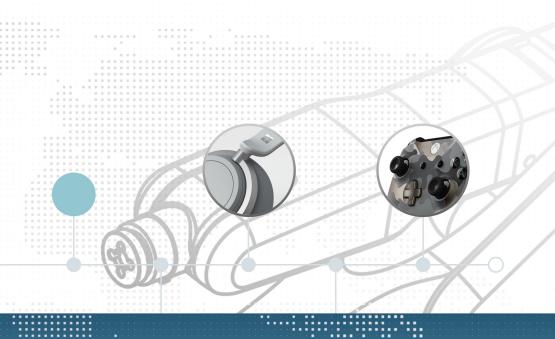




Corporate Social Responsibility Report





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#### Scope of the Report

This report was published in June 2020, and all disclosures covered the performance of Foxlink from January 1, 2019 to December 31, 2019 in Corporate Social Responsibility (CSR). The internal boundary includes Taiwan's headquarter and mainland factories and the external boundary includes the local community government, supply chain, etc.

#### The list is as follows:

Headquarter	Taiwan	Headquarter in Tucheng				
Plants	Mainland	South-China Plant, Kunshan Plant, Xuzhou Plant, Ma'anshan Plant, Nanchang Plant				
This Report does not include subsidiaries publicly listed or otherwise. Exceptions, if any, are noted accordingly in this report.						

This is the fifth published CSR Report of Foxlink. In addition to meeting international standards and the requirements of customers and investors, this Report discloses non-financial information not presented in the annual financial report. The contents cover the achievements of Foxlink in economic, social, and environmental issues in 2019.

#### Reporting Guidelines

This Report was compiled based on the guidelines of the Global Reporting Initiative, GRI Standards and Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies, It discloses Foxlink's strategies, goals, and policies on the sustainability issues. Please see the appendix for details on the KPIs of Foxlink's CSR practice.

#### Reporting Cycle

Cheng Uei Precision Industry Co., Ltd. publishes the CSR Report periodically on Foxlink's official website.

The 2019 CSR Report is scheduled for publication in June 2020.

The 2020 CSR Report is scheduled for publication in June 2021.

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# Message from the Chairman

"Corporate social responsibility" is vital for the corporate sustainable development. With the principles of sincerity, foresight and responsibility, Foxlink establishes healthy and long-term business relationship with customers, suppliers and other stakeholders, meeting the operational expectations of all stakeholders with positive social performance, as well as fulfilling the requirements of social responsibilities in terms of social contribution, supply chain management, environmental protection and the maintenance of a healthy and safe working environment.

In this situation of economic globalization and rapid transformation, Foxlink follows the rule of "the only constant is change", assesses the situation carefully, adjusts the product mix and strengthens the automatic production capacity continuously, and also improves its core competitiveness, makes precise plans and builds the "world factory" by using the mould 4.0. Since 2016, we introduced our self-developed robot arm and built the automatic production line actively, expanding the products from consumer electronics to medical equipment, automotive electronics, high-speed telecommunication networks, etc.

In the last two years, Foxlink started promoting industrial localization in Ma'anshan and Xuzhou plants, built more offices in Myanmar and India and continued to promote the growth and strength of all offices around the world. With the business expansion of Foxlink, our social responsibility management will expand to more countries and regions. Following the rules of Responsible Business Alliance (RBA) Code of Conduct, we will continue to put people first, be concerned about the well-being of employees, protect the ecological environment and build a healthy and safe working environment; continue to implement the policy of co-construction and co-prosperity, forming a harmonious partnership with customers, supply chains, communities, etc. In 2019, the requirements of social responsibility were conveyed to 131 suppliers through on-site audit, documentation reviews and other means. Meanwhile South-China plant and Kunshan plant joined the "zero waste landfill" project and were given the zero landfill certificate by UL certification and the platinum accreditation by customers.

We hope that through this report, we can show Foxlink's efforts and social performance during 2019 to all stakeholders and the public, as well as spread the sustainable development concept of "Social responsibility is everybody's concern and business" to more people.





# Sustainable Development





# Foxlink's Declaration of Corporate Social Responsibility

#### Our Promise

The business philosophy of Foxlink Group is sincerity, foresight and responsibility, and to fulfill the social responsibilities of the company. In order to pursue the growth of business operations, meanwhile, we always work hard to maintain public welfare and sustainable development of environmental and ecological balance. The company is committed to and affirmed its commitment to promoting Corporate Social Responsibility (CSR), and by establishing ways to fulfill internal corporate responsibility and periodically reviews the effectiveness of implementation in order to fully implement standards of Responsible Business Alliance (RBA) Code of Conduct and at the same time, suppliers who provide related services or products are required to support the policies and behavior standards of corporate social responsibility and conduct unscheduled social responsibility audits to suppliers. Our issues of concern include:

- Respect the human rights of workers, including all formal workers, short-term workers, temporary workers, interns and any other type of workers, and ensure that the following standards are met: respect workers' freedom, prohibit use of children, prohibit discrimination in any form, prohibit any inhuman treatment and prohibit any form of forced labors. Protect women rights and health, provide wages, benefits and working hours in accordance with local laws and regulations, and provide the freedom of association for workers.
- Provide safe and healthy working and living conditions, including safeguarding the occupational safety of workers, providing emergency preparedness plans, managing occupational injuries and diseases, controlling sources of danger, assessing and controlling the work influences of specific physical requirements on labor, making risk assessment to the machine, maintaining public health and providing clean canteen and dormitories.
- Undertake environmental responsibility, minimize the adverse impacts on the society, environment and natural resources during manufacturing, and protect the health and safety of the public. And ensure that the following standards are met: obtain necessary environmental permits and reports, prevent pollution, conserve resources, control the disposal procedures of chemical and hazardous materials, control the disposal procedures of wastewater and solid waste, control the disposal procedures of waste gas, and comply with relevant laws and regulations in product content control.
- Follow the highest standards of ethical requirements, including incorruptible management, zero illegal gains, disclosure of business and financial information in accordance with applicable laws, compliance with anti-corruption laws (such as FCPA) during transactions, respecting intellectual property rights, implementing fair trade advertising and competition standards, keep the identity of whistleblowers in strict confidentiality, having responsible attitude in the procurement of minerals, protecting the personal data of all business contacts and complying with privacy and information security regulations, and instituting protective procedures to prevent retaliation.
- Establish appropriate management systems, including that the commitments to social environmental responsibility policies, defining management responsibilities and checking periodically, monitoring and understanding applicable laws and customer requirements, instituting risk assessment and risk management processes, setting goals for improvement and conducting regular assessments, making training plans and developing procedures to communicate with the labor.

According to the Manual of Labor and Ethics Management, each plant area should appoint its manager as the social responsibility management representative of this plant. The social responsibility management department of each plant is responsible for the coordinating, and should report to the management representatives on the implementation of relevant policies and strategies in terms of labor, environment and economy, etc.





# Interested Party Identification and Communication

#### Interested Party Communication

We have determined that shareholders, investors, customers, employees, suppliers, community /government are the interested parties according to social responsibility practices and also on the basis of the six criteria of the Stakeholder Participation Standard (AA1000SES), i.e. sense of responsibility, influence, nearness, dependence, representativeness, policy and strategic intent. Foxlink responds to issues of concern to stakeholders through various channels and methods, and strives to translate their expectations into internal strategies or management policies to promote the sustainable development of labor, environment and economy.

