



2017 Corporate Social Responsibilities Report



2017 NYPCB Corporate Social Responsibilities Report

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Overview

This report is the sixth corporate social responsibility report that Nan Ya Printed Circuit Board Corporation (hereinafter referred to as the Company or NYPCB) has published. The report was published in June 2018, which includes the company's profile, governance, environmental sustainable development, employee wellness programs, and charity work that took place at or involved NYPCB Plant No.1, 2, 5, and 6 (Address: No.338, Sec. 1, Nankan Rd., Luchu District, Taoyuan City) from January 1st 2017 to December 31st 2017. Therefore, the previous corporate social responsibility report was published in June 2017.

All data and statistics divulged in this report have come from the statistical analysis and investigation of the Nan Ya Printed Circuit Board Corporation. Financial data were specifically countersigned by an accountant and transmitted in accordance with relevant laws. Some data have been taken from government websites and stated in a more colloquial way for description purposes. Exceptions are otherwise noted throughout the report.

We will publish the CSR report regularly and the next report will be published in June 2019.

Report Guideline

The report content structure adopts the fourth-generation guiding principle G4 standard (GRI G4 core option) of Global Reporting Initiative (GRI) as the reference, compiled in accordance with the listed guiding principle and framework. In order to reinforce the performance comparability and report sustainability, all the information published in this report are checked by the well-established British Standard Institution (BSI), and conform to AA1000 and GRI G4.0 grade. The "GRI G4 Check Independent Opinion Statement" of British Standard Institution (BSI) can be found as an attachment. The statement presented its findings with the International General Index, and any estimation will be mentioned in the respective chapters.

- Global Reporting Initiative ,GRI Standards 2016
- AA 1000 Materiality, Inclusivity and Responsiveness of Accountability Principles (2008)



Methods

To integrate and promote corporate social responsibility, NYPCB has established a "corporate social responsibility team," (hereinafter referred to as the CSR team) led by General Manager Tang, Ann-De in 2012. General Manager Tang and Deputy General Manager Lyu, Lian-ruei, who is the Company's Management Representative, have been responsible for the strategic planning, monitoring, and evaluation of the Company's performance in terms of corporate social responsibility. The organizational chart is presented as above.

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The Corporate Social Responsibility (CSR) policy of Nan Ya Printed Circuit Board includes the areas of corporate governance, environmental protection, and social welfare. We have continuously strived to meet the responsibilities of our long-term commitments to our shareholders, customers, employees, suppliers, nearby communities, government units, media organizations, and non-profit organizations. As a subsidiary of the Formosa Plastics Group, NYPCB has followed the Group's CSR policies and focused on five different strategies, which are corporate governance, environmental protection, procurement policy, labor and ethics, and social welfare.

1.Corporate Governance

- corporate governance.
- shareholders
- products and increase their competitiveness.
- · Provide employees with a safe and healthy working environment, quality training programs and systems, and clear targets that they can follow so they can reach their full potential.

2.Environmental Protection

- Continuously improve production processes to reduce energy consumption and carbon emissions.
- Derivative) of EU, pertaining electrical and electronic products.
- Financial impact and risk opportunity of climate change to organization achieve the multiple benefits.

3.Procurement Policies

- Procure green materials and reduce resources consumption in order to increase rate of recycling and reusing of resources

4.Labor and Ethics

- systems, and clear targets that they can follow so they can reach their full potential.
- governance system.
- give back to the society.

5.Social Welfare

- Address various social issues, and participate in appropriate community and social welfare activities to foster a kind and compassionate society.

To honor our commitments in corporate social responsibilities, Nan Ya Printed Circuit Board upholds a principle of giving back what we gain from society. The Company strongly believes that such responsibilities are part of our valuable assets, an everlasting brand, and a cultural beacon. The Company pledges to shoulder more social responsibilities, take part in more social welfare activities, help minority and disadvantaged groups, promote environmental protection and strive to achieve zero pollution, zero carbon emission, and zero accident target as well as establish a diverse and convenient communication with stakeholders to create the greatest benefit to the Company's investors, employees, society, and country.

Abide by all laws and business ethics, and establish a comprehensive corporate system to maintain positive

Adopt international standards and practices, continuously improve and enhance competitiveness to benefit our

• Steadily supply high quality products at a low price and help our downstream customers to develop new

• Introduce lead-free technology and comply with the RoHS Derivative (Restriction of Hazardous Substances

The climate change would much more likely cause the extreme climate, including the average atmosphere temperature rising and drought time extension, to cause the risk of electricity and water supply shortage, therefore, the Company continuously promotes the energy saving improvement to reduce the resource and energy consumption, to improve the industrial competitiveness while enhancing the friendly environment, and

Enforce strict inspection on raw material supplies to prevent conflict minerals from entering production processes.

• Provide employees with a safe and healthy working environment, and have high quality training programs and

· Abide by laws and business ethics, establish and improve the enterprise system to maintain a sound corporate

• Strive to attain perfection and do good deeds. Make continuously improvements, enhance competitiveness and

• Use our corporate spirit of striving for perfection to create efficiency and success in our social welfare endeavors.

Nan Ya Printed Circuit Board Corporation(NYPCB) President Tang Ann-Dee in 2018



1-1 COMPANY PROFILE

Nan Ya Printed Circuit Board Corporation began operation in 1985. It was a printed circuit board division of Nan Ya Plastics Corporation, belonging to the Formosa Plastics Group, before being separated from the Nan Ya Plastics Corporation. Nan Ya Printed Circuit Board Corporation became an independent company in 1997. The firm has specialized in researching, developing, manufacturing, and selling printed circuit boards and IC substrates (Wire Bond Substrates and Flip Chip Substrates). In its business operation, NYPCB has focused on improving manufacturing processes and conducting research and development in order to meet customers' needs for high quality products. The Company has gone through a vertical integration in order to reduce production costs and enhance productivity. It also firmly believes that a company cannot meaningfully exist without generating reasonable profits and contributing to the society. Therefore, NYPCB has contributed to social welfare activities for minority and disadvantaged groups while continuously



expanding its scale to enhance quality and profits, and upholding corporate responsibilities.

NYPCB has built a factory in Taiwan. The Jing Hsin factory is located in the Luchu Township of Taoyuan County . As of December 31st 2017, the company had a total of 5,331 employees, of which included 308 managers and executives, 713 supervisors, 3,554 general staff, 165 service staff, and 591 foreign workers. Employees in management positions totaled 1,021, which made up 19.1% of all employees.

Nan Ya Printed Circuit Board Corporation is a member of the Formosa Plastics Group. It has stringently upheld its founder's ideas and protected shareholders' interests. The Company believes a stringent and effective governance mechanism ensures that its operations are lawful, financially transparent, and efficient. To achieve this mechanism, NYPCB's organization has been designed as follows:

1-2 MARKET POSITION

Regarding the IC package substrate market, since the semiconductor industry is developing toward the multifunctional, high-density and small-size chip trend, this kind of product is in a higher technology field with fewer competing firms despite the fact that competitors continue to enter the IC package substrate market. Therefore, pricing is not overly competitive in the IC package substrate market compared to that of the printed circuit board market.



NYPCB continues the research and development in the three main products, and gains much in the market. The Company has successfully mass-produced the high-end HDI, high-layer board and high-end substrate, and successfully entered the supply chain of world-level customers. On account of the rising of big data analysis, artificial intelligence, wearable device and automotive electronics, and the high demand to high-end HDI, Wi-Fi Module, SiP substrate and high-end CPU substrate, the Company shall continue the research and development aiming at this trend, in the expectation of bringing the stable turnover for the Company. In addition, following the market trend for semiconductor packaging, the Company developed high-end systematic package substrates in order to increase the proportion of high-value products sales and further improve the Company's profitability.

1-3 PROSPECTS, OPPORTUNITIES AND CHALLENGES TO THE INDUSTRY

NYPCB business development plan can be divided into short term and long term plans. In the short-term business plan, due to the increasing demand for solid state disk, memory module, and network device application products, NYPCB must put more emphasis on developing technical capacity for high-density, thin circuit, IC substrate products as well as developing potential customers to meet market acceptance, adjust product combinations, expand production capacity of high value added products, and increase output values and business profits.

While according to the future market development trend, the long-term business development plan is still primarily the internet of things and automotive electronics products. The Company adheres to the operation principle of improvement, innovation and sustainable operation, dedicates to the research and capacity expansion of environment-friendly products, and continues to develop the new customers, with the leading quality technology as the advantage, to be the principal axis of long-term business development.

1 Future Supply and Demand and Growth of the Market

Reviewing the year 2017, with the help of the growing alobal economy and boost in consumer confidence, advanced smartwatches and mobile devices have enjoyed high volume sales. This allowed the high-value products to have a higher contribution to the Company compared to last year. However, because major network and communications clients adjusted their inventory in the first and fourth quarter, and the market growth for mid- and low-end smartphones slowed down, the Company's operation was affected. In 2018, with the development of artificial intelligence and the rise in mining digital currency, high-performance computing products will grow rapidly. Combined with the continued growth in demand for cloud computing and big data increasing the sales for network and communications products and memory, the Company's operation is expected to improve.

2 Competitive Advantages

As a member of the Formosa Plastics Group, NYPCB has undergone a vertical integration with the group, which has made the Company not only an upstream substrate supplier but also obtains the ability to supply other even higher-upstream PCB raw materials such as epoxy, copper foil, and glass fiber materials. They have become the foundation of support in NYPCB's growth in the printed circuit board industry. The Company has also completed its construction projects in Taiwan and China. They will not only provide flexible capacity and balanced product development, but also meet customers' needs for a wide range of printed circuit boards. With its

profound experiences and advanced technologies, NYPCB has increased its competitiveness through product price and technology advancement.

3 NYPCB's Competitive Edge of the Future NYPCB's three long term competitive edges include:

A. Outstanding technologies, quality, and the ability for mass production:

NYPCB is one of the first few companies to produce IC substrate and has accumulated significant experience in product development. Its capability in producing quality products and mass production has been recognized by major global manufacturers. As such, NYPCB has become one of few main global suppliers of comprehensive printed circuit boards.

B. NYPCB has built a large customer base:

The Company's quality products have earned the trust of many multinational electronics producers. Thus, many of them have cooperated with NYPCB in new product development in order to help themselves meet the productivity targets and expand market share.

C.The stringent and sustainable management system from formosa plastics group:

NYPCB is a member of the Group and has inherited its superior management system, style, and philosophy. The Company has maintained stringent management and control on production and costs, and has achieved stable supply of raw materials through resources integration and workforce collaboration in with the Group as well as the ability to negotiate procurements with external parties.

4 Disadvantages and Obstacles

NYPCB has continued to offer high quality products and technologies to its customers. However, since the printed circuit board industry has matured, competition has intensified and the electronics market is changing rapidly. The Company has implemented the following policies to generate reasonable profits and secure sustainable development:

- A. Enhance yield rate and technologies, help customers to produce various niche products, and carry out improvement projects to reduce costs and increase margin. The Company also has increased its efforts in research and development to streamline manufacturing processes and increase capacities to maintain NYPCB's competitive edge in technologies and costs.
- B. The future goals of the company should be continued investment in the development of advanced technologies, timely expansion of production capacity to compete for niche products, and an increase in new customers and opportunities in order to elevate capacity utilization.

1-4 MAJOR PRODUCTS AND RESEARCH & DEVELOPMENT

NYPCB has conducted extensive research and development. The Company has achieved multiple patents but continue developing new products. The following are products successfully developed by NYPCB and their uses:

1 Printed Circuit Board

A. High density interconnect substrate:

The Company has developed high-level blind holes and buried holes, Any layer Via-on-via and via filling electroplating technology and produced various materials used to produce substrates. These products are applicable on handheld devices such as tablets, smartphones, handheld game consoles, and high-end laptops.

B. Multilayer PCB:

Technologies to pair multiple layers of PCB and perform high aspect ratio electroplating and impedance matching have been developed. These technologies can be used to produce servers and workstations.

2 IC Packaging Substrate

The Company has produced Wire Bond and Flip Chip Substrates through various packaging methods, which all aims to produce substrates with finer wires and thinner and higher number of layers.

A. Wire bonding:

The mass-produced wire bond substrates of the fine bonding finger pitch are actively leading the high-level stacked package substrates as FC + WBCSP (flip chip substrate + Wire Bond Chip Scale Package), FC + WBCSP + PoP (Flip Chip substrate +Wire Bond Chip Scale Package + Package on Package), SLP (Single-layer Package substrate), embedded products, and coreless substrates, and the ultrathin PoP (Package on Package) substrate has been developed for application in smart phones, tablet computers, television chips, and logistic operation chips.

B. Flip chip:

This product has been developed with a light, thin, short, and small design, and the main product types include the FCCSP (Flip Chip Chip Scale Package), FCBGA (Flip Chip Ball Grid Array), ETS (Embedded Trace Substrate). This year, the emphasis is on the mass production of high speed net working devices with high layer count > larger form factor & low losss material. In order to develop the precise counterpoint technology of the high-layer board and move toward the high-speed I/O number and fine bump pitch µ-ball technology. In addition to the establishment of short, medium and long-term key processing research projects to ensure being a continuous technology leader in the future, the Company shall also lead the market in new material development regarding high reliability performance > low roughness and low loss substrates to meet future product demands.

Major Products and Their Usage: A. Printed circuit board

The board is a key component in electronic products and is the carrier of a wide range of electronic parts that serves as an interconnection to facilitate communication between parts. It is widely applicable on desktop computers, laptops, workstations, servers, smartphones, tablets, and game consoles.

As the demand for portable devices increases, printed circuit boards (PCBs) are becoming more sophisticated with more layers, high density and finer lines. Therefore, the end products are also becoming sleeker, further increasing the demand for portability. However, the low criteria to enter the PCB market and the high number of manufacturers have made competition intense, especially with regards to 4-10 layered boards for computers and communication devices. Although HDI requires a high level of manufacturing technology, prices have gradually declined because of manufacturers' expansion of production capacity.



B. IC packaging substrate

The substrate is used to carry ICs. Its external and internal leads send signals in and out of the chips to facilitate communication between the IC and the system. The product can reduce heat generated by the IC, and has been used on a wide range of electronics including CPU, chipsets, 3G smart phones, RF modules, internet and communication chips, digital television, and the chipsets of set top boxes.

In the past several years, semi-conductor products have been becoming more multi-functional, smaller and with less power consumption. Although new competitors have entered the integrated circuit packaging market, these products are widely applied in such end products as computers, game consoles, communication networks and digital homes. Furthermore, as the smart mobile device market continues to expand, the future demand for integrated circuit packaging is expected to grow consistently; therefore, these emerging competitors are not considered a major issue.





1-5 AWARDS AND RECOGNITIONS

NYPCB has followed the Formosa Plastics Group's corporate spirit in conducting final analyses and improving continuously until accomplishing perfection. We face problems head on and resolves them using practical solutions, and believe in hardwork, sincerity and honesty, society contribution, and sustainable development. This is the reason that we have continuously made improvements in corporate governance, environmental protection, and public welfare, and upheld our commitments to make the society better. NYPCB's efforts have been recognized by the Taiwanese government as well as by non-governmental organizations. The following certifications and awards have encouraged the Company to keep streamlining its management and emphasizing environmental protection.

Note 1: In 1993, Product Type PCB/WB

passed ISO 9000 certification and will

Note 2: In 2004, Product Type PCB/WB

passed TS-16949 certification and will

be recertified once every 3 years.

Note 3: In 2013, Product Type ABFS passed ISO 9000 / TS-16949 certification

and will be recertified once every 3

vears

be recertified once every 3 years.

Recognitions

Items Date Certification

- 1 1993 ISO9001 Certification(Note1) 2 1996 ISO14001 Certification
- 3 1998 UL-QS-9000 Certification
- 4 2001 OHSAS-18001 Certification
- 5 2002 TL-9000 Certification
- 6 2003 Green Product/RoHS Certification
- 7 2004 TS-16949 Certification(Note2)
- 8 2009 CNS15506 Certification
- 9 2010 ISO-14064-1 Certification
- 10 2010 RBA (Oriiginal EICC) Certification (Grade: yellow)
- 11 2011 A bronze medal from the Taiwan Training Quality System
- 12 2012 RBA (Oriiginal EICC) Certification (Grade: green)
- 13 2013 ISO9001 Certification(Note3)
- 14 2013 TS-16949 Certification
- 15 2013 Awarded Authorizes Economic Oprrators(AEO) by Customers Administration, Ministry of Finance
- 16 2014 RBA (Oriiginal EICC) Re-Certification (Grade: green)
- 17 2016 Awarded Authorized Economic Operators (AEO) by Customers Administration, Ministry of Finance
- 18 2017 Passed OHSAS-18001 reassessment certification.
- 19 2018 Passed ISO14001(2015) revision certification.



Awards

Items	Date	Awards
1	1998	Won an award from Intel for obtaining
2	1999	Honored by Xerox as one of its world-c
3	1999	Won a Preferred Quality Suppliers awa
4	1999	Won the Supplier Continuous Quality av
5	1999	Won an award from Intel for obtaining
6	2000	Won the Strategic Supplier Award from
7	2000	Won a Preferred Quality Suppliers awa
8	2005	Won AsusTek's Environmental-friendly N
9	2005	Won Outstanding Substrate Supplier Ce
10	2003	Won as a Sony Green Partner
11	2003	Won an award from Intel for contributir
12	2004	Won an Outstanding Service and Supp
13	2004	Won a Preferred Quality Suppliers awa
14	2005	Recognized as a Sony Green Partner
15	2008	Received the Taiwan Ministry of Econor growth in Malaysia, one of the key man
16	2008	Received the Taiwan Ministry of Econor export growth to South Korea, one of th
17	2008	Received the Taiwan Ministry of Econor
18	2010	Won a corporate social responsibilities
19	2010	Won the Taiwan Executive Yuan's Entre
20	2011	Won the Taiwan Executive Yuan's Entre
21	2012	Ranked in the Top 100 Taiwanese Tech
22	2012	Ranked among the Top 5000 for Taiwa Information Service
23	2012	Named Trader of Excellence by Taiwar
24	2014	Named an ASESH Continuous Improver
25	2014	"Named ASECL's Best Supplier of Subst Through Taiwan Ratings Corporation's enterprise short-term credit rating: twA-
26	2015	Through Taiwan Ratings Corporation's enterprise short-term credit rating is two
27	2016	 * Won the 2015 GM Supplier Quality Exits and the second sec
28	2107	* Received the 2016 Key Supplier Prog * Received the Supplier Sustainability A

- Secc certifications
- class certified suppliers
- ard from Intel
- ward from Intel
- Secc certifications
- n Jabil
- ard from Intel
- Management System award
- ertification from Intel
- ng to the development of Calexico
- oort award from AMKOR
- ard from Intel
- mic Affairs award for achieving the fastest export rkets selected by the Ministry
- mic Affairs award for achieving the second fastest he key markets selected by the Ministry
- mic Affairs award for rapid export growth in key markets
- s award from Taiwan's Global Views magazine.
- epreneurship Award in Q1 2010
- epreneurship Award in Q4 2010.
- hnologies in 2012 by BusinessNext Magazine
- an's Large Enterprises in 2012 by China Credit
- n External Trade Development Council
- ment Supplier of Substrates in 2013
- trate in 2013 rating, enterprise long-term credit rating: twA+, -1, rating prospect: stable"
- rating, enterprise long-term credit rating is A+, A-1, and rating prospect is stable
- xcellence Award enterprise long-term credit rating: twA+; enterprise outlooks: stable. d issued by the British Standards Institution.
- ram Award issued by Translarity. Award issued by ASE Group.



1-6 PARTICIPATING ORGANIZATION AND STANDARD

To enhance its technologies and competitiveness, NYPCB has actively participated in various major industrial organizations in Taiwan such as the Taiwan Printed Circuit Association (in which NYPCB took posts as Executive Director and Director ever since 1998) and the Taiwan Electrical and Electronic Manufacturers' Association (TEEMA). The Company has also attended major seminars held both domestically and overseas in order to keep it updated with the latest global trends and to seek opportunities for further exchange and cooperation. The Company promises to follow the Responsible Business Alliance (RBA) to provide the safe working environment for the staff, and ensure to provide the respect and dignity, as well as assuring the environmental responsibility and abiding by the moral rule in the enterprise operation process.

1-7 STAKEHOLDER DIALOGUE

Since globalization has significantly changed the society, environment, business, and economy, and has profoundly affected the lives of people across different sectors and from all pace of life such as agriculture, transportation, economy, trade, finance, safety, hygiene, and gender equality, NYPCB believes that establishing a friendly and convenient environment for communication is the responsibility of an outstanding corporation.

To create such an environment and show the Company's determination, we provide a variety of simple channels of communication and sets Stakeholders Engagement sector on NYPBCB's website for its stackholders in order to better understand their thoughts, demands, and issues of concern. Their voice provides not only an additional reference for this report, but also important suggestions regarding strategy and goal planning for the company's future development of social responsibilities. Based on attributes, the proposal of feedback sent to Stackholder Engagement will be assessed by the functional teams of President's Office and determined whether the issue causes significant impacts to our stakeholders. After the assessment, the case will be classified by the level of impact and delivered to the board meeting. Later chapters will provide the detailed responses to the issues of concern. The table sets forth the issues of concern and the channels of communication between the company and its stakeholders.

