



**GLOBAL UNICHIP CORP.**  
2014 Corporate Social  
Responsibility Report

# Major Performance Disclosures

Enriching the future lives of human beings by creating and promoting IC design is the vision of GUC. The performance of GUC's corporate responsibility in 2014 is discussed in this report. This report also outlines the actions that we have taken this year, as well as how we have responded to our stakeholders over the past year. Most importantly, through the demonstration of our excellent corporate value, we have exerted a positive society-friendly cycle. The following are some of the major aspects of our performance:



GUC was listed in the Taiwan High Compensation 100 Index published by Taiwan Stock Exchange for the second year in a row. In 2014, we recruited 94 new employees, which indicates the outstanding result of our talent recruitment.



Powerful revenue growth benefited from high-end processing. Our net sales reached NT\$6.95 billion, which is a growth of 12.6%.



We formed an EICC Committee to draw up an Electronics Industry Code of Conduct.



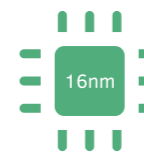
We implemented a water saving management project. Our water consumption in 2014 was 3% less than that of 2013.



GUC was awarded "the Top 5% companies" in the 1st Information Disclosure Assessment and Evaluation of Listed Companies by Taiwan Stock Exchange and GreTai Securities Market.



We built a design center in Yokohama, Japan, and are enlarging our service map continuously.



Implemented green production process. Our 16-nanometer projects in 2014 increased 4 times and reached an energy saving efficiency of 70%.



Social participation to share goodwill. We cooperated with local NPO, Hsinchu Blind Welfare Association.

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# About this Report

## Overview

This is the fourth time that GUC has prepared a Corporate Social Responsibility (CSR) Report. We will continue to publish these reports on a yearly basis.

## Report Timeline

This report presents GUC's CSR progress for the period from Jan. 1st to Dec. 31st, 2014.

## Report Scope and Boundaries

The report covers CSR-related data and activities of GUC's Hsinchu Headquarters and Taipei Office in Taiwan only, and does not include our overseas subsidiaries and liaison offices. The data is related to our performance in financial, environmental and social aspects. However, only financial information covers both GUC's Headquarters and its overseas subsidiaries and liaison offices.

## Reference

This report follows the G4 Sustainability Reporting Guidelines published by Global Reporting Initiative (GRI), and a cross-reference table of GRI G4 content index is attached at the end of the report.

## Third-Party Assurance

This report has received assurance from third parties. We have earned the Independent Third Party Assurance Statement issued by British Standards Institution (BSI). The criteria used for this assurance are as follows:

- AA1000AS:2008: AA 1000 Assurance Standard.
- AA1000APS:2008: AA 1000 Account Ability Principles Standard
- GRI G4: In Accordance – Core.

## Contact Information

This report is available on GUC's company website. You are welcome to contact us if you have any suggestions or questions concerning this report:  
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Website: <http://www.guc-asic.com>



GUC's chairman F. C. Tseng received the assurance statement given by BSI Taiwan General Manager Shu-Sheng Pu.

# Message from Chairman

GUC is committed to the pursuit of business growth and sustainability so to fulfill this one most important target of corporate social responsibility in daily operations.

We also committed to share the benefits gained from being a responsible corporation with its clients, stakeholders, government, communities, and employees.



Corporate social responsibility, a core value of Global Unichip, we consider not only the economic value GUC creates, but also how to balance the interests of stakeholders and GUC's impact on the society. Since the beginning, GUC has been pursuing business growth as well as corporate sustainability. We value integrity and ethics; we are law-abiding and we refuse corruptions.

Corporate governance, transparency and commitment to stakeholders are the cornerstones for GUC. Our employees are the greatest assets. We strive to provide excellent working environment, and we value employees' work-life balance. We provide excellent job opportunities and we encourage innovations. We encourage our employees to grow and to create value to the society. And we constantly provide support to NGOs and charity functions. We care about supporting the disadvantaged and protecting the environment as well as cherishing the resources on earth. We promote and encourage ECO design and ECO living as well as maintaining an ECO friendly working environment and amicable business relationships with our partners.

GUC is here to deliver the Corporate Social Responsibility Report. The report allows our stakeholders to understand GUC's commitment to the society and the environment. Social responsibility is not only our mission but also important foundation for GUC's long-term development.

Corporate Social responsibility is not just propaganda; it is GUC's core value. It's a process that connects GUC's business operation with the society which goes beyond donations and charity events.

Corporate social responsibility is a joint effort. We would like to show our appreciation to our employees, partners, customers as well as our shareholders, your continuous support and trusts are highly valued. As a world-class design service provider, GUC values corporate social responsibility. It is an ongoing mission for GUC, the pursuit of sustainable development not only for the company, partners, employees as well as the stakeholders, but also for our society. This continuous effort allows GUC to help build a better company and a better world.

Global Unichip Corporation

F. C. Tseng  
Chairman

A handwritten signature in black ink, appearing to read 'F.C. Tseng', written in a cursive style.

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# About Us

# About Us

We provide international ASIC services to assist progressive IC companies in improving their market leading positions. By continuously pursuing excellence, we offer products with outstanding power, speed, quality, yields, and punctual delivery service as well.

GUC’s capital amount

NT\$1,340,119,000

As a pioneer in the ASIC design services industry, we assist progressive fabless IC and system companies in improving their market leading position. By continuously pursuing the excellence, we offer the IC design capabilities with the optimize power consumption, the efficient processing speed, great quality, competitively yield rate, and on-time delivery services as well.

Global Unichip Corporation (GUC) is the Flexible ASIC LeaderTM was founded in January, 1998 and headquartered in Hsinchu, Taiwan. We offer full-spectrum services to satisfy today’s innovative technology companies unique provide comprehensive flexible customized IC service which is capable to satisfy the unique business and technical requirements of different innovative technology corporations. Harvard Business School published a case study about GUC in 2008, in recognition of our unique and visionary business model.

As of December 31, 2014, GUC’s capital amount was NT\$ 1,340,119,000. In 2014, GUC’s consolidated net sales were NT\$ 6,952,281,000 with the 12.6% year-over-year growth rate.

GUC has the employee of 438 persons in Taiwan. GUC has developed a global reputation with a presence in China, Europe, Japan, Korea, and North America.

We aim for providing full-spectrum ASIC design services to assist fabless IC and system companies in secured their market leading position. It is also our goal to pursue excellence to offer the IC design capabilities with the optimize power consumption, the efficient processing speed, great quality and competitively yield rate, as well as the on-time delivery service.

GUC’s Flexible ASIC ModelTM offers full-spectrum services to satisfy today’s innovative technology companies’ unique operational and technological needs. GUC also committed to providing the most advanced solutions, and embedded CPU design capability through close partnership with TSMC and other key packaging and testing houses for customers target IC devices of leading edge computing, communications and consumer applications.

GUC provides one-stop shopping service to customers. GUC’s “Flexible ASIC Services” model may reduce not only the funding and technologies barrier for small and middle scale of fabless IC companies but also for the system companies’ migration from standard products to ASIC. This has shortened the production development timetable, boosted the time-to-market, and created more value-added to products.

Thanks to the semiconductor cluster in Taiwan with thorough supply chain of booming IC design houses, foundries, and packaging and testing support, design service providers have expanded significantly. Based in Hsinchu, Taiwan GUC has developed a global reputation with a presence in China, Europe, Japan, Korea, and North America. GUC is publicly traded on the Taiwan Stock Exchange under the symbol 3443.

Moreover, we have established the ‘Global Unichip Corporate Social Responsibility Best Practice Principles’. This commission is composed of cross-department representatives in order to implement corporate social responsibility initiatives. The Chief Financial Officer is appointed as the Chairman in full charge The executive performance shall be submitted to the Board of Directors.

# Products and Services

## Wafer Products & ASIC Design services

GUC provides complete services from design, wafer manufacturing to packaging and testing.

We provide circuit design cell library and various IPs required in the process of product design; provide circuit layouts needed for mask making; subcontract mask making, wafer manufacturing, dicing and packaging to vendors; conduct final testing to get prototype samples for customers.

### NRE Non–Recurring Engineering

We provide circuit design cell library and various IPs required in the process of product design; provide circuit layouts needed for mask making; subcontract mask making, wafer manufacturing, dicing and packaging to vendors; conduct final testing to get prototype samples for customers.

### MPW Multiple–Project Wafer

MPW integrates multiple design projects of different customers on one single mask and by one wafer engineer run. It is an effective and fast time-to-market chip verification service with cost-sharing in masking and wafer engineering run. Design engineers, before the phase of mass production, are able to timely verify their prototype designs with advanced process technologies and much lower costs.

