructions” to routinely patrol and monitor the water quality in rainwater gutter. KYEC also outsources inspection companies to draw samples during rainy season to immediately shut down the rainwater gutter gate in case of abnormal water quality. Rainwater is also introduced into the waste water treatment system for treatment, follow-up and correction of cause of abnormal water quality. A water division pier is also set up in the waste water treatment plant and sludge storage zone to guide the rainwater into the gutter and avoid the overflow of mixed rainwater and waste water into the rainwater gutter in times of storms. The factories routinely clean rainwater gutter to prevent overflow of rainwater sediment in times of rainy season.



↑Sludge Storage Zone installed with water division pier



↑ Factories installed with rainwater recycling system



↑Rainwater gutter installed with water gate for recycle and treatment in stimes of abnormal water quality↑



(3) Waste Management and Reuse

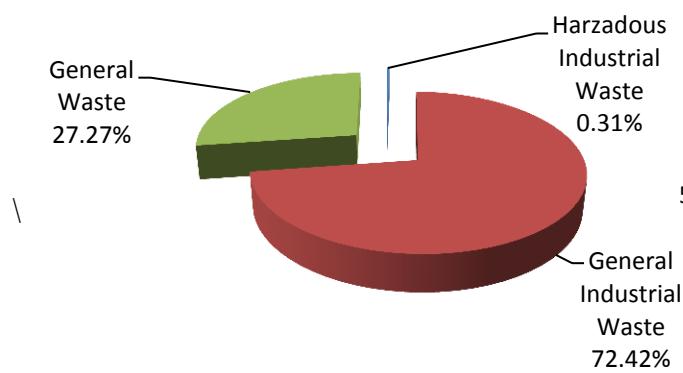
KYEC specializes in semiconductor testing process without using toxic substance. KYEC does not produce air pollution in testing process but only waste water treatment and wastes. Wastes are outsourced to qualified suppliers without overseas transport.

Each year KYEC targets at corporate environmental policy to set up various waste reductions, routinely audits energy saving objectives, trace and review factory waste reduction and energy saving conditions to establish cleaning and removal treatment supplier audit system, and routinely execute follow-up and audit without warning, in order to assure the legitimacy of outsourced cleaning and removal treatment operations. Contractors will need to complete 2 hours of environmental safety and hygiene education and training before working in the factories in order to strengthen the personnel with environmental protection work administration capacity when working at the factories.

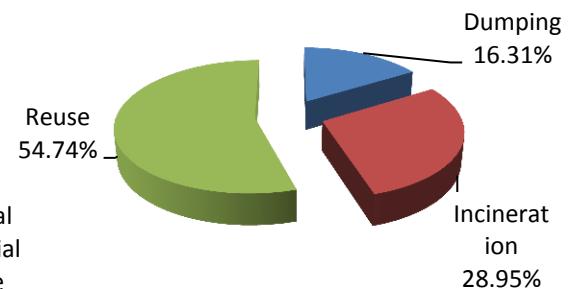
- The 2015 total waste production is shown below:

Total Types of Wastes	Hazardous Industrial Wastes	General Industrial Wastes	General Wastes	Total
Production (tons/year)	5.98	1,381.30	520.03	1,907.31

2015 Waste Production Type Analysis



2015 Waste Treatment Method



- 2013~2015 Waste Reduction and

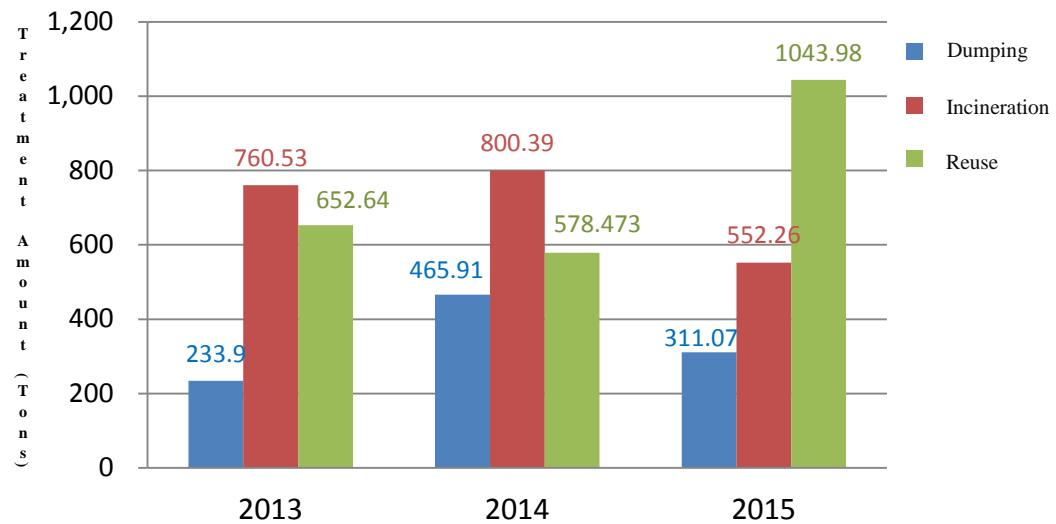
Recycling Effect:

Waste treatment is operated mainly through incineration, dumping and reuse. The waste reuse rate climbed from 39.62% in 2013 to 54.74% in 2015. In the future, wastes will continue to be treated by reuse in attempt to meet the objective of waste recycling and reuse.

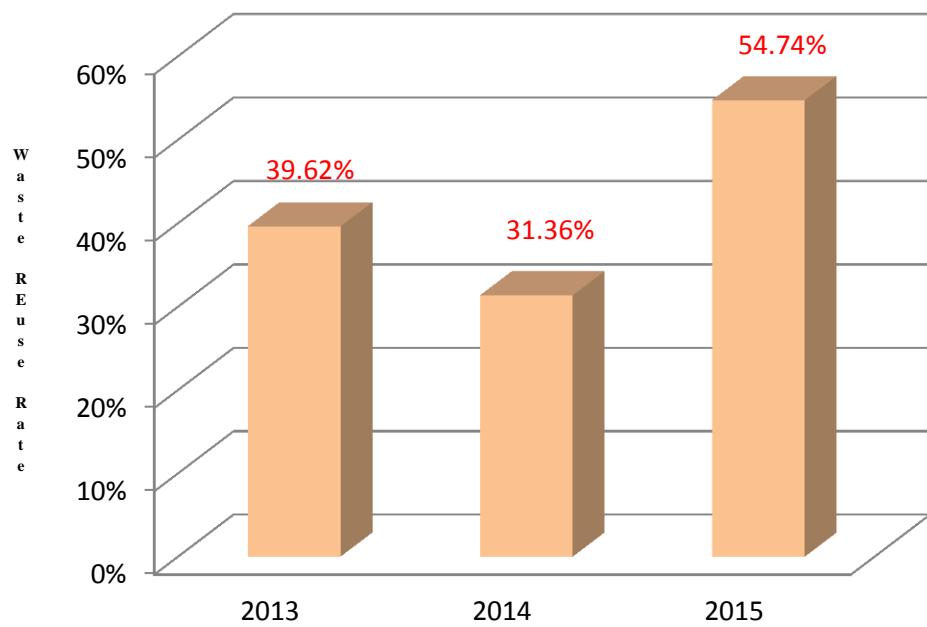
Waste Supplier Audit



2013~2015 Waste Treatment Method Comparison



2013~2015 Waste Reuse Rate Comparison



Recycling Propaganda



Production line installed
with package material
recycling barrel

Types of Wastes	Items for Recycling	Specific Approach
Hazardous Wastes	Customer Defect (IC, Wafer)	To be handed to recycling supplier for crashing and extraction of expensive metals
General Industrial Wastes	Wooden Pallet	1. Recycle on site for reuse. 2. Damaged units will be recycled and crushed into wood chips for use as fuel additives
	Empty Chemical Barrel	Recycling supplier will clean and reuse.
	Waste paper package	To be made into materials for use as recycle paper
	Waste metal	Recycle, dismantle, classify and reproduce into metal material.
	Waste metal and Aluminum can	Recycle and use as supporting materials for metal and aluminum products
	Waste plastic bottle	To be given to plastic factory for material remaking.
	PS Wrapping tape .PP Conveyor belt .PE Plastic wrap	To be given to plastic factory for material remaking.
	PVC Gloves	To be given to plastic factory for material remaking.
	Foaming package	Waste Styrofoam, foam, sponge...etc. Recycled for packing, furniture and shoe filling.
	IC tray	1. Site staff classifies, recycles and reuses. 2. Damaged pieces will be recycled and made into material
Other wastes	IC tube	1. Storage staff classifies, recycles and reuses 2. Damaged pieces will be recycled and made into material
	Other items for recycling (batter, glass, waste aluminum)	1. Classify, recycle and reuse.
	Other waste plastic	1. Storage staff classifies, recycles and reuses 2. Damaged pieces will be recycled and made into material
Information Products	Waste Information Products	Recycled, dismantled, classified and reproduced into supporting material

(5) Compliance with Environmental Protection Laws

KYEC conducts regulatory check and identification each month to assure the factory operations in conformity with regulatory requirement. KYEC has not incidents against environmental protection laws and regulations in 2015.

Occupational Safety and Hygiene

(1) Safety and Hygiene Policy and Organization Operations

KYEC develops comprehensive safety and hygiene policy which the general manager announces to execute with all employees and supervisors. The content of policy describes KYEC's principle in implementing occupational safety and hygiene improvement campaigns and its objectives in the overall safety and hygiene as well as the commitment in improving the safety and hygiene performance.

KYEC specifies the responsibilities for safety and hygiene for all levels by establishing an occupational safety and hygiene committee and safety and hygiene promotion organization. The safety and hygiene issues are reviewed at the quarterly meeting to implement base-level communication mechanism. The occupational safety and hygiene committee calls for quarterly meeting to review safety and hygiene related matters, where the committee members consisting of the general manager, occupational safety and hygiene personnel and health service staff, departmental supervisors and safety and hygiene related engineers. Currently the committee consists of 69 people while 33 workers accounting for over one third of the committee members. The number of members constituting the 2015 occupational safety and hygiene committee by factory are described below:

Factory	No. of Committee Members	Worker Representative	Worker Representative Ratio
		Representative	
Corporate Headquarters	14	5	35.7%
Chu Nan Factory	42	21	50.0%
Tungluo Factory	13	7	53.8%
Total	69	33	

(2) Statistics and Analysis of Occupational Disasters

A total of work related injury cases occurred in factories in 2015, summing up a total days of loss of 168 days, disability injury frequency of 1.11 and disability injury severity rate of 17. The majority of work related injury type in 2015 consisted of injuries from personnel fall and falling objects. There was no death or full disability as well as other severe work related safety accident.

2015 Occupational Disaster Statistics and Analysis (Note⁴)

Factories	No. of Cases	Days of Loss	Total Labor Hours Experienced	Disability Injury Frequency (A)	Disability Injury Severity Rate (B)
Corporate Headquarters	0	0	536,088	0.00	0.00
Chu Nan Factory	10	166	8,370,184	1.19	19.83
Tungluo Factory	1	27	974,968	1.03	27.69
Total	11	168	9,881,240	1.11	17.00

2015 Occupational Disaster Type Analysis

Injury Type	Fall	Pinch	Collision	Cut	Falling Objects	Total
Cases	3	2	2	1	3	11

Note ⁴

Disability Injury Frequency (FR)= No. of Disability Injury / Total Working Hours Experienced *1,000,000

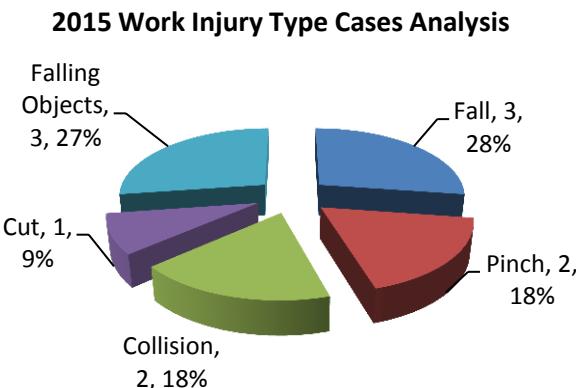
Disability Injury Severity Ratio (SR)= Total Loss of Working Days / Total Working Hours Experienced *1,000,000

KYEC continued to promote the “No Accident Accumulative Working Hours Incentive Campaign” since 2012 and compiles the statistics of no accident working hours in all departments monthly in addition to making announcement and incentives. In 2015, 11 cases of occupational disaster occurred, resulting in a disability injury frequency of 1.11 and disability injury severity that are both significantly lower than those in 2013 and 2014.

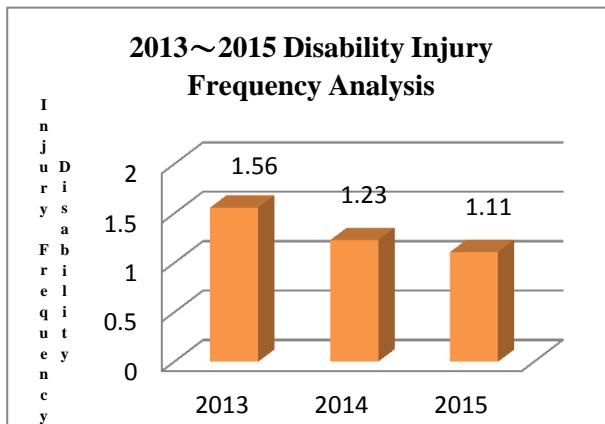
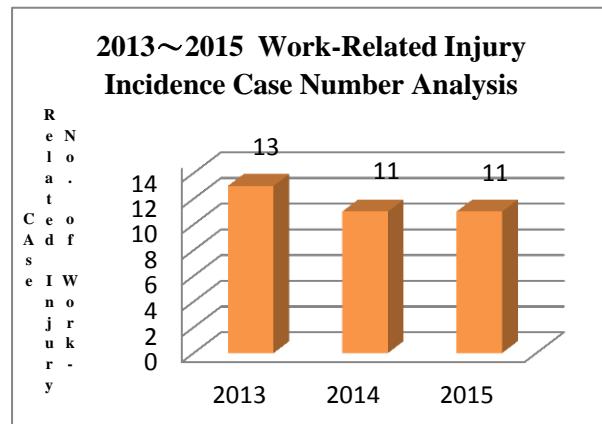
In view of the majority of work injury occurring to personnel at site, the work safety and environmental protection department incorporates the cases of work injury to the training materials as requisite the course as necessary course for production and equipment personnel. For departments with relatively higher incidence rate of work related injury, KYEC advocates through departmental supervisor meeting to enhance the safety awareness for personnel from the department supervisors. To reduce the incidence rate of work related injuries by human error, personnel violating regulations and leading to work related injuries will be taken into consideration for the distribution of performance bonuses.