Stakeholder Communication Channels 1. Internal announcements 2. Representatives from the Human Resour Department 3. Regular meetings such as union core me seminars/education seminars/safety conferences /various training seminars/c quality reviewconferences Employees 4. Irregular meetings 5. The Administration Department has esta communication channels such as sugges boxes. Medical professionals stationed factory provide emergency medical assis 6. Internal publications, online platforms ar questionnaires (e.g. questionnaires on tro NYPCB has appointed a spokesperson and spokesperson system, and a specialized handling investors' affairs. The Company communicated with its shareholders and co shareholders by setting up the following a Investors cation channels (Shareholders) 1. Shareholders (1) Annual shareholders' meetings (2) Published annual financial reports as re and provided them to shareholders duri annual shareholders' meetings (3) Shareholders can make inquiries through phone calls and emails.

	Meeting Frequen	су	Issue of Concern		
	Irregularly, at leas once a year	ast — Harmonious labor rela			
ce	Once a month Irregularly, at least once a year		compensation and benefits,		
embers			communication channels /		
cafeteria			workplace safetymanagement / healthcare for better		
blished stion at the stance.			employment security		
nd aining sa	tisfaction).				
d deputy unit for has also orporate ommuni-	Once a year		Operating conditions / dividends / corporate governance / shareholder services / risk control and management/ ladutte: Desce est		
equested ing the	Once a year		mously Flospect		
gh	Irregularly				

Stakehold	der	Communication Channels	Meeting Frequency	Issue of Concern			
		2. Corporate shareholders		Operating conditions / dividends /			
Investors (Shareholders)		 (1) Investment seminars in Taiwan and overseas (2) Investor forums held by securities companies (not held regularly) 	Irregularly	corporate governance / shareholder services / risk control and management Industry Prospect			
		1. Audited by customers					
		2. Meeting with customers and dealers	-				
Customer	rs	3. Regular technological support	Irregularly, at least once	Product quality / post-sale services /			
		4. Surveyed client satisfaction	a year	green products			
		5. Provided educational training for customers	-				
		1. Established an information platform for suppliers	3				
0		2. Held regular meetings and reviewed reports face to face	-	Supply chain management , safety and health			
Suppliers		3. Conducted supplier surveys through questionnaires, and provided audits and consulting services	, at least once	management / partnerships			
		4. Reviewed material supply stability and quality	,				
Non Profi	+	1. Established charity clubs and participated in community volunteering activities	Irregularly,				
Organizat	tions	2. Held donation campaigns and provided assistances in light of major natural disasters in Taiwan	at least once a year	corporate volunteer services			
		1. Shareholders will visit after the annual shareholders meeting	once a year	Operating status / dividend distribution /			
Media		2. News interview	Irregularly, at least once a year	corporate governance / risk control / industry outlook			
s/	Nearby Communities	Communicated and informed communities through NYPCB's website	Irregularly, at least once a year	Social welfare contributions / community involvement / corporate volunteer services environmental impact of transportation			
mmunitie it Units					1. Official documents	Irregularly, at least once a year	
, Col	nent	2. Meetings introducing and explaining new laws	Irregularly	Environmental accounting /			
earby overn	its	3. NYPCB's financial statements	Once per quarter	compliance with laws and regulations /			
zo (อับบี	4. Provided reports and information as requested by the government, authorities, and regulations	, Irregularly, at least once	environmental protection			
		5. Communicated with government or authorities through industrial associations	a year				



1-8 IDENTIFICATION OF MAJOR ISSUES

Stackholder Identification and Communication

Along with the social environment change and climatic environment change, the world changes variously, and influence our lives of all aspects, such as the agriculture, transportation, economy, trade, finance, safety, sanitation, and gender equality. How to construct a friendly environment is the duty of an enterprise to keep in mind at any time.

In order to provide a friendly environment, NYPCB starts from the practice of stakeholder relationships, including the connections with external supply chains, shareholders / investors, and customers as well as internal company staff. We expect that external partners could cooperate with NYPCB to contribute to the entire environment and society, while internal staff could be treated with respect and dignity. To ensure that all production process and product pose no harm to the environment, NYPCB established a working group to promote corporate social responsibility, closely working with the internal and external stakeholders and exchanging the opinions and thoughts on a timely basis. The working group shall identify the stakeholder according to the work feature of each unit, incorporate issues of concern into the routine work and annual plan, and cooperate with relevant unit depending on the issue of concern.

B. Major topic identification procedure

In addition to multiple daily communication channels, significant issues of 2016 were selected from the screened list based on the priority, confirmation, and review process of different significant issues. CSR working group is responsible for integrating the initial list of significant issues before distributing guestionnaires to collect different voices from the stakeholders.



A. Stackholder identification

Based on global trend, industrial feature, experiences generated from daily interactions with stakeholders, and degree of impacts stakeholders pose on corporate operation, NYPCB CSR working group has identified a total of 7 stakeholder categories (investor / stakeholder, customer, employee, supplier, nearby community, government sector, media, and non-profit organization) according to specific features such as responsibility, impact, intimacy, representativeness, and strategic intention.



C. Sustainable topic collection:

To identify the critical issues that concern our stakeholders, we successfully issued questionnaires to a total of 127 employees (with a questionnaire return rate of approximately 82%). Through intensive discussion from internal meetings, we can determine the impact that these issues have on our corporation. According to "Stakeholders' Level of Concern" and "Impact on the Company", each category is analyzed and classified according to its level of impact and arranged in sequential order. With a total of 15 items, the area on the upper right signifies topics with the greatest significance and on the lower left those with the least significance. We will discuss the significant issues and items that need improvement later in this report.

We will discuss the significant issues and items that need improvement later in this report. By making such improvement, we seek to maintain effective communication channels and partnerships with all of our respective stakeholders.



Identified Material Aspects and Boundaries

ry		Boundaries						Disclosuro		
Itego	lssue /	ue / Internal		l External					of Manage	Chapter
C	Aspects	NYPCB	Shareholder	Media	Supplier	Community /Government	Customer	Non-profit Organizations	Approach (DMA)	
	Corporate Governance	~	~						GRI 102-14~15	Message from the President
	Business Operation	~	~		~		~		GRI 102-1	1.3 Prospect, Opportunities, and Challenges to the Industry
Governance	Risk Management	~	~						GRI 102-11 GRI 201-2	Message from the President 2.1 Governance Overview 3.2 Environmental Accountability 3.3 Water and Energy Conservation and Greenhouse Gas Reduction 3.4 Protecting the Environ- ment around Factories
	Product Quality / Technical Development	 ✓ 					~		GRI 102-2	1.2 Market Position 1.4 Major Products and R&D
2 ශා	Customer Service Management	~					~		GRI 102-43~44	2.5 Customers
	Supply Chain Management				~		~		GRI 102-9	4.7 Crisis Management
ction	Environmental Policy / Management System (Legal Compliance)	~		~		~			GRI 307-1	3.1 Commitments to Environmental Sustainability
ronmental Prote	Water Consumption & Wastewater Control	~		~		~			GRI 303-1~3 GRI 306-1	3.3 Water and Energy Conservation and Greenhouse Gas Reduction 3.4 Protecting the Environment around Factories
Envi	Air Pollution Control	~		~		~			GRI 305-1~2,5,7	3.3 Water and Energy Conservation and Greenhouse Gas Reduction 3.4 Protecting the Environment around Factories
Labors	Community Engagement and Feedback	~					~	~	GRI 413-1	5.1 Neighborhood Relations
ts and	Employee Equity	~							GRI 405-1	4.1 Employment
Right	Labor Relations	\checkmark		~		\checkmark			GRI 402-1	4.6 Human Rights
∍ty / Humαn	Occupational Safety & Health	ı 🗸				~			GRI 403-1~3	3.1 Commitments to Environmental Sustainability 4.5Employee Wellness Program
0 Socie	Recruitment and Retention	~							GRI 404-1	4.3 Training System
ĨŴĨ	Salary & Welfare	~							GRI 401-2,3 GRI 405-2	4.2 Salaries and Welfare

1-9 MAJOR ISSUES AND MANAGEMENT STRATEGIES

lssue/ Consideration	Significance & Policies/Commitments	Objectives & Resources Invested	Evaluation Mechanism	2017 Objectives & 2017 Overall Performance	
1 Corporate Governance 2 Operational Status 3 Risk Management	 Obey the laws, follow business ethics, and establish a comprehensive corporate system to maintain positive corporate governance. Proactively improve and enhance competitiveness to benefit our shareholders. The board of directors is the highest governance unit Abide by Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and other related regulations. Drafting and executing corporate governance structure, and establish comprehensive internal control system. 	<text></text>	 The board of directors should examine the effectiveness of implementation and strive for continuous improvement anytime, in order to ensure the actualiza- tion of corporate social responsibility policies. Regarding the economic, environ- mental, and social issues generated by the Company's business operation, the board of directors authorizes senior management to handle the issues and to report back to the board. 	 Review the internal control systems at appropriate times to see if they are in accordance with the regulations and internal control needs and to further strengthen corporate governance and perform risk management. Board meetings were held six times, and the attendance rate of directors was 96.1%. According to "2017 Internal Audits," 37 items were conducted, and out of the items that required improvement, two items had the completion rate of 100%. There were no major violation of law in 2017. 	Rev app acc con con mai
4 Product Quality/ Technology Development	 Objectives (product development, process capability improvement and cost reduction) Enhance core technologies, achieve high efficiency, and aim to produce with high professionalism and high quality, so NYPCB will become the manufacturer with the highest customer satisfaction. Fully anticipate future trends and market dynamics, develop competitive products, and increase market share Improve innovation, strengthen cutting-edge production technologies, and start a technological revolution, and lead substrate processing into its new peak. 	R&D costs: 10% reduction in cost and develop products and technology that the existing machinery can produce and share raw materials with. Customer technology services: Test trial production of OTD, zero abnormality, 100% customer satisfaction, and application of new technology patent.	 Customer Satisfaction Survey QTR & QBR Ratings for each season 	 Strives for the development of vehicle substrates Development of Broadcom's high-end network communication substrate Completed Infineon's vehicle substrate molding development Completion of Broadcom's high-end network product substrate certification 	(1) • S • H s • B • H (2) • L • C • H • C • H
	 Product development: High layer number/large-size network substrate board molding and certification/high-speed network substrate boards/mobile device with substrate board molding certification Process capability development: Large size (65mmx65mm 1, high-level number (8+2+8) process capability development, improved uniformity of copper plating on high layer boards 	 R&D staff (including ABFS & PPS) Every team from each plant for improving yield rate 			 F C fr (V V t (3) L k iii Ir
				K ×◆	u p • D n ir iu • D s c

2018 Objectives

view the internal control systems at propriate times to see if they are in cordance with the regulations and internal atrol needs and to further strengthen porate governance and perform risk nagement.

Mid- and Long-Term Goals

- Continue to improve various internal control systems in accordance with laws and regulations and practical needs.
- There was no major violation of law (penalty fee exceeding NT\$1 million).



- New product development:
- upermicro APU product development substrate size (35x25mm)] HiSilicon product development [substrate
- size 31mmx31mm)]
- Broadcom next-generation high-speed network wafer carrier board development [substrate size 67.5 Mmx67.5mm)] New material development:
- ow signal loss dielectric GL103R
- development and the Company tried out to win over Broadcom high-frequency communication products trial production. Highly malleable green paint ink AZ1Z development. The Company has won the high-speed Netcom substrate (10L, 42.5x42.5mm) product trial production. Highly reliable dry film green paint SR-FA development - the Company has strived for AMD high-end display wafer substrate (8L, 25x35mm) product trial development
- digh-reliability ink green paint SR7400 development - the Company has been striving for Infineon vehicle engine control vafer substrate (4L, 25x25mm) product rial production.
- New equipment installation: eveling process production for ceramic orush wheel production; the capacity ncreases 16 batches per day
- mport green paint etching Machine to undertake multi-layer anti-weld structure and fine-line direct-connected package products
- Develops TITO-type bump inspection machine for large-size carrier board to mprove measurement difference (1% mprovement in yield rate) Develops the electric needle-type
- measuring machine for large-size substrate board in order to reduce the cost of making equipment

- Actively strives for the development of digital currency and artificial intelligence chip substrate boards
- Develops AMD's new generation of computer accelerated processor substrate board.
- Develops Broadcom's next-generation high-speed network wafer substrate boards
- Develop the Haisi new-structure low-signal-loss network wafer substrate boards

lssue/ consideration	Significance & Policies/Commitments	Objectives & Resources Invested	Evaluation mechanism	2017 Objectives & 2017 Overall Performance
5	Strives to become customers' trustworthy partner for business growth The Company delivers supreme product qualities	s to become customers' trustworthy partner usiness growth Company delivers supreme product qualities the score of customer satisfaction is set at 5. Visit clients regularly to have direct commu- nication and responde		The score of customer satisfac- tion is set at 5 .
Customer Service Management	beyond the customers' expectations and responds quickly to customer's request through outstanding communication systems. Furthermore, the Compa- ny fulfills its promise of delivering goods on time to maintain good customer relationships.	nication and exchange opinions. This is to customer's request through outstanding cation systems. Furthermore, the Compa- its promise of delivering goods on time to good customer relationships.		
6	Recycle and reuse of packaging material	The recycling rate for packaging material is targeted at $\mathbf{30\%}$.	Each chip tray is marked with different labels for customer	The recycling rate of packaging material is targeted at 25% .
Supply Chain Management	Recycle and reuse of chip trays	The Company and its customers have jointly assessed, invented and tested the proce- dures of a chip tray recycling management process to fully reuse the chip tray.	identification and can be reused according to the recycling process.	p The recycling rate of packaging materials has reached 20% .
7 Environmental	The environmental policy/management system represents the company's philosophy of sustain- able development of the environment.			
Policy/ Management System (Regulatory Compliance)	Integrating ISO14001compliance obligations, government regulations and corporate manage- ment systems, the Company sets its environmental management system.		 Make adjustments by complying with government 	
8 Water Consumption and Wastewater Control	Water consumption demonstrates how much the Company cares about conserving natural resourc- es. Wastewater control lowers the impact of wastewater on the environment.	 Comply with government environmental regulations and customer requirements Zero fine for environmental protection violation. 	regulations and customer requirements. • Make operation regulation and	100% rate for passing the government regulatory audits.
	Promote the census of wastewater, re-categorize wastewater and adjust the pipelines accordingly, and improve the overall effectiveness of wastewa- ter treatment.	 Promote the census of wastewater, re-categorize wastewater and adjust the pipelines accordingly, and improve the overall effectiveness of wastewater treatment. Participate in the government environmental protection regulations briefing session Participate in the circuit board association and learn the related system management technologies from other companies in the industry. 	assessment based on NYPCB's environmental considerations	100% rate for passing the government regulatory audits.
9 Air Pollution	Air pollution control means to reduce substances in the air that directly or indirectly impair human health or the living environment.		on the environ- ment.	l th
Control	Design a notification system for alarming abnor- mality of the pH level of the water tower.			
10 Community Welfare	For the future sustainability and prosperity of the community, the Company takes initiatives to understand local people through daily visits, environmental protection, art activities, and caring for disadvantaged groups, in the factory area. More importantly, the Company believes in "protecting the environment while growing the economy," and thus it helps to promote environmental protection and carries out community work in the long run.	The Company believes in giving back to the community, so it organizes activities that provide care to the weak or fosters love and friendliness in the community. In each plant complexes, the Company organizes good neighbor teams and volunteer teams. The teams are assigned to local government, environ- mental protection groups, local organizations, village offices, nearby households, and local residents on a regular or occasional basis to get feedback from local residents and build the communication channels. The Company gets to understand the needs and advice of the people through the village head office. At the same time, it actively promotes the Company's social contribu- tion and environmental protection results. In this way, the Company will be able to build harmoni-	 Build a communication channel of mutual trust and cooperation. Embrace remote villages and preserve traditional culture. Enhance relationships between the plant complexes and local village. 	The Company strives to build a friendly relationship with the local communities and lives out the company's business philosophy of giving back to the communities. From the beginning of its company history, we have been committed to contribut ing back to the local communities. The Company provides assistance to villager through self-empowerment activities, religious activities, festival celebrations, and visits to the poor. Furthermore, supplies are also donated to nursing homes, orphanag es, and solitary seniors. In 2017, the Formosa Plastics Group and its employees donated a total of



om The Company will continue to pay attention to local needs, keep giving back to the communities, and take care of those in needs through compassion. We

believe in maintaining good interactions with the to neighboring communities through the spirit of giving back.

lssue/ consideration	Significance & Policies/Commitments	Objectives & Resources Invested	Evaluation mechanism	2017 Objectives & 2017 Overall Performance	2018 Objectives	Mid- and Long-Term Goals
11 Employee Rights and Interests	Employees are the most important asset s of a company. Every company should • Establish employee complaint system • Set up work rules and human resource	 Establish employee complaint system Set up work rules and human resource The Company aims to build harmonious employer-labor relations to ensure our stability and sustainability. 		Zero labor dispute	Zero complaints related to human rights infringement	Zero labor dispute
12 Labor Relations	strive to ensure every employee can work safely and are willing to contribute his or her talent. To recruit	Outstanding internal communication system	The manage- ment and operation of the Company are in	human rights infringement were made through the complaint channel.	Lero complaints related to were made through the complaint channel.	
13 Recruitment	 talented employees, NYPCB offers stable and competitive salaries and benefits, comprehensive training, and promotion system, so every employee can fully express his or her talent under these basic policies. Select candidates for position under the principle of fairness justice, and equality. Recruit the right talent for the right position. Provide generous salaries and benefits which are above the government requirements. Moreover, establish human resource integration mecha- nism, and replace internal transfers with layoffs. 	 Ensure that the traits and functions of each newly recruited colleague can meet the requirements of the job vacancy Have a perfect talent retention mechanism Good job security environment Complete training and promotion development system 	 compliance with the law. Stable employment status Zero labor dispute 	The turnover rate is below 15% . The turnover rate of 1.2% is significantly lower than the 1.9% of Taiwan's electronic component manufacturing industry.	The turnover rate is below 1.3%	 Right person in the right place Stable manpower situation
14	Occupational health and safety aim to eliminate or reduce the injury or death of personnel as well as damages or loss of equipment caused by occupational hazards.	 Meet the requirements of government occupational safety regulations. Zero occupational injuries and zero hazards 	 Make adjust- ments by complying with government regulations on 	Zero occupational injuries and zero hazards.	pational injuries and ds. Zero occupational	
Occupational Safety and Health	 Safety analysis of equipment maintenance. System upgrade of firm alarm disconnect switch occupational hazards. 	 M1. Participated in government meetings on labor safety laws Participated in the circuit board association to share and learn about other companies' case studies and prevention methods of occupation- al hazards. Participate in Formosa Plastics Group's awareness campaigns of occupational injuries and examine the current safety measures. 	labor safety and customer requirements. • Work procedure assessment according to the health and safety risk management of the Company.	Two occupational injuries and zero hazards.	zero hazards.	• Continue to improve the work environment and reduce the chance of accidents.
Salary	To provide employees with a relatively high level of salaries, take care of employees' lives, ensure the sustainability of the company, and ensure that the Company's overall salaries are competitive in the market,	de employees with a relatively high level es, take care of employees' lives, ensure ainability of the company, and ensure that pany's overall salaries are competitive in ket, • Comply with the principle of "equal pay for equal work" • Company's operational statu price level index, salaries so they remain competitive		 The salary ratio between female and male employees of the same position and rank is 1:1. The salary levels are competitive (and better than the average salaries in the manufacturing industry) The salary ratio between female and male 	 Comply with the principle of "equal pay for equal work Regularly examine and adjust employees' salary that remains 	 Equal pay for equal work Regularly examine and adjust employ- ees' salaries that remain competitive
	We offer reasonable and competitive salary and benefits in accordance with the labor market.	Participate in market surveys and regional salary associations for the same industry and for the manufacturing industry.		 employees of the same position and rank is 1: Within the recent five years, the increase in salaries is 2%, which is better than the average of the manufacturing industry. 	1. competitive. ge	and to take care of employees' lives.
Benefits	The Company values its employees, respects their rights to work, and offers reasonable salaries. It also strives to provide for the employees so they can be free of worries and fully develop and utilize their talents. This can furthermore enhance the Company's performance. The company firmly believes in the idea of "treating employees as family," and it wants to create an environment in which all employees feel secure in their work and can fully utilize their professional specialties Other than the welfare benefits required by the law, the company provides medical fee discounts for employees and their family members at Chang Gung Memorial Hospital, scholarships for employees' children, encouragement bonus for stock purchasing, birthday coupons, wedding and funeral subsidies, holiday gifts and coupons, and comprehensive living facilities. The Company offers paid sick leave and indemity that exceeds the amount that is required by law. It also organizes various leisure activities such as sports game, domestic travel, and a variety of club activities.	The company offers a variety of employee welfare benefits and incentives based on Formosa Plastics Group and are more generous than the requirements of government regulations. As parts of welfare benefits, the Company has set up excellent cafeterias, dorms, leisure facilities. Furthermore, following the regulations in Employee Welfare Fund Act, Organization Regulations on Employee Welfare Committee and Employee Welfare Cooperative Regulations, the company has set up a welfare committee, and set aside welfare benefits such as coopera- tives, staff cafeterias, barber shop, dining halls, library, health center, and gym; and include activities such as movie watching, lifestyle panels, and hiking, and benefits such as, Chinese New Year presents, birthday gift certificates, subsidies for company retreats, etc.	Employees can express their opinions via feedback boxes and hotlines, so the Company will be able to make timely adjustments and improve employee welfare.	Scored 9 points on Employee satisfaction survey	The target score of Employee satisfaction survey is 8.8 points.	Continue to promote many employee care programs in order to motivate employees, enhance employee benefits, and promote healthy work and life balance.