Major interested parties	Issues of concern	Means of communication/response
Shareholders and investors	<ul> <li>Market image</li> <li>Investment</li> <li>Economic performance</li> <li>Laws and regulations</li> <li>Customer health and safety</li> <li>Anti-Corruption</li> <li>Employment relationship</li> </ul>	<ol> <li>A general meeting of shareholders is held in the second quarter of each year.</li> <li>Disclose "Investment relations" on the Foxlink's website, including financial information, stock price information and event information.</li> <li>Disclose statement information in the "Public Information Observatory" announcement.</li> <li>Set up the spokesperson system to provide a window of dialogue between corporate investment institutions and companies.</li> </ol>
Customers	<ul> <li>Market image</li> <li>Employment relationship</li> <li>Laws and regulations</li> <li>Non-discriminatory</li> <li>No Forced or Compulsory Labor</li> <li>No child labor</li> <li>Anti-Corruption</li> <li>Supplier environmental assessment</li> <li>Supplier labor assessment</li> <li>Supplier human rights assessment</li> <li>Energy sources</li> <li>Water</li> <li>Grievance mechanisms</li> <li>Product and service identification</li> <li>Client Confidentiality</li> </ul>	<ol> <li>All business divisions of the company should visit customers from time to time.</li> <li>Customer satisfaction surveys should be performed on a regular basis.</li> <li>Respond to customer CSR questionnaires in time and accept customer audits.</li> <li>Disclose performance and supplier social responsibility management status to customers.</li> <li>Cooperate with customer environment, social responsibility, product and other audit operations, and assist in continuous improvement and prevention.</li> </ol>



# Interested Party Identification and Communication

Major interested parties	Issues of concern	Means of communication/response
Employees	<ul> <li>Occupational health and safety</li> <li>Training and education</li> <li>Diversity and equal opportunities</li> <li>Non-discriminatory</li> <li>No Forced or Compulsory Labor</li> <li>Labor practical affairs grievance mechanisms</li> <li>Grievance Mechanisms</li> <li>Laws and regulations</li> </ul>	<ol> <li>Appropriate departments should check and respond to complaints hotline, WeChat public account and online suggestion box.</li> <li>Resident medical services</li> <li>Employee satisfaction survey.</li> <li>Staff club activities.</li> <li>Internal and external training for employees.</li> <li>The welfare committee should announce employee benefit items timely.</li> </ol>
Suppliers	<ul> <li>Market image</li> <li>Supplier environmental assessment</li> <li>Supplier labor assessment</li> <li>Supplier human rights assessment</li> <li>Laws and regulations</li> <li>Supplier social impact assessment</li> <li>Product and service identification</li> </ul>	<ol> <li>Conduct unscheduled social responsibility audits for suppliers to check the status of their implementation.</li> <li>Sign up declaration to prohibit using conflict minerals and environmental protection&amp; occupational safety declaration.</li> <li>Arrange regular collection of conflict minerals information.</li> <li>Audit of hazardous substances and their quality.</li> </ol>
Community / government	<ul> <li>Local community</li> <li>Occupational health and safety</li> <li>Waste discharge</li> <li>Liquid waste and solid waste</li> <li>Laws and regulations</li> </ul>	<ol> <li>Organize activities in love clubs to interact with residents.</li> <li>Recruit volunteers to serve the society.</li> <li>Complaints from the plant area shall be accepted by the responsible departments.</li> <li>Maintain good interactions with the authorities.</li> <li>Participate in the public hearings and seminars organized by the competent authorities actively.</li> </ol>

To ensure the compliance of our operations, Foxlink will continue to review the laws and regulations applicable to each office in real time, and adjust and modifies the existing systems and working methods. Any government fines or penalties due to violations of relevant laws and regulations will be disclosed in public.

If any immoral behaviors or violations of regulations were found by interested parties, they can make a complaint through relevant communication channels or the Stakeholder Engagement zone on the official website (https://www.foxlink.com/web/en/stakeholder-engagement/).





## Interested Party Identification and Communication

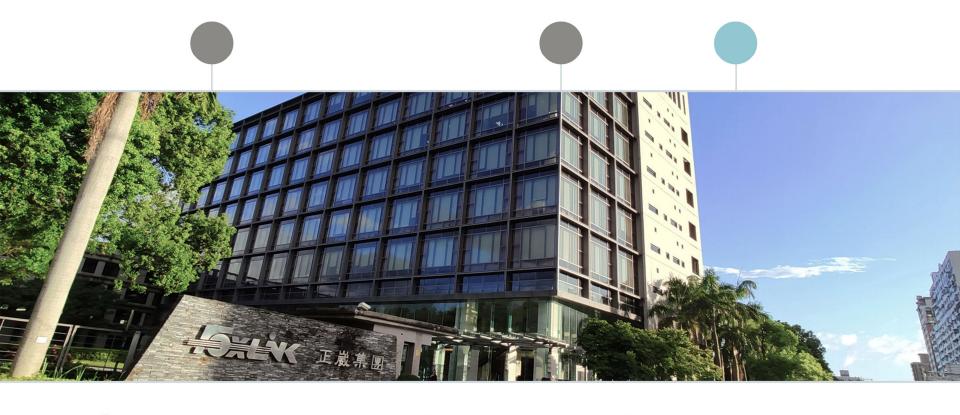
#### Confirmation of Major Issues

Confirmation of the disclosure content of this report is based on the principles of GRI-G4 defining the content of the report, that is, the importance, stakeholder inclusiveness, sustainability and integrity requirements, considering the impact of each issue on the company's activities, products, services and relationships, and also the communication practices of stakeholders, and confirm the scope and issues exposed in this report. In accordance with the "Impact of stakeholder evaluation and decision making and significant degree of economic, environmental and social impact", all the issues to be disclosed are divided into three major parts: major disclosures, general disclosures and secondary disclosures.



For issues that have been communicated by stakeholders and determined by various functional management departments, it should also be considered about their internal and external impact on the company when they are disclosed, which means when relevant issues are being disclosed, the impact on internal operations and activities of the company, as well as the external impact on the company should both be explained.

The restrictions of specific disclosures in this report are as follows: the disclosure is limited to the internal company organizations in the economic aspect; the social and environmental aspects involve the external organizations or groups outside of the company, therefore the disclosure should include both internal and external disclosures.



# Overview of Foxlink

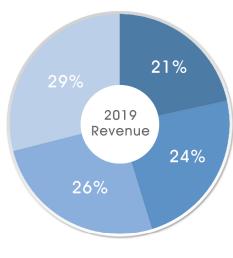




#### General Introduction

Cheng Uei Precision Industry Co., Ltd. (Foxlink) was founded on July 14, 1986, starting as a manufacturer of connectors and cable products, it has developed into the market of power management and energy modules and expanded into wireless communications and optical products. Foxlink sets its goal to make huge achievements in opto-mechatronics, make full use of the Group's advantages to develop a diversified product portfolio and create a stable growth momentum along with the Company's development and expansion into the market of wireless transmission. Foxlink started from Tucheng in Taipei and the last 30 years has witnessed its growth into a big corporate. By the 31st of December, 2019, we have total 32871 employees, 15 strategic zones of R&D, manufacturing and marketing bases across the world including the United States, Japan, India, Hong Kong, mainland China, etc., and the annual revenue of NT \$97.9 billion in 2019 (Increase by 11%) than 2018). With the principles of sincerity, foresight and responsibility, Foxlink establishes a business pattern with the Taiwan headquarter as its core and each office in mutual unity and promotion.









#### Products of Foxlink

Foxlink adheres to the idea of taking molding, stamping, secondary processing and automation as the core capabilities, combining materials, machinery, electronics, optics, electro-acoustic, energy source, assembly and R&D technologies to establish global marketing and supply chain management network and provide customers with high quality products. We based on consumer demands of electronics, information, communication, and automotive market and the aspects of digital content, environmental protection, and energy conservation, creating the best business performance, constantly adjusting and optimizing product scale, establishing a rich production category covering components, system products, connectors/wirings, Bluetooth headset/mouse, power supply, etc.



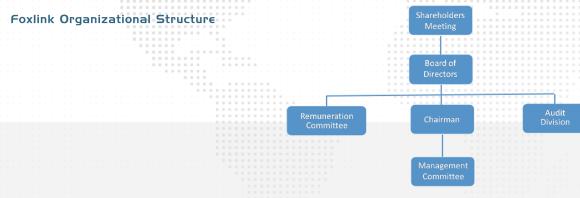


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#### **Board of Directors**

Foxlink's Board of Directors consists of 7~9 members. Candidates for the Board of Directors are nominated and elected at the Shareholders' Meeting. The elected members of the Board of Directors serve a term of three years and may be reelected. Independent directors consist of three members. The number of independent directors shall not be less than three and candidates of which are nominated and elected at the Shareholders' Meeting. The professional qualification, shareholding, part-time restriction, nomination and selection methods of independent directors and others shall be reviewed according to relevant regulations of the competent authority. The Board of Directors shall have a remuneration committee and an audit department to assist the Board of Directors in performing their supervisory duties. The powers of the board of directors include the review of the company's business policy and medium and long-term development plans, the review of the annual business plan, and the supervision of the executive shareholders' meetings and the temporary meetings. The shareholders' meetings are held once a year and the temporary meetings will be convened when necessary in accordance with relevant rules and regulations.