After the incidence, KYEC will immediately require the responsible department to conduct incident survey and root-cause analysis in addition to proposing improvement actions, where the improvement report is advocated via the monthly e-newsletter and environmental safety and hygiene hallway. The factories shall undergo annual disaster statistics and analysis to propose improvement strategies for injury types with relatively higher ratio.

Traffic accident is also a common occupational disaster among factory staff. Hence KYEC advocates and reminders of the road sections susceptible to accidents to the training materials for new employees and the switch screen. In 2015, the traffic accidents consisted of all employees riding scooter and the quarterly scooter safe driving course was held in 2015 while posting traffic safety signs on the scooter parking lot to reinforce the concept of traffic safety driving in employees. In the event of repair project on the surrounding roads, employees will be announced via e-mail.



Year	2013	2014	2015
No. of Cases	13	11	11
Frequency of Disability Injury	1.56	1.23	1.11
Severity of Disability Injury	10	18.79	17

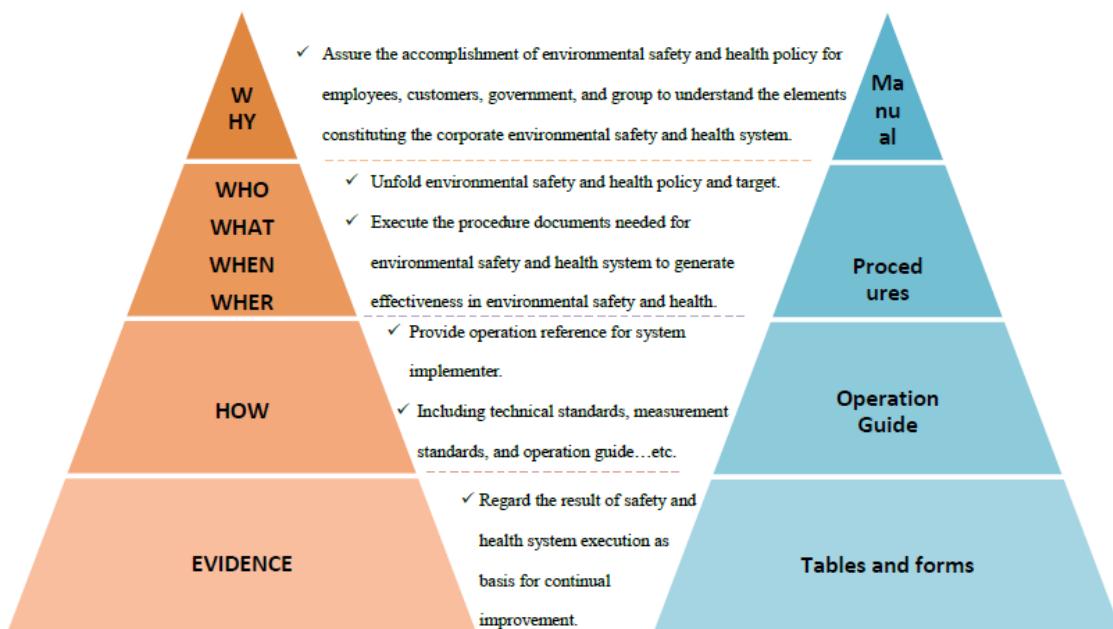




(3) Develop Safety and Hygiene Code of Practice and Management

Based on the framework of OHSAS18001 Occupational Safety and Hygiene Management System and applying the autonomous management philosophy of PDCA continuous improvement, KYEC develops various safety and hygiene management procedures and work practice as reference for operations, which not only lowers occupational disaster incidence rate but minimize the damage and impact on property, personnel and the environment.

Safety and Hygiene Document Management Framework



(4) Chemical Safety and Hygiene Management

KYEC follows the framework and regulations of occupational safety and hygiene management system for the control on factory chemical substances, in addition to formulating the chemical management operation procedures, chemical warehousing management procedures, chemical tank loading/unloading operation procedures, as well as specifying the chemical purchase, storage, use, and labeling requirement.



Each year KYEC organizes “Hazard General Education Training” to conduct routine training for users who will strengthen the cognitive capacity and prevent accidents.

The factory offers a chemical substance warehouse with leakage treatment vehicle, anti-overflow pallet, and firefighting facilities to reduce the risks of personnel acquiring materials.

The chemical storage zone is installed with emergency response equipment while the chemical storage zone of waste water plant is installed with anti-overflow and emergency rinsing equipment to provide the use for leakage rescue. Areas concerned for hypoxia shall be installed with oxygen detection system with connection to central monitoring to avoid suffocation and hazards in operators.

The production line only stores few chemicals while each floor is installed with chemical anti-explosion cabin for collective management. In addition, the chemical anti-explosion storage cabin is routinely measured for volatile gas concentration to reduce exposing the operators to hazards. The chemical storage zones offer safety data sheet with formulation of hazardous substance list that is updated quarterly to maintain data accuracy. Additionally, the “chemical database” is established online for convenient query by employees.

(5) Safety and Hygiene Risk Evaluation and Change Management

KYEC conducts regular hazard identification and risk assessment on the various operation activities of corporate organization. The “risk management list” is established for hazard identification and risk assessment result and undergoes improvement according to the objectives of risk level. The risk level can also be applied to environmental safety and hygiene objectives, target and management solutions in addition to follow up routinely at the Occupational Safety and Hygiene Committee. Prior to introducing change of plan for the processing, raw material, machinery equipment, plant, and firefighting facilities, KYEC shall conduct risk assessment control on the operation, techniques, engineering, design, and environment in order to discover the potential risks. The department of change must first conduct identification and risk assessment. In case of high risk items, the department shall submit hazard control measures and improvement plan to assure the proper control of possible risks derived before, during and after the change. Additionally, the query opinions involving personnel will need to be taken into consideration and trainings will be provided to operators. The department shall monitor the risk after change for decision over continuous control.

(6) Emergency Response and Disaster Relief

All factories shall set up emergency response treatment centers with personnel on shift. In case of receiving anomaly report, the staff may report and broadcast immediately according to the accident condition. All departments can also establish emergency response teams and shall routinely update the list to conduct work task training, strengthen personnel capacity to respond to emergency situations and help personnel familiarize with the application of safety protection equipment, thereby assuring the validity of emergency response treatment procedures.

The theme for drills will be scheduled each year to schedule all departments for emergency response drill plans. All shifts shall implement drills by plan. The emergency response plan shall be discussed at the pre-drill meeting for applicability while implementing audit and evaluation during the drill. The department shall also review the matters for improvement after the drills by proposing relevant suggestions. The departments actively participate in “Toufen-Chu Nan Industrial Par, Regional Joint Prevention Organization” to exchange ideas for environmental safety and hygiene management with each other, thereby mutually supporting each other. In 2015, a total of 34 emergency response drills were held with the statistics of drill type sessions below:

2015 Emergency Response and Drill Types

Factories	Fire rescue	Earthquake disaster	Chemical leakage	Total factory evacuation	Total
Hsinchu Factory	2	2	1	1	6
Chu Nan Factory	10	10	1	1	22
Tungluo Factory	2	2	1	1	6
Total	14	14	3	3	34



→ Fire Rescue Drills

→ Emergency Evacuation Drills



(7) Contractor Safety and Hygiene Management

The contractors play considerably important role in the environmental safety and hygiene management. A high ratio of contractor operations belongs to risk-based operations. Improper operations could result in personnel injury or death while more likely interrupts corporate operations. Hence, the factory develops Contractor Management and Purchase Management Guidelines for the management of contractor operations, signing the “Contractor or Subcontractor Construction Safety and Hygiene Environmental Protection Commitment” before contracting. The contractors shall commit to the compliance with factory environmental safety and hygiene regulation and various construction code of practice during the construction period in order to attain the objectives in “zero accident and zero disaster.”

The access card will be issued to the contractors after they have implemented the contractor pre-operation environmental safety and hygiene education and training with satisfying test results. The e-application for construction and contractor card system are used to implement factory access card system in order to effectively control the number of construction workers admitted to the factory daily and the nature of operations. For high-risk based operation formulation license system, the departments may be required to dispatch monitoring employees during the operation hours in addition to implementing construction region patrol and audit, thereby call for contractor reconciliation meeting regularly to review and advocate for safety and health management items. KYEC shall continue to promote safe hygiene family to fulfill the responsible care system from the business division to the downstream contractor personnel. Routine meeting allows contractors to exchange with each other.



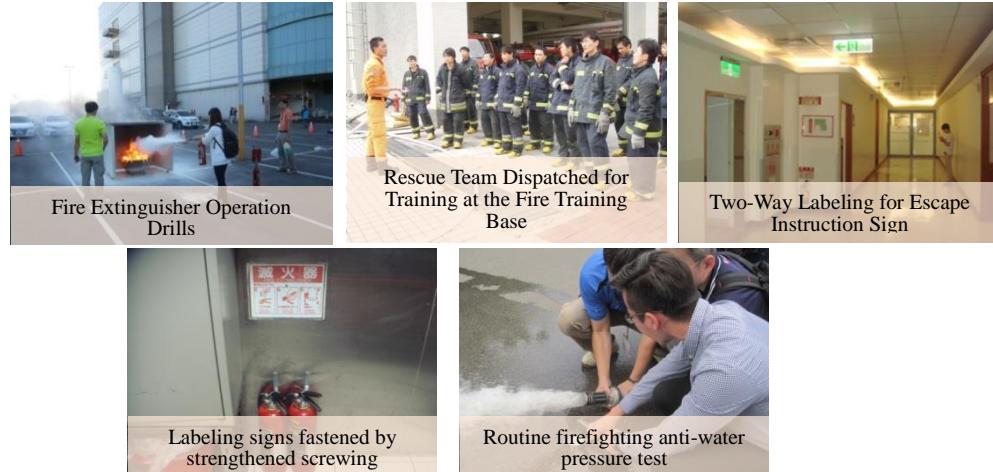
Pre-Admission Environmental Safety and Hygiene Education and Training for Contractors

(8) Fire Safety Equipment and Signs

All zones are installed with various fire detectors, fireproof division, and automatic fire alarm equipment, and 100-pound fire extinguisher. Pipes penetrating wall or floors are also installed with fireproof filling to reduce personnel and property loss rate in times of fire. The CO₂ radiation system and central fire monitoring system are installed to prevent fire accidents.

The factory staff implements inspection and trial operation on the fire equipment monthly. In every 6 months, qualified firefighting equipment (master) shall inspect and declare the inspection results each year. The construction operation control shall be applied to operations susceptible to trigger errors in facilities while the electric equipment undergoes annual infrared thermal development scanning to discover abnormal equipment early and prevent electronic device induced fire.

Apart from labeling the fire extinguisher (fire box) and escape instruction sign according to the regulations, additional 3D sign is added to expand the angle of horizon and could enhance personnel identification easier. The escape door for each floor is installed with smoke escape bag and escape guidance equipment as emergency evacuation use. To help the personnel familiarize with the use of emergency response equipment and firefighting equipment as well as strengthening the emergency relief capacity of the personnel, the factory staff shall complete the fire extinguisher hands-on training for all staff.



(9) Machinery Equipment Safety Management

The machinery equipment must undergo hazard identification and risk level assessment before introduction, implement change management process and reduce disaster incidence rate. The machinery equipment safety installation and standards of hazard warning labels shall be included in the purchase for order and acceptance standards. Equipment relocation, installation, operation, maintenance, and repair safety operation standards shall be established routinely by including various safety protection functions into the inspection items for daily maintenance or repair.



↑ Hazard labeling for equipment in Chinese and English



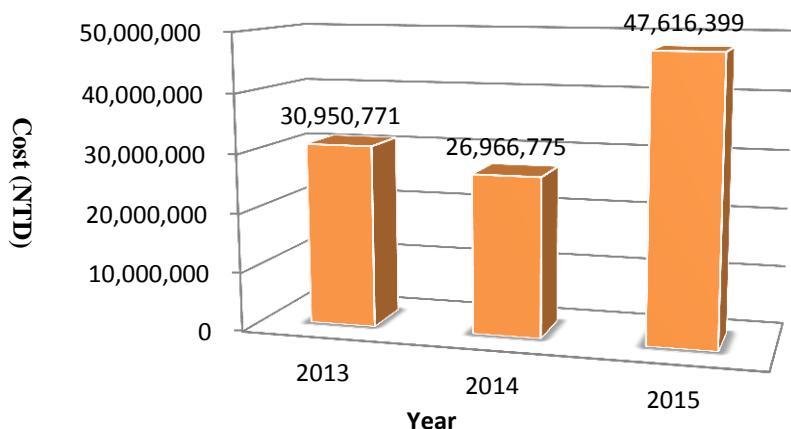
↑ Equipment installed with safety lock device and function maintenance

(10) Overall Environmental Expenditure

This environmental protection expenditure only cover the 2015 expenditure from Facility and Environment Safety Division, which does not include carbon footprint and costs of prohibited substance management.

Category	Expenditure (NTD)
Operating Cost	34,164,841
Management Cost	12,084,867
Environmental Protection and Equipment	1,366,691
Pollution Prevention	0
Social Activity Cost	0
Loss and Remedy Cost	0
Environmental Protection R&D Cost	0
Total Cost	47,616,399

2013~2015 Environmental Protection Expenditure
Cost Comparison



Employees' Rights

Talent is the key to achieving competitiveness. “Employment by talents and take local materials.” KYEC offers a diversity of employment channels, emphasize on thriving local economies, and upholds to the philosophy of protection and feedback to create more employment opportunities for Hsinchu and Miaoli areas. KYEC also employs local employees as the top priority. Currently the total number of employees is about 5,000 people and particularly employs from Hsinchu and Miaoli County account for more than 70%. Meanwhile, we also firmly believe that outstanding employees are the biggest assets of KYEC and therefore are committed to provide recruitment process in conformity with laws and regulations, comprehensive education and training system, safe and humanistic workplace environment, and competitive salary welfare system and public promotion channel. The above complete “selection, fostering, employment, and retention” related HR management allows employees to maximize their talents in workplace while joining KYEC hand-in-hand to create a win-win future for both sides.