2-1 GOVERNANCE OVERVIEW

1 Operation of Board of Directors

Under the corporate governance structure, the board of directors is the highest governance unit responsible for setting operational strategies. Entrusted by the shareholders, the board of directors is mainly responsible for ensuring legality and transparency in the business's operational information, designating business managers to integrate operational affairs, drafting profit distribution plans (so that shareholders can share in the business's operational results), and supervising and guiding daily business operations. The board of directors carries out its operations according to relevant regulations stipulated by the domestic "Company Act", "Articles of Association", and "Rules & Procedures of Board of Directors Meetings". The "Moral Standards for Members of the Board, and Managers" and "Business Integrity Guidelines" have also been stipulated to ensure that relevant personnel consider moral standards while performing their duties, which in turn prevents corporate and shareholders' benefits from being damaged.

The Nan Ya Printed Circuit Board Company's board member selection process shall follow Company Law, the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies and the Nan Ya Printed Circuit Board Company's 'Board Member Selection Procedures' and other regulations. Current term board members are appointed by shareholders at the shareholders meeting in June 2017, and consist of 9 members (one board chairman, five directors and three independent directors) whose appointment periods are from June 2017 to June 2020. The present Board Chairman, Mr. Wu Chia-Chau, General Manager, Mr. Tang Ann-De. Our directors are all highly-specialized personnel with rich experiences in the industry. They provide the most professional guidance on the Company's strategic planning for future developments. Their average age is about 70 years old. To fortify the independence and diversity of its corporate governance, the Company currently has three independent directors; however, there are no female directors at the moment. The education and work experience of the board members are listed below:

Title	Name	Education	Concurrent positions in NYPCB or other companies
Chairman	NYPCB representative Wu Chia-Chau	National Chengchi University, Department of Business Administration	Chairman of Nanya Plastics Corporation and Nanya Technology Corporation
Director	NYPCB representative Wong Wen-yuan	Industrial engineering, University of Huston	Chairman of Formosa Chemicals & Fibre Corporation, Formosa Taffeta and Formosa Advanced Technologie
Director	NPC representative Tzou Ming-Ren	Taipei Tech Chemical Engineering Department	General Manager of Nanya Plastics Corporation
Director	NPC representative Lin Fon-Ching	National Chengchi University, Department of Accounting	NYPCB Deputy General Manager
Director	Chang Chia-Fung	Automatic control engineering, Feng Chia University	NYPCB Deputy General Manager Manager of Nanya Technology Corporation
Director	Tang Ann-De	Electrical engineering, National Taiwan University of Science and Technology	NYPCB's President
Independent director	Wang Cheng-I	MA in Public Finance, National ChengChi University	None
Independent director	Jan De-Ho	Master of Public Administration, University of Southern California	None
Independent director	Lin Ta-Shen	M.S. of Chemistry, Texas Southern University in Houston, Texas, USA	None
	- م رکم		





The Company's board of directors all possess professional backgrounds in business management, leadership and decision-making, industrial knowledge, international perspective, and financial and accounting analysis, and have an abundance of business management experience. The board has nine directors, among whom three are independent directors. Their educational background, gender, professional qualifications, and work experience are listed in the following chart:

Namo	Nationality	Candar	Business Management Background and Management and Decision-Making Ability					
name	Nationality	Gender	Business Management	Leadership and Decision-Making	Industrial Knowledge	International Perspective	Financial and Accounting Analysis	
Wu Chia-Chau	R.O.C	\$	\checkmark	\checkmark	\sim	\checkmark	\checkmark	
Wong Wen-yuan	R.O.C	€	\checkmark	\checkmark	\sim	\checkmark	\checkmark	
Tzou Ming-Ren	R.O.C	€	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	
Lin Fon-Ching	R.O.C	€	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	
Chang Chia-Fung	R.O.C	€	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	
Tang Ann-De	R.O.C	€	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	
Wang Cheng-I	R.O.C	€	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	
Jan De-Ho	R.O.C	€	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	
Lin Ta-Shen	R.O.C	€	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	

There totally held 6 Board of Directors meetings in 2017, and the assessment to the target and execution condition of Board of Directors function is as below:

A The operation of Board of Directors is according to the laws, and the provision of Articles of Association and resolution of shareholder meeting decide the executive authority, that all the directors shall create the maximum benefit for the shareholders in the principle of loyalty and good faith, except for the necessary professional knowledge to fulfill the duty.

B For the selected and appointed independent directors, and in order to construct the good governance system of Board of Directors for the Company, it has formulated the discussion specification for Board of Directors depending on the provision of security authority, including the major discussion content, operation procedure, items to be stated in the minute, announcement and others to be followed, which shall all be handled according to this code.

C Except the company shall periodically handle the self-check for the operation of Board of Directors, to reinforce the function of Board of Directors, the internal auditing personnel shall make the audit report for the operation condition of Board of Directors, to meet the authority requirement.

2 Shareholders/Employees Can Provide Suggestions for Business Operations to Management Teams Through the Following Channels:

A. Shareholders

NYPCB has established a spokesperson system to facilitate communication between the Company and its shareholders. The system allows shareholders to communicate with the Company's legal representative face to face. Their suggestions and questions to the Company would receive a detailed response, and be handled by specialists who document and forward the issues to senior managers. The system makes the Company's operation and financial status more transparent to shareholders and increases communication between them and the Company.

B. Employees

NYPCB values harmonious employer-labor relations and respects the rights of employees to express their opinions. The Company has installed suggestions boxes in areas frequented by employees and set up online ones on the intranet. These boxes are managed by specialists who are responsible for facilitating a smooth communication channel. They would seek information to understand more about questions from employees before replying. Employees can submit their questions or suggestions on the Company's regulations or systems if they have any by filling out a Management System Suggestion Form. The form will be forwarded to their supervisors to the most senior management team, facilitating an effective communication channel between employees and the Company.

3 Corporate Management Structure

NYPCB's governance is designed in accordance with its organization chart and their responsibilities are outlined as follows:

Departments		Responsibilities				
Αι	uditing Office	Review internal control systems and enforced.				
	Human Resource Unit	Organize human resources, establis and perform employee evaluation, management, access employees' n the corporate social responsibility n				
(h)	Management Analysis Unit	Organize board meetings and ann Review and compile data.Evaluate				
	Management Unit	Oversee production, sales, and ope				
Offlic	Equipment Unit	Establish and implement maintenar				
resident's	Material Procurement and Management Unit	Plan the usage of raw material. Pur usage of raw material is reasonable				
۵.	Projects Unit	The construction and expansion of install new equipment, conduct trials				
	Production and Sale Unit	Oversee the expansion of the flip of Estimate the consumption of jigs an				
	Legal Affairs Unit	Manage the Intellectual Property R				
	EHS Unit	Implement and manage measures workplace safety, environmental pr				
Acc Dep	ounting partment	Establish, plan, supervise, and impl legitimacy of transactions. Handle of and loss of products.				
Info Tec Dep	rmation hnology partment	Oversee the Management Informat websites. Evaluate and develop info applications.				
Res Dev Dep	earch and relopment partment	Establish and review production re- review new product production pro requirements for processing techno- before entering mass production.				
Pro Dep	duct Design partment	Design, produce, and improve jigs. and execute trial production of film				
Sale	es Department	Carry out marketing initiatives and Expand the customer base.Response				
Quality Assurance Department		Establish a quality control system, c tests, analyze quality, and make tim resume.				
Construction Department		Plan and analyze engineering proje Supervise construction projects.Deve expansion projects.				
Utility Department		The utilities, wastewater treatment equipment fault management, statistical analysis, betterplanning, power system operation execution, operation management.				

d regulations to ensure the system has been effectively

ish articles of association, handle employee transfers, recruitment, education, and training. Ensure fair needs, respond to employee opinions, and compile report.

ual general meetings. Plan and implement tax exemptions. performance and analyze costs.

eration.

nce systems.

rchase raw material and control inventory. Ensure the le and cost-effective. Manage inventory and warehouses.

plants in China. Plan and arrange new production and s, and manage production.

chip project, mass production, trial production, and delivery. nd raw materials.

ights and legal affairs of NYPCB. Apply for patents.

to prevent pollution. Organize required training on rotection, and hygiene.

lement an auditing system. Review the legality and daily accounting reports, file taxes, and analyze the profit

tion system, establish an intranet, and manage Company formation systems, manage the intranet, and develop

gulations, new materials, and technologies. Establish and ocesses. Evaluate and execute plans to satisfy customer ologies and tests. Conduct trial production for new products

Integrate and review production technologies. Manage as and screen plates. Compile new customer data.

analyze the market. Plan and implement sales plans. sible for customer service. Analyze markets for new products.

audit customers, obtain UL certification, conduct reliability nely improvement. Make quality control plans and review

ects. Manage parts and materials for construction. velop competitive products. Subcontract, examine, and verify



4 Follow Corporate Regulation

NYPCB has stipulated the "Directors and Managers Code of Ethics" and requires that its management abide by the code in operations and avoid unethical behaviors that may damage both the Company and the interests of its shareholders.

The Company has adopted an online platform for procurement, which increases efficiency as well as ensures a fair and reasonable procurement process that could avoid malpractice. The platform provides a win-win situation for both NYPCB and its suppliers. In addition, a comprehensive auditing system has been established to maintain financial transparency and legality. Audit reports are submitted to the board. The Formosa Plastics Group Headquarters, formed by the subsidiaries of Formosa Plastics Group, is an independent auditor and thus increases the profession and efficacy of the auditing system. The independent auditing facilitates the effectiveness of supervision.

NYPCB firmly believes in honesty, accountability, and abiding laws, and as such, its management, operations and strategies have been made in accordance with domestic and foreign laws, regulations, and policies. The Company has held irregular law-related trainings and seminars for employees and has established a regulation to obey anti-trust laws. A list of summaries and prohibited conducts for each regulation has been produced, and Company requires employees to read and sign it which is the principle of all business activities. NYPCB strictly requests employees, management, and board members to obey all regulations.

Furthermore, NYPCB consults legal opinions from both Department of Legal Affairs of FPG Headquarters internally and Formosan Brothers Attorney-At-Law and Lee and Li Attorney-At-Law externally regarding to the Company's ethics and lawful behaviors along with organizational integrity. NYPCB has established a "Stakeholder Engagement" on its official website to provide a communication channel for stakeholders to propose opinions, raise questions, or give suggestions online. Designated personnel handle and pass those comments according to their characteristics to a specific person, who is in charge, replies and takes all necessary actions.

The Company also strives to ensure all commercial activities and sales strategies in compliance with the laws, trade conventions, and social norms to against any illegal, unfair and injustice affairs. The Company has never sold the products that had been prohibited or arguable and been punished for violating any regulations. NYPCB never involves in any political activities and maintains neutral and objective political stand.

5 Compensation Committee

To ensure corporate governance and build a healthy salary structure for the board members and managers, NYPCB established Compensation Committee on December 27, 2011, and the commission consists of three independent directors. The appointment is in compliance with the regulations of the Securities and Futures Bureau of the Financial Supervisory Commission. The Commission has made suggestions for the salaries of the Company's chairman, and managers, and board directors. This approach prevents the chairman and managers from exposing the Company to risks from salary disputes. Discussion bills from Compensation Committee, such as salary adjustment and annual bonus related topics shall be all put forward to Compensation Committee for a second discussion after a consensus has been reached by the personnel department and labor union. The Compensation Committee meetings were held twice in 2017, and the average actual attendance rate reached 100%.

6 Audit Committee

To strengthen the supervising function of the Board, the Company has established an internal auditing unit consisting of the three independent directors. Two meetings were held in 2017 with a 100% attendance rate. The Audit committee is responsible for overseeing the Company's financial statements, choosing the accountants based on their level of independence and performances, ensuring the effective implementation of internal controls, making sure that the Company follows relevant laws and regulations, and assessing the existing and potential risks of the Company.

7 Internal Audit

The Company has established an internal auditing unit, reporting exclusively to the board of directors, with the task of hiring professional internal auditors. Recruited staff members have to attend auditor training programs held by professional auditing institutions every year to continuously improve their auditing skills. Internal audits are not the sole responsibility of the independent audit unit. Every department has to conduct audits for specific items and regularly audit their operations. The independent audit unit reviews their audits and conducts additional regular and irregular audits to ensure that the department has conducted the audit effectively.

ems: 39. ompletion: 100%.
77
94.8%)
2 (5.2%),
improved.

8 Employee Behaviors and Code of Ethical Conduct

NYPCB has defined employees' and employer's rights and obligations to maintain order in the workplace. Pursuant to the law, a code of conduct has been established and was published after having been reviewed by relevant authorities. The Code has acted as the guideline for employee management. It has specified clear regulations regarding employee transfers, working hours, salaries, regulations and punishments, dismissal, severance pay, retirement, training, performance appraisals, and compensation for occupational injury and disease, and social welfare.

In order to ensure staff members following the Code of conduct, NYPCB has required that engineers, managers, and the management team sign a statement that specifies the operational policies that NYPCB employees should follow. The policy summary is as follows:

A. Illegal competition is banned (Antitrust policy)

Employees must abide by all regulations of the Fair Trade law. They should always gain profit through honest means and ensure their conduct is in compliance under the law.

B. Conflict of interest policy

Employees should avoid damaging the interests of the Company during operation. They should never directly or indirectly request or accept gifts, entertainment, or any form of personal gain from the customers or competitors of the Company.

C. Data security policy

Employees handling the Company's data should not reveal confidential data or other information that has not been published without NYPCB's written permission. They should not use the information for personal gain or use it for any purpose that is not relevant to the Company's operation. Employees should hand over all technological information that they worked on leaving the Company.

D. Participation in political activities

Employees should not directly or indirectly donate money, provide services, or give valuable items to any candidates or political parties. They should not conduct any behavior forbidden by the law or give any ill-gotten gain to legislators, political figures, or government officials that may prevent them from performing their duties.

E. Integrity business code

The Company reached the solution to draft the "Corporate Good Faith Business Code" on the Board of Directors meeting on November 11, 2014, which modified a little according to the Company practice, but the stipulated code agrees with the spirit of "Listed Company Good Faith Business Code".

9 Anti-Corruption

The company upholds the spirit of diligence and sincerity synonymous with the Formosa Plastics Corporation and has established rigorous ethical standards. Employees are expected to be responsible in both their speech and behavior not only in their work but also in their daily lives by observing all common behavioral and ethical standards. The company has always employed rigorous standards to prevent employees from leaking trade secrets, misstating facts, starting rumors, sabotaging work or violating gender equality principles in the workplace. Specific actions that have been taken in the past include establishing labor and ethical management policies and advocating the company philosophy "Create Values, Honest Business, Teamwork and Shared Prosperity". Furthermore, the company has advocated for anti-corruption practices. Such advocacy will continue to be held annually during holidays. The company has also arranged annual staff ethics cross assessment. A number of members of every department are chosen to be interviewed according to the size of the department. These interviews will emphasize on-site management, staff leave management, work hour management, etc. for staff rights and anti-corruption practices.



2-2 FINANCIAL PERFORMANCE

NYPCB is a professional circuit board manufacturing company with 2017 revenues totaling NT\$ 26,623 million, operating costs totaling NT\$ 26,930 million, operating expenses totaling NT\$ 1,500 million, retained earnings totaling NT\$ 3,476 million, dividends totaling NT\$ 0.5 per share, business income tax paid totaling NT\$ 288 million, and donations and community investments totaling NT\$740,000. Additionally, in 2017, the liability / total asset rate was 22%, demonstrating a stable financial situation. NYPCB staff salaries in 2017 are presented on Page 176 of the 2017 annual report.

To maintain a stable operation, NYPCB has appointed supervisors to oversee its operations and conduct financial audits. Professional external auditors have been brought in to conduct financial auditing to ensure the financial status remains transparent. In addition, NYPCB's monthly revenue report is published by the 10th of each month on the Market Observation Post System as required by law. The information is also updated onto NYPCB's website at the same time. The Company holds an annual general meeting in Q2 every year to inform shareholders of its operational and financial status, and show the Company's commitment to safequard the interests of its shareholders.

2-3 INTERNAL CONTROL

1 Prevent Insider Trading

NYPCB's board of directors, managers, employees, and consultants, have upheld their obligations and ethics as prudent administrators. They have signed non-disclosure agreements to keep crucial internal information in confidence prior to official Company announcements. If any leak of information is discovered, the abovementioned personnel should immediately report it to internal auditing department. Upon receiving such reports or after personally discovering a leak, the audit department would prepare a response policy under legal advisement and help from the finance department. The incident would be documented for future reference.

In order to avoid leaked information affecting stock prices and to ensure all employees follow the regulations against insider trading, NYPCB has followed Article 8 of the Regulations Governing Establishment of Internal Control Systems by Public Companies to establish an anti-insider trading regulation, and has included it in its internal control system to ensure it is effectively enforced.

2 Establish a Complete and Effective Accounting System and Internal Control Mechanisms

NYPCB's management can be categorized into the following six management mechanisms: human resources, finance, operations, production, materials, and engineering. After on-site personnel inputs basic data into their computers, the data is then delivered and repeatedly applied. Respective mechanisms mutually retrieve and connect to each other's data, with a checkpoint arranged between any two pieces of data. Through computer logic, data can be automatically articulated and debugged.

NYPCB has also established an internal auditina structure, which can be separated into three major aspects, with the first aspect executed by the Auditina Office under the Board of Directors, the second aspect routinely and professionally audited by FPG Headquarters, and the third aspect voluntarily and routinely audited by the Company's respective department.

2-4 SHAREHOLDERS

NYPCB has established a spokesperson and deputy spokesperson system, and a unit specializing in handling investor affairs. The following communication channels have also been established for shareholders and institutional shareholders.

1 Corporate Shareholders

A Participate in investment seminars in Taiwan and overseas.

B Participate in investor forums held by securities companies (not held regularly).

2 Shareholders

Annual aeneral meetina

B Compile annual financial report and distribute it to

shareholders during the annual general meeting C Shareholders can make inquiries through phone calls and emails.

2-5 CUSTOMERS

1 Customer Satisfaction Surveys

NYPCB regularly conducts customer satisfaction surveys to investigate aspects such as technology, quality, response, delivery, and cost. Each individual department would communicate with customers regarding items that scored poorly and propose improvement plans to customers based on the analysis results in order to raise customer satisfaction. Please refer to the questionnaire results over the past three years, in which the average score of 2017 reached more than 4 points, which indicates that our customers are satisfied with the performance of our company.





2 Customer Service

NYPCB has always been a trustworthy business partner who has grown side by side with its business partners. To enhance customer service, we are not only providing products with quality that exceeds customer expectation, but also establishing an outstanding communication system to provide timely responses to customer requests, and to ensure on time delivery of shipments. Furthermore, in the aspect of understanding customers' valuable evaluation, the sales visit customers regularly to communicate and exchange opinions to obtain information about the latest production application in the market. Such communications with customers are valuable information which will be taken into consideration of the company's operation.

NYPCB has strived to maintain good relations with its customers with the aim to increase its competitiveness along with the customers, raising customers' loyalty, developing potential customers, and achieving final goal-enlarge the company's profit.

3 Fair and Reciprocal Principles

Based on our business values of integrity and reciprocity, our company is personally led by the senior management. From contract establishment,

qualification, manufacturing, marketing, customer service to customer complaint handling, we apply this principle to all our customers. At the same time, we also strictly follow the international quality standards to provide our customers with fast service and good quality. Actual measures taken are provided below:

A Provide educational training to staff regularly to ensure understanding of customer needs and related regulations. Before selling any product, our staff should communicate with our customers on product content and relevant risk to provide the most suitable products.

Business units are required to collect information related to customer satisfaction on TQRDC (technology, quality, response, delivery, and cost). These units are also asked to discuss such issues and improvement measures with the relevant manager. Through a dedicated counseling window, the company's official website and multiple complaint channels, our customer's rights are fully secured.

C Internal and external supervision and control operations are regularly carried out to ensure the implementation of company policy as well as fair and reciprocal principles.

2-6 SUPPLIER AND CONTRACTOR MANAGEMENT

1 Supplier Management

NYPCB executes procurements through "public bidding" via the Formosa Plastics Group's online platform, where suppliers can request quotes and make offers, place orders, and make deliveries.

The Company considers its suppliers as important partners, and therefore, it strives to facilitate long-term cooperation with them to establish a stable and sustainable supply chain. Except to ensure the supplied product quality, delivery time, and price, the Company shall also urge the environmental protection, safety and sanitation improvement, emphasis on human rights, to jointly perform the corporate social responsibility, and require the supplier signing the "Letter of Commitment of Supplier of Formosa Plastics Group for Corporate Social Responsibility", and make the risk management and business continuity plan.