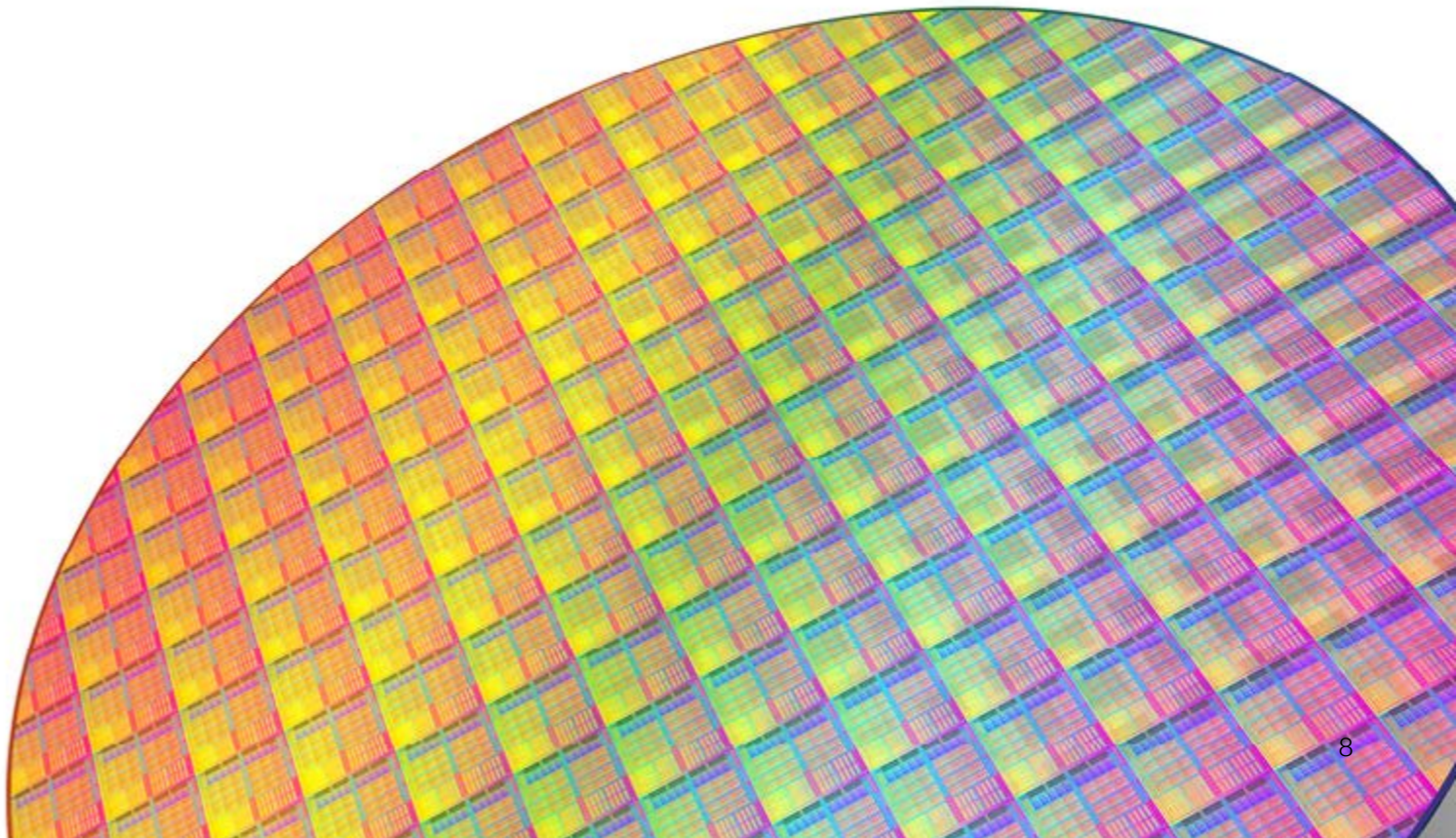
### Intellectual Property (IP)

These are silicon-verified reusable IC designs with specific functions. With the rapid advancement of semiconductor processing technologies, the design industry is trending toward multi-functional chips and SoC (System on a Chip). Reusable IP help customers avoid redundant designs and resources.

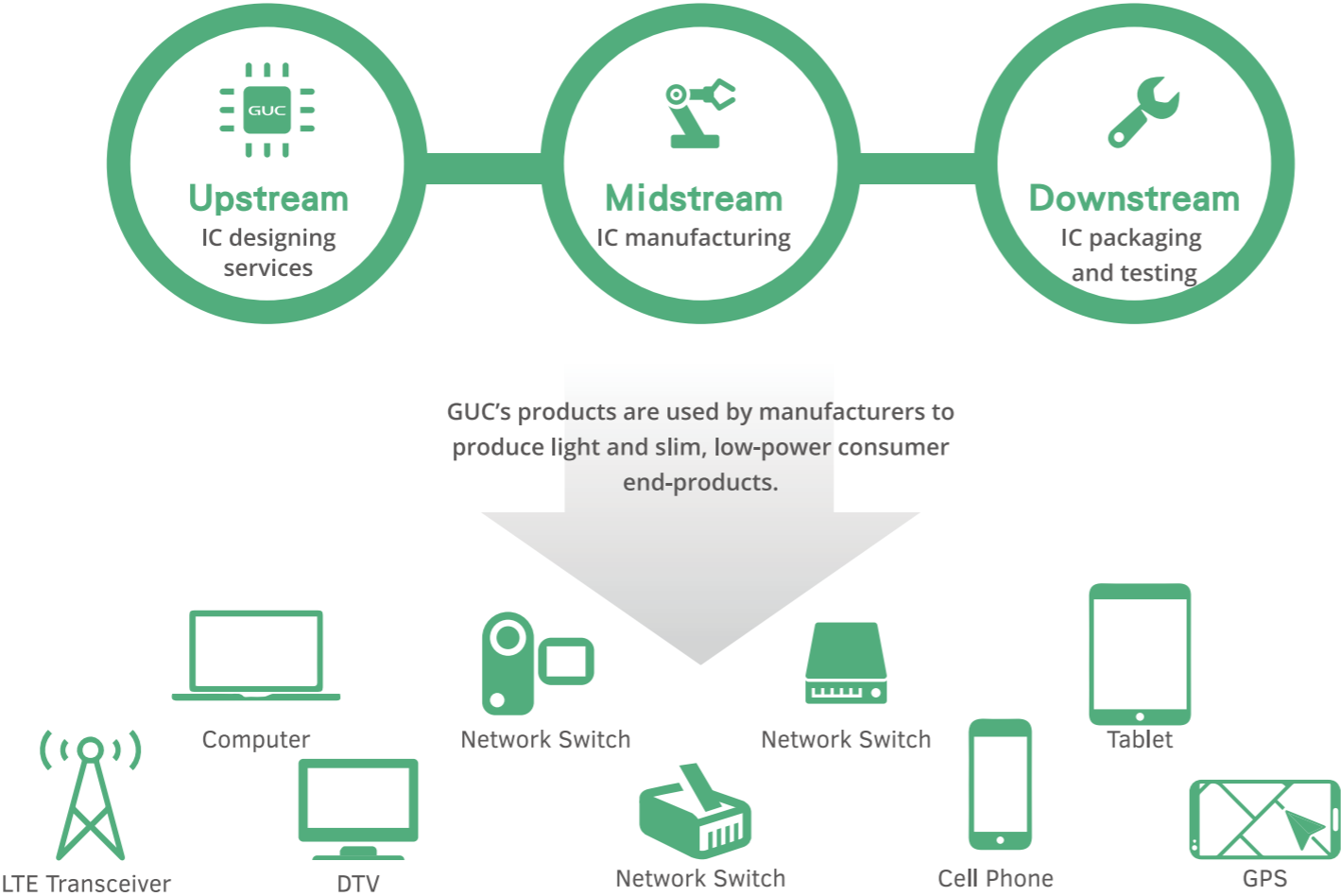
### Development Programs for New Products

Develop high-end and high-in-demand Intellectual Properties (IPs) in 28nm, 20nm, and 16nm process technologies: high speed interface such as 10G/28GKR SerDes, PCIe Gen3/4, USB 3.0/3.1, LVDS, DDR3/4/LPDDR3/4 Memory Controller/PHY, Voltage Regulator, Power Management Solution, ADC/DAC, Data Converter, Clock Generator, etc.

To offer complete silicon IPs, SoC integration and design platform solution for applications of networking, mobile devices which include networking and multimedia portable device, storage devices and digital television.



GUC plays an important role in front- end energy saving and carbon reduction in electronics technology



In semiconductor supply chain, GUC provides the IC design services is on the upstream position. IC manufacturing is on the midstream and IC packing and testing are on the downstream.

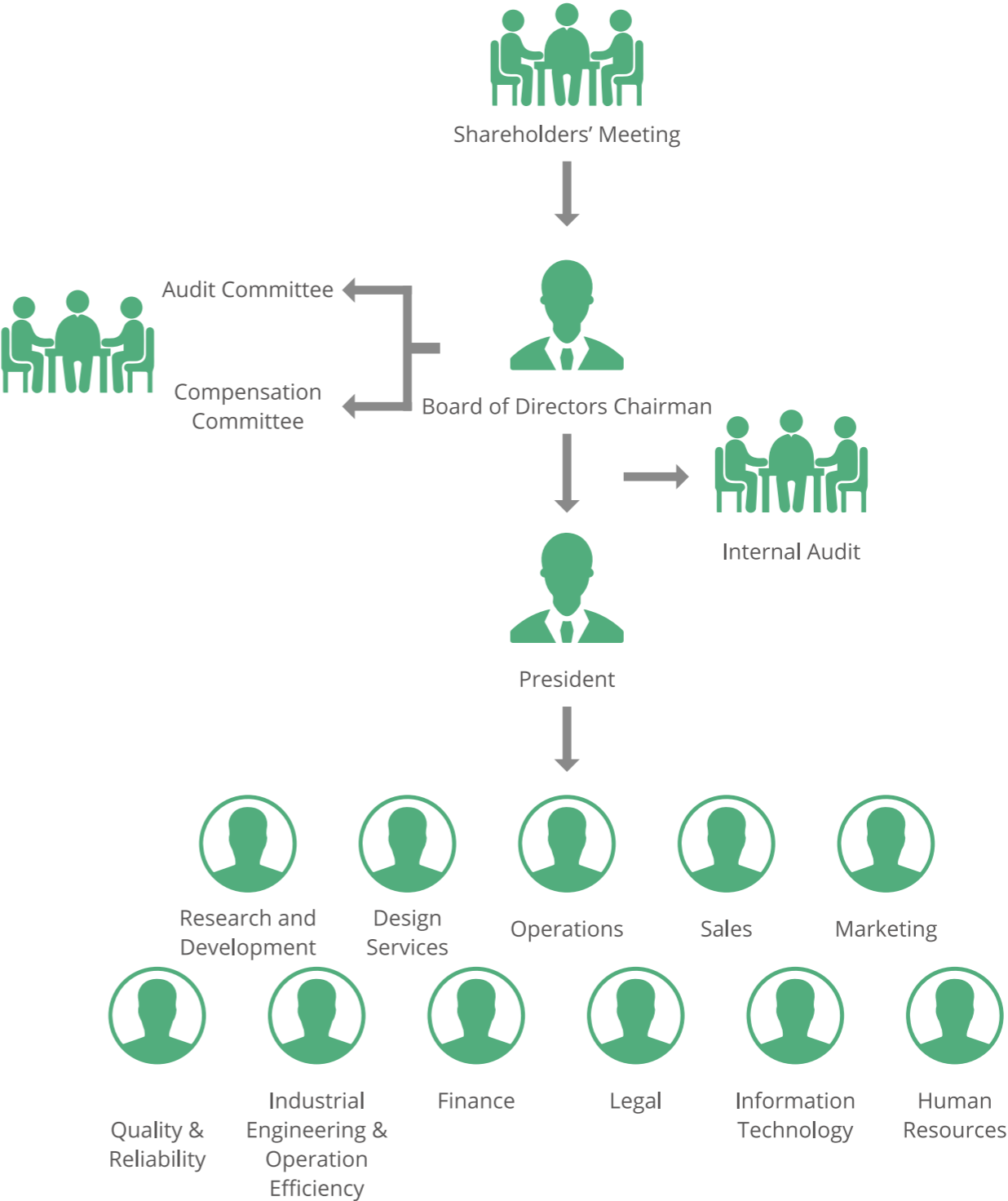
Implementation the IC design flow is not only considering the hardware spec, but also the software integration as the process technology approach nanometer scale which enable to produce the high efficiency and competitive power consumption IC chips. Therefore, GUC executes the standards of “Green Energy-saving Design” and provide energy-saving products that comply with environmental protection regulations and customer's' requirements. Meanwhile, we play a front-end important role of energy saving and carbon reduction in semiconductor industry.