(1) Standards of Recruitment and Employment

KYEC protects workers' rights through Labor Standard Act and Act of Gender Equality in Employment, where workers will not receive preferential treatment due to discretion in race, social class, nationality, religion, disability, sexual orientation, union qualification, political party, or age. Moreover, KYEC is committed and implements relevant labor policies for EICC workers, health and safety, environmental protection, commercial code of ethics, and management system elements, including (1) the ban on child labor. Apart from the explicit declarations in Personnel Code, KYEC also adds prevention mechanism to recruitment and employment by more actively develop the operation instructions for employment of child labor and young labor in order to exclude misuse and assure subsequent related matters. (2) Freedom to choose employment, which assures voluntary intention from employees and KYEC shall not employ based on cohesion and compulsive criteria. Moreover, employees own the right to terminate labor contract at any time as long as they meet the period of resignation declaration in the provisions under Labor Standard Act.

Regarding the change of labor services, in case of employees voluntary resignation, suspension or transfer of KYEC or the affiliated factory, loss or operation tightening, company suspension of work for over one month due to force majeure, and change of operation nature, that makes it necessary to reduce employees without proper work for placement, and incompetent for the work consigned, both workers and employers shall follow the standards below.

- (1) Those having worked for over three months but less than 1 year shall notify in 10 days in advance.
- (2) Those having worked for more than one year but less three years shall notify in 20 days in advance.
- (3) Those having worked for three consecutive years shall notify in 30 days in advance.

A total of 692 new employees have been recruited for 2015, including 476 male and 216 female, with relevant information as shown in the following table.

		Male		Female	
		No. Persons	Ratio (%)	No. of Persons	Ratio (%)
Occupation	Supervisory Administrator	41	5.92%	22	3.18%
	Engineer	224	32.37%	103	14.88%
	Technician	211	30.49%	91	13.15%
Work Location	Miaoli Factory	443	64.02%	198	28.61%
	Hsinchu Factory	33	4.77%	18	2.60%
Age	Under 30 years old	329	47.54%	154	22.25%
	Between 30 (including) and 50 years old	147	21.24%	62	8.96%
	50 Years or older	0	0.00%	0	0.00%
Sex Subtotal		476	68.79%	216	31.21%

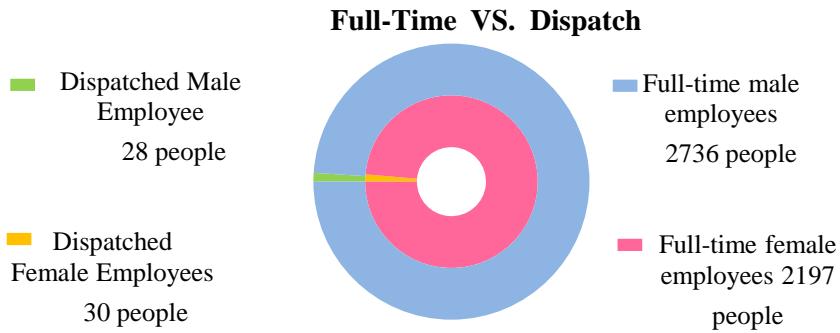
(2) Employee Distribution

The 2015 KYEC employees of all factories reached 4991 people (including foreign and dispatched). Taiwan National accounts for a ratio of 81.11% and non-Taiwan national accounts for 18.89%. Supervisor administrator's account for 17.45%, engineers account for 34.34% and technicians account for 48.21%.

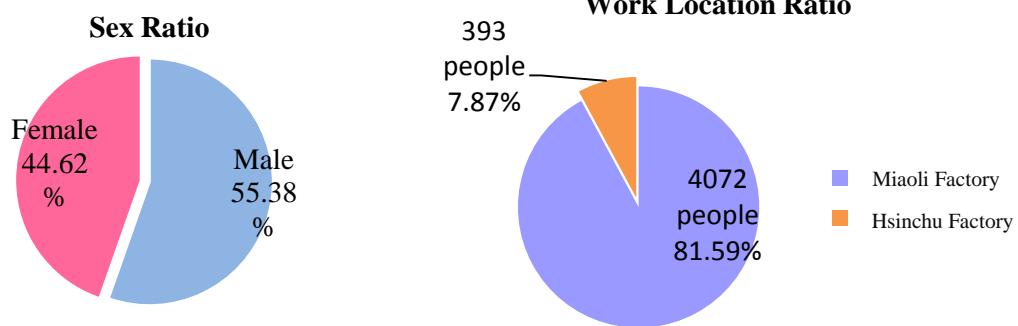
Labor intense is one of the characteristics of package and testing factories. Currently about 70% of current employees come from local Hsinchu and Miaoli counties and cities. Additionally to cope with the demand for night-shift HR and to strive for foreign worker quota for offsetting the shortage in employees of Taiwan national, currently the KYEC employee of Taiwan national accounts for 81.11% of total employees while foreign employees account for 18.89% of total employees.

KYEC Employee Distribution		Male		Female	
		No. Persons	Ratio (%)	No. of Persons	Ratio (%)
Occupation	Supervisory Administrator	579	11.60%	292	5.85%
	Engineer	1249	25.03%	465	9.32%
	Technician	936	18.75%	1470	29.45%
Work Location	Miaoli Factory	2575	51.59%	2023	40.53%
	Hsinchu Factory	189	3.79%	204	4.09%
Age	Under 30 years old	1011	20.26%	691	13.84%
	Between 30 (including) and 50 years old	1707	34.20%	1474	29.53%
	50 Years or older	46	0.92%	62	1.24%
Employment	Corporate	2736	54.82%	2197	44.02%
	Dispatched	28	0.56%	30	0.60%
Nationality	Taiwan National	2371	47.51%	1677	33.60%
	Foreign	393	7.87%	550	11.02%
Sex Subtotal		2764	55.38%	2227	44.62%

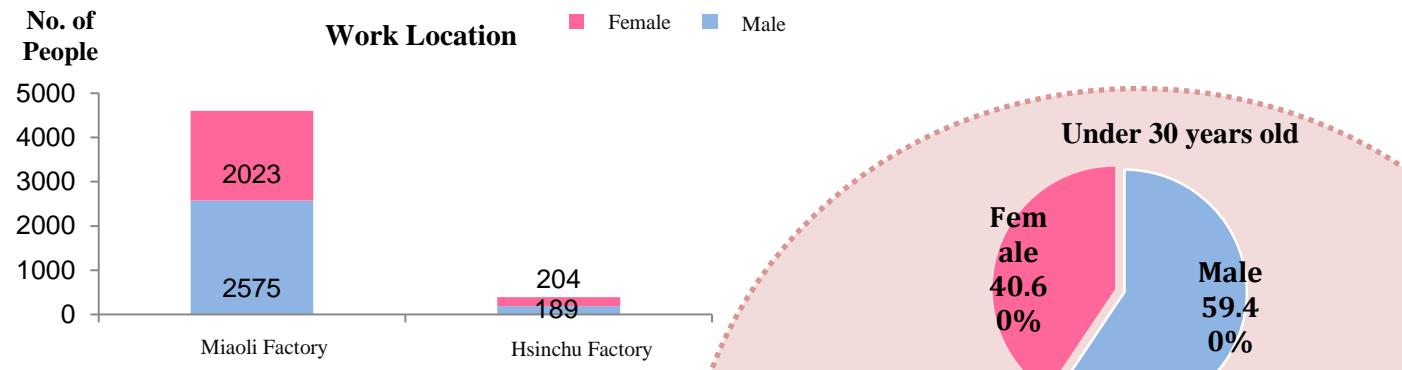
(1) Full-Time and Dispatch Employee Ratio



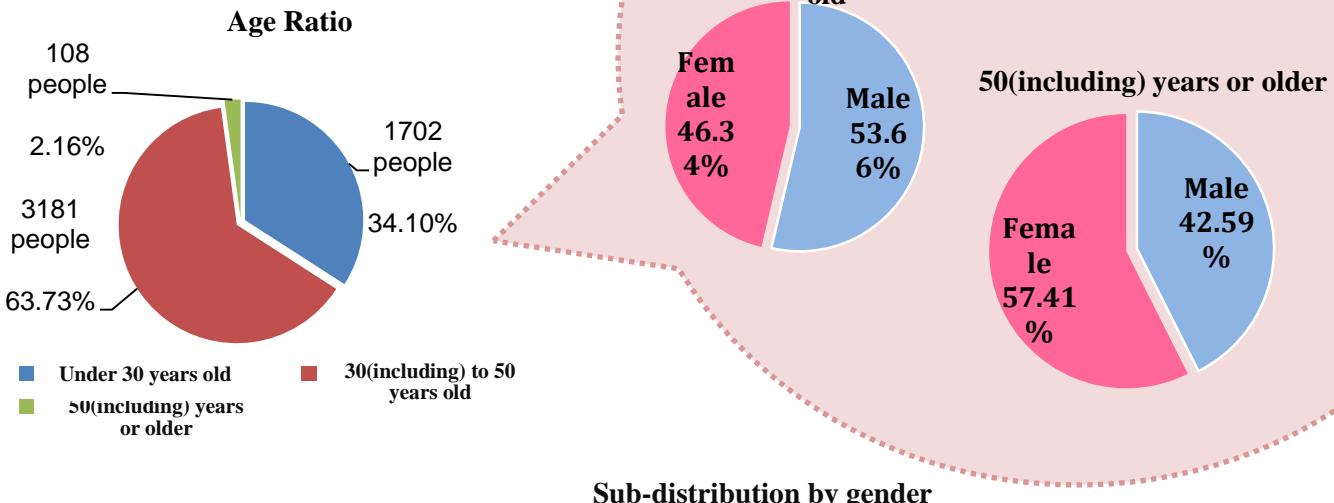
(2) Sex Distribution



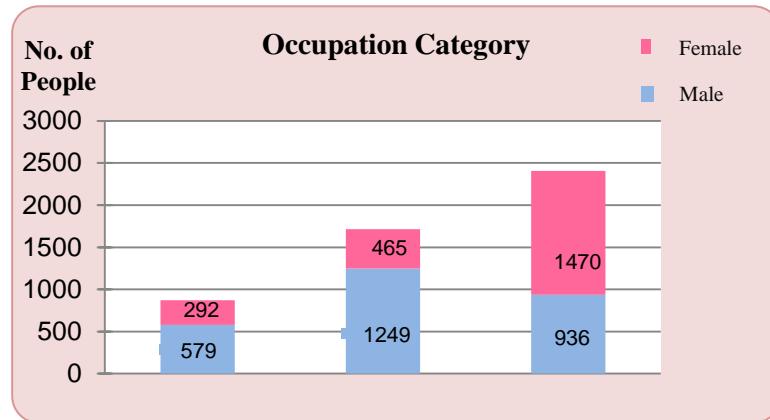
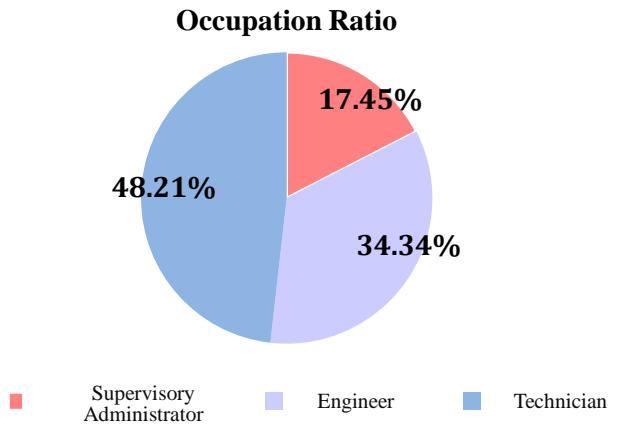
(3) Regional Distribution