NYPCB positively implements and practices material purchasing localization in order to reduce unnecessary air transportation and ocean freight costs as well as the related carbon footprint generated from transportation. The local raw material purchasing rate islightly decreased from 66.0% in 2016 to 43% in 2017 (note: the raw materials for primary customers' appointed high-level products are still imported from abroad).



Note: Among the company products that use raw materials from the upstream supply chain, copper foil accounted for about 30% of the volume, build up film accounted for about 10-15% of the volume, and the rest belongs to related chemicals and consumables.



A. Quarterly operation evaluations

Before introducing new materials and developing corresponding products, NYPCB evaluates its operations with the senior management of key suppliers every month and discusses the supplier's performance with regard to technology (T), quality (Q), response (R), delivery (D), costs (C), environment (E), and finance (F). Meanwhile, new suppliers are also required to receive ISO9000 or ISO14000 certificates. The company evaluates suppliers through these qualities and requires that they make continuous improvements to meet NYPCB's supplier requirements. The suppliers are evaluated and published in quarterly evaluation reports every year, which leads to the replacement of unsuitable suppliers and ensures maintenance of long-term partnerships with outstanding suppliers. Suppliers are required to make improvements based on NYPCB's evaluation reports and are regularly audited by the Company to ensure that necessary improvements have been made. The reports are reviewed by the procurement for future reference.

B. Management system certification

NYPCB requires that its raw materials suppliers follow the TS 16949 standard. Suppliers are also required to achieve ISO 9001 and other international certifications.

C. Evaluation

NYPCB visits its major suppliers every year according to its annual plan and review supplier quality. As a result, suppliers are required to make improvements if non-compliances are found. The suppliers would be given a clear schedule and target to make improvements.

In accordance with RBA(Original EICC)audit standards, the audit rate of the past two years has been greater than 80%. The Company listed 9 significant manufacturers for auditing in 2017, of which a 100% audit rate was achieved. In addition, all audit shortfalls have been successfully addressed.

The company regularly audits and evaluates its suppliers and requests its suppliers to comply with RBA(Original EICC)requirements and other relevant environmental regulations, as well as to carry out self-assessments and on-site audits. On-site audits emphasize quality systems, human rights and working conditions, environmental safety, green partnerships, etc. of actual operation status. Any of the aforementioned issues that do not meet the established criteria will be asked to create an improvement plan. The company will also provide suppliers with necessary assistance in order to promote corporate social responsibility.

D. Suppliers and labor rights

The Responsible Business Alliance (Original EICC) has been promoting labor rights in the electronic industry and suppliers in recent years. NYPCB has adopted the RBA Code of Conduct and requires its suppliers to meet the code's requirements in environmental protection, health and safety, labor rights, and labor conditions.

E. Conflict minerals management

NYPCB requests its suppliers to promise not to use mineral and metals mined from conflict zones. Suppliers must disclose the information of its smelters to obtain a new material certificate prior to commencement of supply. Suppliers who do not provide complete information or work with illegal smelters shall be replaced. Smelters are encouraged to participate in the Conflict-Free Smelter Program (CFS) as a way of achieving third party certification.

F.AEO (Authorized Economic Operator) supply chain management

The Company applied for AEO certification from Customs Administration in order to ensure that the supply chain environment of the Company can swiftly pass through customs during trading operations, thus providing customers with rapid delivery. The Company became an official AEO member on December 20, 2013.

2 Contractor Management A. Contractor evaluation

Any contractor who intends to work with the Company will need to apply to the general management office bidding & contracting center of Formosa Plastics Group via a physical application for evaluation.

An on-site evaluation may be necessary, and once the contractor passes the evaluation and is on file, it will be included as a partnering contractor for further cooperation.

In the construction process, if there are subsequent delivery (construction) delays, poor quality control, violation of construction safety, or environmental protection and of other regulations, after the personnel report, and after the manufacturer confirms, it will be kept on record into the computer, and the system will automatically run the evaluation mechanism on the contractor. If the monthly evaluation score of a contractor is lower than 74 points, the contractor will be excluded from future cooperation. This is to ensure the Company's long-term partnering contractors are of high quality.

B. Contractor management tiered system

To reinforce safety management, control the quality of contractors, improve contractors' occupational safety standards, and prevent their employees from injuries, the Company implemented a tiered system for contractor management.

The general management office bidding & contracting center is responsible for collecting information about contractors and inspecting their workshops, equipment and workplace safety measures, techniques, etc. Contracted projects are used to rate their capabilities and performances according to three levels: A, B, and C. The cost of safety and health management is also included as a compulsory item when the engineering budget department sets its budgets. Contractors must make a list of equipment they will use to ensure safety and maintain health. The list will be included in their contracts with the Company to ensure the costs will be included in the budget. To avoid the possibility of the budget department's overlooking the health and safety management costs, the Company's computer system monitoring and controlling budget planning would automatically include the health and safety management costs. When the bidding and contracting center makes a price inquiry, the cost of health and safety management cannot be lower than the budget. This is to prevent contractors from sacrificing health and safety management for the sake of winning a bid.





HNURONIAL HAL SUSTAINABILLY

3-1 COMMITMENTS TO ENVIRONMENTAL SUSTAINABILITY

1 Environmental Protection Policy

NYPCB is aware of the importance of the environment for human beings. It believes the environment is as important as the economy, and has actively participated in and promoted various environmental protection programs. Measures such as procurement of green raw materials, green product design, production process improvements, factory management, the process of packaging and shipments, and so on have been implemented. Through setting up performance evaluation indicators, annual targets, and a strict monitoring system on energy and resources consumption, NYPCB has continuously made improvements and upheld its founder's philosophy to strive for good deeds and perfection. To fulfill social responsibility, control risks, reduce energy consumption and emission, and protection of the environment, NYPCB has established the following environmental, safety and health policies:

A. Organization chart and responsibility of the EHS Unit

To ensure safe, healthy, and environmentally friendly management and sustainable development, the Company has established a SHE unit that reports directly to the President's Office. In 2009, the SHE unit was evaluated by the Council of Labor Affairs (Executive Yuan) as the first-tier Labor SHE Management Unit. On the other hand, the general manager is responsible for integrating and stipulating company policies and standard operating procedures, while providing relevant services to external parties. Each plant has established an environment and safety department responsible for the plant's internal safety, sanitation, and promotion of environmental protection through the monthly "safety and sanitation management meeting", monthly "environmental protection and energy saving meeting", quarterly "safety and sanitation committee meeting" (the



 Cherish resources,
 reduce pollution and wastes, 3. ensure safety and health, 4. prevent accidents.
 Abide by the law, 6. follow standards, 7. facilitate communication, 8. consult and maintain good neighborly relations. 9. Shoulder responsibility,10. prepare for crisis, 11. discover the truth, 12. make improvements continuously.

required rate of labor representatives is at least 1/3 and we have reached 47%), and the annual "SHE Management Review Meeting" shall be held to discuss and review workplace safety and health, with the goal of eliminating potential accidents and hazards and achieving zero pollution.

B. Environmental, health, and safety management system

NYPCB has strived to protect the environment and ensure the safety of employees, and promote their health. The Company has achieved the ISO 14001 certification of the environmental management system in November 1996, and passed the OHSAS 18001 assessment in 2001. Since then, NYPCB has established an EHS Management System to promote and manage the environment and occupational health and safety within the company. In 2007, the Company consulted the TOSHMS regulation and integrated it into its existing Environmental, Health, and Safety Management System. The TOSHMS certification has also been achieved, and continues to enhance its comprehensive care and management methods to its stakeholders.

NYPCB' Jinzing Plant received Responsible Business Alliance(RBA) certification in November 2010, and the Shulin Plant received certification in November 2012, as of 2014, the third audit has been completed, and the highest certification was obtained, which reflects the efforts that we made on environmental and social topics.

NYPCB formulated the Environment, Safety, and Health Management Manual pursuant to the content of ISO 14001, OHSAS 18001, TOSHMS, and RBA, and implemented it after training to ensure that all of its employees possess the proper knowledge and skills to carry out the environment, safety, and health policies of the Company.

C. Management review operation procedure

In order to reinforce the company constitution, promote its administrative and operation capacity, establish a reasonable environment, safety, and health management system, and effectively develop activities related to environment, safety, and health targets, NYPCB continues making improvements to ensure the applicability, applicableness, and effectiveness of environment, safety, and health management.

NYPCB annually holds the "environment, safety, and health management review meeting" to review and assess the environment, safety, and health management plan of the previous year (tracking measures), the performance of target and object implementation, and target achievement degree, as well as set the annual environment, safety, and health management targets, target values, and the environment, safety, and health management plan, and the ESH team shall supervise the relevant implementation departments. We shall manage the effects of industry on the environment with strict management methods to fulfill our social responsibility and create a win-win situation.



2 NYPCB Environmental Protection History

NYPCB has implemented various relevant environmental protection jobs in pollution prevention, operation management, monitoring management and reporting. No violation of any environmental protection regulation has been made, nor has any major leakage that damages the environment occurred in 2017. The Company has participated in the government's environmental improvement programs, promoted waste reduction, reuse of resources, and reduced green house gas emissions. Furthermore, the Company has been developing eco-friendly products and managing them to follow the growing eco-friendly trend.

3 Environmental Problem Complaint Mechanism

NYPCB has set up a feedback mailbox on its global website and stipulated an external complaint and suggestion box in the public relations section, thus allowing for complaints to be delivered to the corresponding functional team for handling depending on

the complaint type. The statistics show that no complaints were made regarding external environment problems of the Company in 2017.

NYPCB has also set up a mailbox on the internal website to receive employee feedback. The statistics show that no complaints were made regarding internal environment problems of the Company in 2017.

-(Internal / External Feedback Mailbox

Your Questions & Suggestions			
	■Your Questions & Sug	yestions	
	*#St/Type	INSPECTIVE 1	
	*姓名/Name		
	◆電子都件信箱/E Mail		
	公司/Company		
	*連絡電話/Phone Number		
	・問題成課 購/Questions or Suppretions		



3-2 ENVIRONMENTAL ACCOUNTING

NYPCB has computerized its management and operations system. To computerize its environmental management, the Company has integrated Environmental Accounting to its systems and to control relevant expenses and evaluate costs, analyze the cost effectiveness of environment protection measures, and inform stakeholders of NYPCB's contributions to environmental protection accurately and clearly.

The accounting system identifies and quantifies the impact of corporate operations on the environment as well as the cost of measures undertaken by corporate operations to alleviate, reduce or prevent their environmental impact. NYPCB adopted the accounting system in 2008, and has divided its environmental expenses into six categories per the diagram below in accordance with environmental accounting.

According to the data, the Company demonstrates having the following environmental protection expenses from 2015 to 2017. In 2017, investment in environmental protection totaled NT\$ 170,451,000, including the installation of sludge dewatering equipment to reduce water content from sludge and achieve better solid waste reduction results.



on Environment Co

XXXX	XXXX Non-Environmental Costs
E111	Air Pollution Control Costs (including acid
E112	Water Pollution Prevention and Control (
E113	Soil and Groundwater Pollution Prevention
E114	Noise and Vibration Control Costs
E115	Land Subsidence Control Costs
E116	Toxic Substance Pollution Control Costs
E117	Soil and Water Conservation
E118	Ocean Pollution Prevention Costs
E121	Metigating Climate Change Costs
E122	Metigating Ozone Depletion Costs
E12Z	Other Global Environmental Protection C





3-3 WATER AND ENERGY CONSERVATION AND GREENHOUSE GAS REDUCTION

1 Environmental Data

NYPCB's total input (raw materials and energy and water resources) and total output (greenhouse gases, air pollution wastes, and wastewater) for 2017 are shown in the following diagram.





2 Improve Energy Management and Reduce Energy Consumption

A. Energy management

Greenhouse gas emissions have become one of the most important issues on Earth. Since energy use generates carbon dioxide and causes global warming and climate change, effective management of energy use has become NYPCB's priority. The Company's energy usage includes fossil fuels, and purchased steam and electricity, we also keep track of usage.

B. Direct energy consumption

Most of the fossil fuel consumed by NYPCB in 2017was used for the emergency power system, forklift trucks, company cars, firetrucks, and the cafeteria (kitchen). Gasoline, liquefied natural gas, and diesel fuel accounted for 2%, 51% and 47% total fossil fuel consumption, respectively.

NYPCB's production focuses on printed



LPG

C. Indirect energy consumption

circuit boards, which are mostly powered by purchased electricity and steam. The two energy sources are also the biggest source of the Company's greenhouse gas emissions (over 95 percentage in 2017) and are purchased from Nan Ya Plastics Corporation's Jing Hsin plants.

D. Reduce energy consumption

NYPCB has strived to reduce energy costs and increase energy fficiency. Annual environmental management targets and incentives have been established to encourage employees to review and improve the efficiency of their energy usage. In addition, an energy management unit has been established to manage and implement measures, as well as hold monthly energy management meetings to examine whether employees have reduced their energy usage or not.

In 2017 the Company completed a total of 39 energy saving projects, with a daily reduction of 13,652 kilowatt hours and an annual benefit of NT\$ 11,845,000 which is equivalent to reducing 4,653 tons of carbon dioxide emissions per year. The emission coefficient conversion is provided by the NYPCB public utility plant instead of the Bureau of Energy (Ministry of Economic Affairs).



Environmental management targets in 2017

	ltems	2017 Target	2017 Actual value	2017 Completion rate	Description
Water conser- vation	Water consumption per unit of output (ton/NT\$ million)	109.27	110.7	98.7	Reduced by 2% per year based on actual usage in the previous year.
	Effluent recycle ratio	30.4	31.8	104	Increase by 1% per year based on the actual recovery rate for the previous year.
Energy conser- vation	Greenhouse gas emissions per unit of output (ton/ NT\$ million)	12.83	11.7	109	Reduced by 2% per year based on actual emissions in the previous year
Waste reduction	Waste produced per unit of output (kg/ NT\$ million)	102.96	89.7	114	Decrease by 1% per year based on the actual amount generated in the previous year
			······		

Note 1: Recycling wastewater recovery rate = (recycling amount) / (discharging water volume + recycling amount) Note 2: The scope 2 coefficient of greenhouse gas emissions refers to the 2016-year power emission coefficient of the Nanya Plastic Utility Plant 0.9420110336 metric tons of C02/MWH

Power saving implementation completed in 2017

Plant	Improvement	Energy sving amount (KWH/day)	CO2 restraint amount (ton/year)	Improved benefit (NTD 1,000/ year)
_	Processing energy use reduction	3,203	1,092	2,779
Jinxing Plant	Energy management	5,861	1,997	5,085
	Public utility efficiency promotion	4,589	1,564	3,981
Total		13,652	4,653	11,845

Note: The improved benefit is determined after deducting the improvement equipment investment cost.

3 Water Resource Management and Water Conservation A. Water resource management

The Company's plant uses water categorized as processing water, whose main sources include tap water, recycled water, and other externally purchased water, but no underground water. Since NYPCB does not use groundwater, it has strived to reduce water consumption by reducing water used during production and recycle the water used in cleaning during production process. The Company has also invested heavily on an effluent recycling and treatment system, and has reduced wastewater in all of its plants. Recycled water that is neutral or alkaline is reused in pollution prevention. Purified recycled water is directly reused by plants and stored at pure water storage reservoirs to reduce water recharge. Water-saving devices have also been installed on the faucets in offices to reduce office water use and cultivate water-saving culture.

NYPCB has established policies to mitigate impact from potential short-term, mid-term, and long-term drought, and to respond to insufficient water supplies, water price hikes, and water conflicts with stakeholders. Water-saving measures have been implemented to reduce consumption and secure water supply. As a result, costs associated with purchased water have reduced in recent years.

Water	Reduce water consumption during production	
conservatio	on Reduce office water use	5,000
	Recycle wastewater and purify water	4,000
Increase water	Recycle alkaline waste water and reuse it on acidic scrubbers	3,000
	Recycle waste water that is neutral and reuse it for toilet flushing	1,000

B. Water conservation policies yield positive results

In 2017, the Company continued to promote water saving improvement measures and completed a total of 17 water consumption deduction projects throughout the year, amounting to a daily reduction of 124 tons and an annual benefit of NT\$ 866,000.

Completed water saving improvement activities in 2017

Plant	Improvement	Water consumption saved amount (ton/day)	Improved benefit (NTD 1,000/ year)
Jinxing	Waste water recovery and reuse	19	82
Plant	Processing water consumption deduct	ion 105	784





Note: The total benefit equals the summation of pure water and tap water savings.

3-4 PROTECT THE ENVIRONMENT AROUND PLANTS

1 Air Pollution Prevention

The main source of air pollutants generated in NYPCB's plant came from the use of neutral, acidic, alkaline chemicals and volatile organic compounds during production processes. These chemicals have been separated by collecting exhausts during the processes. Specific equipment such as scrubbers, bag filters, and activated carbon towers has been installed to handle each type of exhaust. To enhance air quality and eliminate odors around the plant, NYPCB purchased a UV-C reactor and VOC treatment system in 2011, pH monitoring alarm systems for packed towers in 2012 and a high notification frequency continuous pH monitor facility for packed towers to increase the efficiency of exhaust reduction. The Company also ensures the equipment are maintained regularly so that they can effectively prevent pollution per the following chart. If new equipment is installed or if existing equipment is upgraded, NYPCB has Environmental Protection Administration-certified companies to test air pollutants in their stacks to make sure air pollution prevention is effective. Past test results show NYPCB's air pollutant emissions are far lower than national emission standards.



Air Pollution Control Equipment



Scrubber



UVC Reaction Tower





Activated Carbon Adsorption Tower

2 Water Pollution Prevention

NYPCB considered the characteristics of wastewater and the stability and accessibility of wastewater treatment when designing its wastewater treatment procedures and facilities. A comprehensive treatment process, treatment facilities, and wastewater piping system were designed for production lines to effectively treat, recycle, and purify wastewater. Wastewater is stringently and immediately categorized when produced by production equipment and machinery. The water is collected through distribution channels and sent to specific water treatment facilities. The Company tests effluents daily to ensure that the quality of treated water is far lower than national standards. Due to the long-term drought that persisted in the first half of 2015, water restrictions were enacted in Taoyuan District from March to May. With the restricted water supply, the Company internally agreed to postpone the annual repair and maintenance of its wastewater purification and recycling system. Through system overloading operations, the wastewater recycling rate was increased while wastewater effluent was decreased in order to reduce the overall wastewater discharge.

2017 Wastewater quality evaluation results

	T . U	11.5	Reaulations and		Test Results		Does the Sample Comply with
Factory area	lest item	Unit	Standards	Minimum	Average	Maximum	Water Quality Standards?
Jing Hsin	рН	_	6~9	7	7.7	8.2	\checkmark
No. 1 Wastewater	CDO	mg / L	<120	29.6	52.6	98.4	\checkmark
Treatment	SS	mg / L	<50	<2.5	7.9	9.4	\checkmark
Plant	Cu	mg / L	<3	0.25	0.5	0.84	\checkmark
Jing Hsin	рН	_	6~9	7.1	7.8	8.8	\checkmark
No. 2	CDO	mg / L	<120	<3.6	34.6	70.6	 Image: A second s
Treatment	SS	mg / L	<50	<2.5	4	5.6	\checkmark
Plant	Cu	mg / L	<3	0.26	0.6	0.94	~

Photographs of Wastewater Treatment Equipment





Biological Treatment Systems

Water Recycling System

The company's factories are located in or near class B industrial land set aside for industrial purpose only and thus are not within any ecological protection zones. NYPCB pledges to persistently improve its production processes and equipment to reduce wastewater discharge and enhance wastewater treatment to reduce its impact on the environment.







chemical Processing Systems

3 Waste Management

NYPCB has established multiple waste collection points within its plants to reduce wastes and make the best use of its resources and materials. The Company also continuously improves its production processes and operations for this purpose. For the first is reducing wastes from the beginning of the process . Second is considering reused. And the last, categorizing and renew them to recycle for the resource.

Waste Treatment Methods and Quantit

Treatment	General Bu	usiness Waste	Hazardous Busin	ess Waste (Tons)	Total		
Methods	weight(Tons)	Percentage(%)	weight (Tons)	Percentage(%)	weight(Tons)	Percentage(%)	
Recycling	2,079	16.2%	1,027	8.0%	3,107	24.2%	
Physical Treatment	114	0.9%	451	3.5%	566	4.4%	
Chemical treatmer	nt 1	0.01%	6,402	50.0%	6,403	50.0%	
Incineration	1,236	9.6%	61	0.5%	1,297	10.1%	
Heat Treatment	681	5.3%	668	5.2%	1,349	10.5%	
Landfill	93	0.7%	_	_	93	0.7%	
Minor Sum	4,206	32.8%	8,609	67.2%	12,815	100%	
					Sec	Sec	

120

Certified Taiwanese recyclers have been commissioned to handle its wastes, which are mostly treated at certified waste treatment plants in Taiwan. Only a few of them have been treated abroad. Regarding domestic waste management contractors, the company follows up the hired contractor to ensure that they properly manage the waste. Those that have been transported to other countries have obtained legal permission from those countries and treated in accordance with local laws.