# Company Management

# Implementation of Hierarchical Division of Authority

Based on 'Global Unichip Corporate Social Responsibility Best Practice Principles', the commission is composed of cross-department representatives in order to implement corporate social responsibility initiatives. The Chief Financial Officer is appointed as the Chairman in full charge. The executive performance shall be submitted to the Board of Directors. For more information about our corporate governance structure, please see the '2014 GUC Annual Report'





GUC was awarded “the Top 5% companies” in the 1st Information Disclosure Assessment and Evaluation of Listed Companies by Taiwan Stock Exchange and GreTai Securities Market.



GUC was rated “A++” in the 12th Information Disclosure Assessment and Evaluation of Listed Companies by Taiwan Stock Exchange and GreTai Securities Market.

## Regulatory Compliance

To enable all our employees to understand various legal compliance issues, we provide relevant in-house education, training courses and advocacy resources. For example, the ‘Personal Information Protection Act’ and the ‘Trade Secrets Act’; all of the management team and the related colleagues are required to attend these courses. GUC’s management team closely monitors both domestic and foreign government policies and regulatory developments that could have any impact on GUC’s business and financial operations. In 2014, GUC was not been subjected to any monetary fines and nonmonetary sanctions for noncompliance with any statutory laws and regulations.

## Third Party Awards

- GUC was awarded “the Top 5% companies” in the 1st Information Disclosure Assessment and Evaluation of Listed Companies by Taiwan Stock Exchange and GreTai Securities Market.
- GUC was rated “A++” in the 12th Information Disclosure Assessment and Evaluation of Listed Companies by Taiwan Stock Exchange and GreTai Securities Market. Moreover, this is the fourth time that GUC received this award and we are the only IC design company earned this honor.

## Board of Directors Takes the Helm on Holistic Sustainability Issues

Our Board of Directors is currently composed of 9 distinguished directors, one is female director. Six regular board meetings were convened in 2014. With an average age of 55 years old, the Board of Directors is equipped with diverse knowledge and a great breadth of corporate governance experience. At the same time, independent directors also set up the Audit Committee and the Salary Remuneration Committee. The members of the Board of Directors are chosen by nomination system. We value not only their expertise, but also their integrity and moral reputation.

Candidates for independent directors shall meet the related professional qualification requirements, criteria for independency and restrictions on concurrent positions regulated by the ‘Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies’. This aims to achieve a well-organized, innovative cooperate development strategy, attain efficient management, maintain stockholders’ equity and enhance corporate governance.

# Strict Proprietary Information Protection to Safeguard Customers' Privacy.

In order to properly protect our business and operational proprietary information, we formulated the 'GUC Proprietary Information Protection (PIP) Policy' and 'GUC PIP Procedures' accordingly, to clearly stipulate our procedures for protecting the confidential information of company, including commercial secrets and intellectual property, to ensure that our clients' privacy is perfectly safeguarded.

According to 'Proprietary Information Protection Policy', all departments' heads have to assign a person to form 'Proprietary Information Protection Committee' which is responsible for the control company's entire confidential information. The PIP Committee shall conduct periodic audits to ensure the full compliance of company team member and convene the regular meetings every two months to discuss issues about controlling confidential information and decision making. The Committee will have interim meetings under certain occasions.

In addition to that, the company has also established a strict access security and surveillance system to control personnel and vehicles access continuously.



▲ Confidential Information Protection Policy



▲ Installation of surveillance cameras



▲ Access Control at the Company's Entrance



▲ Access Control ID Cards

# Code of Ethics and Business Conduct

To promote business behavior in keeping with integrity and morals, and to support compliance with legal order, we have established our internal Ethics Code of Conduct (the ‘Code’) which is called ‘Procedures for Ethical Management, Ethics & Business Code of Conduct.’ in accordance with ‘Taiwan Corporate Conduct and Ethics Implementation’. All employees, officers and Board members must adhere to the Code and bear a heavy personal responsibility to preserve and to protect GUC’s ethical values and reputation.

GUC’s ‘Procedures for Ethical Management, Ethics & Business Code of Conduct.’ is implemented by the HR Department which is also responsible for the training and management of other departments. Board members supervise related operations through accusation mail box. Also, GUC has established a ‘violation of ethical conduct accusation system’ section in both Chinese and English. It is also under the HR Department’s responsibility to collect and disclose information. Besides, all commercial contracts are clearly written with ‘Integrity Conduct Term’.

Internally, we require all employees to comply with ethical values and business conduct; externally, suppliers need to follow the referred regulations as well. Suppliers shall sign a ‘GUC Ethics and Business Code of Conduct. Besides, all GUC’s subsidiaries are subject to supervised of human rights and regulation impact analysis as well as corruption risks analysis.

# Participation of Union Organizations

GUC participates in industrial union and association proactively. By committing to the associations and unions, GUC expects to devote and contribute to the semiconductor industry.

## Technology:

- Taiwan Semiconductor Industry Association (TSIA)
- Global Semiconductor Alliance (GSA)
- Video Electronics Standards Association (VESA)
- JEDEC Solid State Technology Association (JEDEC)
- SD Card Association
- Peripheral Component Interconnect Special Interest Group(PCI-SIG)
- Mobile Industry Processor Interface (MIPI)
- 3D IC SIG, Special Interest Group
- Institute of Electrical and Electronics Engineers (IEEE)
- Universal Serial Bus Implementers Forum (USB-IF)

## Management:

- The Allied Association for Science Park Industries
- Taiwan Corporate Governance Association
- Chinese Professional Management Association of Hsinchu
- Chinese Human Resource Management Association
- Chinese Association of Business and Intangible Assets Valuation
- Accounting Research and Development Foundation
- Hsinchu City Nurses Association



# Risk Management

Through the Audit Committee and the Compensation Committee, GUC formulates risk management measures, in order to prevent and to control latent risks and to define orientation and treatment. The following are the enforcement rules for the management principles:

## Establishment of the Compensation Committee

For the senior management's compensation risk control, we developed a table of 'The ratio of the total compensation for Board of Directors, President & Vice Presidents over the net income on the stand-alone basis financial report'. For details, please refer to page 14 of our 2014 Annual Report. The operation performance has a positive correlation with the personal capabilities, contribution, and performance of the senior management team.

## Establishment of the Audit Committee

GUC established the Audit Committee for the implementation for internal control of corporate risk. Four independent directors of the Audit Committee are elected at the Annual General Shareholders' Meeting. The Audit Committee meeting is convened every quarter to oversee the financial reporting processes, selection of the independent auditors, independence and performance of selected auditors, internal control system and performance, regulatory compliance and the control system in relation to present or latent risk.

## Establishment of Risk Management Principles

GUC has established the 'Subsidiaries Management Principles', 'Internal Control System Statement', 'Operational Regulations for Transactions between Groups, Corporations and Related Parties' and so forth. to set up risk control system and firewall mechanisms between affiliated companies. Furthermore, we also have established the 'Norms of Ethics and Business Code of Conduct' to strictly forbid trading securities with undisclosed information.

# Client Oriented Services

With regards to customer relations and communications planning, GUC utilizes both regular and unscheduled meetings and visits, quarterly and monthly performance reviews, audits to establish a seamless partnership with our clients. We pursue effectiveness in the services and cooperation with our clients and make further improvements accordingly.

GUC sets up a position in charge of the response and investigation of the interrogation in relation to the environmental protection, social responsibilities, restriction of hazardous substances and conflict minerals from our clients. We also promptly satisfy the requests from downstream and end clients or public sectors by providing adequate information. We carry out customer satisfaction surveys in the first quarter and at the completion of a project as well. In addition, all the precious suggestions from our clients are submitted to the units concerned for further improvement and response to the expectation of our clients.



## At The Completion of a Project

Once a project is completed, we will carry out customer satisfaction surveys to get feedback and comments from our clients for further improvements in record time.



## In the First Quarter of Every Year

We carry out a customer satisfaction survey on important clients in the first quarter of every year. In 2014, customer satisfaction survey accomplished a feedback percentage of 80%; among it over 95% of our clients are satisfied with our services.



# How Did We Prepare Our CSR Report

# How did we prepare our CSR report?

We formed a CSR Report Group to edit our report. The team accomplished a survey to collect information on the main issues which concerned our stakeholders with a total of 172 questionnaires were collected.

## 1. Defining the principles for editing a CSR Report

The core value of editing a CSR Report focuses on the flow identified material aspects based on the factor of identified principles. Identified Material Aspects refer to the aspects that can reflect the corporation's significant impacts on economy, environment and society; or aspects that could significantly influence the evaluation or decisions from stakeholders.

## 2. Prepare GRIG4 General Standard Disclosures

According to 'GRIG4 Sustainability Reporting Guidelines', General Standard Disclosures offers two optional 'in accordance', which are:

- In Accordance – Core
- In Accordance – Comprehensive
- The 'In Accordance – Core' is adopted by GUC.