(4) Age Distribution

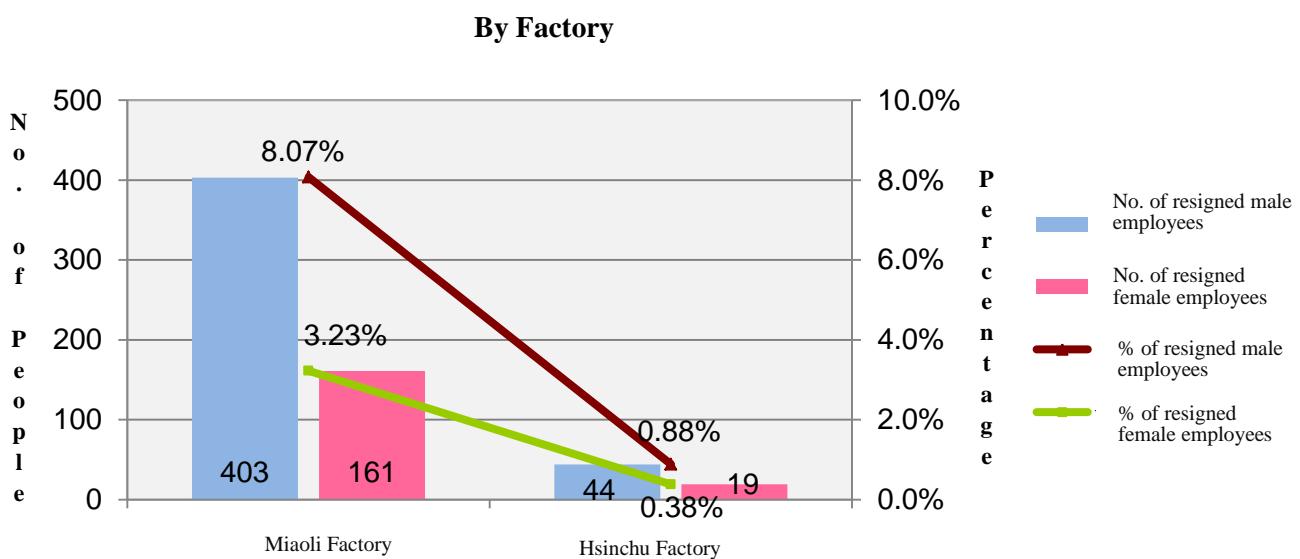
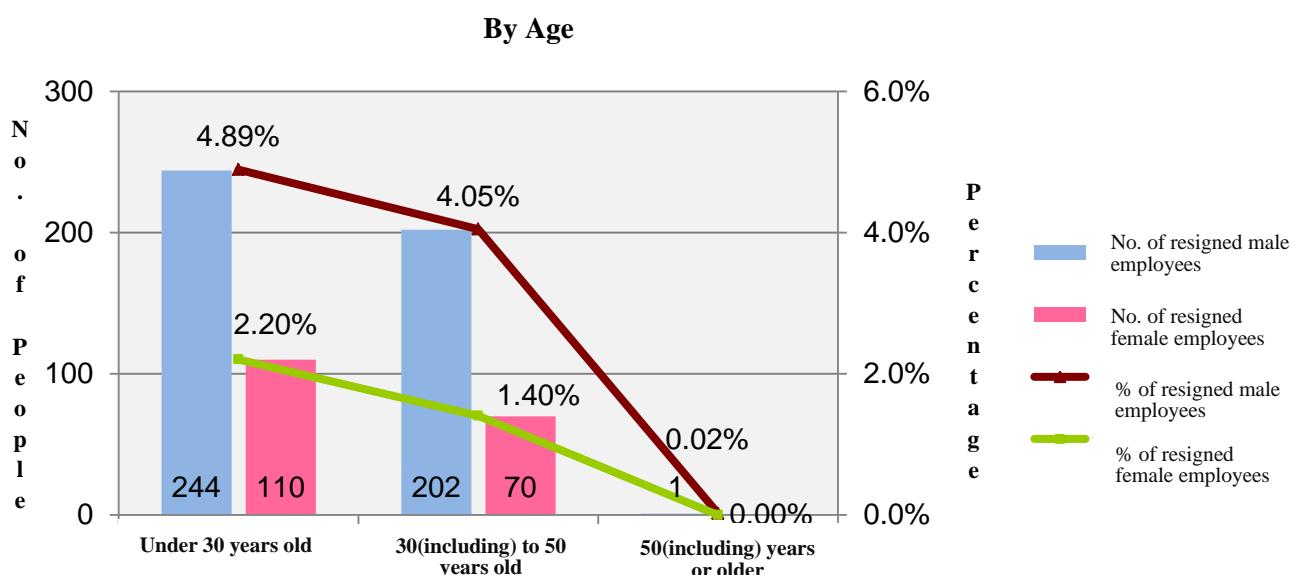
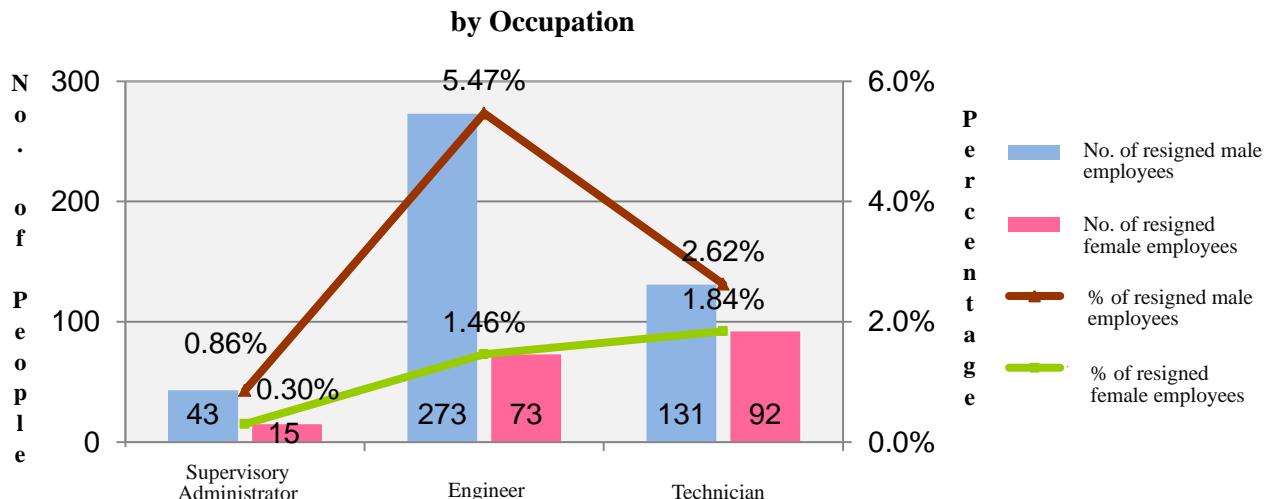


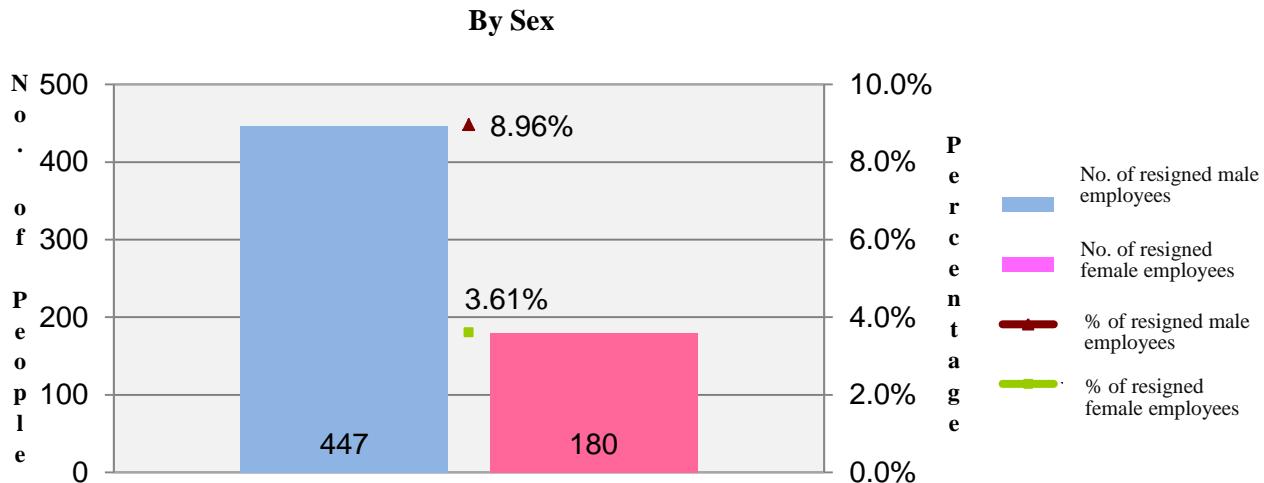
(5) Occupational Distribution



(3) Employee Resignation

Distribution of Resigned Employees		Male		Female	
		No. Persons	Ratio (%)	No. Persons	Ratio (%)
Occupation	Supervisory Administrator	43	6.86%	15	2.39%
	Engineer	273	43.54%	73	11.64%
	Technician	131	20.89%	92	14.67%
Work Location	Miaoli Factory	403	64.27%	161	25.68%
	Hsinchu Factory	44	7.02%	19	3.03%
Age	Under 30 years old	244	38.92%	110	17.54%
	Between 30 (including) and 50 years old	202	32.22%	70	11.16%
	50 Years or older	1	0.16%	0	0.00%
Subtotal by Sex		447	71.29%	180	28.71%





(4) Competitive Salary

The salary standard of KYEC employees is determined by education and professional skills and experience, which will not differ due to sex, race, religion, political stance, marital status, unions and association difference. The standard starting salary exceeds the minimum wage specified by Labor Standard Act. The overall structure includes base salary, meals, allowance, bonus, and dividends. Moreover, the company offers salary raise and differentiated bonus/dividend system according to the corporate operation, personal performance and contribution of work function, in order to encourage the employee's diligence, efforts and even drive employees to pursue continuous excellence. Upholding to the principles of profit sharing and in the event of annual profits, KYEC shall appropriate 8%~10% as employee remuneration with 3%~5% of salary increase by year as gratitude for the efforts from the employees. In the future, KYEC is making the forecast with increasingly climbing operational performance in the future.

Average Salary Comparison:

Category	Average Salary Ratio – Female vs. Male	
	Miaoli Factory	Hsinchu Factory
Supervisory Administrator	1.37	1.73
Engineer	1.05	1.08
Technician	0.88	0.86

1. Data for the fixed salary of current employees as of 2016 / 01 / 01.
 2. Comparison based on female
 3. Data source excludes foreign.

(5) Complete Retirement Plan

KYEC establishes a labor pension reserve funds supervisory committee by law in order to take care of employees after retirement and promote labor-employer relation and improve work effectiveness. The Committee shall supervisor the saving and use of pension funds in addition to appropriating pension reserves in 2% of the monthly salary to save in special account with the Bank of Taiwan. Commencing from July 1, 2005, employees applicable of new system shall appropriate 6% pension fund from the employee's monthly wage and save it in the labor pension personal account established by the Ministry of Labor. The employee participation in retirement plan is 100%.

Additionally, KYEC shall calculate pension reserves for employees meeting the prerequisites of retirement at the end of each year in order to estimate the balance of labor pension reserve account for the aforementioned employees. In case of insufficient balance to pay for the total labor pension funds for employees meeting the retirement criteria in one year, the difference will be appropriated in one sum at the end of March in the following year in order to protect the pension rights of employees.

Pension Fund Plan:

Item	Ratio of Pension Funds Appropriation to Salary	Ratio of Employees Participating in Pension Fund Plan
Old-System Pension Funds (Note ⁵)	Employer: 2% Employee: 0%	100%
New-System Pension Funds	Employer: 6% Employee: 0~6%	100%

(6) Comprehensive Insurance System

The company insures employees with labor and health insurance on the day of reporting to work according to the law. The company also pays for the full premium for all employees with additional group insurance (including life insurance, injury insurance, medical insurance, accident insurance, cancer insurance, and occupational disaster insurance) in addition to offering free group insurance to spouses, thereby to expand the coverage to all family members. Meanwhile, the company also arranges for weekly insurance companies to station and provide relevant consulting services in the factory, with travel insurance for travel and business trips overseas.

(7) Complete Leave System and Benefits

KYEC develops leave related guidelines according to Labor Standard Act, Labor Leave Regulations and Act of Gender Equality in Employment, including marriage leave, funeral leave, menstruation leave, maternity leave, paternity leave, and annual leave according and other laws and regulations. Moreover, KYEC offers employees with benefits and measures related to food, clothing, accommodation, and transportation, including employee dividends, free routine health examination, domestic and foreign travel funds, medical office, physician of special division with free medical consultation services, employee dormitory for employees from afar, employee cafeteria and meal allowance, library reading room, free car and scooter parking lot, senior employee and model employee incentives, departmental activity funding...etc. KYEC even offers high amount of bonus for different activities to draw and encourage employees with participation, thereby promoting the balance between work and life. We also routinely review the internal benefits and design proper benefit measures according to employee needs (i.e. signing special contract with kindergarten nearby) so that the spouses of employees can also enjoy the convenience in life. KYEC also responds to the new tax filing method of the government by applying online registration services for the health insurance card for employees and spouses that will facilitate the tax filing process with more ease

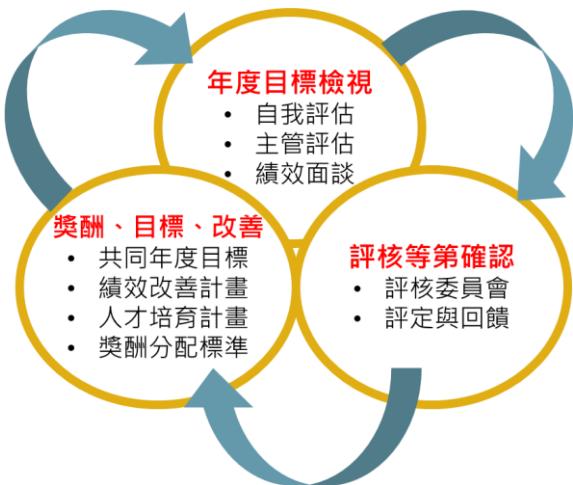
Benefits Overview:



Note ⁵ Employees entitled to the old system of pension fund seniority shall be entitled to the new system of pension fund seniority after they voluntarily choose to have the new system of pension fund seniority.

(8) Public Performance Appraisal and Promotion Development

The performance management and development system of KYEC not only are used to evaluate employees' performance during specific period of time as the channel for promotion, bonus distribution and talent incubation but also actively plays the role of effective path that assists employees in terms of career development. KYEC applies self-evaluation and supervisor evaluation at the end of each year to review the first-half-year objective completion rate. KYEC reaches consensus produced from the review on output in the past and future through one-on-one performance interview. Next, the Evaluation Committee will objectively discuss to resolve the final performance appraisal before giving feedback of the evaluation results to the particular employee. Finally, such appraisal is used as reference for the bonus distribution and talent incubation in the second half of the year, in addition to making continuous improvement based on this circulation. In addition, KYEC also takes active measures in helping an providing employees appraised with poor performance the opportunity to improve. Employees are arranged with counseling, training and improvement plans so their efforts for the entire year will not be eradicated due to one result.



The performance appraisal process for KYEC employees is public and transparent, which eliminates the subjective error resulted from one-factor evaluation. Moreover employees will not be discriminated against in appraisal or promotion due to sex, race, religion, and marital status. If the employees oppose to the performance result in any way, the employees may petition for secondary review from the Human Resource Division. Furthermore, KYEC values the career development of employees highly by providing occupational promotions and the departments will recommend employees meeting qualifications based on performance, scores, personal capacity, and relevant work outcome. The supervisor will review while the personnel evaluation committee will resolve to grant promotion. The occupational promotions rate for entry-level supervisors and employees in 2015 shows a 50% conformance rate, which suggests for unobstructed promotion channel and effective use.

(9) Parental-Leave-Without-Pay Measures

KYEC Group values employee concerns for daycare and breastfeeding by offering care for employees, pregnancy, and postpartum health education consultation, breastfeeding room, and signing contract with daycare centers, in addition to providing parental-leave-without-pay according to the Labor Standard Act and offering services to apply for parental-leave allowance from the Bureau of Labor Insurance. Under such complete supporting measures, the total number of employees applying for parental leave in 2015 was 59 people and the average reinstatement rate was approximately 67%. Moreover, the number of

employees retaining in KYEC for more than 1 year after reinstatement reaches as high as 93%.

Item	Female		Male		Subtotal		
	No. of People	Ratio	No. of People	Ratio			
2015 actual number of people applying for parental leave without pay	46	78%	13	22%	59		
2015 Expected number of people applying for reinstatement from parental leave without pay	38	75%	13	25%	51		
2015 actual application for reinstatement from parental leave without pay	25	74%	9	26%	34		
2014 Number of people on parental leave filing for reinstatement	29	97%	1	3%	30		
2014 Number of people on parental leave having reinstatement with 1 continuous year of working	27	97%	1	3%	28		
Reinstatement Rate	66%		69%		67%		
Retention Rate	93%		100%		93%		
1. Reinstatement calculation equation: Number of people reinstated in 2015 / Expected number of people reinstating in 2015 * 100%							
2. Retention Rate calculation equation: Number of people on parental leave having reinstatement with 1 continuous year of working in 2014 / Number of parental leave filing for reinstatement in 2014 * 100%							
3. Data as of 2016 / 01/ 01							

(10) Employee Care

The management supports and promotes health promotional policy and develops the promotional plan and solution, formulating comprehensive safety and hygiene policy for the general manager to sign and announce. KYEC also clearly include “launching health promotion” and “assuring employee health” in the following content of policies:

- (1) Effectively utilize energy and resource, launch waste reduction, classification, and recycling and reuse campaigns.
- (2) Improve incessantly, enhance environmental safety and hygiene performance, and devote in pollution and injury/disease prevention to conform to environmental protection, safety, and health regulations and customer requirement.
- (3) It is everyone's responsibility to promote environmental protection, safety and hygiene in addition to continue advocating the education on such philosophy.
- (4) Implement risk management and launch health promotion to pursue objectives in “zero disaster” and “zero injury.”
- (5) Establish “Green Supply Chain” management system to assure work environment and employee health, and reduce the impact of products, processing, and related services on the environment.