Wastes Categorizing and Collection



Non-recycled Waste Disposal Per Unit of Product Unit : kg / NT\$ million

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4 Examination and Reduction of Greenhouse Gas Emission

Global warming and climate change has become a key obstacle for sustainable development. Increase of greenhouse gases raises temperatures around the world and causes abnormal climate changes and unpredictable impact on the environment. NYPCB has recognized the importance of these issues and has conducted comprehensive examinations and evaluation of its greenhouse gas emissions since 2005 in accordance with the principles of ISO 14064-1 to reduce its greenhouse gas emissions and achieve sustainable development. As an electronic processing industry, over 98% of NYPCB's greenhouse gas emissions were generated by the indirect discharge of its purchased electricity. Reducing electricity consumption thereby is the most effective way to reduce greenhouse gas emissions. The Company also adopted the Plan-Do-Check-Act management model to improve its facilities and reduce its emissions continuously and increase competitiveness.

A. Evaluation

The main source of greenhouse gas emitted by NYPCB came from indirect discharge of electricity use at its plants. To reduce greenhouse gas emissions, alleviate global warming, and fulfill its responsibilities as a global citizen and abide by the Kyoto Protocol that became effective in 2005, the Company has planned and promoted the reduction of greenhouse gas emissions and controlled its greenhouse gas source. It has also set reduction targets based on the plan every year, implemented measures to reduce energy consumption, and reviewed the results on a monthly basis. NYPCB also inspects the amount and quality of its direct and indirect greenhouse gas emissions (Scope 1 and 2) in accordance with the ISO 14064-1 standard. Scope 3 is only examined for its quality since it involves employee transportation between home and work and for business. NYPCB has also established a ridesharing system for business trips, encouraging the use of video conferencing and production support to reduce the exhaust generated from the vehicles employees used for transporting goods or commuting.





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B. Emission analysis

According to ISO 14064-1 standards, the total GHG emissions of the entire Company in 2017 totaled 312,330 tons of CO2e, of which 6,073 tons of CO2e were Scope 1, occupying 1.94% of total emissions, and 306,227 tons of CO2e were Scope 2, occupying 98.06% of total emissions. The emissions load statistic data is calculated based on the coefficient of 2017, and it is estimated that the emission load statistic data will be verified by a third-party external verification organization before September 2018. As shown in the following table, out-purchased electric power and steam utilization is the main emission source, and the electric power and steam used in NYPCB are purchased from NPC Jingxing Plant . Therefore, in order to effectively restrict CO2e, the Company should start by saving electric power.

Currently, the unit output of GHG emissions (ton/NT\$ million) of our Company is still falling behind the target value, which is due to testing of manufacturing process expansions on our new products. NYPCB pledges to continue implementing various measures to reduce energy consumption and increase energy use efficiency in order to reduce its greenhouse gas emissions.





Greenhouse Gas Emission Trend Chart of the Unit Output Value

gas type	emission quantity	percentage
CO ₂	304,839	97.61%
CH₄	590	0.19%
N ₂ O	1,441	0.46%
HFCs	2,543	0.81%
PFCs	2,888	0.92%
SF6	0	0
Total	312,300	100%

2017 greenhouse gases emission intensity



The company's unit output value of greenhouse gas emissions (tons per million NTD) reached the target value in 2017 (based on the actual annual emissions of the previous year as a benchmark of 2% per year), we will continue to promote various energy-saving improvement measures in the future to enhance Energy efficiency, towards the goal of reducing greenhouse gas emissions.

4 Green Supply Chain

Nanya PCB Corp. takes client health and safety very seriously at every one of its stages, from the procurement of raw materials to the sale of products. In order to meet the demands of both market trends and downstream customers, the company is moving towards manufacturing non-toxic green products that conform to EU RoHS regulations. Nanya PCB Corp. has also met the requirements of product statement and third party assessment report from the top 20 suppliers in order to ensure that new generation circuit boards are used in green appliances, thus further reducing the environmental burden.

A. Management of green products

NYPCB introduced a hazardous material management system in 2001, and has been promoting the concept and certification of Green Partners. The Company has since conducted internal audits for this purpose. To promote the concept of Green Partners, the Company established a Green Partner standard procedure and began implementing waste reduction plans and developing a hazardous materials management system in 2004, and regularly reviewed their enforcement.

- 2001- introduced the concept of Green Partners and defined hazardous materials.

B. Restrict use of hazardous materials

NYPCB has produced documents and designed management principles for its green partners and effectively monitored the sources of its raw materials and other relevant materials to make sure they are in compliance with RoHS, REACH, international laws, customer requirements and the standards of green products, and to reduce their impact on the environment.

C. Hazardous substance free policies

NYPCB has established a Hazardous Substance Free system and required its green partners to comply and enforce it :

The Company has set up groups and specified their responsibilities to manage green partners effectively. Its environmental safety and quality assurance units are responsible for promoting green products and ensuring they comply with relevant laws and customer requirements. Other relevant departments were required to integrate the system into their operations in compliance with NYPCB's HSF management target.



2004- established Green Partner SOP and updated relevant information.

- 2005- achieved Green Partner certification. (2005-2007)
- 2006- the EU established Restricted of Hazardous Substances (RoHS) Directive
- 2008- achieved Green Partner certification. (2008-2010)
- 2009- Developed and adapted a RoHS management system
- 2010- achieved Green Partner certification. (2010-2012)
- 2011- installed x-ray fluorescence devices to detect hazardous materials in products
- 2012- achieved Green Partner certification. (2012-2014)
- 2013-The company passed the RBA Audit Standards (Product Content).
- 2014 received the customer's green partner certificate (2014 2016).
- 2015-The company passed the RBA Audit Standards (2015-2017).
- 2016 received the customer's Green Partner certificate (2016-2018)

NYPCB has been promoting green procurement and has required its raw material suppliers to provide written assurances to ensure their products do not contain hazardous materials. They are also required to provide annual test reports to prove their products meet the requirements of customers and are in compliance with relevant laws.

E. XRF system can detect and measure hazard element accurately

The XRF system can accurately measure hazardous substances such as Cd, Pb, Cr,Hg, Br, and Cl. The system helps NYPCB to meet customer requirements to include such data in shipment reports, in order to be in compliance with EU RoHS regulations.

Figure 3.28 Hazardous Material Elemental Table

Hazardous Matorials	Analytical Pattern				
	Shipment Analysis	SGS Analysis			
Cadmium					
Lead	X-ray Fluorescence Spectrometer	Inductively Coupled Plasma-mass Spectrometry Analysis			
Mercury					
Hexavalent Chromium	X-ray Fluorescence Spectromete (analyzes chrome)	Use UV/VIS Spectroscopy to Measure Absorbance of Liquid Samples			
Halogens – Chlorine Halogen - Bromine		Ion Chromatography Analysis			

F. RoHS regulations and product packaging

1 Raw materials produced in compliance with RoHS regulations

All raw materials used by Nanya PCB Corp in the manufacturing of all its products (ABFS, PCB, PPS) conform to RoHS regulations through the management of suppliers.NYPCB has monitored its suppliers to ensure the raw materials they supply are RoHS compliant. The elements that RoHS bans are cadmium, lead, mercury and mercury compounds, Chromium VI and Chromium compounds, and PBB and PBDE. Furthermore, RU published RoHS 2.0 instructions on December 17, 2014, adding four phthalates (DEHP, BBP, DBP, and DIBP) to the banned substance list, and the Company has listed them in its control scope.

2 Packaging of green products

NYPCB uses a specific label on RoHS-compliant products to show customers they are green products. The trays that the Company use to carry shipments are made of recyclable materials. NYPCB has evaluated and tested a tray recycling management system as well as procedures to recycle the trays. NYPCB and its customers have jointly assessed and tested the establishment of a chip tray recovery management process to fully reuse the chip tray. The tray recovery rate was 45.1% in 2016, demonstrating that the improvement is effective and shall continue to be promoted.



G. SGS product testing (Frequency:Per year one time) All of NYPCB's products are in compliance with SGS standards and do not contain materials hazardous to the environment.

Compliance Certifications



測試報告 **Test Report**

號碼(No.): CE/2017/11937 日期(Date): 2017/01/17

南亞電路板股份有限公司 NAN YA PRINTED CIRCUIT BOARD CORPORATION 桃園市蘆竹區南崁路一段338號 NO. 338, SEC. 1, NANKAN RD., LUJHU DISTRICT, TAOYUAN CITY 338, TAIWAN

<u>测试结果(Test Results)</u>

测试部位(PART NAME)No.1 : 综色基板 (GREEN SUBSTRATE)

测试項目 (Test Items)	單位 (Unit)	测試方法 (Method)	方法偵測 極限值 (MDL)	結果 (Result) No.1	限值 (Limit)
鐍 / Cadmium (Cd)	mg/kg	参考IEC 62321-5 (2013),以威應耦合 電漿原子發射光譜儀檢測. / With reference to IEC 62321-5 (2013) and performed by ICP-AES.	2	n. d.	100
鉛 / Lead (Pb)	mg/kg	參考IEC 62321-5 (2013),以威應耦合 電裝原子發射光谱儀檢測. / With reference to IEC 62321-5 (2013) and performed by ICP-AES.	2	n. d.	1000
汞 / Mercury (Hg)	mg/kg	參考IEC 62321-4 (2013),以威應耦合 電漿原子發射光譜儀檢測. / With reference to IEC 62321-4 (2013) and performed by ICP-AES.	2	n. d.	1000
六債终 / Hexavalent Chromium Cr(VI)	mg/kg	参考IEC 62321 (2008),以UV-VIS檢 洌. / With reference to IEC 62321 (2008) and performed by UV-VIS.	2	n. d.	1000
全氣辛烷磺酸 / Perfluorooctane sulfonates (PFOS-Acid, Metal Salt, Amide)	mg/kg	参考US EPA 3550C (2007),以液相層 析/質譜儀檢測. / With reference to US EPA 3550C (2007). Analysis was performed by LC/MS.	10	n. d.	-
全氟辛酸 / PFOA (CAS No.: 335-67-1)	mg/kg	参考US EPA 3550C (2007),以液相層 析/質譜儀檢測. / With reference to US EPA 3550C (2007). Analysis was performed by LC/MS.	10	n. d.	-

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SGS Teitwan Ltd. 台湾检验科技院作有限公司 【5, Wa Chrynan 7th Road, New Tapel Industrial Park, Wa Ku Disnic, New Tabel City, Talwan /派北田設定形式別部式型目的2585 Teitwan Ltd. 台湾检验科技院作有限公司 [14886 (02)2299 3939 1+886 (02)2299 3939 1+886 (02)2299 3237 vwww.zgs.tw

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Member of the SGS Group

3-5 GREENING AND TREE-PLANTING ACTIVITIES AROUND PLANTS

NYPCB has designed a comprehensive greening plan for its limited land resources. The plants and flowers planted in the Company include tropical foliage such as Chinese Banyans, Royal palm, Formosan Nato Tree, Chinese rain tree, weeping fig, Buddhist Pine, Blackboard tree, Indian rubber bush, Madagascar Almond, Common Garcinia, Sea Fig and cotton tree, and shrubs such as Pink Ixora, Rhododendron, Golden Dewdrop, Chinese hibiscus, China rose, umbrella tree and Golden Banyan tree as well as seasonal plants such as Impatiens walleriana, scarlet sage, Wax Begonia, petunia, New Guinea Impatiens, Torenia, and Egyptian Starcluster.

The greening plan divided the Company into three zones, the administrative zone, production and plant zone, and the dormitory and living zone. The 30-year-old Chinese Banyan trees in the plants and the habitats of wild birds such as wild quail, Chinese Bulbul, and Japanese White-eye have been preserved and protected. The production and plant zone has been afforested. Chinese Banyan trees were planted alone Nanjing 1st Road and Nanjing 2nd Road. The gardens along lanes, according to their sizes and characteristics, were planted with Hoop Pine, Terminalia mantaly H. Perrier, weeping fig, Common Garcinia, and round banyan trees. Seasonal plants and flowering shrubs were planted in front of the plant gate, improving surrounding landscape. To make the three men and women's dormitories in the dormitory and living zone more hospitable and more homely, the plants around these buildings were specially selected. Large tropic foliage such as the blackboard tree and Formosan Nato Tree as well as seasonal flowers and shrubs such as Impatiens walleriana, Bougainvillea, viola and China Rose were planted around these buildings. During their blooming seasons, their flowers are not only pleasant to employees' eyes but also help them to relax. NYPCB's greening plans at its plants and on its land are as follows:

1 Greening

A. The Chinese Banyan trees that have existed since 1983 when the plants were built will be preserved. The areas that have been left untouched will be planted with blackboard trees, Hoop Pine, and Indian rubber bush depending on the characteristics of the gardens there.

B. Offer free tree seedlings through government departments such as the department of agriculture and forestry bureau.

C. The gardens that became barren because of heavy shade will be planted with groundcovers such as the Singapore Daisy and boat lily to increase

NYPCB's ratio of green cover.

2 Gardening

A. NYPCB has been growing its own seedlings since 1995 and has produced plants and flowers that are used in the gardens across its plants and buildings. The Company has made its plantation entirely self-sufficient, saving costs of purchasing flowers and plants every season.

B. The lawns and gardens in the administrative zone were specially designed and are gardened carefully and planted with seasonal flowers and plants.

C. The miss-planted rate of seasonal flowers and plants cultivated across the Company is kept below 10%. The percentage of flowers that blooms every season reach 80% and above. Physical and metal strengths are much-needed in technology industry. The strengths work its best in a workplace that is beautiful, full of culture, leisure, and relaxation. NYPCB's greening management will continue to focus on creating a beautiful environment that values quality of life and nature of the future.

In 2017, the Company autonomously nurtured more than 82,250 seasonal flowers and grasses with daily maintenance costs totaling NT\$ 1,347,000.



Administrative Refined Landscaping



Chinese Banyans near the Offices



Plant within the South Kam Road, a Corner of the Flower Bed



Factory Production Area of Seasonal Flowers



EMPLOYEE WELFARE

58

4-1 EMPLOYMENT

Employees are the most important asset of a company. Every company should strive to ensure every employee can work safely and are willing to contribute his/her talent. To recruit talented employees, NYPCB offers stable and competitive salaries and benefits, comprehensive training, and promotion system. NYPCB selects candidates for positions under the principle of fairness, justice, and equality. Every candidate has equal opportunity to apply for a job. The Company also ensures the personal qualities and ability of its newly-recruited employees fit the requirements of his/her position. Taiwan's Labor Standard Act specifies that employers are not permitted to hire workers aged below 15. Child labor (15 years of age and under 16 years old) and workers between the ages of 16 and 18 are not permitted to carry out heavy or hazardous work. NYPCB has complied with the Responsible Business Alliance(RBA). No child labor is currently employed.

1 2017 NYPCB Human Resources Structure

In 2017, the Company's human resources department consisted of 99.9% official staff and 0.1% temporary staff (all 5 staff were on contract including 3 males and 2 females, all working places are Taoyuan factory area), with no part-time employees. The department consisted of 89.0% domestic employees and 11.0% foreign employees (all from Vietnam). The ratio of male and female employees was 2:1, and the average age was 38.7. The average years of service was 14.0 years.

Official staff structure distribution

Cate-			Δ		Ň			
gory	Group	Number of People	Percentage	Number of People	Percentage	Total	Percentage	
Position	Managing Directors and Above	_	0.0%	6	0.2%	6	0.1%	
	Executives and Manager	rs 16	0.9%	283	8.0%	298	5.6%	
	Supervisors and General Staff	1,620	90.1%	3,238	91.8%	4,859	91.2%	
	Service Staff	163	9.1%	_	0.0%	163	3.1%	
Location	Taoyuan	1,799	100.0%	3,523	99.9%	5,322	99.9%	
	Shulin	_	0.0%	4	0.1%	4	0.1%	
	<29	441	24.5%	477	13.5%	918	17.2%	
	30-39	685	38.1%	1,340	38.0%	2,026	38.0%	
Age	40-49	545	30.3%	1,422	40.3%	1,967	36.9%	
	50-59	119	6.6%	271	7.7%	390	7.3%	
	>60	9	0.5%	16	0.4%	25	0.5%	
	<10	636	35.4%	1,231	35.0%	1,871	35.1%	
Years	11-20	860	47.8%	1,825	51.8%	2,686	50.4%	
ot Service	20-30	289	16.1%	437	12.4%	726	13.6%	
	>30	12	0.7%	32	0.9%	43	0.8%	
	Doctorate	_	0.0%	5	0.1%	5	0.1%	
Aca-	Master's	41	2.3%	166	4.7%	207	3.9%	
demic Degree	Bachelor's	66	3.7%	364	10.3%	430	8.1%	
	Other	1,692	94.1%	2,992	84.8%	4,685	88.0%	
Subtot	al by Gender	1,799	100.0%	3,527	100.0%	5,326	100.0%	

Unit: person

2 New Employees by Age and Region

Cate-		Ĺ	Ĵ	Ϋ́		
gory	Group	Number of People	Percent- age	Number of People	Percent- age	
	<29	184	10.2%	145	4.1%	
	30-39	4	0.2%	5	0.1%	
By age	40-49	1	0.05%	0	0.0%	
	50-59	0	0.0%	1	0.02%	
	>60	0	0.0%	0	0.0%	
Ву	Domestic	31	1.7%	49	1.4%	
region	Foreign (Vietnam)	158	8.8%	102	2.9%	
Total new employees		189	10.5%	151	4.3%	
Service employ	ees	1,801	33.8%	3,530	66.2%	

Note: Statistics based on employees who started work between 2017.1.1 and 2017.12.31(including formal and informal staff)

4-2 SALARIES AND WELFARE

1 Employee Salaries

NYPCB not only complies local labor laws but also joins local associations that survey salaries and welfare to ensure its salaries are competitive. In addition, it is ensured that employee salaries are not gender biased, therefore, the salaries of male and female workers are equal. The company advocates the idea of the "same pay for the same work". The base salary ratio between male and female employees with the same position and rank is 1 : 1. Once hired, employees will have their salaries adjusted annually and may be promoted based on their performance.

100%

100%



2 Employee Welfare

The Company values its employees, respects their rights to work, and offers reasonable salaries. It also strives to alleviate employee concerns and burdens in their lives so that they can fully develop and utilize their talents and thereby enhance the Company's performance. In order to ensure that all employees feel secure in their work and utilization of their profession, the company advocates the idea of "treating employees as family" and has set up excellent facilities for food, accommodation and leisure. Furthermore, the company has taken into consideration the long-term benefits of its employees and has planned various comprehensive benefit systems. Furthermore, a variety of benefit measures have been provided for our employees:



In order to develop stable working opportunities, local residents are given priority in the recruitment of new general employees. Furthermore, the Company trains local residents to become competent leaders. In 2017, the percentage of local residents holding senior supervisory roles was approximately 8.5% (the percentage of senior supervisory roles is defined as the proportion of employees working as a supervisor or above, who have held the position for at least five years and have the same household registration as the factory).

4 Number of Physically and Mentally Disabled Recruitments

In order to safeguard the rights and interests of physically and mentally handicapped individuals, our Company protects their equal participation in social, political, economic, and cultural activities to promote their self-reliance and personal development. According to Article 38 of "People with Disabilities Rights Protection Act", a certain number of job vacancies shall be opened to physically and mentally handicapped individuals. By the end of 2017, a total of 45 physically and mentally handicapped individuals (26 male and 19 female) were recruited, among which 8 have severe disabilities, 6 have moderate disabilities, and 31 have mild disabilities.

A. Year-end bonus and dividend B. Indemnity C. Wedding and funeral subsidies

D. Medical cost discounts for employees and their family members seeking medical services at Chang Gung Memorial Hospital.

128.14%

120.42%

E. Labor and health insurances

F. Uniforms

G. Accommodation for employees who are single or married with children

H. Employee stock option

I. Funds and subsidies for the employee year-end dinner party

J. Relief payments for employees hospitalized due to illness, gold coins and recognitions for senior employees.

Item

Expense on Employee Welfare (salary / labor & health insurance / pension / other)



Staff Canteen



Movie Theater



Library



Healthcare Cente



Basketball Court

Unit:	NT\$	1.000
· · · · · ·	· • • •	.,000

2016	2017	Growth Rate
5,481,369	4,552,091	-17.0%

Billiard Room



Table Tennis Room

Hairdressing Department

Bakery Shop

Staff Dorm

The company offers a variety of employee benefits and incentives based on Formosa Plastics Group and goes above and beyond many legal standards. Such benefits include:

A. Leave benefits

The company provides its employees with special leave, marriage leave, bereavement leave, official leave, work-related injury leave, paternity leave, maternity leave, sick leave, physiological leave, personal leave, family leave, transfer leave, guarantine leave, reunion leave for employees stationed overseas, etc., of which, the pay standards for sick leave, certain types of funeral leave and typhoon leave are higher than required by labor law standards.

B. Insurance benefits

In addition to helping employees with their labor insurance and national health insurance, the welfare committee member of each factory provides accident and medical insurance or provides employees with discounted group insurance (accident, medical, cancer) so that employees have more comprehensive insurance freedom.