## 3. Prepare the GRIG4 Specific Standard Disclosures

According to 'GRIG4 Sustainability Reporting Guidelines', Specific Standard Disclosures include Category Economic, Category Environmental, and Category Social. Herein-above include Disclosures on Management Approach, DMA and Aspects.

▼ A CSR Report Group to the edit the Report

Asia Lin,  
Finance Div.

William Chen,  
Marketing Div.

George Tsai,  
HR

KC Chao, R&D

Jason Lin,  
Operations

Steven Lin, HR

Kevin Tseng,  
Design

Dante Liu,  
Employee Facility  
Service

# Stakeholder Communication Channels

According to ‘GUC Social Responsibility Best Practice Principles’, the commission is composed of cross-department representatives in order to implement corporate social responsibility initiatives. The CFO is appointed as the chairman in full charge. GUC sorts out the stakeholders into 7 categories: shareholders, employees, customers, suppliers, government, media and community.



# Shareholders

## General Shareholders

- Annual General Shareholders Meeting is held in Q2
- Annual Report is released before the Annual General Shareholders Meeting
- Communicate with GUC by phone and e-mail

## Institutional Shareholders

- Semi-annual Investor Conference
- Participation in Investor Forum or Investor Conference held by both domestic and foreign investment agent and securities companies
- Reception for investors, domestic and foreign investment agent and securities companies from time to time

# Employees

- Corporate general announcement
- Quarterly employees conference and other regular meetings
- Mailbox for appeals from employees
- Surveys
- EFS service center
- Employee assistance program

# Customers

- Customer audit
- Customer meeting
- Annual tech **symposium**
- Client satisfaction survey

# Suppliers

- Supplier information platform
- Interviews and meetings

# Government

- Official documents
- Regulation conference or public hearing
- Corporate financial statement
- Offering relevant reports in response to the demands and regulations from government authorities
- Communication with government authorities via associations or unions
- Industry-Government-Academia seminar

# Media

- Monthly press release in connection with new technologies and new products
- Monthly Revenue
- Quarterly operating results
- Participation in support programs of the Taiwan Fund for Children and Families (TFCF) or other media charity activities

# Community

- Publishing CSR Report
- Official Website and e-mail
- Participation in disaster relief activities



# Four Steps to Identify Material Aspects and Boundaries

We identify material aspects and boundaries through identification, prioritization, validation and review.

## Step 1: Identification of Relevant Topics

After GUC's internal meeting, we sort out the 'Relevant Issue', which is a list of issues to be included in this CSR Report. The issues are selected based on the 2 directions from 'GRI G4 Sustainability Reporting Guidelines', which includes:

- Aspects
- Standard Disclosures

## Step 2: Prioritization

Prioritize the referred issues based on the 3 principles for Defining Report Content of 'GRI G4 Sustainability Reporting Guidelines'.

- Stakeholder Inclusiveness: The organization should identify its stakeholders, and explain how it has responded to their reasonable expectations and interests.
- Materiality: Reflect the organization's significant economic, environmental and social impacts

- Sustainability Context: Discrepancy of the corporation's contribution to the improvement or deterioration of economic, environmental and social conditions, developments, and trends.
- We use surveys to collect the main issues concerned by our stakeholders and 172 surveys were recovered. The following are the results of prioritization:

### Material Topics

1. Proprietary Information Protection
2. Benefit Packages
3. Customer Relations
4. Innovation R&D
5. Employee Relations
6. Corporate Governance
7. Risk Management
8. Green Design

### Secondary topics

1. Occupational Safety
2. Employee Training
3. Sustainable Development
4. Legal Compliance
5. Anti-corruption

### General topics

1. Supplier Management
2. Waste Management
3. Energy Saving and Carbon Reduction
4. Environmental Management

5. Community Participation
6. Energy Control
7. Environmental Protection Expenditure

## Step3: Validation

In accordance with the Completeness Principle of 'GRI G4 Sustainability Reporting Guidelines', we validate the dimensions of scope, boundary, and time. The prioritized Material Aspects list has been verified by top decision makers.

## Step4: Review

After the report has been published, a review of this report is prepared for the next reporting cycle. The result of the review would be helpful for the Identification Step for the next reporting cycle .

▼ List of Material Aspects and Aspect Boundaries (1/3)

Item	Material Topics	Corresponding Aspects for Consideration	Disclosures on Management Approach	Relevant Aspect Boundaries	
				Inside corporation	outside corporation
1	Proprietary Information Protection	Customer Privacy	<ul style="list-style-type: none"><li>Established internal Standard operating procedures and norms, such as ‘Confidential Information Protection Policy’ and ‘Confidential Information Control Protocol’.</li><li>Every department director has to assign delicate to form ‘Proprietary Information Protection’ committee, which is responsible for the control of whole company’s confidential information. The tasks for the committee include discussing, establishing, auditing and implementing of the privacy operation. The committee is held every two months and will discuss issues about controlling confidential information and make decision. The committee will have interim meetings under certain occasions.</li><li>E-mail Monitoring</li><li>USB Data Access Control</li><li>Installation of surveillance camera</li></ul>	Employees	Customers
2	Benefit Packages	Economic Performance	<ul style="list-style-type: none"><li>Establishment of Salary Remuneration Committee under the Board of Directors</li><li>Employee’s bonus shares</li><li>Equal minimum remuneration for women and men, evaluation based on specialties and experiences</li><li>Comprehensive employee insurance</li></ul>	Employees	Shareholders, Government
3	Customer Relations	Marketing Communication	<ul style="list-style-type: none"><li>Fixed/irregular scheduled meeting and visits, as well as quarterly/monthly performance reviews and audition to build up a close customer relation.</li><li>Special position is set to be in charge of the response and investigation of the interrogation in relation to the environmental protection, social responsibilities, restriction of hazardous substances and conflict minerals from our customers.</li><li>customer satisfaction survey</li></ul>	Employees	Customers, Media

▼ List of Material Aspects and Aspect Boundaries (2/3)

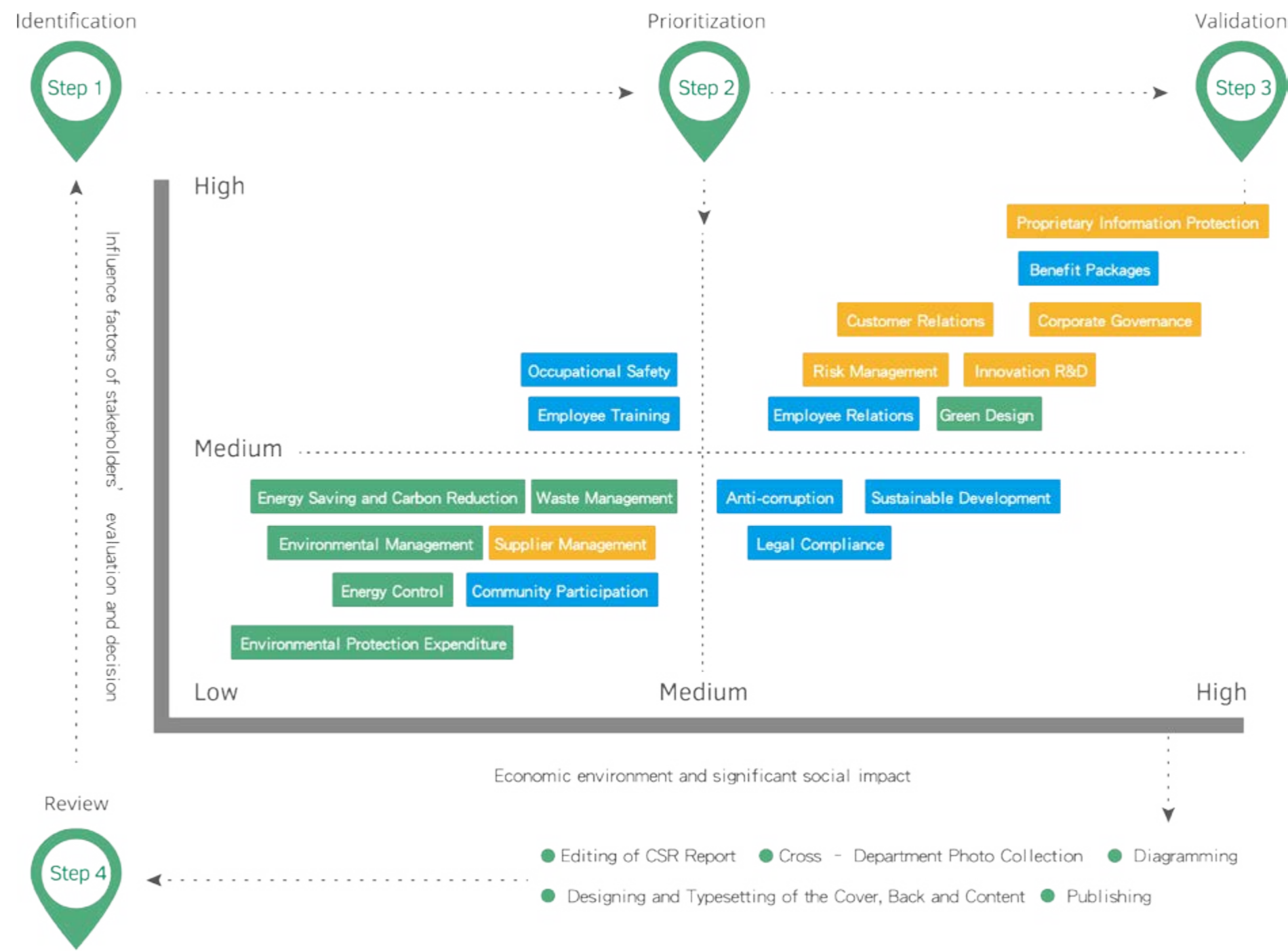
Item	Material Topics	Corresponding Aspects for Consideration	Disclosures on Management Approach	Relevant Aspect Boundaries	
				Inside corporation	outside corporation
4	Innovation R&D	Products and Services	<ul style="list-style-type: none"><li>Establishment of the R&amp;D Department, to be in charge of development, integration, maintenance of innovative products</li><li>Technical planning, development and integration for silicon intellectual property in relation to Digital,Mixed-Signal,RF,High Speed Ser Des</li><li>Integration techniques for SoC, application and development for software</li><li>Development for the designing process of ESL</li></ul>	Employees	Customers, suppliers
5	Employee Relations	Employment	<ul style="list-style-type: none"><li>The HR Department plans and handles the labor/management relations communication. The regulations of human management are based on ‘Labor Standards Act’, ‘Act of Gender Equality in Employment’, ‘Sexual Harassment Prevention Act’ and other government fiats as minimum standard.</li><li>Regular implementation of Labor-Management Meeting for efficient communication</li><li>Establishing ‘Employee Welfare Committee’ with a monthly budget to implement employee welfare activities regularly</li></ul>	Employees	Government
6	Corporate Governance	Market Presence	<ul style="list-style-type: none"><li>Constant disclosure of corporate governance information, in accordance with relevant regulations of ‘Information Disclosure and Transparency Ranking System’ from Securities &amp; Futures Institute.</li><li>The election of the Board of Director is in accordance with ‘Company Act’.</li><li>The independence of Independent Director Candidates is also in accordance with the relevant professional competence listed on ‘Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies’.</li></ul>	Employees	Shareholders