#### Internal Risk Control

Foxlink has an internal audit department to audit and evaluate the effectiveness of the internal control system and provide suggestions for improvement in a timely manner to ensure the continuous and effective implementation of various management systems, as well as a risk factor identification and assessment system to identify the labor and moral factors, make risk evaluations for the company and to monitor the performance of labor and moral management, assisting the board of directors and management to achieve the goals and objectives. With the establishment and maintenance of the company's internal audit system and the development of the improvement plan, Foxlink showed no major missing items in the internal audit of 2019.

#### Moral Requirements and Regulatory Compliance

Foxlink upholds the principles of sincerity, foresight and responsibility firmly. The company has established procedures such as the Principles of Integrity Management and Code of Business Ethics, and through conducting relative avoidance investigation, releasing integrity announcements and full- service ethics trainings, we encourage employees to expose violations and ensure that they would not subject to retaliation or other unfair treatments through any available channels.

In the supply chain management, according to the Conflict Minerals Control Management Procedures, Foxlink adheres strictly to the regulations of international organizations and relevant industries, conducts due diligence of suppliers, ensures that no minerals from conflict affected and high -risk areas are accepted and used, and requires the suppliers to disclose the use of conflict minerals and the CMRT reports periodically.

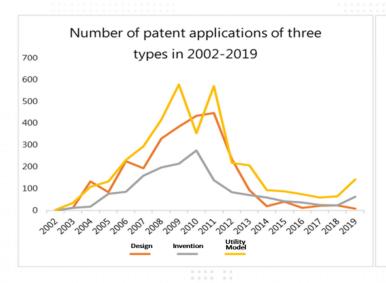


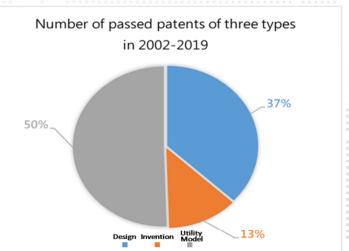




#### Protection of the Intellectual Property Rights

Since its establishment, Foxlink has spared no effort in innovation research and development, has actively created a culture and working environment to encourage innovation, and committed to the protection of intellectual property rights. In addition to the establishment of departments dedicated to the maintenance of the company's intellectual property rights, we have also formulated the Intellectual Property Management Measures to regulate our intellectual property application and management so as to meet the operating procedures. Also, in order to continuously strengthen the innovation vitality of the company, we encourage employees to actively engage in research and innovation, we have made effective patent incentives, including proposal awards, approval awards, the invention king, patent contribution awards, etc., to appropriately reward the inventors for their courage to research and innovation. By the end of 2019, the total number of patent applications in Foxlink has reached 7,981, the number of patent applications is 7,111, and the proportion of patent applications and approvals is 89%. Foxlink also ensures the confidentiality and security of customer data through document control, material access & egress control, staff training, etc.







Friendly Working Environment







#### Overview of Employee Status

The challenges between now and the future is the competition of talents and human resources. To create a fun working environment for sustainable learning, attract and retain friends who grow with the company, Foxlink sees employees as our most important assets, adheres to the people-oriented, legal and equal policy. We strive to promote the protection of employees' rights and interests, promote employee's growth, care for our staff members and provide a good personal development platform for employees' progress and develop with the company.

Foxlink recruits talented people through channels including social recruiting and campus recruiting, CSR concepts such as gender equality, respect for human rights, protection of female workers, ban on child workers and compulsory labor are all incorporated into our recruiting efforts and corporate HR policy. For recruitment and promotion, we treat employees of different genders, races, the disabled and religious people equally.

Our growing workforce amounted to a total number of 32,871 people in 2017, which includes 7,467 assistant managers, managers and general staff, and 25,404 production-line workers. Due to high labor use in electronic industries, the group members are mainly direct personnel, accounting for 77.28%.

#### Employee Structure

Туре	Employee distribution	Female		Ma	ale	Statistics and proportion		
		Number of people	Percentage (%)	Number of people	Percentage (%)	Number of people	Percentage (%)	
Age distribution	16-30	5,812	48.29%	12,973	62.26%	18,785	57.15%	
	31-50	6,165	51.23%	7,625	36.60%	13,790	41.95%	
	Over 50	58	0.48%	238	1.14%	296	0.90%	
	Direct employee (DL)	9,392	78.04%	16,012	76.85%	25,404	77.28%	
Employee attributes	Ordinary employee (IDL)	1,725	14.33%	2,788	13.38%	4,513	13.73%	
	Manager or lower	914	7.59%	1,988	9.54%	2,902	8.83%	
	Assistant Manager or higher	4	0.03%	48	0.23%	52	0.16%	
Employment type	Formal employee	12,035	100.00%	20,836	100.00%	32,871	100.00%	
Diversity	Ordinary employee	12,024	99.91%	20,814	99.89%	32,838	99.90%	
<b>,</b>	Physically/mentally handicapped	11	0.09%	22	0.11%	33	0.10%	





Туре	Employee distribution	Female		N	1ale	Statistics and proportion		
	Middle/junior high school	9,574	79.55%	16,516	79.27%	26,090	79.37%	
Educational	Senior high school/technical	1,087	9.03%	2,118	10.17%	3,205	9.75%	
background	Junior college	864	7.18%	1,154	5.54%	2,018	6.14%	
	University	443	3.68%	812	3.90%	1,255	3.82%	
	Post-graduate or higher	67	0.56%	236	1.13%	303	0.92%	
Gender in total		12,035	36.61%	20,836	63.39%	32,871	100.00%	
Total							32,871	

#### Prohibit Child Labor and Protect Young Workers

In the recruitment process, Foxlink conducts risk assessment and formulates the management specifications of The Management Measures for Child Labor and Underage Workers according to national laws and policies and the rules of responsible business alliance (RBA). For the recruitment of plant workers, we have restrictions on the minimum age and use the face recognition all-in -one machine identification system and control measures to check and strictly prohibit the employment of child workers (under the age of 16, according to local laws and regulations). In addition, the "Remedial measures for misuses of child labor" are also conducted for possible needs. For young workers under 18, we promise not to engage night shifts and jobs with health risk, and to provide appropriate support and training.





#### Face Recognition All-in-one Machine Identification Process



#### Certificate verification

Verifies the photos and ID cards, verification is passed if the comparison value is normal.



#### Photo collection

Photograph the interviewer and compare to the ID card.



#### Information identification

The system automatically displays the ID card information including the name and age and auto-suggests the worker with unmatched age.



#### Place ID card

Put in the scanner area and the system will identify the worker.

#### Prohibit Discrimination and Forced Labor

Foxlink prohibits harassment and discrimination of any form, and does not discriminate against employees in recruitment or actual work due to race, skin color, age, gender, sexual orientation, nationality, gender identity and expression, disability, pregnancy, belief, political faction, community members, undisclosed veteran status, protected genetic information or marital status, etc. The company also prohibits forcing employees or future employees to accept discriminatory medical examination or physical examination. Sign labor contracts with employees; prohibit forced or compulsory labor and human trafficking and slavery. Take control measures for human intermediary suppliers and the contracts shall comply with relevant requirements of local regulations and Responsible Business Alliance (RBA) Code of Conduct. Reasonable restrictions are accepted on the workers' activity area and access to the workplace, but the workers have the right to leave or terminate the employment relationship at any time.







#### Remuneration and retirement policy

We adhere strictly to the local laws in providing employees with proper salaries and adjust the salary and bonus plans in time so that employees can grow together with the Company. The ratio of starting salary between male and female employees is 1:1, showing no discrimination. All formal employees are provided endowment, medical, employment injury, birth and unemployment insurance from the date of their employment in accordance with local laws. The insurance treatment shall be in accordance with relevant provisions of the local government's social insurance. To encourage all employees to pursue growth continuously, Foxlink effectively enhances and affirms the performance of employees through biennial performance appraisal management system and promotion system. In addition, grassroots employees can also enjoy post allowances if they pass the skill assessment.

Our retirement system adheres to local laws and regulations, giving our employees the best care. All employees who have reached the statutory retirement age can enjoy basic pension benefits on a monthly basis according to relevant national regulations.

Foxlink has compiled personnel management measures based on labor laws and local laws. We provide employees with infant care rights of taking unpaid leave, and have implemented proper vacation systems including marriage leave, breastfeeding leave, maternity leave, paternity leave, funeral leave, and annual leave, etc., to allow employees to make use their vacation time to care for their families. Employees can also apply for unpaid leave in the event of military service or serious illness or injury, etc. They can apply for reinstatement at the end of their leave period to balance their personal and family commitments.