C. Retirement benefits

The company will pay monthly labor pension and retirement reserve fund. When an employee meets retirement criteria, the company will pay his/her pension according to the law, in addition to a retirement gift.

D. Marriage and childbearing benefits

- D1. In the occasion of a marriage or funeral of the employee or a family member of the employee, the company will provide an incentive (funeral offerings) and subsidize managers at all levels for the incentive (funeral offerings).
- D2. The company offers nursing rooms for employees to use during work hours.
- D3. According to relevant laws, in order to provide parental leave, employees that meet the required criteria must adjust their work hours according to childcare needs.
- D4. The number of people who can apply for parental leave in the past three years can be as follows:

Year		2015/12	2016/12	2017/12
	∀	280	230	181
Can apply for parental leave (excluding applicants)	Å	55	40	32
	Total	335	270	213

D5. To provide unpaid maternal or paternal leave, employees who have served in the Company for half a year and have children under 3 can file their application depending on their needs. In the past three years, 352 employees (female 255, male 97) applied for unpaid maternal or paternal leave. The return rate was 54%, and the retention rate was 74%. Furthermore, in 2017 alone,87 employees (female 58, male 29) applied for unpaid maternal or paternal leave, with a return rate of 62% and retention rate of 78%.

Parental-leave application, return rate and retention rate for the past three years Unit- person

2015			2016	2016		2017		Total			
Ϋ́	Å	Total	Ϋ́	Å	Total	Ŷ	Å	Total	Ϋ́	Å	Total
48	127	175	20	170	90	29	58	87	97	255	352
19	89	108	17	72	89	19	53	72	55	214	269
16	48	64	13	42	55	14	13	27	43	103	146
84%	54%	59%	76%	58%	62%	74%	38%	62%	78%	48%	54%
12	46	58	13	29	42	10	33	43	35	108	143
71%	81%	78%	81%	60%	66%	77%	79%	78%	76%	73%	74%
	♥ 48 19 16 84% 12 71%	2015 ♥ △ 48 127 19 89 16 48 84% 54% 12 46 71% 81%	2015 内 Δ Total 48 127 175 19 89 108 16 48 64 84% 54% 59% 12 46 58 71% 81% 78%	この15 ろの1 ろの1 内 人 Total 内 48 127 175 20 19 89 108 17 16 48 64 13 84% 54% 59% 76% 12 46 58 13 71% 81% 78% 81%	2015 2016 冷 入 Total 冷 入 48 127 175 20 170 19 89 108 17 72 16 48 64 13 42 84% 54% 59% 76% 58% 12 46 58 13 29 71% 81% 78% 81% 60%	2015 2016 β Λ Total β Λ Total 48 127 175 20 170 90 19 89 108 17 72 89 16 48 64 13 42 55 84% 54% 59% 76% 58% 62% 12 46 58 13 29 42 71% 81% 78% 81% 60% 66%	2015 2016 Γ η Λ Total η Λ Total η 48 127 175 20 170 90 29 19 89 108 17 72 89 19 16 48 64 13 42 55 14 84% 54% 59% 76% 58% 62% 74% 12 46 58 13 29 42 10 71% 81% 78% 81% 60% 66% 77%	2015 2016 2017 冷 ろ Total 冷 ろ Total 穴 ろ 48 127 175 20 170 90 29 58 19 89 108 17 72 89 19 53 16 48 64 13 42 55 14 13 84% 54% 59% 76% 58% 62% 74% 38% 12 46 58 13 29 42 10 33 71% 81% 78% 81% 60% 66% 77% 79%	2015 2016 7	2015 2016 2017	

Note: "Retention Rate" is defined as the percentage of post-parental leave employees that returned and stayed for at least one year.

3 Staff Evaluation

All NYPCB employees shall be periodically evaluated according to the "Evaluation Method", and the year-end performance grade shall be determined according to the periodic evaluation, attendance, reward and punishment, and case disposal time to serve as a reference for salary adjustment and year-end bonus, as well as for future development, promotion, and transfers. Employees with evaluation results of grade B or C shall be interviewed periodically by their supervisor to track the abnormality improvement plan and results.

4 Good Work Protection

In order to adapt to the rapidly changing business environment and constantly innovated technology, the company continues to rationalize management and keep its organization simple. However, even in the most difficult economic times, the company prioritizes the working rights of its employees. The company has established human resources integrative mechanisms to replace paid leaves with transfers. The resignation rate of the company has been around 1.1% for the past five years. Compared to the Taiwanese electronic components manufacturing industry, this company's resignation rate is considerably lower. This reflects the effectiveness of employee care and work protection provided by Nanya PCB Corp., and the strong trust in company management and the sense of identity of the employees.

the Past Five Years

Year	2013	2014	2015	2016	2017
NYPCB	1.0	1.1	1.1	1.3	1.2
Taiwanese Electronic Components Manufacturing Industry	2.0	2.2	2.0	2.0	1.9

Source: Accounting and Statistics (time series data search - quit rate)

2017 Resigned Staff by Age and Region Unit: person

Cate-		Ľ	Ì	ſ	2
gory	Group	Number of People	Percent- age	Number of People	Pe
	Under 29	153	8.5%	206	
By Age	30-39	87	4.8%	185	
	40-49	14	0.8%	49	
	50-59	12	0.7%	39	
	Over 60	1	0.1%	9	
By	Taoyuan Factory	267	14.8%	486	1
Region	Shulin Factory	0	0.0%	2	
Total dismissed employees		267	14.8%	488	4
Service employees		1,801	33.8%	3,530	(

Note: Statistics based on employees who started work between 2017.1.1 and 2017.12.31(including formal and informal staff)



Comparison of Resignation Rate between NYPCB and the Electronic Components Industry over Unit: %



4-3 TRAINING SYSTEM

1 Training

NYPCB has established a comprehensive training system with quality working and learning environment, aimed to inspire employees' proactive attitudes and innovative views. In addition, a comprehensive training plan for different stages of each employee's career has been created to facilitate gradual improvement, allowing him/her to excel and become outstanding and practical professional. NYPCB's training program includes the College Management Association Program, basic training, professional training, manager training, and middle and senior management training. This program is integrated with online courses, job rotations, external training, and irregular seminars with guest speakers. NYPCB provides its employees with a working environment full of opportunities for continuous learning and development.

The Company also organizes management classes for its employees as well as the College Management Association Program, basic training, professional training, manager training, English and Japanese language courses, and external training courses to foster a high-quality learning and working environment to develop active and innovative talents. NYPCB has created a comprehensive training plan for different stages of each employee's career to facilitate gradual improvement, allowing employees to excel and become outstanding professionals and managers.

2 Employee Training and Advanced Course

In 2016, NYPCB's employee training courses, including those held by individual units and professional and manager training courses organized by the President's Office, were conducted 1,848 times and attended by 4,735 employees. The total duration of the training was 150,824 hours (an average of 31.9 hours for each individual), and the cost of the training was NT\$ 1,376,725.

Unit : hour

ar	der	Exe	cutive	Мс	inager	Sup	ervisor	Gene	eral Staff		Total	
Ye	Gen	Number of People	Total Hours	Number of People	Percentage	Total Hours						
	Ŷ	81	1,104	245	6,734	769	29,896	3,145	75,292	4,240	67%	113,026
2015	Å	1	46	10	345	178	6,441	1,897	41,498	2,086	33%	48,330
	Avera	ge	14.0		27.8	3	38.4	2	3.28		25.5	
	Ŷ	78	1,609	224	6,477	677	23,516	2,559	63,957	3,538	69%	95,559
2016	Å	1	0	12	308	78	2,980	1,473	31,947	1,564	31%	35,235
(1)	Avera	ge	20.4		28.8	3	35.1	2	23.8		25.6	
	Ŷ	73	645	213	4,141	528	15,924	2,439	89,580	3,253	69%	110,290
2017	Å	1	8	15	168	71	1,961	1,395	38,398	1,482	31%	40,535
	Avera	ge	8.8		18.9	2	29.9	3	33.4		31.9	

Photos Taken During Training



4-4 EMPLOYEE RELATIONS

Negotiations Between Employer and Employees

- A.Establish a complaint system to improve employer and employee relations.
- **B** Establish clear regulations and a human resource management system to specify employees and employer obligations and administrative matters so that employees can understand and protect their rights.
- C.Organize regular physical examinations in accordance with labor safety and health law, assign a labor safety and health coordinator, and set up relevant management systems and regulations to avoid accidents and protect employees.

2 Care for Employees

Organize campaigns to encourage employees and improve their welfare. Encourage employees to seek a balance between work, health, and life.

A.Diverse employee welfare: Provide medical fee discounts for employees and their family members at Chang Gung Memorial Hospital, scholarships for employees' children, encouragement bonus for stock purchasing, birthday coupons, wedding and funeral subsidies, holiday gifts and coupons, and comprehensive living facilities. The Company offers paid sick leave and indemnity that exceeds what is required by law. It also organizes various leisure activities such as sports game, domestic travel, and a variety of clubs. B. Salary: Offer reasonable salaries and bonuses that are competitive. Set up a regular salary adjustment system. Provide bonuses during the Dragon Boast Festival, Lunar Festival, and at the end of a year depending on the Company's overall performance. C. Communication: Hold regular management meetings and publish an internal magazine every quarter. Set up recommendation boxes, hot lines, and sexual harassment prevention hot lines for employees. In 2017, there is no complaints related to human rights infringement were made through the official complaint channel.

D. Encourage innovation: Offer incentives for good suggestions and encourage employees to report excursions at work and offer their improvement advises. Incentives are provided if the suggestions have made significant improvement. In 2017, a total of 823 improvement suggestions were made and a total of NT\$ 2504,500 were given out as rewards. The Company have set up an online platform for its employees to discuss and exchange ideas, and rewards those who provide innovative ideas.

E. Employee assistance program(EAPs): Resources can be sought through the county's health bureau mental health center to senior managers and employees if they have management, psychological, family, or relationship problems. The Company offers services to reduce the damage caused by man-made, natural factors, or inappropriate treatments.

4-5 EMPLOYEE WELL-NESS PROGRAM

Improve the Health and Wellness of Employees

Since parts of the NYPCB workplace uses various chemicals, including sulfuric acid, manganese, plumbum, nickel, potassium cyanide, and sodium cyanide, while some processes use non-ionizing radiation related devices or make considerable noise, in order to maintain employees' health, the Company shall stipulate a sampling plan depending on the current situation of each processing area and carry out environmental detection every six months. Furthermore, NYPCB cooperates with Chang Gung Hospital to periodically provide its staff with health examinations and yearly provide special operation personnel with special health examinations, with an emphasis on screening for common cancers depending on the personal demand.

In addition to organizing health examination for employees, NYPCB's plants also offer breast-feeding rooms for female employees. Other workers can enjoy medical services and a smoking quitting assistance at the healthcare center in campus. Since NYPCB has partnered with the Chang Gung Medical Foundation, it is able to provide medical center-level services and health care. Employees and their family members can also enjoy discounts if they seek medical services, health examinations, or services not covered by health insurance at the Chang Gung Medical Foundation. The Company's welfare committee also organizes irregular leisure activities to help employees relax and promote health. Group insurance has also been purchased for employees to offer financial support if employees suffers from serious illness or injuries due to accidents.

Health Education Activities



NYPCB Health Care 2017 Health Promotion Schedule

Theme	Season	Health Promotion Content	Туре	Time	Lecturer Part	icipant	
Health	E: and	Activity : Tuberculosis prevention	Activity	January	Healthcare Center	5	
Promotion Preventive	Quarter	Lecture: Avian influenza prevention	Lecture: Avian influenza prevention Lecture February H		Healthcare Center	64	
Healthcare		Lecture: Smoke control	Lecture	March	Linkou Chang Gung Memorial Hospital	53	
		Lecture: Introduction to AED	Lecture	April	Healthcare Center	24	
Life Secon Care Quarte	Cocord	Lecture: Dragon Boat Festival Health Go Go Go		Lecture	May	Healthcare Center	61
	Quarter	Activity :Annual Physical Examination	Activity	May	Linkou Chang Gung Memorial Hospital	2,574	
		Lecture:Introduction to High Blood Cholesterol, High Blood Pressure and High Blood Sugar and prevention	Lecture	June	Healthcare Center	529	
Pressure		Lecture: High temperature in ummer to prevent heat stroke	Lecture	July	Healthcare Center	73	
Relieving at the	Third Quarter	Lecture: Teach you how to play in Japan is not greasy	Lecture	August	John Tung Foundatio	on 80	
Workplace		Lecture: Aroma magic	Lecture	September	John Tung Foundatio	on 65	
		Lecture: Insomnia meridian nutrition prevention and treatment	Lecture	October	John Tung Foundatio	on 56	
Preventive Healthcare	Fourth Quarter	Activity: Donate Your Blood to Save Lives	Activity	November	Hsinchu Blood Donation Center	54	
	Goarter	Activity: Influenza Vaccination	Activity	November	Public Health Center of Luzhu District	50	

Total Participants

3.688





2 Contingency Plan for Infectious Diseases

NYPCB has established comprehensive reporting and preventing systems for infectious diseases:

A. Prevention of infectious diseases -

Increase employee awareness to infectious diseases prevention and educate employees about the preventative measures against infections through air, droplets, and contact.

2. Reporting of infectious diseases

Report occurrence of infectious disease to local health bureaus and persuade the infected employees to receive medical attentions or have them hospitalized if necessary.

3. Preventative measures

Provide medical control and preventative leave, implement preventative measures on employees and visitors, and effectively separate infected patients from others.







3 Health and Safety Education and Contingency Response Training A work safety training class was offered in 2017, as detailed below:

- A. Manufacturing process or hazardous material usage: 24 sessions were offered, with a total of 600 participants for 1,800 hours.
- B. lonizing radiation personnel on-the-job training: 5 sessions were offered, with a total of 155 participants for 465 hours.
- C. First-aid personnel on-the-job training: 3 sessions were offered, with a total of 36 participants for 108 hours.
- D. Supervisor on-the-job training for specific chemical substances: 3 sessions were offered, with a total of 62 participants for 186 hours.
- E. Contractor pre-entry training: 24 sessions were offered, with a total of 945 participants for 1,890 hours.

NYPCB views contractors as one of its own employees; therefore, the Company organizes regular pre-work trainings for contractors. The Company holds daily toolbox meetings to promote pre-work employee protection ware inspection and physical and psychological health checks. Through the toolbox meeting, the Company will notify and remind workers about the specific dangerous of construction, process, and environment of the work on the day. Construction and maintenance departments need to coordinate and collaborate with each other to achieve the goal of zero incidents.

The Company has also established detailed contingency response policies and has held drills in preparation for various emergencies such as earthquakes, fires, chemical spills and leakages, and other natural disasters. The Company has trained its employees to be familiar with contingency response measures such as reporting, reaction, and containment of incident, and medical aid.

Training Scenes





4 Statistic of Occupational Disasters and Accidents and the Effect of Health and Safety Management

In 2017, a total of 2 significant injury causing incidents occurred in the Jinxing Industrial Complex and Shulin Industrial Complex, with an injury frequency rate of 0.17 (both female and male are 0.08), an injury severity rate of 8 (5 and 3 for female and male respectively), and a frequency-severity indicator of 0.03 (0.02 and 0.01 for female and male respectively).

However, to prevent similar disabling incidents from happening again in the future, our corporation has carried out a series of management activities that enable our workers to identify, evaluate, and control potential hazards in their respective work environments. Furthermore, cases involving occupational hazards have been integrated into the teaching materials to raise occupational safety awareness among our employees. Our employees are also provided with SHE suggestion channels, instant responses, and appropriate countermeasures to achieve the ultimate safety management goal of "zero disasters and zero industrial injuries".

			20	15	20	16	20	
			Jinxing plant	Shulin plant	Jinxing plant	Shulin plant	Jinxing plant	Shulin plant
	Serious Inj (Incident/p	ury Frequency Rate ber 1,000,000 hours worked)	0	0	0.17	0	0.17	0
	Serious Inj lost/per 1,	ury Severity Rate (Working days 000,000 hours worked)	0	0	2.33	0	8.59	0
	Frequency	Severity Indicator	0	0	0.019	0	0.038	0
		1.Death	0	0	0	0	0	0
.;+	Number of major	2.Disaster and accidents that caused more than three people injured	0	0	0	0	0	0
in.	tional disasters and accidents	3.Spills and leaks of Ammonia, Chlorine, Hydrogen fluoride, Phosgene, Hydrogen sulfide and Sulfur dioxide that resulted in hospitalization of more than one person	0	0	0	0	0	0
	Number of major occi	f serious injury incidents (excluding upational disasters and accidents)	0	0	2	0	2	0
	Working d	ays lost	0	0	28	0	98	0
	Severe occ per 1000 p	cupational hazard mortality rate persons	0	0	0	0	0	0
Jot	aa 1 Diaghli	na injurias fraguenas, - Disablina injuri		00 000 /Tatal	ovnorionood	work hours		

isabling injuries cases^1,000,000/1 2. Disabling injuries severity = Disabling injuries days not worked*1,000,000/Total experienced work hours

3. Comprehensive injuries indicator = \sqrt{d} disabling injuries frequency*disabling injuries severity/1,000 4. Death rate per 1,000 people related to significant occupational disasters = Employee death toll/Total employees*1,000

4-6 HUMAN RIGHTS

NYPCB believes employee should be respected and treated equally. The Company provides equal job opportunity to every jobseeker and employee and protects individual's basic human rights. The Company does not discriminate employees due to their race, skin color, age, gender, sexuality, disability, pregnancy, religious beliefs, political stance, club members, or marital status at work in terms of compensation, promotion, training or hiring. Employees are not forced to accept discriminatory medical examinations. In addition, recruitment is always conducted in a public way both internally and externally, and the firm does not restrain its employees or recruit forced labor through coercion, debt, fees, or contract. NYPCB also provides sexual harassment training to its managers and employees to prevent sexual harassment.

New recruits are provided with labor and ethics training so that newcomers will understand their rights and obligations. Such training is conducted to ensure that all employees are treated fairly and are able to uphold a responsible attitude in following the moral codes and ethical standards of the Company. The Company has met all local government laws and regulations regarding employers and employees. The Company Employee Handbook has also been reviewed and certified by the Taipei City Government before distribution to all NYPCB employees. The Company has over 5,700 employees and has strived to do its best to peacefully resolve any labor disputes through fair, just, reasonable, and humane measures and to maintain a harmonious employer and employee relationship.

The company's labor employees have the option to freely participate in a union and run for representative without the fear of harassment, threats or retaliation. The company's labor employees can openly discuss issues regarding work with management.

The total people participating in the collective baragining gareement of the Company in 2017 were 67.5% of total employees. The Company's labor union also holds regular director and supervisor meetings, and, to avoid colleagues' doubts, the Company does not intervene in the union's practical operations and member lists. Furthermore, it will give full play to the labor union under legal and reasonable scope in order to make wide discussions on labor issues and shall implement policies after reaching an agreement and making an agenda, which considerably helps to improve employee-employer relations and the planning of labor welfare.

NYPCB closely adheres to the line of national labor specifications and international Declaration of the Rights of Man and of the Citizen, and seeks fair treatment to and respect of all employees, including:

1Providing work conditions in accordance with the government's labor related laws and regulations.

2 Offering equal work opportunities for all job seekers according to the Employment Services Act

3 Setting up complaint channels for employees when their legal rights are damaged or inappropriately handled.

4 Setting up an "Employee Rewards and Punishment Review Committee" for reviewing employees to received significant rewards or punishments.

5 Providing "Sexual Harassment Prevention, Complaint, and Punishment Measures in the Workplace" to prevent employees and job seekers from a sexual harassment work environment and to respond to any related issues.

Furthermore, no significant investment agreements or contracts relating to human rights were made in the company in 2017.



4-7 SECURITY CONTROL DYNAMICS

1 Personnel Safety

A To ensure personnel safety in campus, NYPCB has requested it employees to wear uniforms and carry ID cards to enter and exit its campus in accordance with its factory entry and exit regulations. In addition, workplace safety training is provided to contractors to help them become familiar with NYPCB's security control system. Visitors are escorted within the campus by staff members of the unit they intended to visit.

B. All security personnel shall be strictly selected through safety investigations and pursuant to stringent conditions and shall pass the administrative methods related to personnel, vehicle and article factory entering, human right policies (such as: labor ethical policies), and other training.

To prevent burglars and criminals from entering the Company's premises and endangering employee safety, emergency response drills are regularly held in the campus. Security monitoring system has also been installed around the plant gates, perimeter, and key areas. The system can monitor employees and detect abnormalities in a timely fashion and respond appropriately.

2 Supply Chain Safety

As a key parts supplier, NYPCB has ensured all raw materials used in production processes such as gold, tantalum, wolfram, tin and cobalt are in compliance with the Policy for Conflict-free Materials. The Company has required its suppliers to investigate the place of origin of materials supplied to ensure they are not obtained by non-government warlords or criminal rings, or excavated from conflict zones in the Democratic Republic of Congo or through illegal methods or smuggling. Metals exported from the Democratic Republic of Congo, Rwanda, Uganda, Burundi, Tanzania and Kenya are considered to be conflict minerals by the Policy of Conflict-free Materials. NYPCB has completed its examinations on its raw material supplies and plans to enhance raw material control within the Company to prevent conflict minerals from entering its production processes in the long run. The Company will continue protecting customer rights, abiding by the RBA code of conduct and striving to fulfill its corporate social responsibilities.