▼ List of Material Aspects and Aspect Boundaries (3/3)

Item	Material Topics	Corresponding Aspects for Consideration	Disclosures on Management Approach	Relevant Aspect Boundaries	
				Inside corporation	outside corporation
7	Risk Management	Strategies and Analysis	<ul style="list-style-type: none"><li>GUC established Audit Committee for the establishment of risk management policies and the implementation of internal control of corporate risk.</li><li>Four Independent Directors of Audit Committee are elected at Annual Stakeholders' Meeting.</li><li>GUC adheres to ‘Securities and Exchange Act’, Article 14 to formulate internal control system and to implement the power of audit, which includes holding at least one meeting quarterly, fair presentation of the financial reports, hiring (and dismissal), independence, and performance of certificated public accountants, the effective implementation of the internal control system, compliance with relevant laws and regulations, as well as the management of the existing or potential risks of this Corporation.</li></ul>	Employees	Shareholders, Government
8	Green Design	Product and Service	<ul style="list-style-type: none"><li>Implementation of Moore’s Law</li><li>Increase the number of 16nm Projects</li><li>We constantly provide more advanced and energy saving products through the use of advanced nanotechnology.</li></ul>	Employees	Suppliers

# Prioritization of Material Aspects

We identify material aspects through identification, prioritization, validation and review, which includes Category Economic, Category Environmental, and Category Social Indicators.

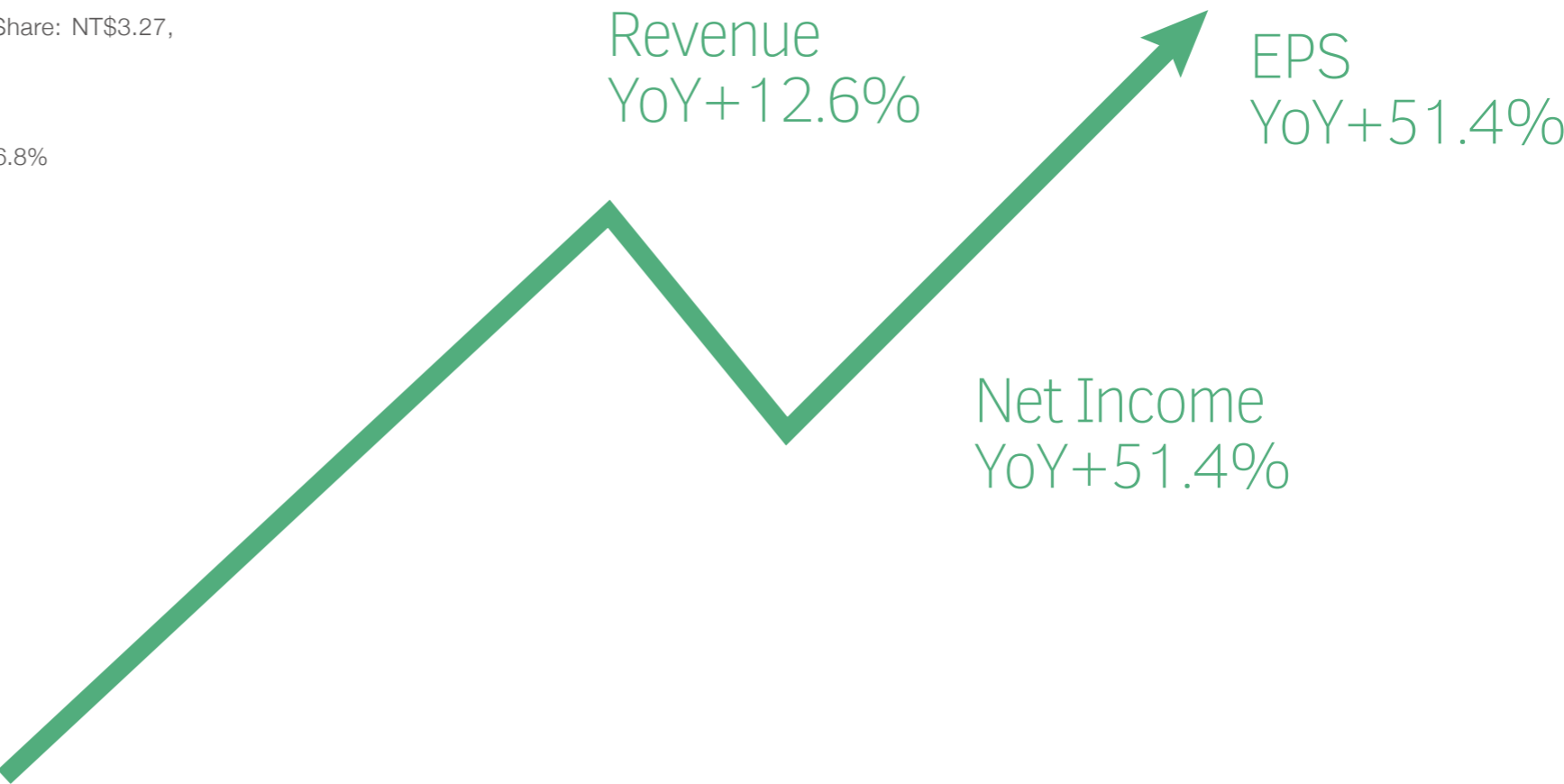




# Economic Category

# Outstanding Financial Performance

- As a pioneer of ASIC design services provider, GUC achieved revenue of NT\$6.95 billion in 2014.
- Consolidated Revenue: NT\$6.95B, annual growth of 12.6%
- Consolidated Net Income: NT\$440 Million, annual growth of 51.4%
- Consolidated basic Earnings per Share: NT\$3.27, annual growth of 51.4%
- Gross Profit percentage : 27.1%
- Operating profit margin percentage: 6.8%
- Return on Equity =12.9%



# Research, Development and Innovation

GUC continues to develop high-end IPs in 28-nanometer, 20-nanometer, and 16-nanometer process technologies, including high speed interfaces such as 10G/28G KR SerDes, PCI-E Gen3.0, USB3.0/3.1, LVDS, DDR3/4/ LPDDR3/4 Memory Controller/PHY. Moreover, the core components including such as Voltage Regulator, Power Management Solution, ADC/DAC, Data Converter and Clock Generator for applications of high-speed networking, multimedia portable device, storage device and digital television, providing complete silicon IPs, SoC integration and design platform solutions.

## Successful Development on New Technologies

R&D expenditure in 2014 amounted to NT\$952,969,000, with successful development of relevant techniques and products.

- Successfully unveiled the DDR4 IP on 16-nanometer FinFET+ process technology
- Successfully completed 20-nanometer SoC design project
- Completed design for 16-nanometer EMS PHY LPDDR3/4.LVDS pilot chip
- Successfully completed 16-nanometer SoC design project

- Successfully taped-out 28- nanometer for LPDDR3 / 4 , DDR3/4 Combo PHY test chip
- Successfully completed a design project which includes 250 million gate counts also set a new design services industry record. We passed the verification at the first silicon proven and went into mass production directly.

Members of GUC R&D Department:

GUC forms a professional R&D team which continually develops advanced process silicon IP to create an outstanding R&D performance.