For example, number of applications for childcare leave in 2019 is 8, 6 of which are women and 2 of which are men. The reinstatement rate in 2018 and 2019 is 62.5%.



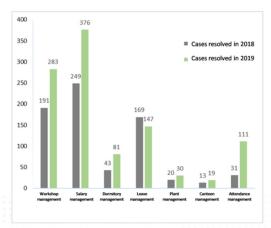




#### Employee communications

Communication is the exchange of culture and the resonance of emotions. At Foxlink, we establish a positive and friendly employee relationship, believe strongly in the two-way nature of communication and we provide a number of feedback channels for our employees to make feedbacks in a fast and confidential manner, creating an open and transparent communication environment. During 2019, there were totally 1,047 whistle-blowing cases in the internal communication channel. Main feedback methods include face-to-face, telephone, SMS, WeChat, and email. Foxlink also has an anonymous complaint platform, allowing employees to report problems without fear of retaliation.

		_	_	_		
Workshop	Salary	Dormitory	Leave	Plant	Canteen	Attendance
management						
2018:	2018:	2018年:	2018:	2018:	2018:	2018:
191	249	43	169	20	13	31
2019:	2019:	2019年:	2019:	2019:	2019:	2019:
283	376	81	147	30	19	111
			41			







#### Respect employee's freedom of association and labor rights

Recognize and respect the right of employees to exercise their lawful rights of free association, collective bargaining and attending rallies. For many years Foxlink has remained an effective internal communication and harmonious working environment. The Management Measures for Free Association has been formulated to protect the right of employees to form free associations, and we encourage and support such establishment of employee organizations.

#### Employee open day

We show our care for employees, humanized management and our respect for everyone in the company. We carry out a variety of activities to satisfy different needs of employees and to show our diversity of methods. South China plant has set up a "one-stop service team" to give full play to the role of the "bridge", effectively help employees solve problems encountered during work and life, and highlight our corporate culture of "people-oriented", making employees good at work and company officials good at management. Furthermore, efforts are made to reduce turnover rate, cultivate employees' sense of identity and belonging to the company, and constantly enhance the centripetal force and cohesion of Foxlink.







#### Employee Growth

Foxlink attaches great importance to the career development of all employees, encourages them to take training courses including internal and external training courses. Internal training courses are designed for the core or professional abilities for employees to improve their working; external training courses are organized by external parties to provide good training opportunities for employees according to their work needs. We have various types of training courses for employees at different levels, including skills, management, academic education, corporate universities as well as diversified learning resources and platforms to encourage self-learning, improve their overall performance and potentials.



We publicize our training courses to employees through face-to-face teaching, factory posters, group internal web pages, e-mails, etc. Foxlink continued to promote talent development through education and training, encouraging employees' self-development. In 2019, the total number of trainees in education and training is 87,763 and the number of total training hours is 344,297.

#### Class hour distribution

Trainee Type	Total Number of Trainees	Total Training Hours		
Direct employee (DL)	66,659	262,623		
Ordinary employee (IDL)	16,304	69,886		
Management personnel	3,395	10,353		
Operations personnel	1,405	1,436		
Total	87,763	344,297		

#### Education and training platform



#### Course overview







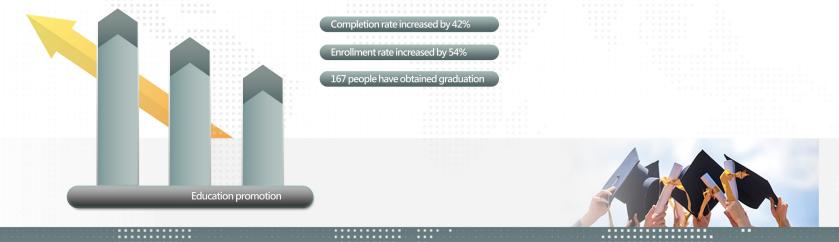






#### Academic qualifications promotion

The South China factory has united with Shenzhen University, Dongguan University of Technology and Dongguan Vocational and Technical College to carry out adult higher education to help employees improve their academic qualifications. Applicants can register in August and September each year, and participate in the national unified examination in October. The school is applicable to all successful applicants and the students can obtain the graduation certificate upon completion (Nationally recognized junior college and undergraduate diploma). In 2019, 167 people have obtained graduation certificates, the completion rate increased by 42% and enrollment rate increased by 54% compared to the year of 2018.







#### Tzu Chi environmental protection course

In 2019, Foxlink Kunshan plant has invited four members of Tzu Chi Charity Foundation to set up environmental protection courses. We together established courses of "The importance of the clean source, a macro understanding of environmental protection knowledge", "Coexist with the earth", "Water Cube", "The harm of plasticizer ", "Operation empty plate" and "Think quietness, pursue cleanness" to enhance employees' awareness of environmental protection and friendly nature, encourage them to start from their own actions and make a difference as a citizen of the earth.

#### The story of Tzu Chi:

The Tzu Chi Foundation was founded by Master Cheng Yen (a Taiwanese Buddhist nun) in 1966 as a Buddhist humanitarian organization. The organization began as a group of thirty housewives who saved five cents and made a pair of baby shoes every day with their five disciples to help needy families, following the spirit of self-restraint, diligence, frugality and hard-working.



Foxlink Kunshan plant invited four members of Tzu Chi Charity Foundation to set up environmental protection courses in 2019.

Course name	Teachers	Course content
"The importance of the clean source, a macro understanding of environmental protection knowledge"	Qiuyan Ke	Explain the knowledge of environmental protection and garbage classification and the garbage types (dry garbage, wet garbage, harmful garbage, etc.); teach us how to deal with the garbage in our daily lives.
"Coexist with the earth" Love cycle	Qiuyan Ke	Explain the harm of plasticizer to us human beings, introduce "DA.AI, Coexist with the earth" from aspects of humanity, education, medical treatment and charity, and guide the listeners to practice sorting the garbage in the recycling station.
"Water Cube" Save water and electricity resources	Jianan Chen/ Qiuyan Ke	Explain the water purification process from river water to tap water. And explain people's daily life in the areas with water problems, telling students to cherish water resources and save water.





Course name	Teachers	Course content
"The harm of plasticizer "Operation plastic reduction	Ying Wong	Let the students have a deep understanding of the hazards of plasticizers and learn how to do "plastic reduction" with the introduction of the hazards of plastic products and what we should do when facing these hazards.
"Operation empty plate"	Ganwei Xu	Explain the table food culture and the waste food phenomenon, teaching us to save food resources.
"Think quietness, pursue cleanness"	Qiuyan Ke	Tell students the origin of the Tzu Chi organization, make a brief introduction of the Kunshan Tzu Chi environmental education base, and teach us to purify our mind through reading books.

#### **%Trivia**





Occupational Health and Environmental Protection







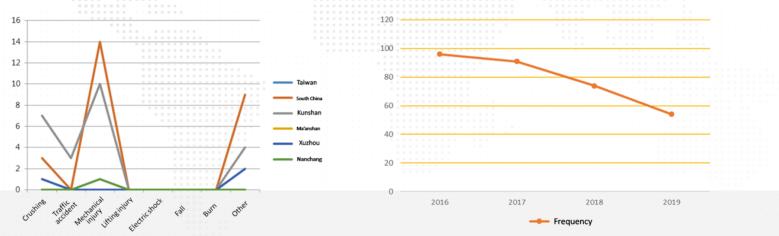
#### Safety Policy

To enforce the Company's occupational health and safety policy, comply with the relevant occupational health and safety regulations, and better protect the safety, healthy and property of employees, Foxlink has always managed occupational health and safety in a systematic, scientific and rigorous manner. This facilitates sustainable development by balancing the needs of stakeholders, the economy and society.

To ensure the health and safety for employees in the workplace, the ISO 14001 management system implemented in the company is reviewed annually. We make regular risk assessment, advocacy and training, emergency prevention drill, and health and safety managing to reduce the risk in the working environment, improve the safety awareness of staff. The goal is zero accident.

#### Management of Occupational Injuries

In 2019, there were a total of 54 industrial accidents among 6 plants, no death or serious events. The plants have completed follow-up investigation and improvement for each accident to ensure that such accidents will not occur in the future. In addition, we have implemented false alarm accident notification and proposal improvement reward. The number of health and safety accidents has been decreasing over the years.