※ Call for quarterly “Occupational Safety and Hygiene Committee Meeting” on a regular basis to discuss health related issues.



Item	Agenda
1	Internal/external communication, participation and consulting
2	All division taking initiative to inspect and review the execution
3	Incident investigation, correction and hazard prevention review
4	Regulation conformance report and review
5	Operation environment testing, implementation and review
6	Contractor safety and hygiene management matters
7	Target and management solution execution
8	Internal audit result reporting
9	Environmental safety and hygiene execution performance report – occupational statistics
10	Emergency contingency plan and implementation
11	Health Management and Health Promotion (including health examination analysis)
12	Environmental safety and hygiene policy, organization, situations, and required resource review
13	Environment safety and hygiene education and training plan
14	Environmental safety and hygiene policy and management plan review
15	Environmental safety and hygiene management system review /other environmental safety and hygiene

Each year KYEC develops health management promotion plan and the management shall sign and implement. The 2015 execution status:

A total of 12 sessions held with 813 people participated.

<p>2015年員工健康檢查</p> <p>檢查日期/地點：</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>檢查地點</th> <th>檢查日期</th> <th>檢查時間</th> </tr> </thead> <tbody> <tr> <td>中華一廠 6 檯餐廳</td> <td>3/09(一) - 3/11(三)</td> <td>上午8:30-10:30</td> </tr> <tr> <td>銅鑼廠 4 檯餐廳</td> <td>3/12(四) - 3/13(五)</td> <td>上午8:30-10:30</td> </tr> <tr> <td>科技館部 11 檯餐廳</td> <td>3/16(一) - 3/17(二)</td> <td>上午8:30-10:30</td> </tr> </tbody> </table> <p>注意事項：</p> <p>★符合今年健檢人數名冊，或另外Mail給人事部處裡報喜，由報喜轉達向仁★</p> <ul style="list-style-type: none"> 1. 健檢前幾天以均衡營養食、禁菸、以利肝西西臘的準確性。 2. 健檢前兩天請避免熬夜及喝酒，避免影響肝功能檢測結果。 3. 患有糖尿病、高血壓、心臟病者，請先告知健檢人員。 4. 女性受檢者勿穿連身禮服，請先告知健檢人員。 5. 已懷孕或疑似懷孕之婦女，禁止光攝影，攝於報到時告知健檢人員。 <p>免費四項健檢服務，歡迎符合資格同仁踊躍參加：</p> <p>篩檢項目</p> <ul style="list-style-type: none"> ○ 孕宮頸抹片 30歲以上女性。 ○ 乳房攝影 40~49歲有乳癌史的女性，45~49歲女性。★提醒：乳房攝影需自行到院體檢★ ○ 真鍮牙科 50~64歲民衆。 ○ 口腔黏膜 30歲以上有吸烟或吸食槟榔者。 <p>凡參加四項篩檢陪同，當天請至福利室IC卡，若有相關問題，請諮詢五關係課，謝謝。</p> <p style="text-align: right;">第五關係課 關心您 ~</p>	檢查地點	檢查日期	檢查時間	中華一廠 6 檯餐廳	3/09(一) - 3/11(三)	上午8:30-10:30	銅鑼廠 4 檯餐廳	3/12(四) - 3/13(五)	上午8:30-10:30	科技館部 11 檯餐廳	3/16(一) - 3/17(二)	上午8:30-10:30	<p>一同守護健康</p> <p>常見癌症講座</p> <p>你知道癌症的發生率哪國人十大死因之首，但是您知道如何預防及追蹤癌症嗎？邀請您一同參與防癌講座。</p> <p>講師簡介</p> <p>講師：宋醫師 現任：新竹醫院西德診療科 專長：高齡腫瘤科導學員</p> <p>講師：劉介峰 現任：新竹醫院西德診療科 專長：大腸癌科</p> <p>講師：林秉輝 現任：新竹醫院西德診療科 專長：胃癌科</p> <p>●報名期間：即日起~3/5(四)止</p> <p>●講座日期：2015/3/5(四) 16:00 - 17:00 參加時間為正常上班時間者，報名時需選擇位主管同意，始得參加</p> <p>●講座對象：全體同仁可報名參加</p> <p>●講座地點：中華一廠 6F 中視廳 總經理室 2F 與會堂室 & 鋼鐵1F, 102會議室，同步直播 報名人數達10人，即可開班</p> <p>●報名資訊：欲參加者請回覆E-Mail 相關問題可洽詢五關係課，謝謝</p> <p style="text-align: right;">第五關係課 關心您 ~</p>	<p>傳愛有京元 捐血愛相傳</p> <p>3/12 热血登場</p> <p>活動流程</p> <p>A. 填登記表 B.量血壓 C.血色素 D.領取血袋、紀念品 E.開始捐血 備註：請攜帶身照片及身分證字號之證件</p> <p>活動資訊</p> <p>●主辦單位：人力資源處/員工關係課 協辦單位：新竹捐血中心</p> <p>●活動地點/時間：</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>廠區</th> <th>日期</th> <th>時間</th> <th>地點</th> </tr> </thead> <tbody> <tr> <td>中華廠</td> <td>3/12(四)</td> <td>09:00-16:00</td> <td>一廠19、20樓頭</td> </tr> <tr> <td>銅鑼廠</td> <td>3/12(四)</td> <td>09:00-16:00</td> <td>大廠外右方空地處</td> </tr> </tbody> </table> <p>●若有相談問題，請洽員工關係課，謝謝。</p> <p style="text-align: right;">第五關係課 關心您 ~</p>	廠區	日期	時間	地點	中華廠	3/12(四)	09:00-16:00	一廠19、20樓頭	銅鑼廠	3/12(四)	09:00-16:00	大廠外右方空地處
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<p>育兒衛教講座</p> <p>畫出親子好關係</p> <p>藉由手繪繪畫的方式來緩解親子間的反對誤會，想了解與家中寶貝的互動聯繫嗎？ 參議一起來參觀~</p> <p>講師簡介</p> <p>講師： 學歷： 證照： ●產婦兒童保健師 ●產婦兒童保健師 ●產婦兒童保健師 ●產婦兒童保健師 ●產婦兒童保健師</p> <p>●活動日期：2015.5.28(四) 15:30 - 17:00 參加時間為正常上班時間者，報名請經單位主管同意，始得參加</p> <p>●報名期間：即日起~5/25(一)止</p> <p>●活動對象：全體同仁 (該座採限額報名40位，欲參加同仁請儘早報名)</p> <p>●活動地點：中華一廠 6F 中視廳</p> <p>●報名資訊：欲參加者請回覆E-Mail 相關問題可洽詢員工關係課，謝謝</p> <p style="text-align: right;">員工關係課 關心您 ~</p>	<p>認識新興傳染病</p> <p>近期MERS疫情擴散，如何防範新興傳染病已成為目前國人最擔心的議題！想了解常見傳染病的預防之道嗎？ 邀請您一起來參與~</p> <p>課程大綱</p> <p>1. 传染病的種類介紹。 2. 現今浙江之傳染病介紹： a. 中東呼吸症候群冠狀病毒(MERS-CoV)。 b. 新型流感。 c. 腸桿菌。 d. 個人衛生習慣之重要性(教洗手及正確戴口罩)。 e. 環境之潔淨及消毒(漂白水之殺毒釋法製法)。</p> <p>講師簡介</p> <p>現任：苗栗縣竹南鎮衛生所營養專員 學歷：台灣大學分子醫學研究所碩士 台灣師範大學健康促進與衛生教育學系研究所教育學碩士 經歷：苗栗大學公衛系兼任教師 五個獎項與兩項研究人員</p> <p>活動資訊</p> <p>●活動日期：2015.6.23(二) 16:00 - 17:00 參加時間為正常上班時間者，報名請經單位主管同意，始得參加</p> <p>●報名期間：即日起~6/23(二)止</p> <p>●活動對象：全體同仁</p> <p>●活動地點：中華一廠 6F 中視廳</p> <p>●報名資訊：欲參加者請回覆E-Mail 相關問題可洽詢員工關係課，謝謝</p> <p style="text-align: right;">員工關係課 關心您 ~</p>	<p>營養講座</p> <p>如何健康的減重</p> <p>減重系列活動開跑，為自己的健康加分， 請同仁踊躍報名參加~</p> <p>課程大綱</p> <p>A. 了解營養，更有成效維持體態 B. 我要『健康』的瘦 C. 飲食搭配運動，減重更有效！ D. 外食族也能輕鬆瘦！</p> <p>講師簡介</p> <p>現任：新竹醫學院營養師 學歷：弘光科技大學畢業 93年苗高營養系 經歷：梁弘志診所營養師 中央研究院助理 統計企劃組營養師 臺灣營養學會 營養師訓練課程</p> <p>課程資訊</p> <p>●活動日期：2015.7.28(二) 16:00 - 17:00 參加時間為正常上班時間者，報名請經單位主管同意，始得參加</p> <p>●報名期間：即日起~7/28(二)止</p> <p>●活動對象：全體同仁</p> <p>●活動地點：中華一廠 6F 中視廳</p> <p>●報名資訊：欲參加者請回覆E-Mail 相關問題可洽詢員工關係課，謝謝</p> <p style="text-align: right;">員工關係課 關心您 ~</p>																								
<p>享瘦有型 京健康</p> <p>依世界衛生組織(WHO)資料顯示，肥胖者相較於健康體重正常者，罹患代謝症候群及若干癌症的風險高出2~3倍。 拒絕肥胖，享“瘦”有型，邀請您一起參與“減重班”系列活動~</p> <p>報名日期：即日起~8/3(一)截止</p> <p>活動期間：7/28(二)~9/30(四)</p> <p>參加對象：RHI≥20者可報名參加 $RHI = \frac{\text{體重} (\text{kg})}{\text{身高} (\text{m})^2}$</p> <p>報名方式：請將報名表E-mail 活動問題可洽詢員工關係課</p> <p>活動內容：1. 參與系列講2次 2. 旗艦心得分享2篇 3. 參與公益捐血或居家日路跑活動任一項 4. 體能評量中測及後續活動 5. 提供活動期間戶外運動運動照片一張</p> <p>活動獎勵：第一名：禮券NT 5,000元 第二名：禮券NT 3,000元 第三名：禮券NT 2,000元 (以上得獎，依法依個人所得稅)</p> <p>活動辦法：須累計7次(含)以上積分，且減重前後體重差超過多寡三名者。 (體重差距數值相同者，以減重下降數據多者勝出。建議下降數值之相同時，以減重次數優勝)</p> <p style="text-align: right;">員工關係課 關心您 ~</p>	<p>健康體適能</p> <p>一起動一動</p> <p>活動內容</p> <p>●活動日期：2015/08/25(二) ●活動時間：15:00~17:00 參加時間為正常上班時間者，報名時需經單位主管同意，始得參加</p> <p>●活動地點：中華一廠六樓餐廳(舞台旁會議室)</p> <p>●參加對象：全體同仁可自由報名參加</p> <p>●檢測內容： 身體質量指數、身體組成、柔軟度、肌肉機能、心肺耐力指數。</p> <p>●報名方式： 欲報名者請回覆E-mail 活動問題可洽詢員工關係課</p> <p>●費用：全程免費。</p> <p>●減重班系列活動，可預計點數1點，快報名參加~</p> <p style="text-align: right;">員工關係課 ~邀您一起動起來~</p>	<p>9/1 京元有愛捐血活動</p> <p>活動流程</p> <p>A. 填登記表 B.量血壓 C.血色素 D.領取血袋、紀念品 E.開始捐血 備註：請攜帶身照片及身分證字號之證件</p> <p>◆減重班同仁，參與後可至營養室累計活動積分</p> <p>活動資訊</p> <p>●主辦單位：人力資源處/員工關係課 協辦單位：頭份慈惠捐血中心</p> <p>●活動地點/時間：</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>廠區</th> <th>日期</th> <th>時間</th> <th>地點</th> </tr> </thead> <tbody> <tr> <td>中華廠</td> <td>9/1(二)</td> <td>09:00-16:00</td> <td>一廠19、20樓頭</td> </tr> </tbody> </table> <p>●若有相談問題，請洽詢員工關係課，謝謝。</p> <p style="text-align: right;">人力資源處 員工關係課</p>	廠區	日期	時間	地點	中華廠	9/1(二)	09:00-16:00	一廠19、20樓頭																
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Poster 1: 拒絕流感 接種疫苗‘針’好

秋冬季節是流感的高峰期，疫情在11月下旬開始升溫！儘早施打疫苗，提升自身保護力，更能有效防範流感及合併症，邀請您一起參與流感疫苗施打活動~

自費流感疫苗接種活動			
接種名稱	施打日期	施打地點	施行對象
快速流四價流感 A/H1N1/ A/H3N2/ B/Victoria B/Yamagata	2015/9/22(三) & 2015/10/23(五)	廠內 各廠區營養室	員工本人 員工本人或 員工眷屬
	1		700元/劑
	2015/10/22(三) 1 2015/10/30(五)	醫院 為您二樓檢驗中心	

Poster 2: 延長無菸職場 健康清新更有勁

向菸害說「不」，歡迎您參與2015戒菸班活動~

戒菸，可以降低罹患及死於癌症的風險。吸菸幾乎傷害身體的每個器官，即使不直接導致死亡，對於吸菸者的生活品質也會有影響，保護您及家人的「健康」，拒絕「菸害」。

活動時程：

時間	內容
9/21(一) 1 10/1(五)	提供戒菸前、後心得各一張(戒菸前心得1點、戒菸後心得1點)。 提供戒菸記，共計六盒(每盒1點)。
10/1(五)	參加戒菸講座一堂(累積1點)。
10/30(五)	菸客防治單位課程超過一堂(累積1點)。 通過奧斯洲聯驗滿分(累積1點)。

活動資訊：

- 報名期間：即日起~2015/9/21(一)截止
- 施打地點：廠內或醫院(請勿為參照院2F健檢中心)施打
(各廠區請打人數未達50人，同仁須自行前往為參照院施打)
- 報名方式：欲參加者請回覆E-mail：
活動問題可洽詢員工關係課
※完成報名審核後個別通知方式會能知悉流程及注意事項。
※施打前一律須由醫師問診評估身體狀況才能進行。
※符合施打資格者，現場繳費完成→由護理人員現場施打。
員工關係課 關心您

Poster 3: 愛的延續 捐血活動

主辦單位：人力資源處/員工關係課
協辦單位：新竹捐血中心

活動地點/時間：

廠區	日期	時間	地點
中華廠	12/18(五)	04:00~16:00	一廠19、20碼頭

活動流程：

- 填登記表
- 量體重、量壓
- 血色素、體溫
- 開始捐血
- 捐完血後，請在**針頭加壓**並休息10分鐘

備註：請攜帶**照片**及**身分證字號**之證件

活動感言：

若有相關問題，請洽員工關係課，謝謝。

人力資源處 員工關係課

(11) Promote Health Management and Advocacy Plan

KYEC complies to provisions prescribed in Labor Health Protection Regulations and Law by establishing qualified medical staff and stationed physician in the factory to facilitate health promotion services and offer chronic disease prevention and medical health care transfer services. KYEC organizes annual health examination and drafts the health promotion plan for that year with actual execution of health promotion activities based on the analysis results. Employees with abnormal results from the physical examination and health examination shall receive professional health education and advice from stationed physician. Meanwhile the factory offers records on the care for various injuries and diseases as well as injury/disease category.