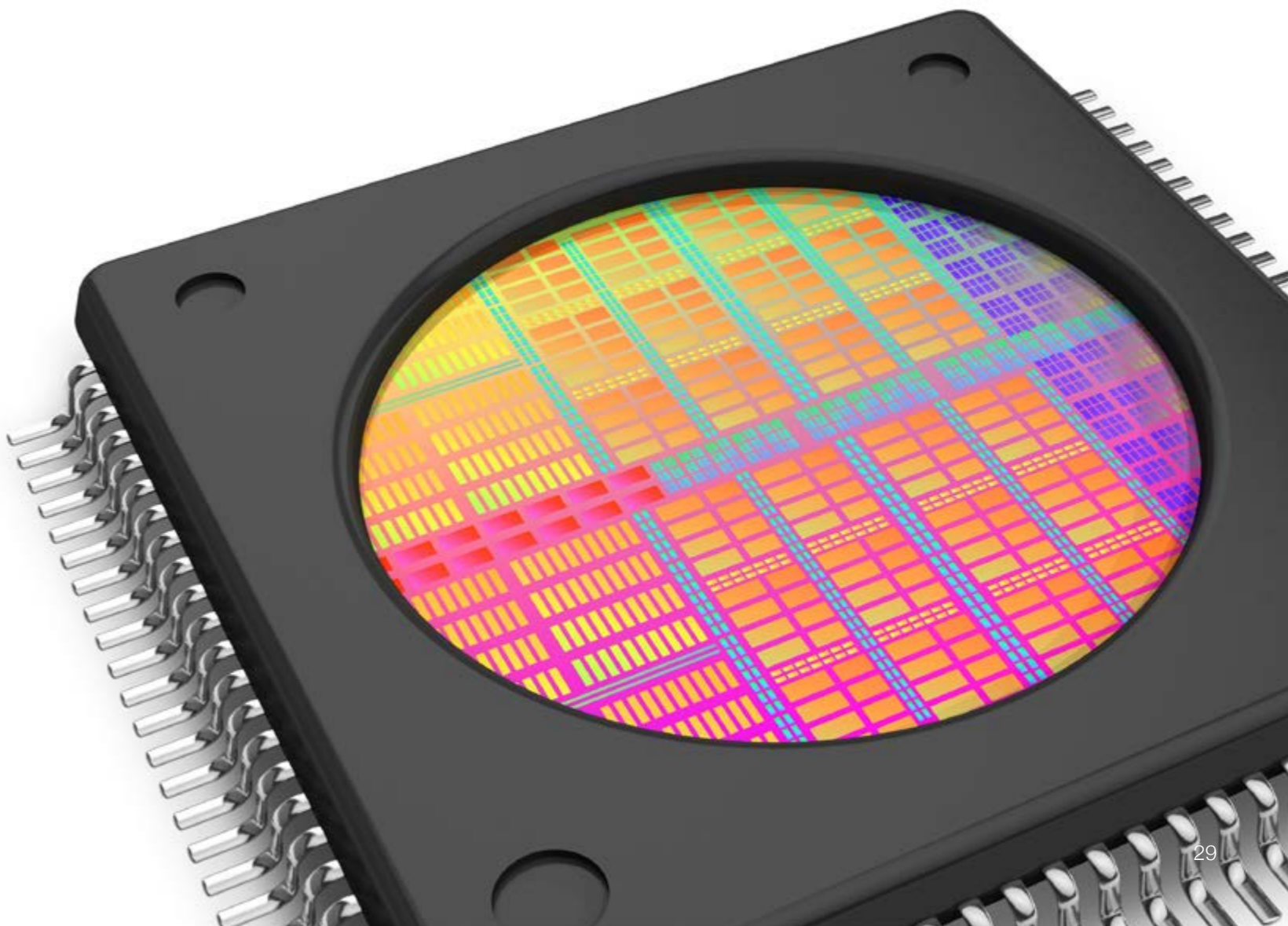
# Significant Technological Breakthroughs

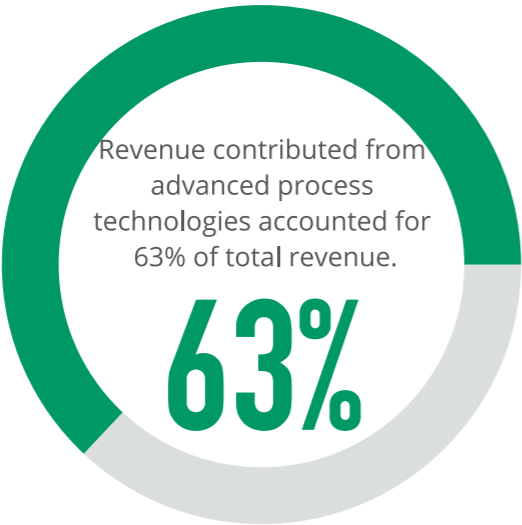
1 Successfully demonstrated industry's first low leakage USB 3.1 PHY IP developed for tsmc's 16-nanometer FinFET+ process.

2 Successful unveiled the Double-Data-Rate Fourth Generation Synchronous Dynamic Random Access Memory, (DDR4 SDRAM) IP.

3 Successfully launched a combined Peripheral Component Interconnect Express (PCIe, Generation 3) controller IP and PHY IP solution.

4 Successfully rolled out an expanded interconnect low power IP portfolio for Solid State Drive (SSD) applications.





# Benefiting From High-end Processing, Stable Growth in Revenue

The stable revenue growth of GUC in 2014 was contributed from the advanced process technologies mean 65-nanometer, 40-nanometer, 28-nanometer and 16-nanometer. Moreover, advanced process technologies projects will be the growth driver of future revenue. GUC's 16-nanometer process technology secures in the industry leading position. As a pioneer in the ASIC design services industry, GUC not only successfully completed the first 16-nanometer FinFET+ design project which included 180 million gates count, also set a new design services industry record. Revenue contributed from advanced process technologies mean 65-nanometer, 40-nanometer, 28-nanometer and 16-nanometer accounted for 63% of total revenue.

▼ Product Revenue distribution

Sales breakdown	2013		2014	
	Revenue	%	Revenue	%
ASIC and Wafers	4,577,406	74.11%	4,940,781	71.07%
NRE	1,486,868	24.07%	1,773,429	25.51%
Others	112,467	1.82%	238,071	3.42%
Total	6,176,741	100%	6,952,281	100%

( Unit ) NT\$ Thousands, except %

# Launch of Our First 16nm IP

In May, 2014, we taped-out the first 16-nanometer FinFET IPs for DDR4. It contains a built-in PHY with the automatic training mode that is not only much easier to boost and also save the evaluation time and optimize data strobe. This new IP will help us to breakthrough high speed networking and servers applications. This DDR4 IP set a new design services industry record. It is the highest performance IP with TSMC's 16-nanometer technology process and represents an outstanding opportunity for advanced technology designers to start working on their next-generation mobile devices.

## 40nm IP, The New Growth Driver for Operation

In August, 2014, we continued to expand our IP portfolio. We demonstrated industry's first tsmc 40-nanometer low power DDR 3/4 PHY IP. We have endeavored to get NRE and ASIC projects from important system companies in recent years. We not only won the sensor chip for game console application, but also break into the supply chain to the SSR controller IC of international company. Moreover, GUC now offers DDR3/4 IP targeting tsmc processes, ranging from 16-nanometer to 40-nanometer.

▼ Members of GUC Sales Department:

GUC has formed a professional marketing and sales management team which is committed to winning NRE design projects from international corporations and has achieved an outstanding revenue performance.



# Processing Competition, GUC Enters the Bitcoin Market

In September 2014, we announced our cooperation with TSMC to develop advanced processing, acquiring many Bitcoin customers who using high-end computing technology. Therefore, our business in the Bitcoin market contributes a lot to our revenue. Due to the fact that Bitcoin mining machines needs high processing computing, our customers migrates their processing technology, which grows very fast at one generation per year. For example, at the beginning of the year, customers

required 28- nanometer technology node and has migrated to 16- nanometer in Q3. Bitcoin is a peer-to-peer internet transaction system and virtual pricing tool, which is generated by a process called 'Mining.' Miners are rewarded with transaction fees by verifying transaction processes and records. Users can make transactions with personal computers, mobile devices or e-wallet on the Internet. Bitcoins can be obtained from mining and used in exchange for goods, services, and other currencies.





# Environmental Indicators

# Improving Product Energy Efficiency

In May 2014, We taped-out the first 16-nanometer FinFET IPs for DDR4. With continued technical breakthrough, completed IPs portfolio to enable our customers to launch their most advanced products early in the market and also secured our leading position in the advanced process design service sector. Through the advanced nanotechnology migration, we keep on providing more advanced and energy saving green products to enhance the energy consumption of end customers. As GUC keeps on defining the top of the industry's specifications standards, our customers can reduce their carbon footprint.

The new 16-nanometer DDR4 PHY IP operates at up to 3.2 gigabytes per second (Gbps), which is a 50 percent improvement in speed over previous generation DDR3 IP while reducing power by 25 percent at the same speed. The new 16-nanometer DDR4 IP features a DRAM link up and 40 percent core power consumption reduction at the same speed compared to DDR3 IP on 28nm technology.

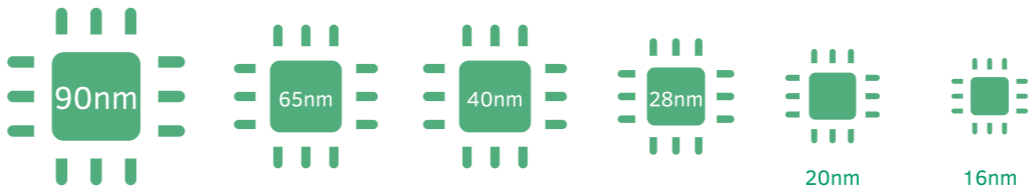
This 16-nanometer DDR4 IP represents a real design breakthrough. It is one of the highest performances DDR4 IP to target TSMC's 16nm process and represents an early opportunity for advanced technology designers to begin work on their next-generation devices.

▼ Members of GUC Design Department forms a professional design team which is in charge of the implementation of advanced nanotechnology design processing in order to provide more advanced, efficient and energy saving products.