#### Table of work-related injuries of employees in 2019

	KPIs		Taiwan		Mainland China								
					Huanan		Kunshan		Ma'anshan		Xuzhou		Nanchang
	Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Disability income loss - No. (number of work-related injuries)	0	0	19	7	18	6	0	0	0	3	1	0
	Disability income loss - Total working hours (days of work-related injury leave)	0	0	710	564	126	42	0	0	0	142	5	0
	Disabling Frequency Rate (FR)	0	0.00	0.76	0.28	0.33	0.16	0.00	0.00	0.00	0.42	0.63	0.00
	Disabling Severity Rate (SR)	0	0.00	28.54	22.67	2.33	1.16	0.00	0.00	0.00	0.76	1.63	0.00
	Absence rate (AR)	0.00	0.00	271.00	203.00	17.94	8.97	0.00	0.00	0.00	66.18	27.71	0.00

Note: This table only includes work-related injuries during 2019 (traffic accidents / occupational diseases not including).

[ Note 1 ] Disabling Frequency Rate (FR) ( Number of injuries/ Total working hours ) \*200,000

[Note 2] Disabling Severity Rate (SR) (Days of work-related injury leave/ Total working hours)\*200,000

[Note 3 ] Absence rate (AR) (Days of work-related injury leave + Days of sick leave)/ Total working days \*200,000

a)Total working days = Normal working days per month \* Number of employees per month

b)Leave days = Days of industrial injury leave + sick leave

c)Leave of absence, compassionate leave... are not included in AR's absence days calculation







#### Safety Training



All plants shall organize emergency training, fire drill and competition activities to ensure the health and safety of employees' workplace.

















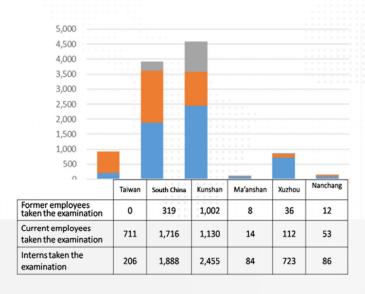


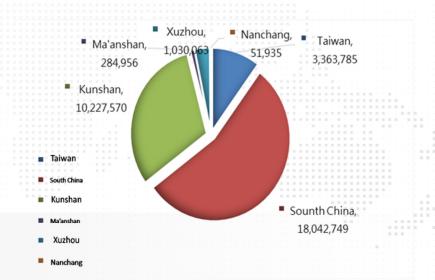


#### Occupational Health and Safety

Foxlink plays close attention to employee health and safety continuously improve the working environment and working conditions, and actively prevent, control and eliminate occupational hazards, and protect the health rights and interests of every employee.

We invest in occupational health monitoring, personal protective equipment procurement, annual regular operation environment measurement, environmental and occupational health and safety related improvement projects and other costs to ensure employees' occupational health and safety. In 2019, there are 917 people participated in the occupational health examination in Taiwan headquarter and 9638 people participated in the mainland China; the total investment in environmental occupational health& safety in Taiwan headquarter was NT \$3,363,785, and the total investment in the mainland China was NT \$29,637,273.









#### Environmental policy

Foxlink takes molding, stamping and automation as the core technologies, combining machinery, optic, electro-acoustic, electronics, materials, software research abilities, focuses on its need of information, communication, consumer electronics and electronic pathways, and conforms to the relevant environmental protection requirements of the state during the whole production and operation process, having obtained the ISO14001 environmental management system standard certification. Based on the actual situation, we have formulated The Environmental Protection Management System to effectively control and deal with the pollution sources and pollutants such as waste water, waste gas, solid waste, noise, etc. produced in the production process. In recent years, we have increased the investment and work of environmental protection, and have effectively treated the waste produced during production. The existing main environmental protection treatment facilities are in good operation, the disposal of waste gas and waste water has reached the standard, and the solid waste has been effectively disposed and recycled. We take saving water and energy, protecting the ecological environment, reducing greenhouse gas emissions and solid waste and continuously protecting the environment as our targets.

This is our measures for environmental protection and energy consumption control:

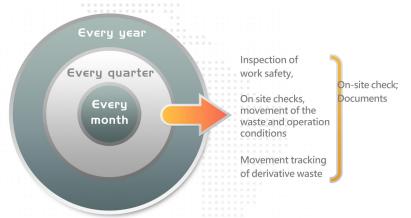
Type of measures	Projects	Risk factors	National standards and company standards	Indicators	Methods of measurement	Control process and method
Environmental protection	Industrial solid waste and noise, etc.	Have impact on the overall environment of the plant area and surrounding areas.	1. Ambient Air Quality Standards GB3095-2012 2. Noise Standard of Industrial Companies GB12523-2011 3. Integrated Wastewater Discharge Standard GB8978-96	Conform to the relevant national and local standards; classify, manage and recycle the waste	Take internal self-test and get measured by Chengdu Environmental Testing Department	Follow the standard manual and procedure documents of environmental and occupational health management system, carry out environmental impact assessment for the project, take the management method of environmental protection of "three simultaneities" and build the recycling economy.
Energy consumption	Water, electricity, petroleum, etc.	Increase production cost     Waste energy resources     Have negative effect on the social sustainable development	3,	Develop energy consumption plan and indicators according to the objectives and indicators of environment and occupational health management system	statistics and analysis	Build the energy management system; strengthen publicity and supervision; encourage the use of new energy-saving technologies, new materials, new equipment and production processes





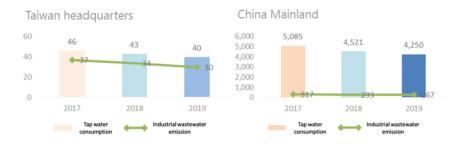
#### Hazardous waste management

In order to improve the level of hazardous waste management, Foxlink actively carry out business training, assess the mastery of national laws, regulations and compliance documents of the administrators and hazardous waste practitioners, as well as their familiarity of internal hazardous waste management system, working process, training plan and emergency plans. In addition, we have arranged the annual audit plan of suppliers for waste disposal to supervise the suppliers.



#### Water resources management

Foxlink focuses on total water usage reduction and waste water recycling, constantly seeking new opportunities to save water. In 2019, we have made improvement and expansion of water-saving measures, and also succeeded in water recycling through further optimized systems, and thus achieved the purpose of water-saving and effectively reducing waste water discharge.



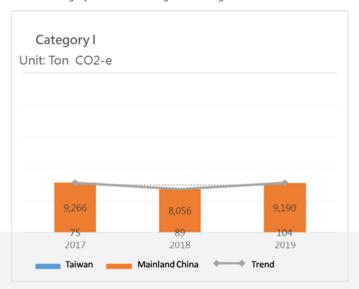




#### Reduce greenhouse gas emissions

Find out the sources of greenhouse gas production and formulate appropriate solutions, including tracing the sources of greenhouse gas, improving the production process of gas emissions, improving the efficiency of greenhouse gas treatment, reducing gasoline usage, and using more environmentally friendly fuels, so as to achieve the goal of reducing greenhouse gas emissions. In 2019, the emission reduction in Category I shows no obvious downward trend compared with the same period of last year due to the addition of Xuzhou plant; Category II shows a drop of about 3000 tons of carbon dioxide equivalent.

Note: 1. Category I refers to direct greenhouse gas emissions



#### 2. Category II refers to indirect greenhouse gas emissions from energy sources







#### Energy resource management

Foxlink Group strongly promotes the combination of energy use and energy conservation management, focuses on forming the pattern of new technology and new product mode for energy conservation and emission reduction, explore potentials for energy conservation potential and improve energy conservation efficiency.

Green, low carbon and environmental protection are the constant goals of Foxlink. Promoting new energy, energy conservation and emission reduction are primary indicators of environmental performance. We actively promote energy-saving technology transformation projects (such as photovoltaic power generation energy conservation), energy-saving performance assessment management, strengthen energy-saving audit, and reduce energy waste.