- (1) Employee Health Management Process: Employees aged 45 or older participate in health examination every year while employees less than 45 years old shall participate in health examination in every 2 years. The average examination items are better than the regulatory required items, special examination items (noise operation: one examination for the operational environment in every half year, targeting at those employees working in areas with 85dB or higher), cancer screening items (scheduled oral cancer, colorectal cancer, breast cancer, and cervical cancer). The nurses will prepare anomaly health education consultation/secondary examination notice in case of discovering abnormal case to make appointment for health education with the employees.
- (2) New Employee Health Management Process: The nurses will prepare anomaly health education consultation/secondary examination notice in case of discovering abnormal case to make appointment for health education with the employees. In case the examination results suggest severity, the employees from the same area will be monitored over the work pattern and close follow-up will be focused on the results of secondary examination on abnormal items. Cases listed as special injury/disease will be jointly traced and cared for health with the stationed physician.
- (3) Foreign Employee Health Management Process: Health examinations will be conducted upon arrival, in 6 months, 18 month and 30 months after reporting. In case of discovering anomaly, employees will undergo a two-week health autonomous management (self-measurement of heart beat and blood pressure) while employees will make appointment for health education. Additionally the work pattern of the employees will be monitored. Cases listed as special injury/disease will be jointly traced and cared for health with the stationed physician.

The factory nurses will notify employees of the secondary examination for abnormal physical and health examination results and the follow-up of secondary examination results in accordance with employee requirement and annual health promotion plan. Stationed physician will develop data standards according to the examination items while abnormal data will be divided into severe, medium and minor levels for health management. Stationed physician offers health education consulting and transfer services. Relevant workplace health promotion activities are held, including chronic disease prevention seminar and high-risk group health management, physical fitness examination, smoking prevention propaganda, smoking cessation class, introduction to contagious diseases in infants, nutrition seminar, four-cancer screening, epidemic infectious disease prevention propaganda and others.



Chu Nan Factory Blood Donation Activity

Aerobic Exercises



Awarding Weight Loss Class

Nutrition Seminar



Physical Fitness Activity

Maternal Class

KYEC participates in the health workplace autonomous certification sponsored by the Health Promotion Administration, Ministry of Health and Welfare in every 3 years as the reference on executing health management and launch of health promotion.

The factories were awarded with health initiation mark and health promotion mark in 2015.



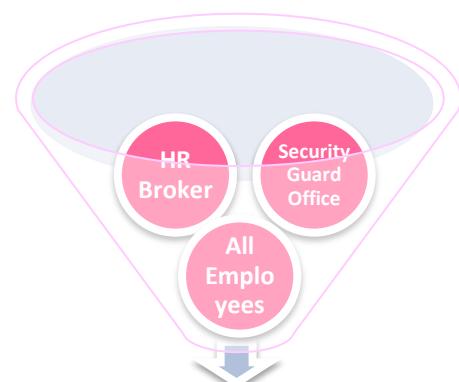
(12) Physical and Mental Health of Employees

The physical and mental health of employees is the key factor for corporate sustained operations. Apart from the establishment of special physician, KYEC also works with the outpatient psychologist from the Physical and Mental Division in large hospitals for factory-visit services. KYEC voluntarily establishes the “Employee Care Site” for employees to be aware of the good intention by the company to take care of the employees and advocate for the corporate assistance in times of emergency situations. Hence, KYEC establishes the 24-HR employee emergency rescue hotline (KYEC 119), where a specialist will attend and handle to provide information and resource assistance.

To reduce the health hazards for employees working with high-risk special injury /disease, the medical team will care for employees by their physical, psychological and work related injuries with the following response actions:

- (1) Upon receiving reporting on the case, the factory nurse will contact, record and report to provide care for the cases jointly with department supervisors.
- (2) The injury case in and out of the factory will be evaluated by the medical team for resumption to work according to the previous operation properties, depending on the recovery situation of the body, in order to attain proper work arrangement.
- (3) In the event the health condition from the attendance system shows that the case requires care, i.e. taking 3 days of sick leave, pre-maternal leave, medical treatment leave, leave for 60H in a row, the medical team will voluntarily contact and care to give assistance to the employees.
- (4) KYEC cooperates with the physical and mental health division n peripheral hospitals, where professional consultants services for psychological consultation services and may transfer the cases to hospital for medication.
- (5) Employee Care Site: Report information to the Employee Relation Section through various means of transmission to immediately convey corporate care and resource supply to employees.

Incidence



Employee Relation Class

(13) Valuing Female Employees

KYEC provides complete support and care to pregnant female employees by developing protection regulations for female employees:

- (1) Specify heavy object moving standard.
 - (2) Pregnant female employees are prohibited from handling hazardous, explosive and igniting substance related work.
 - (3) Pregnant and breastfeeding female employees are prohibited from working at night.
 - (4) Comply with safety and hygiene laws and regulation to prohibit female employees from engaging in dangerous or hazardous work.
- Organize mother seminar, female cancer screening and other health promotion activities to take care of the health of female employees.
 - Provide female employees with cozy feeding environment and design by excellent breastfeeding room specification, using green, nontoxic, and anti-flame materials. KYEC is proud of the comfortable, private and ergonomic design.
 - Giving maternal leave for all women giving birth in accordance with Labor Standard Act.
 - Welfare funding for newborns (can be applied by men or women).

To enhance maternal and breastfeeding female employees, the response actions are described below:

- (1) Factory nurse calls to show care to employees taking maternity leave to understand their requirement and provide consultation.
- (2) After the employees finish maternity leave and reinstate, factory physicians will be arranged to conduct mother health hazard questionnaire as health education consultation.
- (3) Before the case taking parental leave without pay reinstates, the factory nurse will conduct interview to understand the physical condition and evaluation of reinstatement.
- (4) After the case taking parental leave without pay has reinstated, the factor nurse will evaluate the employees for work applicability.

		
Organizing Seminar for Female Cancer Prevention	Organizing Maternal Class	Breastfeeding Room

(14) Employee Communication

KYEC protects employee rights in accordance with the relevant articles stipulated by government laws. The employees have the freedom to free assembly and the company does not interfere or intervene, or show any form of preferential treatment due to race, sex, nationality, religion, and political stance.

KYEC is committed to establishing unobstructed communication channel with the employees and offers complete communication channels in order to effectively solve problems and employs could fully express their views and immediate communication, consequently establishing a harmonious working environment for the employees and management. All employees can express opinions via the Labor and Management Meeting, seminar, employee board and various grievance channels. The matters reflected by employees will be replied with results to maintain excellent two-way communication. In 2015, the Company has received 195 cases of feedback.

● **Grievance Mechanism Channels include:**

- Employee Board
- 8160 Special Email
- HR Dept. Service Phone
- 24-HR Employee Emergency Rescue Hotline

● **Communication Channels include:**

Item	Handling Dept.	Content	2015 effect
Employee Seminar	HR Dept.	System Benefits measures	100% handling and reply
Seminar for New Employees		Public affairs	
Seminar for Foreign Employees		Public safety	
Welfare Committee Meeting			
Worker-Management Meeting			
Service Hotline			
Employee Board			
Email			
Human Right Grievance			There was no grievance case against discrimination regulation in 2015.

(15) Food Care

KYEC takes care of the employees' appetite by offering different meal choices. For example, vegetable and fruit meals are offered daily in factory cafeteria, the convenience store also offers meals with calorie and ingredient labels, and salad and fruit. The meals are included in the meal allowance plan while café bar suppliers designs light meals and whole-wheat meal package in the menu.



The current contractor health management practice follows key supplier management during the stationing period. Long-term stationing supplier includes catering supplier, convenience store supplier, café bar supplier, cleaning supplier, and security supplier. The supplier shall offer the health examination report of staff working in the factory and in case of any anomaly case, the nurses will remind the employer to draw attention and show care for the health condition of their employees.



(16) LOHAS KYEC

To develop cohesion with positive organizational atmosphere, KYEC designs a diversity of activities for employees to relax after work or develop proper entertainment.

In 2015 KYEC held multiple still and dynamic activities, including ceramic activity, paintball activity, badminton contest, film watching activity, discounted tickets, and one-day trip. The most popular family day shows care for the local industry development. The family day held in Shangrila Paradise, Miaoli County while concurrently holding the marathon race. There were 3,638 people participated in 2015.

The factory selects model employees and establishes internal paradigm to encourage outstanding employees, promote mutual encouragement and learning between employees, and select employees with outstanding performance. KYEC holds one annual section with compliance to reward guidelines.

Senior employees and employees having worked for 5 years and 10 years shall be presented with rewards in appreciation of their long-term contribution to the company.

KYEC is also committed to employee relation by expanding the benefit to spouses of employees, holding family activities and outdoor activities while opening health examination to the spouses, and free group insurance for the spouse and children of the employees.

		
Family Day		
		
Paintball Activity	2015 Year-End Activity	Ceramic Activity

(17) Quality Workplace

KYEC is committed to build a quality work environment by building many recreational areas at high floors with excellent views, including the table tennis zone, employee cafeteria, 24-hour convenience store, and café bar for employees to watch the beautiful views during dining.

	Multi-Function Entertainment Center
	
Table Tennis Area	Blood Pressure Monitor and Weight Scale

- There are weight scale and electronic blood pressure monitor in the public area for employee use. Employees can measure and control self-health.
- The multi-function entertainment center includes a reading room and a massage room. The reading room offers books, magazines and newspapers with over 4,642 books in collection. The massage room offers employees from visually impaired masseurs. KYEC signs contract with Miaoli County Association of Care for Visually Impaired to provide services that will relieve the stress and fatigue in employees. In 2015 alone, 8,462 people have participated.
- Establish friendly breastfeeding environment with comfortable sofa, refrigerator for storing breastmilk, and information on raising infants. In 2015, 28 people visit this area monthly in average.
- The Consultation Room takes consideration of privacy and KYEC invites professional consultants in case employees have the needs in consulting services for work and career, family life, interpersonal relationship, and physical and psychological demand. Three people have visited the consultation room in 2015.
- The employees may consult with the legal department for legal consultation services in case they have any doubts related to legal issues in life or work. KYEC schedules one monthly visit of attorney to the factory to solve legal issues for employees in addition to publishing the case (anonymous) on the internal website to share the information with peer employees. There were 23 people who visited the legal department.
- Routinely advocate health promotion information and organize workplace health promotion activities.

京元電子 員工關懷網

首頁 福利專區 生活專區 開學專區

員工關係專區 醫療保健新聞 飲食營養專區 衛教宣導專區 流感防治專區 親職資訊專區 駐廠醫師專區 資商管理專區 養身健康好壞活 養身無恙健康來

攝取不足 7個壞習慣讓你變疲勞

BY 醫務室, ON 四月 20TH, 2015

一大早就需要喝咖啡來維持精力, 工作時處理幾件小事就覺得力不從心, 下班回到家躺在床上一動都不想動……不知何時起, 疲憊就像影子一樣時刻跟著我們。事實上, 有些壞習慣也會讓你不知不覺中更累, 大家一起來看看吧。...[閱讀更多](#)

發表留言 [衛教宣導專區, 醫療保健新聞, 飲食營養專區](#)

燃脂效果加倍！間歇訓練+輕斷食

BY 醫務室, ON 四月 20TH, 2015

運動時間短、效果好, 早已是日本的國民運動 日本的間歇訓練是1996年由鹿兒島縣健身運動國立研究所的田畠泉 (Tabata Izumi) 教授所開發的訓練課程, 亦稱為「TABATA間歇訓練」, 是為了提升競速滑冰代表隊的實力而產生的運動。...[閱讀更多](#)

發表留言 [衛教宣導專區, 醫療保健新聞, 飲食營養專區](#)

資深護理師教新手媽咪如何挑選尿布

BY 醫務室, ON 四月 20TH, 2015

新手媽媽面對新生寶寶的照顧經常手忙腳亂！「為什麼尿布都已經包好了，稀便和噴嚏還是很容易外漏？」「幫寶適換尿布時，肚子銀腿上經常會有紅紅勒痕，看了好心疼，該怎麼辦？」在醫院第一線照顧新生兒，擁有豐富照護經驗和專業知識的護理師，經常聽到新手媽媽在幫寶寶包尿布時出現類似以上的困擾，一個簡單的包尿布動作，卻常常讓新手媽媽手忙腳亂。究竟經驗豐富的護理師，都是怎麼挑選尿布？解決尿布外漏、稍微包緊點又會有勒痕呢？慈主公醫院兒童加護病房資深護理師邱慈音指出，許多媽媽以為已經幫寶寶包好尿布，但還是會遇到外漏或勒痕的無解問題，特別是餵母乳的媽媽。以為尿布包緊一點就可以防止寶寶便外漏，沒想到包太緊除了會有紅紅勒痕外，還會讓皮膚與尿布摩擦機會增加，讓新手媽媽無所適從！...[閱讀更多](#)

- (1) There is a “KYEC Employee Care Site” on the homepage with weekly propaganda focusing on medical health news and health promotion activities. As of now, there are 1,344 articles published and the total number of views is 184,880 people.
- (2) The factory features an environmental safety and hygiene hallway where health promotion themed posters are updated on a regular basis.
- (3) The Medical Office offers propaganda fliers and health books for employees to borrow and read.
- (4) The company reading room also offers medical health magazines and books for employees to borrow and read.
- (5) The routine update of health promotion themed posters is advocated through the announcement system.
- (6) The factory offers an outdoor smoking zone but KYEC regulates the smoking behavior in employees and suppliers as well as the environment. Posters related to smoking prevention are promoted routinely at the environmental safety and hygiene hallway.