# The Best Realization of Moore's Law

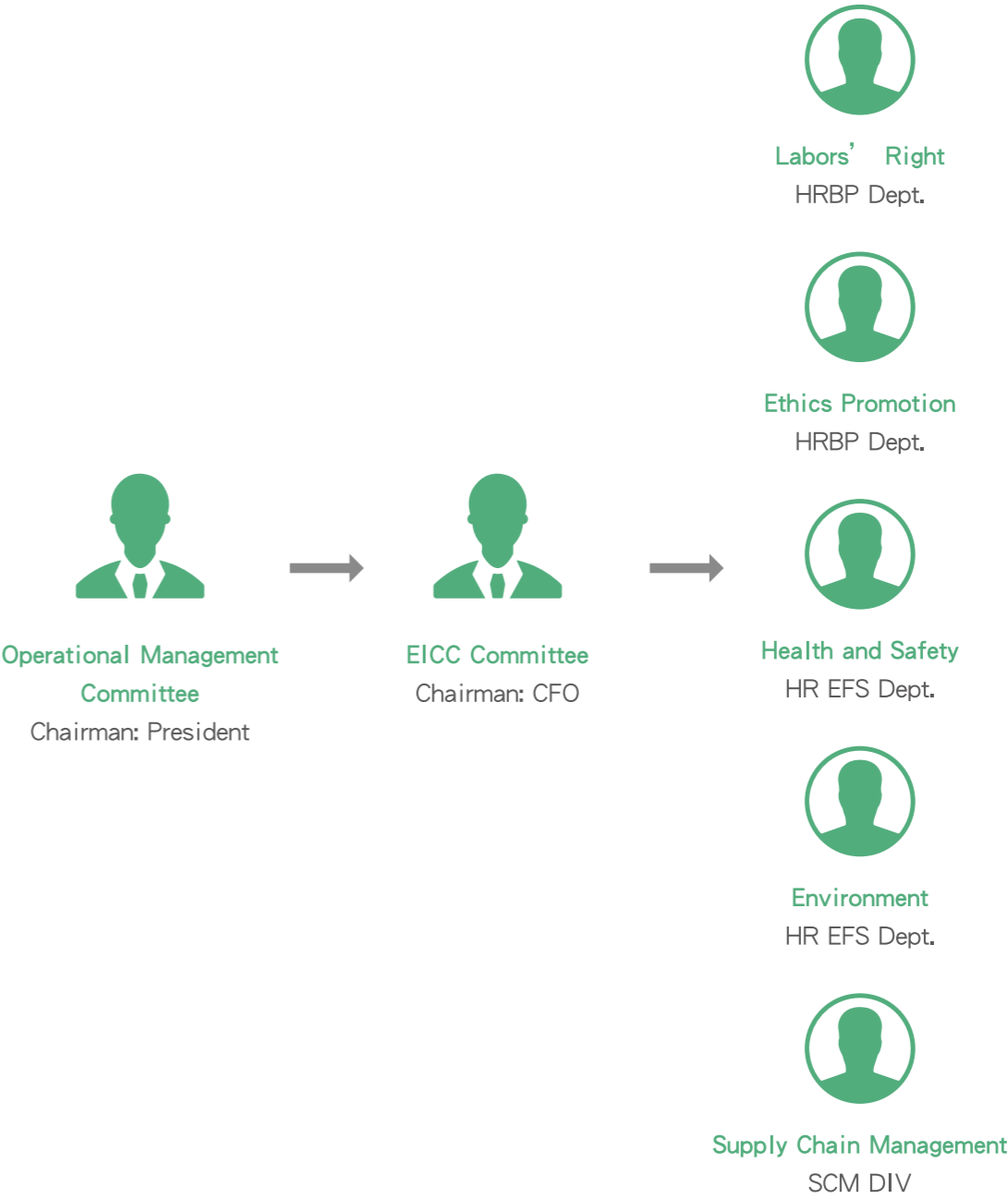
GUC continues to improve its high-end semiconductor production processing technology, thereby realizing Moore’s Law. With every generation migration in semiconductor manufacturing technology, the linewidths of integrated circuits can be shrunk, which results in smaller chip areas, less energy and raw materials being needed in wafer manufacturing. Product energy consumption can be reduced as well. In 2014, the number of 16nm projects increased four folds. Compared to 28nm, the energy saving performance of 16nm process reaches to 70%; and project average power consumption was 27% lower compared with the previous year.



NTO Summary		90nm above	65nm	40nm	28nm	20nm	16nm	Total	Average per project	Percentage
2013	Project Number	4.2	2.7	1.2	1	0.7	0.3			
	Process Power Index	4	5	12	4	1	1	18		
2014	Project Number	16.8	13.5	14.4	4.0	0.7	0.3	49.7	2.76	1.00
	Process Power Index	4	4	7	15	0	4	26		
Process Power Index		16.8	10.8	8.4	15.0	0.0	1.2	52.2	2.01	0.73

# EICC Committee

Through our well-organized management system, GUC is able to implement our environmentally friendly principles for sustainable operations. We not only established our Electronic Industry Code of Conduct (EICC), and also formed an EICC Committee that is reported directly to the Operational Management Committee.



# Green Supply Chain

As a global leading IC Original Design Manufacturer, we have introduced a series of environmentally friendly, energy saving and carbon reduction activities to our suppliers. Through our close cooperation with our upstream and downstream suppliers, we have improved the industry’s corporate responsibility and global citizenship awareness. GUC has taken a variety of measures to be environmentally friendly and extended the environmental concepts to our manufacturing and quality management system. We use only green materials from product design and manufacturing through to packaging.

GUC has expanded these green environmental policies and concepts to the whole supply chain; and in order to be considered as qualified suppliers, all the suppliers for our new products have to meet GUC’s requirements. After 2014, all of our product suppliers need to pass verification to become qualified suppliers.

- GUC’s Electronic Industry Code of Conduct
- GUC’s Hazardous Substance Restriction
- Verification Method for GUC Suppliers

At the same time, we also require our suppliers, both during on-site operations and transportation, use recycled materials and reduce the amount of expendables being used. For example, reusing the plastic trays used for IC products or using anti-electric-damage black boxes and other non-expandable materials to reduce the use of paper boxes while delivering products.

Wafers are GUC’s main products. In addition to that, Taiwan Semiconductor Manufacturing Co., Ltd. is our main supplier and as well as our major shareholder. Since GUC and TSMC have formed a long-term cooperative relationship, the raw material supply chain is considerably stable.

GUC conducts regular inspection on our suppliers. Warning will be made when an action that violates environmental law is found; improvements should be made within a limited period. Repeat of such circumstances will result in termination of business relationship.



# Management of Raw Materials and Waste

GUC made ZERO violations of environmental law and was not subject to heavy fines. We have strictly complied with our corporations Environmental Friendly Principle for Sustainable Operations, and will keep on reducing the environmental impacts brought by employee commuting, as well as delivering products, other products and raw materials during operations. In addition to that, GUC does not have any appeals of environmental impacts filed by our stakeholders.

In the long term, in order to protect stakeholder interests and to be responsible to the environment, GUC will implement regular inspection of its raw material supply process and improve its internal control mechanisms, to ensure that raw materials from conflict regions do not enter into the production process. Our supply chain of electronic raw materials and system for waste management is in accordance with International Environmental Law and our customers’ criteria.

- Guaranteed Non-Use of Conflict Minerals.
- EU RoHS compliance (Restriction of the use of Hazardous Substance EU PFOS Directive)
- EU PFOS Directive
- REACH (Registration, Evaluation, Authorization and Restriction of Chemical substances)
- WEEE (Waste Electrical and Electronic Equipment directive)
- China RoHS compliance (Administration on the Control of Pollution Caused by Electronic Information Products)
- JIS C 0950:2008
- Korea RoHS compliance (Act for Resource Recycling of Electrical and Electronic Equipment and Vehicles)
- Halogen-free materials

- Suppliers ought to provide ‘environment material analysis report on production material’ by third party, such as SGS.
- Regulation of other restricted industrial materials and substances.

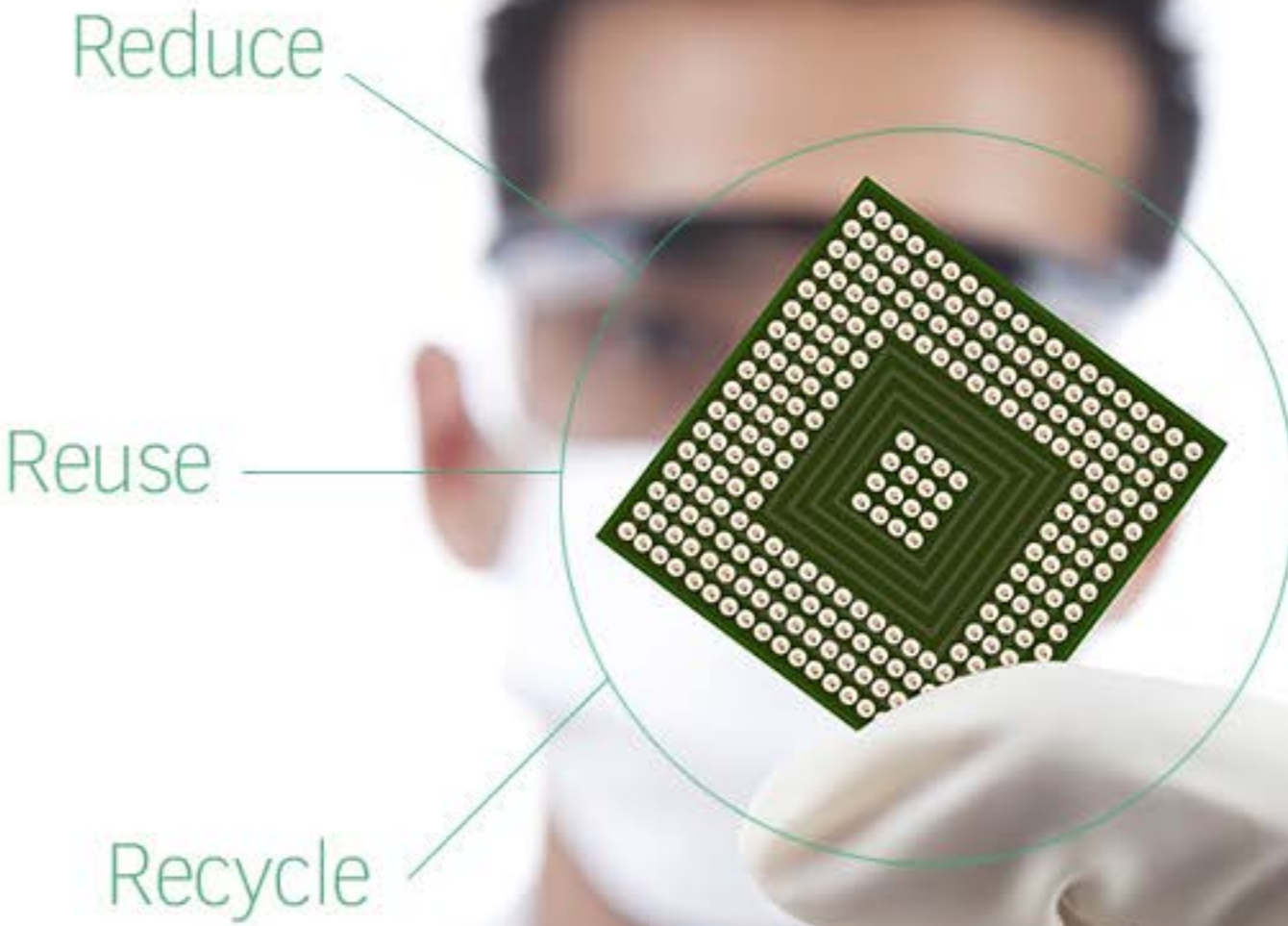
▼ The hazardous waste, IC waste and raw material waste produced in 2014 amounted to 271 KGs in total.