We have completed 11 energy-saving program that achieve proper energy-saving benefits in 2019. The following table is the specific performance of improved quality and increased income:

Energy-saving projects	Cost (RMB)	Specific results (performance)
Replace the light bulb of dormitory staircase in Building D1-8 in South China plant with LED light.	14,000	<ol> <li>1. 110 dormitory staircases, 400 thousand reduced to 180 thousand.</li> <li>2. 65 living quarters, 400 thousand reduced to 150 thousand.</li> </ol>
The water level of the water tower on the top of Building D1-8 in South China plant raised by 25cm.	0	Reduce the starting times of water 40 HP pump motor twice for each building
Install water-saving faucets in dormitory Building D1-8 and living quarters in South China plant.	217,728	The water pressure is large on the lower floor, which reduces the water pressure and saves the water flow. The D1-8 building has 8064 households, saving 20L water per person.
Replace the old non-thermal water dispenser in dormitory of Building D1-8 in South China plant.	120,000	Non-thermal dispenser consumes 40% more electricity than the new one. Still replacing, have replaced 26 sets, 82 to go.
South China plant I air compressor saves energy, reduces power consumption and operation and maintenance costs.	0	The old air compressor of plant I will be stopped and only used as standby unit (the manufacturer will invest in new centrifugal air compressors to reduce energy consumption, calculated according to the amount of air compressor per cubic meter) and sell them to us for energy saving.
Install the main water meter on the top of Building D1-8 in South China plant	55,637	Install the secondary water meter, find out the abnormal equipment in time and reduce the waste of water resources. Have replaced 184 old faucets and 138 old water tanks, saving 164 tons of tap water every month.
Photovoltaic power generation in Kunshan plant	0	A total of 68495 m² solar panels are installed on the top of the building, making a discount of 8.3% of the electricity price and a real benefit of RMB 217,149/ year.
Direct power purchase benefit in Kunshan plant	0	$Continuous\ electricity\ trading.\ Direct\ purchase\ of\ electricity\ every\ month,\ with\ actual\ benefit\ of\ RMB\ 1,710,000/\ year.$
Install energy saving lighting tubes in Kunshan plant	360,000	Replace fluorescent lamps with LED lamps, the actual benefit is RMB 148,077/ year.
Replace the rotor of the air compressor with an energy-saving rotor at No.3, block A in Kunshan plant	136,000	Replace the rotor of the air compressor with an energy-saving rotor at No.3, block A, having actual benefit of RMB 87,500/ year.
Energy saving transformation of water supply pump in Kunshan plant complex building	11,500	1 high energy-consuming old water pump is replaced by one energy-saving water pump, having actual benefit of RMB 3,248/ year.





#### Environmental safety and health performance improvement

Foxlink has taken active measures, such as upgrading waste gas treatment facilities, optimizing process flow, developing occupational health prevention management system, and controlling the safe use of chemical substances from the source. We continue to improve environmental protection performance, strengthen occupational health and safety, and continuously invest in improving environmental safety projects and have invested a total of more than RMB 30 million in 2019, fulfilling the social responsibilities in environmental protection and occupational health and safety. We carry out the ISO14001 and ISO45001 management systems, continuously improve the safety, environmental protection and occupational health and safety management according to the standards; improve the rules and regulations, earnestly publicize and implement the national laws, regulations and standards, and formulate and implement the internal operational management regulations of the company. In 2019, the company won the high-quality Cooperation Award at the annual supplier conference of important customers.

In 2019, South China plant and Kunshan plant joined the zero-waste landfill project and obtained the UL certification of zero landfill. According to the UL 2799 standard, the certification will be issued to South China plant and Kunshan plant after document review and on-site confirmation of waste classification and treatment process.

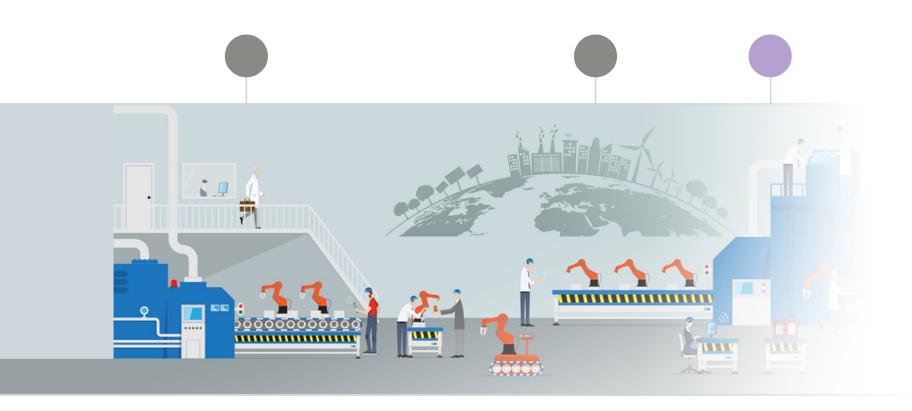
All waste materials in the plant areas must be outsourced for compliance treatment. We should have deep thoughts in the process of classification and recycling of the waste, design from the beginning to reduce waste and improve usage, which can help to gradually realize the circular economy.

Project initiation and Pre-audit	UL certification		
V Initiate the project V Handlers' visits V Pre-audit V Alternatives for waste disposal V Result report This will take six months to reach the certification standard and conduct	<ul> <li>V Initiate the project</li> <li>V On site audit</li> <li>V Improve evidence provided</li> <li>V Final review</li> <li>V Issue report</li> <li>V Obtain the certificate.</li> </ul>		









## Responsible supply chain





For years Foxlink has been treasuring improving the quality, cost, delivery, supply, team service and technology of suppliers, standardize supplier management, and promote the establishment of a supply chain that protects the environment, pays attention to social responsibilities, human rights and labor health. We also take appropriate actions in the procurement of products and materials, and promise that the materials provided by us and the suppliers will not use conflict minerals from RBA, OECD and high-risk areas or entities identified by customers, and the metals provided are DRC-Conflict-Free.

#### Supply chain management

In accordance with international regulations and guidelines such as Code of Conduct for Responsible Business Alliance (RBA), SA8000, ISO14001, OHSAS 18001, Foxlink has drawn up a supplier management evaluation procedure for conducting standardized evaluations of suppliers. And an evaluation will be conducted annually after they pass the first evaluation. The suppliers will be re-evaluated if situations such as major quality problems, off-site production and supplier organization changes occur. Since 2012 Foxlink has required the suppliers to sign the Supplier's Social Responsibility Commitment Letter and publicly declare their compliance of social responsibility. The suppliers are asked to undertake immediate improvements if any problems are discovered during regular reviews.

#### Product Introduction for New Suppliers

New suppliers must pass the on-site evaluation, and submit relevant environmental protection information and pass the system signing before being included in the list of qualified suppliers for transaction.

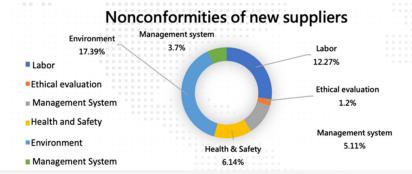
An annual evaluation is carried out for all qualified suppliers every year. The annual evaluation plan is made at the beginning of each year. The quality management system and hazardous substance management system are reviewed by the evaluation personnel. And according to the internal audit standard, the RSC AUDIT score should be higher than 85, the unqualified suppliers will be improved or even rejected. In 2019, 12 new suppliers were conducted the first evaluation, and 18 non-compliance performances were found in the society aspect concentrated in labor management. All of them have been improved after proper guidance. 26 nonconformities were found in the aspect of environment, health and safety, concentrated in the health and safety and firefighting projects. All of them have been improved and the awareness of safety production has been practically implemented through the joint efforts of both parties.

: Grade	RSC Performance
A (> 85)	Good
B (75~85)	Improvement needed
C (60~69)	Unacceptable

Supplier Audit - Distribution of Non-Conformities					
Labor	Labor Professional Management System Health and Safety Firefighting Management System				Management System
12	1	5	6	17	3



## Supply Chain Management



#### Supplier Green Product Management

Foxlink earnestly fulfills its environmental protection and social responsibilities, works with suppliers in manufacturing environment-friendly products. The company is not only strict with its own management, but also actively promotes the systematic management concept of green products in the supply chain, encourages suppliers to sign environmental protection contracts and improved their own green product management abilities. Foxlink carries out strict screening for new suppliers. Only a healthy supply chain can provide materials and products for sustainable operation. In the green supply chain management system, the ISO9001 certification is the first requirement to be a qualified supplier of Foxlink. And we are gradually guiding suppliers to improve their green product management capabilities on this basis.