(18) Education and Training

Regardless of gender, KYEC employees have equality of opportunity in receiving training. In 2015, a total of 316 training classes were held, adding up to 2,517 hours for total class hours with 43,148 people participating.

◎2015 Average Employee Training House(Statistics as of 2015/12/31)

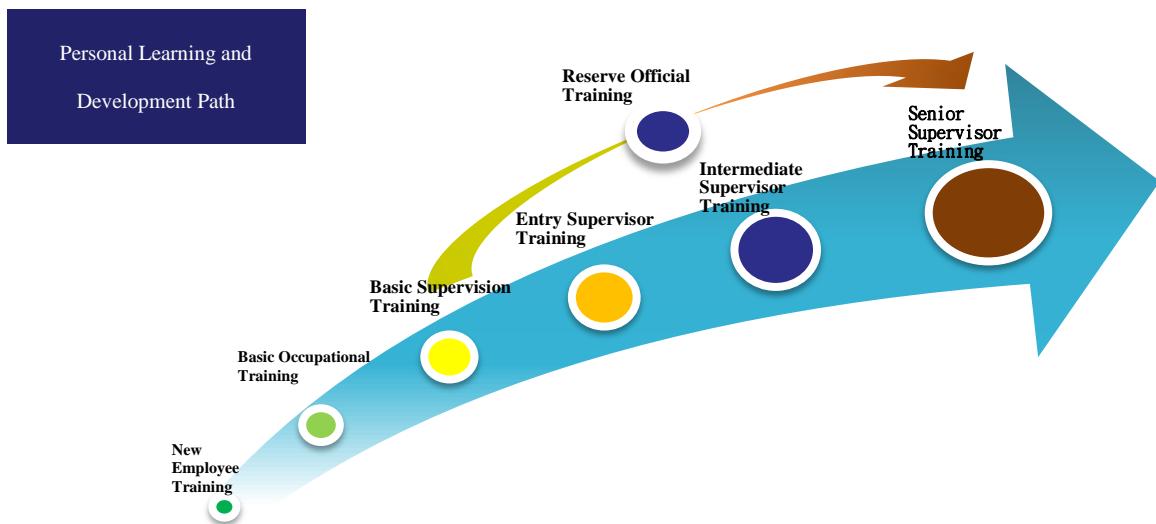
Item	2014			2015		
	Sex	Total Training Hours	Average Training Hours per Person (Note ⁶)	Sex	Total Training Hours	Average Training Hours per Person
Indirect Staff	M	99,125	43.3	M	80,556	41.5
	F	20,073	24	F	21,401	26.4
	Subtotal	119,197	38.2	Subtotal	101,957	37.0
Direct Staff	M	15,586	22.6	M	15,143	26.6
	F	36,529	34.1	F	37,852	39.4
	Subtotal	52,115	29.6	Subtotal	52,995	34.6
Total	-	171,312	35.1	-	154,951	36.2

KYEC trains employees to acquire labor safety related certificates in accordance with government laws and regulations in order to conform to execution operation requirement and fulfill environment management. Moreover, KYEC organizes ISO quality related auditor certification training to enhance the internal audit effect, continue quality improvement and effectively implement corporate quality system. KYEC has helped employees acquire 1,047 certificates in 26 categories, as shown in the following table:

Name of Certificate	Name of Certificate
Class A Occupational Safety and Hygiene Operation Supervisor	Energy Administrator
Class A Waste Treatment	Hypoxia Operation Supervisor
Class A Waste Water Specialist	Dust Operation Supervisor
Class A Waste Water Treatment	Specific Chemical Substance Operation Supervisor
Class B Waste Water Treatment	Stationary Crane Operator (at least 3 tons)
Class A Toxic Chemical Substance Professional Technology Management	Firefighting Management Personnel
Class C Toxic Chemical Substance Professional Technology Management	Organic Solvents Operation Supervisor
Oxygen-Acetylene welding Operator	Emergency Care Personnel Safety and Hygiene Education and Training
Occupational Safety and Hygiene Administrator	ISOTS16949 Internal Auditor Training
Occupational Safety and Hygiene Administrator	QC080000
Forklift Truck Driver	ISO9001.TS16949.TL9000 Internal Audit
High Pressure Gas Specific Equipment Operator	TL9000 Internal Auditor Training
High Pressure Gas Operation Supervisor	VDA6.3Audit Training
Total 1,047 certificates	

Note ⁶ Average training hours per employee = Total training hours / total number of people

To strengthen the corporate management system and sustainable management, KYEC values highly the incubation of talents. KYEC has established complete education and training systems for the learning and development of employees to accurately accomplish talent incubation objectives. The learning and development plan of employees are designed by the personal tasks and ranks of employees as well as their career development status in the company. Such phase-based objective plan can systematically help employees learn and grow, fulfilling the various professional knowledge and skills needed for their positions, and thereby contributing to the achievement of training objectives and boosting the overall competitiveness.



KYEC trains employees with a diversity of methods, where employees can acquire rich training sources through different means and urge them to lean and grow independently. The establishment of E-learning allows KYEC to advocate education and training apart from the on-the-job training. The content of KYEC e-learning includes project management, environmental management, equipment management, production management, quality competence, legal intellectual property, and other types of courses. Currently there are 107 classes offered online which the employees can learn and schedule in their own pace, without the restriction by time and space and thereby effectively strengthen the effect of employee education. In 2015 alone, 223,075 employees have registered with the system.

Moreover, employees will clearly understand the arrangement of learning plan by the company and the department from the establishment of employee learning map and the duty course planning. Employees can also check training courses and training records from the system while administrators can also administer and trace the training completion by employees through the learning map system.



KYEC values highly work health and safety, environmental protection, and employee compliance with code of ethics. The Human Resource Division will arrange training for all new employees, including corporate culture and core value, personnel management standards, quality policy (including 6S), legal knowledge & intellectual property education, information security and propaganda, employee hygiene education, and worker safety education. The training for new employees requires everyone to complete the training. Moreover, EICC general education will be arranged that year to cover contents in workers, health and safety, environmental protection, code of ethics, and employee training completion rate is 100%.



KYEC prepares employee learning and development plan according to employees' personal position and ranks as well as their career development in the company. KYEC develops objective plans by phases to systematically help employees learn and grow, thereby fulfilling the various professional knowledge and skills needed for the position step by step. Such development achieves training objectives, enhance overall competitiveness, and combines knowledge and skills on the framework, which helps improve personal work performance and thereby enhance corporate influence on the economy and competitiveness.

About 50% of KYEC clients come from overseas and the Company encourages employees to strengthen their language proficiency by holding English and Japanese courses each year for employee to register at their own will. Employees are expected to enhance their language communication capacity and apply the knowledge on their work. In particular, employees will be tested for TOEIC after the English conversation training. Employees showing progress meeting the standards will be rewarded with bonuses.



Management Training Course



Environmental Safety Training Course

Social Participation

KYEC has long been committed to the feedback to society and actively sponsors various charity events, and this year is no exception. For example, supporting children in remote elementary schools and in needs as well as sponsoring large charity events fully realize feedback to society. Additionally, KYEC's support for music, art and humanistic events are also quite known by sponsoring various music activities. Such long-term operation has helped many public and groups in needs while the support to the music industry enhances people's artistic and humanistic quality with influence and function of social stability. Such concrete effect cannot be measured by money.

(1) Sponsoring Luo Shi-Fong Live Concert

Luo Shi-Fong's Live Concert was opened in Miaoli Dome and received named sponsoring of NTD 1 million from KYEC, where KYEC shall donate NTD50 to the Miaoli Volunteer Firefighters as equipment purchase fund for every live concert ticket sold.

Luo Shi-Fong once won the best male host for Golden Bell Awards, best Taiwanese dialect male singer for Golden Melody Awards, and published 62 albums. The Luo Shi-Fong's live concert will perform the "Midnight Mist," "Beautiful Hakka Girl" and some 30 mandarin, Taiwanese and Hakka songs. Luo Sh-Fong spent his youth in Miaoli and he is very familiar with everything at the hometown.

County Magistrate Yaochang Hsu, KYEC Chairman C.K. Lee will be at the concert. Yaochan Hsu mentioned that the county government is undergoing financial difficulty but appreciates the support by private-sector enterprises so that the county government could advocate this concert without spending any penny. KYEC exhibits its support for artistic, humanistic and social charity through sponsoring this concert while Miaoli citizens could still experience the high-quality concert.



(2) Accton Cultural & Educational Foundation-Children's Healing Center Renovation Project

KYEC sponsors the "Children's Healing Center for Renovation Project" for National Taiwan University Hospital-Hsinchu Branch launched by "Accton Cultural & Educational Foundation" in the amount of NTD500,000 to show support to the early healing services of children with developmental delay in Hsinchu City.

National Taiwan University Hospital Hsinchu Branch established the "Children's Healing Center Renovation Project" since 2000 to provide the evaluation and healing services for children with developmental delay in Hsinchu area, which receives considerable recognition and trust from the people. Nonetheless due to the lack of space for early healing services and greater demand over supply, currently there are over 500 children in Hsinchu area waiting for treatment up to one year at least. Hence the National Taiwan University Hospital Hsinchu Branch decided to start fundraising to quickly dismantle and previous physician dormitory and renovates it into the "Children's Early Healing Center," which urgently requires renovation fund for operation.

Accton Cultural & Educational Foundation invited KYEC to sponsor in order to support the center with early renovation so that children with developmental delay in Hsinchu area could receive healing early during the golden healing period, giving the biggest opportunity to these children for creating and changing their life.

(3) Adopting Shennong Project of Wenfeng Elementary School in Zhangshu Village, Tungluo Township

In response to Shennong Project, KYEC adopts Wenfeng Elementary School in Zhangshu Village, Tungluo Township. Lovely Taiwan Foundation is led by WK Technology Fund Chairman Wen-Chang Ke. “Organia Miaoli, Shennong Project” is expected to establish the foundation of organic agricultural culture starting from elementary school. The project model consists of schools offering the land and enterprises adopting the elementary school to offer students with organic lunch, organic course education and farmland experience for students.

Chairman Lee's family has lived in Miaoli for one to two hundred years with solid sentiment for Miaoli. Since the startup of business in 1998, KYEC selected Miaoli as production center to create local employment opportunities and advocate for prosperity. Tungluo Factory is about 10 minutes of drive from Wenfeng Elementary School while family members are teaching in the school, both sides have close relation and expect to collaborate to protect the community. As the world's largest professional testing factory, Chairman C.K. Lee not only donates money to give feedback to Miaoli but also spares no effort



in promoting music and cultural events, in an attempt to establish the foundation of culture in Miaoli while taking care of local economic development.

(4) Sponsoring Hsin Chu Wind Orchestra

KYEC exhibits its support for music by sponsoring the Hsin Chu Wind Orchestra every year so that the public in Taiwan will have more opportunities to participate in different concerts. Chairman C.K. Lee was previously the head of Hsin Chu Wind Orchestra and spares no efforts in promoting music and art. The Hsin Chu Wind Orchestra held multiple concerts in 2015, including:

- (1) Eternal Music Concert
- (2) Classical Latin Jazz 2 Concert
- (3) Hakka Council Affairs – Destiny of Sanyu



(5) Industry-University Collaboration for Talents

For years KYEC has worked for the promotion of seamless connection between the industry and the academia by concurrently seeking and developing outstanding talents. KYEC actively implements the industry-academic training project from the Ministry of Education by signing internship projects with various schools in northern, central and southern Taiwan and even offshore island such as National Kaohsiung University of Applied Sciences, National United University and National Quemoy University.

KYEC upholds to the philosophy of taking from the local and giving feedback to the local communities by fostering talent incubation with occupational and technical education, signing internship projects with the local Asia Pacific Institute of Creativity and Chung Hua University.

Additionally KYEC has donated 10 million worth of instruments to Asia Pacific Institute of Creativity to conduct training for the basic technicians in semiconductor industries, thereby enhancing student competitiveness. In view of this, KYEC spares no effort in the close relation between industry-university collaboration and HR connection as well as between investment and incubation of occupational and technical talents.

KYEC offers a good scheduling plan from campus briefing, interview, training, to formal employment, where KYEC selects students meeting the prerequisites but also demonstrate strong intention. KYEC event provides professional practice training (including the introduction to semiconductor process, introduction to packaging and sealing...etc.) Such plans not only help students quickly blend into the workplace environment but also apply what they have acquired to practice, in order to find position and orientation for the future in advance. Moreover, students demonstrating outstanding performance during internship will be offered with ludicrous retention proposal by KYEC in attempt to lower the employment costs for students entering the society in the future. At the same time, it will also help the company train future reserve talents. In addition, the channel for industry-university collaboration will transfer the academic power of R&D to enterprises, driving the enterprise to develop core technology and thereby achieving a win-win collaboration mechanism between the enterprise and students.

Sign industry-university collaboration with National Quemoy University to create multiple-win situation for industry and academia.

KYEC signed industry-university memorandum with National Quemoy University on June 4. To help students experience the workplace early, establish correct working attitudes, increase students' practical experience and enhance student competitiveness, KYEC cooperate with students for internship courses and offer university students National Quemoy University to take internship at KYEC Taiwan factory and Suzhou Factory. KYEC expects to put the R&D capacity of academia and practical experience of the industry in close collaboration to jointly establish a triple-win situation among enterprise, university and students, while concurrently providing students with seamless connection upon graduation.

As a leading professional semiconductor testing factory in Taiwan, KYEC has collaborated with multiple universities and high schools to provide students with internship courses instructed by factory senior

Campus Briefing

Interview

Internship

Formal Employment

supervisors, assisting student to experience the workplace of the industry early and the operations. Such collaboration not only help students establish correct working attitudes but also reduces the pre-job training costs for enterprises, reserving employment talents for the enterprises while enhancing the likelihood of employment for students upon graduation. KYEC serves as a successful paradigm of collaboration between the industry and academia.