Under the backdrop of globalization, major natural disasters or accidents occurring anywhere in the world could affect NYPCB. The Company thereby pays extra attention to potential risks of its supply chain and offers timely and proactive assistance to its suppliers. NYPCB has taken the following factors into account:

A. Business continuity management plan

NYPCB has requested its main suppliers to set up contingency policies and standard reaction procedures for potential natural disasters or man-made threats that may damage their operations in order to reduce the impact from such major incidents to NYPCB. **B**. Risks exposed to natural disasters

NYPCB has identified the geographical connections between its suppliers around the world with past major disasters and accidents. The Company has reviewed and designed risk reduction plans with its suppliers and has requested them to increase the numbers of their plants. Suppliers have also been required to prepare contingency reaction policies such as making production in other countries and increasing inventory to reduce the impact of disasters and accidents.

C. Risks from the suppliers' suppliers

NYPCB requires its suppliers to manage the risks of their own supply chain and suppliers and helps them to establish a business continuity management policy to secure the stability of NYPCB's supply chain.

D. Manage IT disruption risks

NYPCB requires its suppliers to set up a remote backup system and ensure standard protection measures have been implemented on their data centers in order to reduce the impact of disasters and accidents.

In order to meet the international requirements of ISO 28000 in security management systems for supply chains and achieve the Taiwan Customs Authorized Economic Operator Certification, NYPCB has set up quidance and principles to ensure supply chain security and has provided written directives to its departments to follow. The requirements are implemented to ensure supply chain safety from receiving orders, raw material procurement, producing, processing, packaging and shipping as well as customer-related transportation, information, and logistic safety. The Company has also established a comprehensive and effective supply chain safety management system.

3 Information Security

No instance of personal information leakage, violation of privacy or leakage of client information occurred in the company in 2017. NYPCB views protecting the communication and information exchanges with its customers and partners as its most important task and has implemented a management system for confidential information for a long time. Depending on the levels of confidentiality of the information, the Company's management system preserves. views, authorizes, distributes, retrieves, and destroys its confidential information regarding Research and Development, production, sales, technological cooperation, business, outsourcing, and operation and management in order to protect customers and partners.

The Company has also continued enhancing and upgrading it information security technologies and has ensured the security of information, computer systems, and websites depending on their confidentiality, completeness and values. NYPCB also raises employee awareness in the importance of confidential information and relevant regulations through audits, consulting and educational training to ensure confidential information protection measures have been integrated into daily operation.





The creation of company culture occurs over the long term and is developed by operation principles, and, in summary, Formosa Plastics Group's operating concept is to pursue the rationalization of everything with a "diligent and simple" attitude and with "strive for perfection" as the ultimate goal. Since the objective environment is changing and nothing can ever actually reach "perfection", but through the endless pursuit of all, these principles have become the original drive force for the Company to constantly improve business performance and competitive conditions, thus achieving the purpose of "sustainable operation" and "contribution to society" based on the aim of "Take from society, and give back to society". The Formosa Plastics Group founder said "one can only hold so many things in his/her hands but if one opens the hands, he/she can hold the world." The remark stressed the importance of contributing to society which appears to be a one-way action; but in fact, people who can give more to the society will get more in return. The more they can contribute to the society, the more they can achieve. Therefore, the founder has helped many people in need with the same passion and zealousness he had while leading the Company. NYPCB has been contributing to society and engaging positively with neighboring communities. NYPCB believes that people are depending on each other, and that the one who is strong should help the weak, and the rich should help the poor. If people contribute their strengths, society and the world would be a better place to live in day by day.

5-1 NEIGHBORHOOD RELATIONS

To create a prosperous and prosperous future with the community, the Company will take the initiative to understand local people through daily visits, environmental protection and arts activities, care for disadvantaged groups in the factory area And upholds the concept of "attaching equal importance to both the environment and the economy" to promote environmental protection and community care.



Building a Bridge of Mutual Trust

To be a good neighbor, our corporation has organized good neighbor teams and volunteer teams at respective business offices of our industrial complexes. The teams are assigned to local government, environmental protection groups, local organizations, village offices, nearby households, and local residents on a regular or occasional basis to get feedback from local residents and quickly respond to the questions they raise. We make sure to answer every question in detail and take the initiative to promote our policies to our neighbors. This not only helps them to understand our intentions but also helps build harmonious relationships of mutual trust and assistance.

2 Bringing Traditional Culture to Remote Townships

We feel that continuing and promoting traditional art is very difficult due to an uneven distribution of cultural resources. In order to promote traditional arts and local culture, Gongsan plant and Lingkou plant collaborated with "Apple Theater" and "Paperwindmill Theater" and provided free-of-charge local cultural performances for local communities. The attendance at each performance exceeded 1,500 and 2,500 people respectively. The Company hopes to promote traditional culture by actively engaging the public and allowing local culture to be deeply rooted in every kid's heart through the power of plays.

3 Enhance Relationships Between Our Industrial Complexes & Local Village

To build a bridge of mutual trust between our industrial complexes and local villages, we are committed to participating in local activities in order to fully realize our business philosophy of giving back to society. Our corporation provides assistance to villager self-empowerment activities, religious activities, festival celebrations, and visits to the poor. Furthermore, aid supplies are also given to nursing homes, orphanages, and solitary seniors. In 2017, the Formosa Plastics



If the Theater Attract a Large Number of People to Watch



Audiences and Apple the Theater Actor Take Group Photo

Group and its members donated a total of NT\$ 3,934,838. In the future, we will continue to pay attention to local needs and feedback to the local community.

4 Hiking and Mountain Cleaning Activities The Company's welfare committee hosts hiking and

mountain cleaning activities, in order to contribute to the local environment. The local district offices trash assisted to clean up and transport the trash collected during the activities, which are well received by the local communities. In addition, the Company's welfare committee invited Legislator Yun-Peng Cheng and joined forces with local charitable organizations to host charitable flea markets. This demonstrated NYPC's strong spirit of giving back to the society. Moreover, through the strong participation of employees and their families, the hiking and mountain cleaning activities were able to raise environmental awareness, promote protection and preservation of the natural environment, and to build the positive corporate citizen image of the Company.



Hiking and Mountain Cleaning Activities



Group Photo of Legislator Yun-Peng Chen, Councilor Ching-Shun Hsu, District Leader Chun-Lai Chu, and the Members of the Welfare Committee

Organize an Environmental Protection Day and Adopt a Garden and River Program

The Jing Hsin campus has organized an environmental protection day since 2007. It gathers volunteers in a morning of one of the last ten days in a month to clean up the roads around the campus. In 2017, a total of 247 mebers participated in the 12 sessions held during the year. NYPCB employees wore vests and cleaned the streets around the campus including the front end of Nankan Road, and other roads around nearby communities. Some local residents have also taken a part in the cleaning day. The activity has been well-received by nearby communities and has helped promote the Company's corporate citizen image. NYPCB also adopted a triangular park in Changrong Road near the campus in 2003 and continued to adopt the Nankan River Clean Air Zone Wetlands in 2016. The Company regularly cleans, maintains, and performs other gardening activities in the park so that local residents can enjoy a clean and beautiful environment; thus, creating a harmonious atmosphere among the communities.

6 Benevolent Service

The operation of our corporation is built on the foundation of giving back to society. To promote the ethics of volunteering within our corporation, we have been providing volunteer services to local communities since our corporation was first established. We worked with certified government welfare organizations either announced by the Ministry of the Interior (MOI) or recommended by the Social Affairs Bureau (SAB) to organize welfare activities, such as providing care to underprivileged families, donating aid supplies to local seniors, providing services to educational institutes for the mentally-impaired, volunteering at nearby orphanages, participating in extracurricular school programs, and supporting early intervention plans for patients with mental and/or physical impairments. All of this has been done to ensure that those in need are provided with appropriate care. We also help vulnerable groups to apply for emergency relief and aid subsidies from the FPG Ching Pao Charitable Fund. For example, we have assisted low-income families near Linkou, Shulin, Gongsan, and Jingxing Plant to apply for the FPG Ching Pao Charitable Fund since they were unable to afford their medical bills or funeral expenses. In 2017, a total of NT\$ 396,000 was successfully applied.





Environmental Protection Volunteers Participate in Street Cleanups



5-2 CHARITY PLANS

1 Charity Club

In 2017, the NYPCB Love Club provided their services at 4 institutions for the mentally disabled (TINFUN, SHIANGYU, ARK, CANDY'S). A total of 297 employees and their family members participated in these charitable activities to serve a total of 320 mentally disabled people. Furthermore, employees have taken the initiative to recommend some new disadvantaged groups and help the Love Club expand their volunteer services. About 40 employees participated in each service. The club has also donated laundry detergent, tissues, books, and mineral water to these institutions. The heads of these institutions have expressed their gratitude and awarded NYPCB with appreciation certificates. They have also introduced their services and success. NYPCB employees have also participated in various activities, such as dumpling making, a charity haircutting service, nail art, and cleanup of the facilities, fans, and windows.



Members of the Charitable Club Visiting Guanyin Kindergarten



Colleagues and Institution Students Making Dumplings Together

2 Care for Disadvantaged Groups

Since November 2007, NYPCB's union has encouraged its members to donate money to help pay for the lunches of elementary school students from disadvantaged families in Taoyuan County. About 688 students and 17 elementary schools (such as Jing-xing Elementary School, Tong An Elementary Schoool, Nan-Mei Elementary School, Shan jiao Elementary School, Feng Shu Elementary School) have benefited from the donations, which totaled NT\$ 1,330,000. The charity has increased the number of donors and become a perfect example to draw more people to participate in charity activities.

Public Benefit Activities and Second-handItems Marketplace

In association with local public welfare organizations and nearby community activities, NYPCB plant in the northern district actively organizes charitable flea markets to raise funds for charitable foundations, spreading seeds of love and hope to every corner of the world.



Love Society Second-hand Market Activities



All the Auction Proceeds were Donated to Genesis Social Welfare Foundation



5-3 PROMOTION OF MEDICAL SERVICES

1 Chang Gung Medical System

Alerted to the lack of medical resources in Taiwan during the 1970s, the two founders of Formosa Plastics Group dedicated themselves to promoting social welfare donations and decided to establish a non-profit teaching hospital, thus officially establishing the Chang Gung Memorial Hospital in March 1973. In December 1976, Taipei Chang Gung Memorial Hospital began to provide medical services, and Linkou, Keelung, Kaohsiung, Chiayi, Taoyuan, and Yunlin Chana Guna Memorial Hospitals were formed one after another through 40 years of effort. Furthermore, these hospitals provide preventive, emergency, chronic, Chinese medicine, long-term, and community medical care. With vertical and horizontal specializations, we provide our communities with an integrated healthcare system. To take better care of cancer patients, the best proton radiation therapy center in Asia was established at Linkou Chang Gung Memorial Hospital. After completing human subject research, medical services began to be provided on October 15, 2015.

Since the establishment of Chang Gung Hospital, we have proactively recruited excellent medical care talents to nurture potential talents, continuously introduced advanced medical equipment, led public and private hospitals to expand physical facilities and updated medical equipment, and provided patients with high-quality and safe standards of care. We have had many record-setting and pioneering management achievements, including the guarantee to cover medical expenses incurred during hospitalization, doctors rejecting red envelopes, lowering the cost of dialysis, and further improving the overall quality of medical services in Taiwan. Due to the efforts of Chang Gung Memorial Hospital, the average number of hospital beds for every ten thousand citizens has increased from 19 to 69 (Source: statistics from the Ministry of Health and Welfare). The effects have even surpassed some advanced countries, such as Great Britain and the United States

The Chang Gung Memorial Hospitals have evolved into one of Taiwan's largest scale hospital networks, and their extraordinary medical equipment and service are the equal of first-tier hospitals around the world. As of 2016, they are operating 9,000 open beds, with 23,000 employees, and have served more than 9.1 million emergency and outpatient visitors, as well as over 298,000 in-patient admissions (average patients: 31,500 / day), proving that Chang Gung Memorial Hospital has become one of the most trustworthy hospitals in Taiwan.

2 Local and Overseas Medical Care A. Emergency medical services

Chang Gung Memorial Hospital assists the government by providing medical preparedness and responses to major disasters. All facilities have been designated by the government as area disaster response centers in order to facilitate local disaster response and training. Over the years, they have participated in many rescue operations and have been designated by the Ministry of Health and Welfare as vital emergency aid hospitals. For example, on the night of June 27, 2015 where the Formosa Fun Coast explosion took place, Linkou Chang Gung Hospital immediately launched a large-scale wounded mobilization mechanism while dispatching emergency medical aid to save and hospitalize a total of 63 victims, giving full play to the emergency rescue capacity.

B. Medical assistance to the underprivileged

Chang Gung Memorial Hospital provides necessary medical aid to regions where medical resources are largely deprived. Long-term medical assistance to rural areas are fully listed below:

Branch	Year of Participation	Region Assisted
Linkou Chang Gung Memorial Hospital	From 2013 till today	Kinmen Fuxing District, Taoyuan City

Kaohsiung	From 2001 till today	 Liugui District, Maolin District, Neimen District, and Sanmin District, Kaohsiung City Mudan Township, Sandimen, and Xiaoliuqiu, Pingtung County Wang-an Township, Penghu Court
Chang Gung Memorial	From 2009 till today.	8 medically-deprived villages located in Jiaxian District and Shanlin District, Kaohsiung City
Hospital	From 2011 till today.	Communities in remote or indigenous villages.
Keelung Chang Gung Memorial Hospital	From 2009 till today.	Medically deprived villages such as Meifeng Village in Gongliao District and Shulang Village, Nanshan Village, Baishi Village and Coastal Tribes in Pingxi District, New T
Chiqui	From 2012 till today.	Medically deprived villages such as Budai Township, Chiayi District
Chana	From 2016	Alishan Township,
Gung Memorial	till today.	Chiayi District
riospitai	From 201	Remote townships in
	till today.	Chiayi County
All Branches	From the first foundation till today.	All districts • F around Taiwan.

Medical Assistance Provided

In association with Kinmen Hospital and Ton-Yen General Hospital, some medical staff were stationed in Kinmen District to reduce the medical referrals from Kinmen to Taiwan over the years.

In association with Saint Paul's Hospital, the Public Health Center in Fuxing District has dispatched a number of medical personnel to provide medical services at the 24-hour outpatient clinic and emergency department. Operations grow gradually each year, and more specialization clinics have been established (gynecology, pediatrics, ophthalmology, gastrointestinal hepatobiliary, Chinese medicine acupuncture, orthopedics). Medical services such as dental clinics, health awareness promotion at church, children's mental state screening, health management, health screening, cardiovascular disease case management and tuberculosis screening, etc., served 6,600 people annually.

Regular free medical clinic and health promotion.

ity

Providing medical service tours, holding health education seminars, and performing cancer screenings.

A long-term community healthcare center was established so that medical practitioners specializing in integrated rehabilitation, family medicine, Chinese medicine, nutrition, nursing, physical therapy, and occupational treatments can provide fixed and home-based integrated medical services.

On a regular basis to send physicians to the clinic, Served more than 3,500 people each year.

Taipei City.

Mobile medical service.

Support the establishment of holiday emergency medical stations to provide local residents with medical services, health education services, and disease prevention educational services. Emergency medical services were also provided to wounded tourists.

To support the long-term care 2.0 policy, the Company set up a three-in-one service including daycare centers, home care, and referral system in order to provide comprehensive medical care to the minorities and elderly in the communities.

Neonatal referral center

Providing care services to special underprivileged groups. For example, providing tattoo removal services to juvenile under protection penalty, assisting youngsters who have gone astray to return to society, providing health management and life care services to orphans at the orphanage, visiting solitary seniors who live alone in the community, recruiting mouth and foot painters, and setting up blind massage stations to increase job opportunities for the physically or mentally handicapped.

C. International medical assistance and diplomacy

Branch	Targeted Countries	Service Content
	67 countries around the world	From 2014 to 2017, a total of 836 foreign medical personnel wer trained.
	27 countries, including 17 developing countries.	From 2014 to 2017, 139 cleft palate-craniofacial team members were trained (45 of whom are from developing countries).
Linkou Chang Gung Memorial Hospital	Cambodia, China, the Philippines, and 8 other Countries	Assisted in the establishment of 19 craniofacial medical centers.
	Cambodia, Indonesia, and Myanmar	In 2011, the "International Medical Volunteer Platform" was officially established so that our employees can participate in medical volunteering services in Southeast Asian countries. 13 trips were arranged with 165 participating employees having served 7,621 local residents. Indonesia, Cambodia, and Myanmar
	Vietnam, Qingdao, Mongolia, Indonesia, Cambodia, Myanmar	From 2014 to 2017, emergency treatments such as free cleft palate-craniofacial care and humanitarian relief.
	Guatemala	Since 2010, we have been training doctors from different departments as well as liver transplant physicians. In 2012, a "National Organ Transplant Center" was officially established.
Kaohsiung Chang	38 countries globally	From 2013 to 2017, 188 foreign medical professionals were trained.
Chang Gung Memorial Hospital	Vietnam, Cambodia, Myanmar, Nepal and Mongolia, etc.	*The cleft palate-craniofacial team from the plastic surgery department teamed up with the Noordhoff Craniofacial Foundation to perform free medical care in developing countries and to generate local institutions' interests for further cooperation. * From 2012 to 2017, the company arranged medical professionals to support the foundation's mission of medical volunteering work in foreign countries.
Chiayi Chang Guna	Cambodia, Indonesia, Myanmar	In 2011, the "International Medical Volunteer Platform" was officially established so that our staff members could provide local residents and school students with health examinations, free clinics, and health education services out of their own pocket during holidays.
Memorial Hospital	Cambodia	Since 2016, ophthalmologists are sent on trips to Cambodia for medical volunteering work and English medical seminars and volunteer prep courses.

D. Welfare services and medical subsidies

Chang Gung Memorial Hospital sets aside a fixed portion of its monthly revenue and donations from the community to its social charity funds for community welfare services, including the donation of cochlear implants, an umbilical blood bank subsidy, deep brain stimulation treatments, and so on. Medical subsidies are given to the poor and disabled to provide them with equal access to medical services. Many lives have been saved among the indigenous population. Meanwhile, patient forum activities, community services, and organ donation campaigns are held in order to promote the welfare of the larger community. In 2017, medical subsidies surpassed NT\$ 530 million. As of today, the figure has reached NT\$ 8.13 billion.

E. Health promotion - community services

Since the number of people with chronic illness has increased in our country, Chang Gung Medical Hospital has acted according to national policies and conducts various free health counseling sessions, preventive services and screenings, and health promotion events every year. These community events help local residents to identify health issues prior to experiencing advanced complications and thus allows them to seek treatment at an early stage.

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Community Health Promotion and Lecture Activities

ltem	2013	2014	2015	2016	2017
Number of Activities	1,846	1,345	1,373	1,088	1,414
"Number of People Served"	116,939	106,321	117,418	185,961	221,457
"Expense (in NT\$ 10,000)"	1,163	1,426	2,138	3,159	2,632

3 Plant Health Promotion Activities

In association with the Chang Gung Medical Care System, our Company makes good use of the hospital resources and arranges several health promotion activities at our industrial complexes so that our colleagues are updated with the latest healthcare and medical information to help them maintain their good health. By striving for a perfect balance between daily work and personal health, our employees are leading better lives in terms of safety and quality.

- A Physical examinations for our employees(once a year) B Four major cancers screening for our employees (once a year)
- C Professional nutritionists from Chang Gung Memorial Hospital were invited to design healthy menus for our employees (once a month).
- D Medical physicians from Chana Guna Memorial Hospital were invited to be stationed at our industrial complexes to provide our employees with medical consultation services (4 times each week). Public health education information from Chang Gung Memorial Hospital was provided to our employees to
- ensure their healthy habits.
- Chang Gung Monthly Medical Journal was printed every month to provide our employees with the latest health information (1 journal per month).
- 😉 Lectures about the '4 Major Cancers Screening' and '3 Highs' (high blood pressure, high blood sugar, and high blood cholesterol) prevention were delivered at our industrial complexes.

5-4 EDUCATION UNDERTAKING

1 Founded Three Schools

In order to cultivate the special talents in the industrial field, FORMOSA Plastics Corporation established Ming Chi Technical College (Ming Chi University of Technology now) in 1963, and established Chang-Gung Medical University (Chang-Gung University now) and Chang-Gung Institute of Nursing (Chang-Gung University of Technology now) in 1987 and 1988 successively along establishment of Chang-Gung Medical University in 1976 in order to cultivate the outstanding medical talents. Three universities take "Be diligent and plain" as motto and implements cooperative education and work-and-study internship system to cultivate the independence and hardworking of the students and achieve the objective of theory combining with practices while training the special talents having outstanding knowledge and skills.