#### Supplier evaluation

On-site audits were conducted at 131 suppliers in 2019 of purchase quantity, purchase amount and material importance. A total of 359 non-conformities were identified, 348 of which have been improved and the improvement rate is 97%. For the non-conformities found in the audit, we require the suppliers to conduct improvement measures within one week to improve the problems and prevent the recurrence of these problems, and submit the improvement report to the evaluation team leader for confirmation. The evaluation personnel will follow up the improvement effect and complete the evaluation within one month. Suppliers who fail to improve within the time limit will be rejected. Based on the Supplier Management Operation Evaluation Procedure, Foxlink is committed to work closely with suppliers, pay attention to the risks and performance of economy, environment and society, make continuous improvement, and achieve the sustainable development of the supply chain.





#### Supplier conflict minerals management

In the Democratic Republic of the Congo and its surrounding areas, non-government military groups manipulate metals with armed control, such as (Au), tantalum (Ta), tungsten (W), tin (Sn), and cobalt (Co) (3TG), which causes the deterioration of society, environment and human rights. Foxlink Group promises that the materials provided by itself and its suppliers are in compliance with the conflict-free regulations.

Foxlink conducts 3TG due diligence of material suppliers using the Standardized Reporting Model (CMRT) developed by the Responsible Minerals Program (RMI), and is committed to 100% investigation of all material suppliers to ensure that 3TG is purchased from the compliance smelting plant and refining factory; we also cooperate with suppliers to promote 100% of the declared smelters to pass RMAP and other relevant international organizations to ensure that the company meets the social responsibility requirements of 100% conflict-free minerals in the supply chain. The company continued to improve the formulation of the conflict minerals system, has signed the "No Conflict Minerals Commitment" with suppliers and discussed conflict mineral knowledge, RBA and customer requirements in written or audited form. By 2019, more than 379 suppliers signed the letter of commitment publicly, stating that conflict minerals were not used.

We hold training courses every year for the education and training of conflict minerals to consolidate the basic knowledge of the employees, remembering the roles and responsibilities of their own work areas. In 2019, guidance and training were given to suppliers involved in metals, making sure that the conflict minerals report can be approved by customers smoothly.

The development of green products has been a topic of concern to stakeholders. They are related to the legal and regulatory issues of product compliance. We adhere to the environmental protection policy of "Reduce usage, environmental-friendly and healthy; effective management, prevent pollution", and deeply embeds the concept of green environmental protection in Foxlink's green product management system, meeting customer requirements and complying with international laws and regulations and contributing to the environmental protection.

|--|--|

Projects	2017	2018	2019
Product Introduction for New Suppliers	17	19	12
Supplier evaluation	54	131	119
Supplier CSR audit	54	131	119

<sup>\*</sup> Number of suppliers





#### Management system

According to the standards published by the international organization for Standardization (ISO) and the International Electro-technical Commission (IEC), on the basis of the ISO 9001 quality management system, Foxlink has implemented green product management and obtained the IECQ QC 080000 management system certification. By organizing the management of the green product management committee, we have established a set of systematic management methods according to the latest standards of ISO 9001:2015 and QC 080000:2017. The management structure links green product management processes in R&D, procurement, manufacturing and customer service, ensures that all products of Foxlink Group can meet the requirements of zero harmful substances.

Production Pilot Run	The suppliers shall provide the third-party test report, material certificate and letter of guarantee.
Manufacturing	Auxiliary material risk assessment and control, and certificates of cleaning chemicals.
Product control	Conduct verification test according to customers' requirements, and improve the electronic traceability system.

Foxlink conducts internal and external audits every year to confirm the operation effectiveness of the green product management system. And the assessment results in 2019 met the standards of QC080000 system. Now our green product management system is running continuously and effectively.

#### Risk identification and test frequency determination

Risk of materials or components = Risk of the material \* Supplier risk The risk level of materials or components is divided into the following three levels: high, medium and low:

High risk (red): The score is 4 Medium risk (yellow): The score is 2 Low risk (green): The score is 1

To control the risk, the high-risk materials require XRF scanning inspection

for each batch or month

Risk of materials or		Risk of the material	
components		1	2
Supplier risk	1	1	2
Supplier risk	2	2	4





#### Hazardous material feed process test

X-ray fluorescence analyzer (XRF) is available in each business division of Foxlink. Preliminary screening is done according to the following standards:

Elements	Polymer materials	Metals	Electronic components
Cd	$P \le (70 - 3\sigma) < X < (130 + 3\sigma) \le F$	$P \le (70 - 3\sigma) < X < (130 + 3\sigma) \le F$	$LOD \le X < (250 + 3\sigma) \le F$
Pb	$P \le (700 - 3\sigma) < X < (1300 + 3\sigma) \le F$	$P \le (700 - 3\sigma) < X < (1300 + 3\sigma) \le F$	$P \le (500 - 3\sigma) < X < (1500 + 3\sigma) \le F$
Hg	$P \le (700 - 3\sigma) < X < (1300 + 3\sigma) \le F$	$P \le (700 - 3\sigma) < X < (1300 + 3\sigma) \le F$	$P \le (500 - 3\sigma) < X < (500 + 3\sigma) \le F$
Br	P≤ (300 - 3σ) <x< td=""><td>/</td><td>P≤ (250 - 3σ) <x< td=""></x<></td></x<>	/	P≤ (250 - 3σ) <x< td=""></x<>
Cr	P≤ (700 - 3σ) <x< td=""><td>P≤ (700 - 3σ) <x< td=""><td>P≤ (500 - 3σ) <x< td=""></x<></td></x<></td></x<>	P≤ (700 - 3σ) <x< td=""><td>P≤ (500 - 3σ) <x< td=""></x<></td></x<>	P≤ (500 - 3σ) <x< td=""></x<>

#### Green products laboratory

Foxlink has green product laboratories, and conducts inspections on raw materials, auxiliary materials and finished products for harmful substances such as lead (Pb), cadmium (Cd), mercury (Hg), hexavalent chromium (Cr6+), polybrominated biphenyls (PBBs), polybrominated diphenyl ether (PBDEs), chlorine (Cl), bromine (Br) and phthalate according to IEC 62321 and international inspection standards in those laboratories as required by laws, regulations and customers. We are also constantly studying new detection methods for toxic and harmful substances.

Our laboratories passed the CNAs laboratory accreditation in March 2004, and have been carrying out laboratory management in accordance with CNAS-CL01 test management standard till this day, which maintains the validity of CNAs certificate and effectively conducts inspections on Foxlink products.

#### Comply with international laws and regulations

Foxlink produces products that conform to laws and regulations such as EU RoHS 2.0, REACH and WEEE directives. Combining the company's internal green procurement standards, we check the product quality and conduct product safety and quality control at every step of the whole production cycle, and continuously provide products and services strictly according to laws and regulations as well as customer requirements.



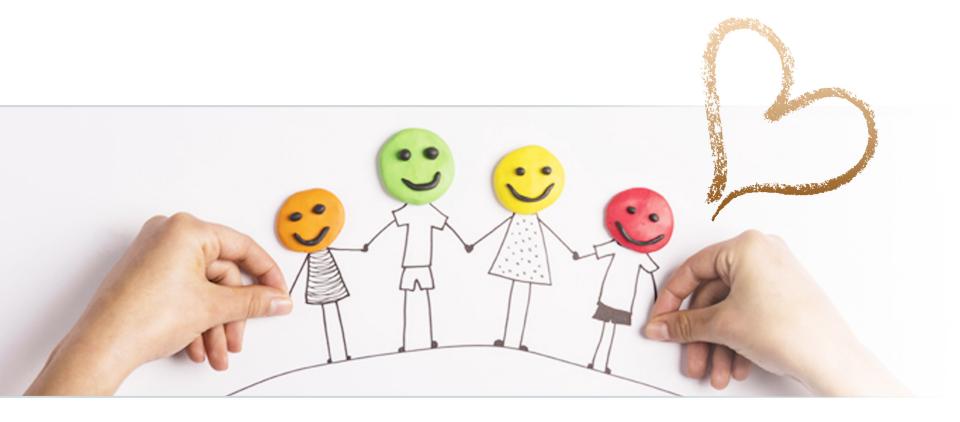


"Customer First" is one of Foxlink's quality policy objectives, which has always been the focus of attention on whether the products and services provided can meet the expectations of the customers.

We conduct customer satisfaction survey twice every year on topic for discussion such as quality management and hazardous substance management. The questionnaires are sent to the related customers by each business unit to take the initiative to obtain customer opinions, and take customer opinions as the direction of our continuous improvement.