<p>Signing talent development collaboration project with National Quemoy University—Creating multi-win situations for industry-university</p>	
<p>Signing ceremony for Miaoli County Industry-University Collaboration Strategic Alliance Agreement</p>	
<p>Donation of 10 million instrument to Asia Pacific Institute of Creativity – “Brand unveiling for Asia Semiconductor Internship Factory”</p>	
<p>Students visiting the factory</p>	

(6) Massage by Visually Impaired

KYEC started employing visually impaired masseurs with fixed salary since 2008. The Company also designs a massage space with cozy environment. The service rate of visually impaired masseurs reaches 80% and most employees are quite satisfied with the service. KYEC offers employment to persons with disability, strengthen the care on socially disadvantaged, and supports disadvantaged family to reduce financial stress and maintain living stability.

(7) Other Social Charity

KYEC upholds to the concept of “care for society and sustainable development” by actively developing talents and launching care for the disadvantaged as well as other charity events in addition to encouraging the employees to participate in social charity events. The power of employees contributes to the implementation of giving corporate feedback to the society and taking specific actions, thereby fulfilling corporate social responsibility



Appendix



General Standard Disclosures		Indicator	Corresponding Chapters	Page
1. Strategy and Analysis	G4-1	Highest decision maker of the organization and the relevant statement of organization and strategy sustainability	Words from Owner	3
2.Organiza tion Overview	G4-3	Organization name	Company Profile	5
	G4-4	Major brand, products and services	Service	6
	G4-5	Location of corporate headquarters	Company Profile	5
	G4-6	Number of countries and name of countries where the company operation is located (including the country of major operation and the country related to sustainability management).	Worldwide Offices	7
	G4-7	Nature of ownership and legal form.	Shareholder Structure	16
	G4-8	Markets for service supply (including the geographic location map, service department and client/beneficiary type)	Service and Worldwide Offices	6、7
	G4-9	Report organization scale (including 1. No. of employees. 2. Operating activities. 3. Net sales (private companies) or net operating revenue (State-owned organizations). 4. Total capital is subdivided into debts and equity (private company). 5. Quantity of products or services provided).	Company profile, worldwide offices, operating performance	5、7
	G4-10	a. Total number of employees by employment contract and sex report. b. Total number of full-time employees by employment contract and sex report. c. Total number of workers by sex report, including self-employed and non-self-employed employees. d. Total number of workers by region and sex report e. Report the substantial operation of the organization and if it is legally recognized as freelancer (self-employed or individual worker other than non-self-employed) to serve the position, including the contractor employees and contracting HR. f. Report any material change in the number of employment (e.g. seasonal change in tourism or agricultural employment)	Employee Distribution	57

General Standard Disclosures	Indicator	Corresponding Chapters	Page
2.Organiza tion Overview	G4-11	Ratio of employees protected by the employee-management group agreement.	Standards of Recruitment and Employment 56
	G4-12	Describe the supply chain of the organization.	Supplier 31
	G4-13	Describe any material change related to the organization scale, framework, ownership, or supply chain during the report period, including: the change of worldwide offices or operation such as facility activation, shutdown and expansion of shareholder structure and other capital formation, maintenance and change services (private institutions) in suppliers' worldwide offices, structure of supply chain, or changes in the relation with suppliers, including the selection and termination.	New construction of Phase II Tungluo Factory -
	G4-14	Report the organization if there is any method or principles on prevention.	Risk strategy and responses 19
	G4-15	List the external economic, environmental social chapters, principles or other advocacies that have been signed or recognized by the company.	Supplier, Standards Supplier, of Recruitment and Employment 32、56
	G4-16	List the companies participating in association (i.e. commercial association), membership with national or international institutions: The position served at the governance department of association participating in projects or committee with sponsor funds other than regular membership fees will be provided as strategic consideration for membership.	Members participating in various external departments 7
3.Identification of Material Dimension and Border	G4-17	a. List all entities with consolidated report or equivalent documents in the organization. b. Report if there is any entity involving the consolidated report or equivalent documents that are not included in the organization.	Operating performance 7
	G4-18	a. Explain and define the report content and dimension border process. b. Explain how the organization implements the report principles in the report content.	About Report 3
	G4-19	List all material dimension identified from the report content.	Material issue matrix analysis 10

General Standard Disclosures	Indicator	Corresponding Chapters	Page
3.Identification of Material Dimension and Border	G4-20	For each material dimension, report the dimension of consideration inside of the organization with the specification below: Report if the dimension is material inside the organization and the dimension is material to all entities (i.e. G4-17) within the organization, please choose one of the following two methods. Report: any specific restriction on the dimension border within the organization in G4-17 if the dimension is not material entity or material entities, or in G4-17, the dimension is material entity or entities.	Identification of Material Dimension and Border 11
	G4-21	For each material dimension, report the dimension of consideration outside of the organization with the specification below: Report if the dimension is material outside the organization and if so, identify if the dimension is a material entity, entities, or elements. Additionally, describe the geographic location for any specific restriction regarding the dimension border outside of the organization.	Identification of Material Dimension and Border 11
	G4-22	Report the information provided in previous report with influence and reason of any re-preparation.	No incident of re-preparation -
	G4-23	The scope and dimension border of this report and previous report significantly varies.	About Report 3
4.Stakeholder Conference	G4-24	Provide list of stakeholder groups which the organization participates.	Identification and communication with stakeholders 8
	G4-25	Report the basis of identification and selection of stakeholders.	Identification and communication with stakeholders 8
	G4-26	Report the participation method of organization stakeholders (including participation frequency, according to the form and stakeholder group) in addition to indicating if participating in any part of the report preparation process.	Stakeholders concerned issues and interaction 8
	G4-27	The report proposes the stakeholder groups of each concerned issue and concerned matter through the stakeholder participation and how the organization responds to these concerned issues and concerned matters, including through this report forma	Identification of Material Dimension and Border 11

General Standard Disclosures	Indicator	Corresponding Chapters	Page
5. Basic Information of Report	G4-28	Period of information supply (namely the fiscal or calendar year)	About Report 3
	G4-29	Latest report date (if any)	June, 2015 -
	G4-30	Report cycle (every year or every two year)	Annually -
	G4-31	Contact person in charge of report or other contents with concerns.	About Report 3
	G4-32	a. Report the “matters of compliance” chosen by the organization. b. Report the corresponding GRI for the “matters of compliance/” selected by the report (please refer to GRI G4 Part 1) c. If the report has been verified externally, the report shall cite external guarantee report. GRI may suggest the use but it is not compulsory requirement in GRI Guidelines.	About Report 3
	G4-33	a. Report the policy and current practice for the organization seeking external guarantee. b. If the sustainability report does not contain the scope and basis of guarantee, then the scope and basis of the external guarantee shall be needed. c. Report the relation between the organization and guarantor. d. When seeking the guarantee for sustainability report, can the highest governance department of the report and senior management participate?	About Report 3
	G4-34	Reporting the governance framework of the organization, including the committee of highest governance department. Identify the committee with decision-making responsibility in economic, environmental and social impact.	Corporate governance framework 12
6. Governance	G4-56	Describing the behavioral value, principles, standards and regulations such as conduct principles and code of ethics	Employee code of ethic conducts, implementation of integral management philosophy 18
7. Ethics and Integrity			

Specific Standard Disclosures		Management Guidelines/Indicators	Corresponding Chapters	Page
Economic	Economic Performance	Management Guidelines	Operating performance	7
		G4-EC1 Direct economic value from production and distribution (including sales revenue, operating costs, employee salary and benefits, dividends and taxation expenditures and retained earnings.)	Operating performance, competitive salary, complete leave system and benefits	7、61、62
		G4-EC2 Climate change that leads to impact of organizational activity on the finance as well as other risk and opportunities.	Risk strategy and response	19
	Procurement Practice	G4-EC3 Scope of benefit plan duties defined by the organization	Sound retirement system	61
		Management Guidelines	Supplier Selection	22
	Procurement Practice	G4-EC9 Ratio of expenditures for the local suppliers of key worldwide offices	Supplier distribution	31
Environmental	Energy	Management Guidelines	Energy consumption and management	34
		G4-EN3 Energy consumption within the organization	Energy consumption	34
		G4-EN6 Reduction of energy consumption	Energy saving projects and benefits	36
	Water	Management Guidelines	Use of water resource and impact on water	41
		G4-EN8 Total water amount by source	Water resource management indicator	42
		G4-EN9 Water sources with material impact due to water intake	No such incident	-
		G4-EN10 Total amount and ratio of water recycling and reuse	Water saving project and benefits	43
	Emission	Management Guidelines	Greenhouse gas inventory	38
		G4-EN15 Other direct greenhouse gas emission (Scope 1)	Greenhouse Gas Inventory and Analysis	38
		G4-EN16 Other indirect greenhouse gas emission from energy (Scope 2)	Greenhouse Gas Inventory and Analysis	38
		G4-EN17 Other indirect greenhouse gas emission (Scope 3)	Greenhouse Gas Inventory and Analysis	38
		G4-EN18 Greenhouse gas emission intensity	Greenhouse Gas Inventory and Analysis	39
		G4-EN19 Reduction of greenhouse gas emission	Energy saving and carbon reduction measures	39
	Waste water, sewage and wastes	Management Guidelines	Pollution prevention	44
		G4-EN22 Level of pollution and flowing destination for sewage discharge.	Waste water discharge and management	44
		G4-EN23 Total waste amount, described by types and handling method.	Waste management and reuse	46
		G4-EN24 Number of times and quantity for material leakage.	No such incident	-
	Product and services	Management Guidelines	Green Procurement	21
		G4-EN27 Mitigation and level of impact of product and services on the environment	Green Procurement	21
	Regulatory Compliance	Management Guidelines	Environment management	37
		G4-EN29 Incident violating material environmental laws and the total amount of fines, non-monetary	No such incident	-

Specific Standard Disclosures		Management Guidelines/Indicators	Corresponding Chapters	Page
Environmental	Transportation	Management Guidelines	Green logistics vision	32
		G4-EN30 Material environmental impact due to the transportation of products, raw material or personnel.	Optimized collection/delivery routes	32
	Overall condition	Management Guidelines	Environment management	34
		G4-EN31 Total expenses and investment by type of environmental protection disclosure	Overall environmental expenditures	55
	Supplier environmental evaluation	Management Guidelines	Supplier management	
		G4-EN32 Ratio of new supplies applied with environment standard screening	Supplier selection	22
		G4-EN33 Significantly actual and potential adverse human right impact and actions taken in the supply chain	Supplier audit	26
Social: Labor Conditions	Employee-Management Relation	Management Guidelines	Employee's rights	56
		G4-LA1 Calculation of total new employees, ratio, and total number of employees resigned by age, sex, and region respectively.	Standards of Recruitment and Employment, Employee Resignation	56、59
		G4-LA2 Providing benefits to all employees in key worldwide offices.	Complete Leave System and Benefits	62
		G4-LA3 Report of employees taking parental leave without pay leave and restoring to work and retention rate by sex.	Parental Leave without Pay Measures	63
	Occupational Hygiene and Safety	Management Guidelines	Occupational Safety and Hygiene	49
		G4-LA5 Describing the ratio of labor participating in formal joint labor health and safety committee on behalf of the labor and management in order to supervise and steer the occupational health and safety plan.	Safety and Hygiene Policy and Organizational Operation	49
		G4-LA6 Total number of work related mortality by region and sex analysis of injury type and work related injury rate, occupational disease incidence rate, days of loss ratio, and absenteeism,	Occupational Disaster Statistics and Analysis	49
		G4-LA7 Operators with high disease incidence rate and high risk related to the occupation.	Promote health management and advocacy plan, employee physical and mental health	67、69
	Training and Education	Management Guidelines	Education and training	75
		G4-LA9 The average training hours received by each employee each year by calculation of employee category and sex.	Education and training	75
		G4-LA10 Employee competency management and lifelong learning plan that will assist employees with the ability for continuous employment and retirement plan.	Personal learning and development path	76
		G4-LA11 Ratio of employees accepting routine performance and career development review by employee category and sex.	Public performance appraisal and promotion development	66

Specific Standard Disclosures			Management Guidelines/Indicators	Corresponding Chapters	Page
Social: Labor Conditions	Employee Diversity and Equality Opportunity	G4-LA12	Management Guidelines	Employ Distribution	57
			Sex, age, minority, and other diversity indicators that report the senior management of the company and the composition of employees by employee category.	Visually Impaired Massage	82
	Equal Pay for Equal Work	G4-LA13	Management Guidelines	Competitive Salary	56
			Basic salary and salary ratio for men and women in key worldwide offices by employee category.	Competitive Salary	61
	Labor Practice Grievance Mechanism	G4-LA16	Management Guidelines	Employee Communication	70
			The quantity of filing registration, handling and solving labor conditions through formal grievance mechanism.	Employee Communication	71
Social: Human Rights	Non-Discrimination		Management Guidelines	Employee Communication	71
			G4-HR3 The total number of discrimination incidents and the corrective actions already taken	No such incident	-
	Coercion and compulsive labor		Management Guidelines	Standards of Recruitment and Employment	56
			G4-HR6 Already identified worldwide offices and suppliers with coercive or compulsive labor risks, and the actions taken to contribute to the elimination of all forms of coercive labor.	No such incident	-
	Evaluation		Management Guidelines	Standards of Recruitment and Employment	56
			G4-HR9 Total operating data and ratio subject to human rights review or affecting evaluation	No such incident	-
	Human rights evaluation supplier		Management Guidelines	Supplier Management	22
			G4-HR10 Ratio of applying human rights standard screening to new suppliers	Procurement measure of conflict minerals	25
		G4-HR11	Significantly actual and potential adverse human right impact and actions taken in the supply chain	Supplier audit	26
Social: Society	Local Community	G4-SO1	Management Guidelines	Social Participation	78
			Implement local community participation, ratio of operating activities affecting evaluation and development project	Social Participation	78
	Anti-Competition Behavior	G4-SO7	Management Guidelines	Code of employee ethic conducts	18
			The total number of accounts and results of taking legal actions against anti-competition behavior, anti-trust, and monopoly.	No such incident	-

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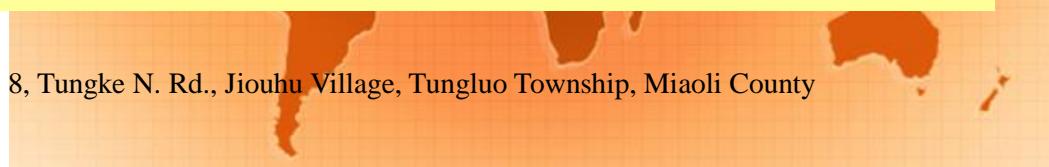


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