2 Help the Native Young People to Receive Education and Find the Jobs

In order to care for the native vulnerable groups, FORMOSA Plastics Corporation has been sparing no effort to help the native students to receive education to acquire the professional skill since 1995. Chang-Gung University of Technology recruits native young girls to receive the courses with major of nursing in order to train the professional nursing personnel, then Ming Chi University of Technology starts the technical training class for native people and special technical and vocational class for native people to help the native young people not continuing their study in school to train their employability and offer the opportunity to receive education to the students wanting to continue study. Moreover, in order to make the native students to study wholeheartedly, two founders donate to pay all tuition and incidental fees during the students' school years; at the same time, the two founders

offer the work-and-study internship opportunity in order to lighten their financial burden; and the total number of students receiving the benefit has exceeded 5400 so far, and the total amount of grant money has also exceeded TWD1.7 billion.

School	Class type	Number of people receiving the benefit	Amount of grant money
Chang-Gung University of Technolog	Professional nursing class for native people	3,596 persons	About TWD 1.27 billion
Ming Chi University of Technology	Technical training class for native people Professional class of five-yea program for native people Professional class of high-lev industrial program for native Professional class of four-yea technical college for native	1,783 persons ar vel a people ar people	About TWD 4.3 billion





Appendix 1 Global Reporting Initiative ,GRI Standards 2016(GRI Standards Comparison List)

GRI	Disclosure			,	
Standard Number	Number	Disclosure Title	Reference chapter	Page	Comment
	102-1	Name of the organization	1.1 Corporate profile	09	
	102-2	Activities, brands, products,	1.2 Market position	10	
		and services	1.4 Major products and R&D	12	
			2.1 Governance overview (4)Follow corporate regulation	32	
	102-3	Location of headquarters	1.1 Corporate profile	09	
	102-4	Location of operations	1.1 Corporate profile	09	
	102-5	Ownership and legal form	1.1 Corporate profile	09	
	102-6	Markets served	1.2 Market position	10	
	102-7	Scale of the organization	1.1 Corporate profile	09	
		-	1.2 Market position	10	
			2.2 Financial performance	34	
	102-8	Information on employees and other workers	4.1 Employment	59	
	102-9	Supply chain	2.6 Supplier and contractor management	36	
	102-10	Significant changes to the organization and its supply chain	About the report	04	
GRI 102	102-11	Precautionary Principle or	2.1 Governance overview	70	
General		approach	(4) Follow Corporate Regulation	32	
2016			(6) Internal Audits (8) Employee Behaviors and Code	32 33	
2010			of Ethical Conduct		
	102-12	External initiatives	1.6 Participating organization and standard	17	
	102-13	Membership of associations	1.6 Participating organization and standard	17	
	102-14	Statement from senior decision-maker	Message from the Chairman	06	
	102-15	Key impacts, risks, and opportunities	1.3 Prospect, opportunities, and challenges to the industry	11	
	102-16	Values, principles, standards, and norms of behavior	2.1 Governance overview (9)Anti-corruption	33	
	102-17	Mechanisms for advice and concerns about ethics	2.1 Governance overview	29	
	102-18	Governance structure	2.1 Governance overview (1)Operation of board of directors	29	
	102-20	Executive-level responsibility for economic, environmental, and social topics	About the report	04	
	102-21	Consulting stakeholders on economic, environmental, and social topics	1.7 Stakeholder dialogue	17	
	102-23	Chair of the highest governance body	2.1 Governance overview (1)Operation of board of directors	29	

GRI Standard Number	Disclosure Number	Disclosure Title	Reference chapter	Page	Comment
	102-26	Role of highest governance body	About the report -Methods	05	
		in setting purpose, values, and strategy	 1.1 Corporate profile 2.1 Governance overview 	09	
		3,	(1) Operation of board of directors	29	
	102-27	Collective knowledge of highest governance body	4.6 Human rights	69	
	102-32	Highest governance body's role in sustainability reporting	2.1 Governance overview	29	
	102-37	Stakeholders' involvement in remuneration	4.2 Salaries and welfare	60	
	102-40	List of stakeholder groups	1.7 Stakeholder dialogue	17	
	102-41	Collective bargaining agreements	4.6 Human rights	69	
	102-42	Identifying and selecting stakeholders	 1.7 Stakeholder dialogue 1.1 Corporate profile 	17 19	
	102-43	Approach to stakeholder engagement	1.7 Stakeholder dialogue	17	
GRI 102 General	102-44	Key topics and concerns raised	1.7 Stakeholder dialogue	17	
Disclosures			1.8 Identification of Major Issues	19	
2016	102-45	Entities included in the consolidated financial statements	1.1 Corporate profile	09	
	102-46	Defining report content and topic Boundaries	1.8 Identification of Major Issues	19	
	102-47	List of material topics	1.8 Identification of Major Issues	19	
	102-48	Restatements of information	No Restatements	_	
	102-49	Changes in reporting	No significant change	—	
	102-50	Reporting period	About the report	04	
	102-51	Date of most recent report	About the report	04	
	102-52	Reporting cycle	About the report	04	
	102-53	Contact point for questions regarding the report	About the report	04	
	102-56	External assurance	Appendix 4 Assurance	90	
	103-1	Explanation of the material	1.8 Identification of Major Issues	19	
GRI 103	107.0	topic and its Boundary	3.2 Environmental accountability	43	
Management Approach	103-2	The management approach and its components	1.9 Major Issues and Manage Strategies	22	
2016	103-3	Evaluation of the management approach	1.8 Identification of Major Issues	19	
GRI 201	201-1	Direct economic value	2.1 Governance overview	34	
Economic Performance 2016		Generated and distributed	4.2 Salaries and weltare5.2 Charity plans	60 75	

GRI Standard Number	Disclosure Number	Disclosure Title	Reference chapter	Page	Comment
GRI 201	201-2	Financial implications and other risks and opportunities due to climate change	 Message from the Chairman 3.2 Environmental accountability 3.4 Protecting the environment around factories (4) Examination and reduction of greenhouse gas emission of director 	06 43 44 50	
Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	4.2 Salaries and welfare	60	
	201-4	Financial assistance received from government	The Company has complete financial status and received no financial support from the government in 2017	_	
GRI 202 Market Presence 2016	202-2	Proportion of senior management hired from the local community	4.1 Employment(3) Local supervisory proportion	60	
GRI 203 Indirect	203-1	Infrastructure investments and services supported	5.1 Neighborhood relations	73	
Economic Impacts 2016	203-2	Significant indirect economic impacts	5.1 Neighborhood relations	73	
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	2.6 Supplier and contractor management(1) Supplier Management	36	
	205-1	Operations assessed for risks related to corruption	2.1 Governance overview(4) Follow corporate regulation(8) Employee Behaviors and Code of Ethical Conduct(9) Anti-corruption	32 33 33	
GRI 205 Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	 2.1 Governance overview (4) Follow corporate regulation (8) Employee Behaviors and Code of Ethical Conduct (9) Anti-corruption 	32 33 33	
	205-3	Confirmed incidents of corruption and actions taken	2.1 Governance overview(4) Follow corporate regulation(8) Employee Behaviors and Code of Ethical Conduct(9) Anti-corruption	32 33 33	
GRI 206 Anti-competitiv Behavior 2016	206-1 /e	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	 2.1 Governance overview (8) Employee Behaviors and Code of Ethical Conduct ** The Company did not have any lawsuit related to anti-competitive behavior, antitrust, and monopoly behavior in 2016 	33	
GRI 301	301-2	Recycled input materials used	The Company did not useRecycled input materials in 2017	_	
Materials 2016	301-3	Reclaimed products and their packaging materials	 3.4 Protecting the environment around factories (5) Green supply chain F. RoHS regulations and product packa 	54 ging	

GRI Standard Number	Disclosure Number	Disclosure Title	Reference chapter	Page	Comment
GRI 302	302-1	Energy consumption within the organization	 3.3 Water and energy conservation and Greenhouse gas reduction (1) Environmental Data (2) Improve energy management and reduce energy consumption 	44 45	
Energy 2016	302-3	Energy intensity	3.3 Water and energy conservation and Greenhouse gas reduction(2) Improve energy management and reduce energy consumption	45	
	302-4	Reduction of energy consumption	3.4 Protecting the environment around factories(5) Green supply chain	53	
	303-1	Water withdrawal by source	3.3 Water and energy conservation and Greenhouse gas reduction(3) Water resource management and water conservation	46	
GRI 303 Water 2016	303-2	Water sources significantly affected by withdrawal of water	3.3 Water and energy conservation and Greenhouse gas reduction(3) Water resource management and water conservation	46	
	303-3	Water recycled and reused	3.3 Water and energy conservation and Greenhouse gas reduction(3) Water resource management and water conservation	46	
GRI 304 Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	3.5 Greening and tree-planting activities around factories(The Company's factories are not located in ecological preservation areas)	56	
	304-2	Significant impacts of activities, products, and services on biodiversity	3.5 Greening and tree-planting activities around factories(The Company's factories are not located in ecological preservation areas)	56	
	304-3	Habitats protected or restored	3.5 Greening and tree-planting activities around factories(The Company's factories are not located in ecological preservation areas)	56	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	3.5 Greening and tree-planting activities around factories(The Company's factories are not located in ecologica preservation areas)	56 al	
	305-1	Direct (Scope 1) GHG emissions	3.4 Protecting the environment around factories(4) Examination and reduction of greenhouse gas emission	50	
	305-2	Energy indirect (Scope 2) GHG emissions	3.4 Protecting the environment around factories(4) Examination and reduction of greenhouse gas emission	50	
GRI 305 Emissions 2016	305-4	GHG emissions intensity	3.4 Protecting the environment around factories(4) Examination and reduction of greenhouse gas emission	50	
	305-5	Reduction of GHG emissions	3.4 Protecting the environment around factories(4) Examination and reduction of greenhouse gas emission	50	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	3.3 Water and energy conservation and Greenhouse gas reduction(1) Environmental Data	44	
GRI 306	306-1	Water discharge by quality and destination	3.4 Protecting the environment around factories(2) Water pollution prevention	49	
Waste 2016	306-2	Waste by type and disposal method	3.4 Protecting the environment around factories(3) Waste management	50	

GRI Standard Number	Disclosure Number	Disclosure Title	Reference chapter	Page	Comment
GRI 306	306-3	Significant spills	3.1 Commitments to environmental sustainability(2) NYPCB environmental protection historia	42 ory	
Waste 2016	306-5	Water bodies affected by water discharges and/or runoff	3.4 Protecting the environment around factories(2) Water pollution prevention	49	
GRI 307 Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	3.1 Commitments to environmental sustainability(2) NYPCB environmental protection historia	42 ory	
GRI 308 Supplier	308-1	New suppliers that were screened using environmental criteria	2.6 Supplier and contractor management	36	
Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	2.6 Supplier and contractor management	36	
GPL 401	401-1	New employee hires and employee turnover	4.1 Employment(2) New employees by age and region	60	
Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employ	4.2 Salaries and welfare ees	60	
	401-3	Parental leave	4.2 Salaries and welfare	60	
GRI 402 Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	4.6 Human rights(No latest date has yet been set)	69	
	403-1	Workers representation in formal joint management-worker health and safety committees	3.1 Commitments to environmental sustainabilityA. Organization Chart and Responsibility of the EHS Unit	41	
GRI 403 Occupational	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	 5 Employee wellness program (4) Statistic of occupational disasters and accidents and the effect of health and safety management 	69	
Health and Safety 2016	403-3	Workers with high incidence or high risk of diseases related to their occupation	4.5 Employee wellness program(1) Improve the health and wellness of employees(2) Contingency plan for infectious disease	65 66 ses	
	403-4	Health and safety topics covered in formal agreements with trade unions	No health or safety-related topics can be found in the NYPCB union agreement		
	404-1	Average hours of training per year per employee	4.3 Training system(2) Employee training and advanced courses	64	
GRI 404 Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	4.3 Training system	64	
2016	404-3	Percentage of employees receiving regular performance and career development reviews	4.3 Training system	64	
GRI 405 Diversity and	405-1	Diversity of governance bodies and employees	4.1 Employment(1) 2017 NYPCB Human Resources Structure	59	
Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men	4.2 Salaries and welfare (1) Employee Salaries	60	
GRI 406 Non-discrimi- nation 2016	406-1	Incidents of discrimination and corrective actions taken	4.2 Salaries and welfare (1) Employee Salaries	60	

GRI Standard Number	Disclosure Number	Disclosure Title	Reference chapter	Page	Comment
GRI 407 Freedom of Association and Collective Bargaining 20	407-1 16	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2.6 Supplier and contractor management4.6 Human rights	36 69	
GRI 408 Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.6 Supplier and contractor management4.6 Human rights	36 69	
GRI 409 Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.6 Human rights	69	
GRI 410 Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	4.7 Crisis management	70	
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	4.6 Human rights (The company had no related to aborigines' rights infringement and measures adopted by the organization)	69	
GRI 412	412-2	Employee training on human rights policies or procedures	4.6 Human rights	69	
Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights scree	4.6 Human rights ening	69	
GRI 413 Local	413-1	Operations with local community engagement, impact assessments, and development programs	5.1 Neighborhood relations	73	
Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	The Company had no significant or potentially negative influence on the local community in 2017	_	
GRI 414 Supplier	414-1	New suppliers that were screened using social criteria	2.6 Supplier and contractor management(1) Supplier Management	36	
Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	2.6 Supplier and contractor management	36	
GRI 415 Public Policy 2016	415-1	Political contributions	 2.1 Governance overview (4) Follow Corporate Regulation (7) Employee Behaviors and Code of Ethical Conduc (The Company is free of political contribution donations in 2017.) 	32 33	
GRI 416 Customer	416-1	Assessment of the health and safety impacts of product and service categories	3.4 Protecting the environment around factories(4) Green supply chain	53	
Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	The Company had no violation in 2017	_	
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	2.5 Customers3.4 Protecting the environment around factories(4) Green supply chain	35 53	

GRI Standard Number	Disclosure Number	Disclosure Title	Reference chapter	Page	Comment
GRI 417 Marketing	417-2	Incidents of non-compliance concerning product and service information and labeling	The Company had no violation in 2017	—	
and Labeling 2016	417-3	Incidents of non-compliance concerning marketing communications	The Company had no violation in 2017	_	
GRI 418 Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer da	The Company had no violation in 2017 ta	_	
GRI 419 Socioeconomia Compliance 2016	419-1 c	Non-compliance with laws and regulations in the social and economic area	2.3 Internal control The Company did not have any sanctions due to violation of laws or regulations in 2017	34	



Appendix 2: Comparison Table for ISO 26000 Articles

Major issue	Corresponding section in 2017report		Page	Comments
Organization management	Decision-making and implementation system for target delivery	2. Governance	29	
	Conventional check	22. Governance	29	
	Risky position of human rights	4.6 Human rights	69	
	Prevent accomplices	2. Governance	29	
	Solve complaints	4.6 Human rights	69	
Human rights	Discrimination and disadvantaged group	4.6 Human rights	69	
	Citizen and political rights	4.6 Human rights	69	
	Economic society and cultural rights	4.5 Employee wellness program	65	
	Basic work rights	4.5 Employee wellness program	65	
	Employment and employment relations	4.1 Employment	59	
	Work conditions and social protection	4.5 Employee care	65	
	Social dialogue	1.7 Stakeholder dialogue	17	
Labor practice		1.8 Identification of Major Issues	19	
	Work health and safety	4.5 Employee wellness program	65	
	Labor development and training	4.3 Training system	64	
	Pollution prevention	3. Environmental sustainability	41	
	Sustainable resource utilization	Message from the Chairman	06	
Environment	Climate change relief and adaptation	Message from the Chairman	06	
	Natural environment protection and restoration	3.4 Protecting the environment around factories	48	
	Anti-corruption	2.1 Governance overview (4) Follow Corporate Regulation	32	
	Responsible political participation	_	Not polit	involved in any tical activity
Fair business	Fair competition	2.1 Company management(4) Follow Corporate Regulation	32	
practice	Promote influence circle's social	2.5 Customers	35	
	responsibility	management	36	
		5. Charity	73	
	Respect intellectual property rights	_	Th — re pr	e Company spects intellect operty rights
	Fair marketing, information, and contract practice	2.1 Company management (4) Follow Corporate Regulation	32	
Consumer issues	Protect consumer's health and safety		Do ar to	pes not provide ny final product consumers
issues	Sustainable protection		Do ar to	oes not provide ny final product consumers

Major issue	Corresponding section in 2017report		Page	Comments
Consumer issues	Consumer service, support and complaint settlement	2.5 Customers	35	
	Consumer data protection and privac y.			Does not provide any final produc to consumers
	Provide necessary service	1.4 Major products and R&D	12	
	Education and new knowledge	1.4 Major products and R&D	12	
	Community participation	5. Charity	73	
	Education and civilization	5. Charity	73	
Community	Employment creation	Message from the Chairman	06	
participation	Science and technology development	5. Charity	73	
development	Create wealth and revenue	5. Charity	73	
	Health	4.5 Employee wellness program	65	
	Responsible investment	5. Charity	73	

Appendix 3: Comparison Table for United Nations Global Compact

Category	Ten principles	Corresponding section in 2017 report	Page	Comments
Human rights	Business circles shall support and respect internationally recognized human rights	4.6 Human rights	69	
	Guarantee and does not associate with violators of human rights	4.6 Human rights	69	
	Business circles shall support freedom of association and actually recognize the right of collective bargaining	4.6 Human rights	69	
Labor standards	Eliminate all forms of forced labor	4.6 Human rights	69	
	Actually abolish child labor	4.6 Human rights	69	
	Eliminate employment and occupational discrimination	4.6 Human rights	69	
	Business circles shall support the adoption of preventive methods to protect the environment	3. Environmental sustainability	41	
Environment	Act on their own initiative in promoting the most responsible things to do for the environment	3. Environmental sustainability	41	
	Encourage the development of and promote environmentally friendly technology	3.4 Protecting the environment around factories(4) Green supply chain	54	
Anti- corruption	Business circles shall try their best to fight again all forms of corruption, including extortion and bribery	2.1 Company management(9) Anti-corruption	33	

INDEPENDENT ASSURANCE OPINION STATEMENT

2017 Nan Ya Printed Circuit Board Corporation Corporate Social Responsibility Report

The British Standards Institution is independent to Nan Ya Printed Circuit Board Corporation (hereafter referred to as Nan Ya PCB in this statement) and has no financial interest in the operation of Nan Ya PCB other than for the assessment and assurance of this report.

This independent assurance opinion statement has been prepared for Nan Ya PCB only for the purposes of assuring its statements relating to its corporate social responsibility (CSR), more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by Nan Ya PCB. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Nan Ya PCB only.

Scope

The scope of engagement agreed upon with Nan Ya PCB includes the followings:

- 1. The assurance scope is consistent with the description of 2017 Nan Ya Printed Circuit Board Corporation Corporate Social Responsibility Report.
- 2. The evaluation of the nature and extent of the Nan Ya PCB's adherence to all three AA1000 AccountAbility Principles in this report as conducted in accordance with type 1 of AA1000AS (2008) assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the 2017 Nan Ya PCB Corporate Social Responsibility Report provides a fair view of the Nan Ya PCB CSR programmes and performances during 2017. The CSR report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the Nan Ya PCB and the sample taken. We believe that the 2017 economic, social and environmental performance information are fairly represented. The CSR performance information disclosed in the report demonstrate Nan Ya PCB's efforts recognized by its stakeholders.

Our work was carried out by a team of CSR report assurors in accordance with the AA1000 Assurance Standard (2008). We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that Nan Ya PCB's description of their approach to AA1000 Assurance Standard and their self-declaration of 'in accordance' with the GRI Standards(2016): the Core option were fairly stated

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities: - review of topics raised by external parties that could be relevant to Nan Ya PCB's policies to provide a

- check on the appropriateness of statements made in the report.
- discussion with managers and staffs on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 6 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, materiality and responsiveness as described in the AA1000 AccountAbility Principles Standard (2008).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality and Responsiveness and the GRI Standards(2016) is set out below:

Inclusivity

This report has reflected a fact that Nan Ya PCB has continually made a commitment to its stakeholders, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. The reporting systems are being developed to deliver the required information. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the Nan Ya PCB's inclusivity topics.

Materiality

Nan Ya PCB publishes sustainability information that enables its stakeholders to make informed judgements about the company's management and performance. In our professional opinion the report covers the Nan Ya PCB's material topics.

Responsiveness

Nan Ya PCB has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for Nan Ya PCB is developed and provides the opportunity to further enhance Nan Ya PCB's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the Nan Ya PCB's responsiveness topics. However, the future report should be further enhanced by the following areas:

- Encouraging to work towards a type 2 of AA1000AS (2008) engagement with a view to providing the reliability of sustainability performance information that stakeholder concerns

GRI Sustainability Reporting Standards (GRI Standards)

Nan Ya PCB provided us with their self-declaration of 'in accordance' with the GRI Standards(2016): the Core option (For each material topic covered by a topic-specific GRI Standard, comply with at least one topic-specific disclosure). Based on our review, we confirm that social responsibility and sustainable development disclosures with reference to the GRI Standards' disclosures are reported, partially reported or omitted. In our professional opinion the self- declaration covers the Nan Ya PCB's social responsibility and sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000 Assurance Standard (2008) in our review, as defined by the scope and methodology described in this statement.

Responsibility

This CSR report is the responsibility of the Nan Ya PCB's CEO as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead Auditors experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO14001, OHSAS18001, ISO14064 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu Managing Director BSI Taiwan 04 May, 2018



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AA1000 Licensed Assurance Provider



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