If the customers have any suggestions to improve this questionnaire, Foxlink will immediately analyze the reasons for their opinions and provide improvement countermeasures. In the annual management review meeting, we take the results of customer satisfaction survey of each business unit into the review, make statistics on various survey indicators, identify the improvement direction as the reference for improving the quality system and setting the next annual goal. In the customers' on-site audit of the annual hazardous material management system, the customers gave relatively high appraisals for the hazardous material management of Foxlink.





Friendly Society



## Public Welfare Activities

Since its establishment, Foxlink Group has been adhering to the public welfare concept of "Never cast dirt into that fountain of which thou hast sometime drunk, and contribute to the society". In the pursuit of enterprise management and growth, we also dedicate in public welfare and the sustainable development of environmental ecological balance.

#### **Annual Charity Donations**

Foxlink Group cares for people's livelihood for year, donates school facilities and helps the poor. With a high degree of social responsibility, it is enthusiastic about charity, caring for the disadvantaged groups, vigorously promoting the development of charities, and letting more people bathe in the sunshine.

In 2019, Foxlink organized a public donation, and started from taking care of the potential ethnic groups in the neighboring areas, paying attention to the local needs, and solve the local problems with local advantages. During this year, Foxlink selected 10 social welfare units recommended in the local services and donated NT\$ 2 million in total making the process of the public welfare plans more stable through the power of enterprises. The welfare program covers children, women, the elderly and the mentally handicapped and other vulnerable members.

Item	Recipients Ar	mount of money(NT \$)
1	Taiwan Yesi Service Learning Association	200,000
2	Corporation Aggregate Taiwan Zishe Public Welfare Innovation Associ	ation 200,000
3	New Taipei Family Care Association	200,000
4	China Social Welfare Development Association	200,000
5	New Taipei International Lifeline Association	200,000
6	Corporation Aggregate New Taipei Parents' Association of the mentally ref	tarded 200,000
7	Corporation Aggregate New Taipei Friends of Rehabilitation Association	on 200,000
8	Corporation Aggregate Taiwan Ailin Community Service Association	200,000
9	Consortium legal person Catholic Shanmu Social Welfare Foundation	200,000
10	Corporation Aggregate Enwu Social Service Promotion Association	200,000





### **Public Welfare Activities**

corner of the society.



Items	Recipients	Amount of mor	ney(NT \$)
1	"Flea market"	Jumble sale - Taiwan Black Bear Protection Association	10,000
2	"Flea market"	Jumble sale - Taiwan Huaisheng Trust Animal Association (TNR)	10,000

In addition, at the end of 2019, we held a Flea market for charity. Foxlink realized that animals are the most vulnerable residents in this land and they are always easy to be ignored. Therefore, we cross the boundaries of species, donated all the profit to the animal protection associations, marking the year of 2019 with a meaningful symbol.





#### **Public Welfare Activities**



All plants of Foxlink have long been committed to helping socially vulnerable members, caring for the elderly and needy families, and donating to local homes for the elderly, women's federations, disabled persons' federations, primary schools and other organizations and foundations in need of help every year.



80,000

50,000

50,000

50,000

50,000

200,000





#### Community Involvement of Foxlink Employees

#### Community Involvement

Since the Foxlink Charity Club began organizing blood drives, this event has received great support from all employees. We arrange for three blood drives each year so that employees can roll up their sleeves in their spare time and show their spirit of compassion within the plantitiself. This meant that "Donate a bag of blood to save a life" is more than just a slogan. A total of 209,000 cc of blood were donated by 836 employees in 2019.

		Taraba.
Items	Recipients	Amount of blood donated
1	Taipei Blood Donation Center Group – the 16th blood donation activity Taipei Blood Donation Center	Number of donors: 300 Amount of blood: 300 bags, 75,000 cc
2	Taipei Blood Donation Center Group – the 17th blood donation activity Taipei Blood Donation Center	Number of donors: 272 Amount of blood: 272 bags, 68,000 cc
3	Taipei Blood Donation Center Group – the 18th blood donation activity Taipei Blood Donation Center	Number of donors: 264 Amount of blood: 264 bags, 66,000 cc









#### Community Involvement of Foxlink Employees

#### Free Clinic

In the modern society with developed material civilization and spiritual civilization, women's social status has gradually improved. They play an increasingly important role in the family and society. The tense and busy life drains their time to care for their own health.

On Mother's Day, Kunshan plant cooperated with the local Jinxi people's Hospital and held a free clinic in the factory to provide free health care and consultation services for all female employees. We recruited professional physicians from the hospital to give first aid instructions. This activity ensured the health of every female employee to the greatest extent, and showed great care toward staff members.



#### Nursery

With the implementation of the "two children" policy, the number of the pregnant has increased. Eugenics, scientific parenting and other topics are drawing attention to the public. Kunshan plant invited professional teachers to open free nursery teacher course, providing free training courses for female employees. They will have a comprehensive understanding on the physiological development characteristics, psychological development characteristics, nutrition, daily life care, early childhood education, etc. of 0-3-year-old infants. There was a total of 39 female employees participated in the training in 2019.







#### Community Involvement of Foxlink Employees

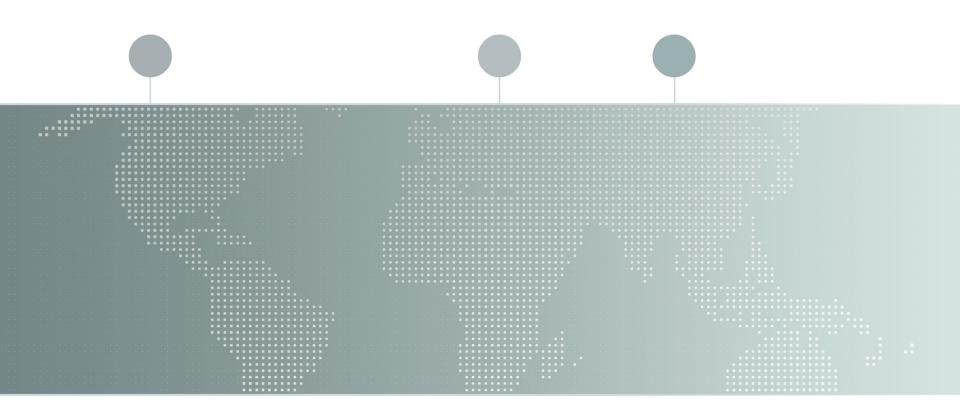
#### Family Open Day

The South China plant planned the "A good and happy practical course" Fugang Family open day activity, providing a good emotional interaction platform for employees and their children to let the children experience their parents' working environment and understand their hard work, appreciate and cherish their good lives, enhance the emotion and friendship between parents and children, and also showing the humanistic care of Foxlink.



Community communication is an important way to give back to the society.

Foxlink always remembers to fulfill its corporate social responsibility, persistently practices the concept of public welfare charity, actively promotes the participation and communication between the company and local communities, interacts with the public actively, vigorously promotes the development of local communities and employment, and realizes the mutual development of the company and local communities.



# Appendix







Disclosed items	Titles	Sections	Page
GRI 101	Basis [this report was prepared according to the main rules of GRI guidelines]		
GRI 102	General standard disclosures		
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102-03	The primary brands, products, and services.	Products of Foxlink	10
102-04	The location of the organization's headquarter.	Overview of Foxlink	9
102-05	Number and names of countries where the organization operates.	Overview of Foxlink	9
102-06	The nature of ownership and legal form.	Overview of Foxlink	9
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102-09	Employee overview: manpower structure.	Overview of Employee Status	15
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102-11	Significant changes in organization scale, structure, ownership or supply chain during the reporting period.	Scope of the report	1
102-12	Report whether and how the precautionary approach or principle is addressed by the organization.	Internal risk control	12
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102-15	Report the method of identification and selection for the agreed interested parties	Interested Party Communication	5-6
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102-17	Report the process for the top governance to delegate economic, environmental and social issues to senior management and other employees	Confirmation of Major Issues	7
102-18	Report the process for the top governance to delegate economic, environmental and social issues to senior management and other employees Whether the organization appoints management to be responsible for economic, environmental and social issues and reports directly to the highest governance body	Confirmation of Major Issues	7
102-19	Report the role of the top governance body and senior management in the development, approval and renewal of the organization's purpose, value or vision, strategy, policy, and objectives related to economic, environmental and social impact	Confirmation of Major Issues	7
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