	IC Waste	Paper	Iron	Plastic	Discarded Computers
Q1	0	889	56	108	1
Q2	0	623	67	110	4
Q3	0	720	88	103	1
Q4	271	790	98	70	3
Total	271	3022	309	391	9

# Reduction and Reuse of Product Packaging

Life-cycle thinking approach to management is used from the initial product design phase. By investing heavily in R&D and adopting new energy saving technologies, GUC is able to reduce all potential environmental impact factors in a product's life cycle - from its initial production to the final disposal stage. The 3R green design philosophy (Reduce, Reuse and Recycle) are taken into the consideration at the initial product design phase.

Our services include tangible non-end products and intangible intellectual property (IP). The tangible products we sell are non-end products which are mostly packaged in paper boxes, package foams, wafer cassette and plastic IC trays. At the same time, all of our products are contract manufactured and our suppliers are also required to use certified recycling packaging materials. Packaging for shipment is also 100% recycling packaging materials and our customers can use these for other packaging usages.



# Third-party Award and Recognition

Awards and recognitions from third parties are valuable feedback and highlight our projects and activities in environmental protection. They also motivate us to improving ourselves constantly. The following are awards and recognitions that we received in 2014.

- GUC was awarded the ‘Most Outstanding Landscape Award’ and ‘the Best Environmental Protection Award’ by Hsinchu Science Park Administration.
- GUC was certificated as a Sony Green Partner by our customer.
- GUC was certificated as compliant with IECQ EV080000 Restriction of Hazardous Substances (RoHS).

## Cloud Office

In order to promote the paperless office, GUC has established a cloud operating system to reduce use of paper-based documents. Electronic documentation and file system are used for leave requests, purchase requisitions, document verifications, asset transactions, dormitory applications, expense requests, various general affairs applications, sales and services, design and R&D, reimbursement requests, and for other suchlike operations.



## Purchase of Video Equipment and Making Good Use of Video Conferencing

GCU purchased 7 web conferencing suites for our overseas bases and other important service locations, to enable our staff and stakeholders from around the world to communicate and reduce the carbon emission of business trips.

▼ Telecommunication Charges for Multiparty Conferencing  
(Unit: Thousand)

	2012	2013	2014
Telecommunication Charges	17,928	122,934	302,136

## Installation of Ventilation Devices

With the installation of ventilation devices on the roof top of the headquarter building, we have successfully lowered the building’s CO2 concentration and therefore cut off the need for AC and reduced energy consumption. Total expenditure on ventilation devices for each floors was NT\$103,000.

## Water Resources Policy

- We set up a raindrop recycling system to water the plants and flowers used for landscaping.
- By reducing the water outflow of faucets and using automatic faucets, we have been able to save water resources.
- We also installed dual-flush toilets.

## Energy Saving Policy

- We have shortened the working hours of ventilation systems in parking lots. The system runs only during the hours of going to and getting off work.
- We encourage our employees to reduce the energy consumption of taking elevators by using stairs.
- We turn off the lights and projectors inside the conference room after having conferences.
- Computers and monitors are turned off during the off hours.
- Water dispensers are monitored by electronic timing controllers. In order to reduce energy consumption during rush hours, machines are set to sterilize water at off-peak hours.
- GUC only purchases air conditioners, refrigerators and other electronic products that are certificated with energy labelling.
- Air conditioners receive periodic maintenance to maintain their high operational efficiency.
- Water chillers are set at 7 °C or above.
- We set the AC at 26°C, which is the most suitable indoor temperature. Considering the differences between sunlight exposure and heating load, window curtains and sheathing paper are installed.
- Fresh-air intake, ventilation in bathrooms, open-space office and office compartments are managed by electronic controllers, to avoid the loss of air-conditioning and unnecessary electricity waste.
- The on and off hours for fire extinguishing blowers at the fire-fighting stairway are monitored by electronic controllers.
- Cooling fans for water cooling towers are turned on/off according to the returned water temperature.

# Installation of Lighting System

In recent years, we have replaced old lighting- T8, old recessed lights (both 200mm and 180mm), to LED energy-saving tubes. We replaced 13 sets of lighting facilities in total, which reduced carbon emission by 6,111 kg and cut the electricity bill by NT\$49,066. At the same time, we have introduced the following lighting systems to save energy and avoid unnecessary energy waste.

- We installed high efficiency electronic lighting facilities and light tubes in the offices.
- Hallways by windows are lit up with natural lights. Some areas are built with light-pervious roofing.
- We Provide lamps and other auxiliary lighting equipment.
- Emergency stairways are lit up by natural light and equipped with lighting system monitored by electronic controller.
- Every alternate light tube in the parking-lots is switched off during non-office hours. Lights in the office are turned off during lunch break.

## ▼ Energy Efficiency Statistics after Replacing Old Lighting Facilities

Item	Original	Present	Recessed Light	Recessed Light	Recessed Light	Recessed Light	Total
Type	T8 Light Tube	LED Light Tube	HPS Light Tube	LED Light Tube	PLC Light Tube	LED Light Tube	/
Light Tube Power	20W	9W	75W	33W	27W	12W	/
Amount/Sets	0	60	0	2	10	12	84
CO2 Emission Reduction	6,843		332		3,049		10,224
Expense Reduction	27,440		1,330		6,236		35,006

# Statistic for Energy Consumption and CO2 Emission

Through our long-term record of energy waste statistics, we are able to calculate the CO2 equivalent that we produced. In regard to this issue, GUC has initiated our green living project, expecting to lower the energy consumption gradually. For our performance in relation to our energy saving and efficiency management, please consult the section on Energy Efficiency in this report.

▼ 2013~2014 Statistic for Energy Consumption and CO2 Emission

Month	2013		2014	
	Amount of Electricity Used	CO2 Equivalent	Amount of Electricity Used	CO2 Equivalent
January	381,600	199	437,700	228
February	450,300	235	433,700	226
March	350,300	182	399,500	208
April	408,400	213	459,000	239
May	412,600	215	455,800	237
June	469,700	245	482,300	251
July	476,900	249	484,700	253
August	467,000	244	515,700	269
September	467,400	244	507,800	265
October	445,200	232	508,200	265
November	450,400	235	508,200	265
December	427,400	223	488,900	255

NOTE

1. According to the equivalent kilograms of CO2 published by Bureau of Energy in 2014, the CO2 produced is 0.521kg per kilowatt.
2. Following the GRI G4–EN16, CO2 equivalent (metric ton) is taken as the measurement unit.

# Water Resources Usage Statistics

Our CO2 calculation is based on our long term record of water resource consumption statistics with the detailed of our local water resources usage. In regard to this issue, GUC has initiated our green living project, expecting to reduce our water resource consumption. With regard to our investment in energy saving, please consult the section on Energy Efficiency in this report.

▼ 2013~2014 Statistic for Water Consumption and CO2 Emission

Month	2013		2014	
	Water Consumption/ 1000L	CO2 Equivalent	Water Consumption/ 1000L	CO2 Equivalent
January	989	0.2	1,083	0.2
February	892	0.1	894	0.1
March	961	0.2	924	0.2
April	850	0.1	919	0.1
May	982	0.2	1057	0.2
June	1,119	0.2	1307	0.2
July	1,429	0.2	662	0.1
August	1,508	0.2	894	0.1
September	1,524	0.2	1,816	0.3
October	1,368	0.2	1,562	0.2
November	1,464	0.2	1,482	0.2
December	1,370	0.2	1,324	0.2
Total Amount	14,456	2.2	14,014	2.2

NOTE

1. According to the equivalent kilograms of CO2 published by Taiwan Water Cooperation in 2014, the CO2 produced is 0.155 kilogram per 1000L.
2. Following the GRI G4–EN16, CO2 equivalent (metric ton) is taken as the measurement unit.

# Energy Intensity Rate

Our electricity intensity rate in 2014 is 0.08%, which remains at the same level as last year. In addition to that, GUC's energy intensity rate for water resources is 0.001%; also remaining at the same level as last year. This indicates that even though our revenue has increased, we haven't consumed more energy and it demonstrates perfectly that our energy saving policies has taken effect. Moreover, we use the annual revenue data as the measurement standard for electricity and water resource energy intensity rate.

▼ Statistic of Energy Intensity Rate, 2013~2014

Measurement Units	2013	2014
Yearly Revenue (Unit: NTD)	6,176,741,000	6,952,281,000
Electricity Consumption (Unit: kilowatt)	4,756,800	5,681,500
Electricity Intensity Rate	0.08%	0.08%
Water Resource Consumption (Unit: 1000L)	50,747	54,342
Water Resources Intensity Rate	0.001%	0.001%



The CO2 equivalent produced by electricity consumption in 2014 is

255 tons

which is 17 tons less compared to that in 2013.

Energy intensity rate stays the same as last year.



The CO2 equivalent produced by water resources consumption in 2013 is

2.2 tons

and that is 17 tons less compared to that in last year.

Energy intensity rate maintains the same as the rate of 2013.



The revenue increased in 2014, however; we did not consume more energy. This shows the effectiveness of our energy saving policies.



# Social Category

# Employee Care

We continue to invest huge heavily in our employees. Through our well-organized training and cultivation, we have improved with our employees. At the same time, we are also devoted in inspiring innovators inside the corporate and concentrating on building up an outstanding and energetic work environment.

Employees with college degree or above

99%

Providing professional IC Design Services

Category	Grouping	Male		Female		Total
		No.	%	No.	%	Total No.
Function	Managers	7	88%	1	12%	8
	Professional	317	74%	113	26%	430
Total		324	74%	114	26%	438
Age	Below 30	34	79%	9	21%	43
	31~50	267	73%	101	27%	368
	Above 50	23	85%	4	15%	27
Total		324	74%	114	26%	438
Degree	Ph. D	13	93%	1	7%	14
	Master	252	86%	40	14%	292
	College	58	45%	72	55%	130
	Below College	1	50%	1	50%	2
Total		324	74%	114	26%	438

Primary Category	Secondary Category	Male		Female		Sub Total	Note
		No.	%	No.	%	No.	
New Employees & Labor Turnover	New Employees (below 30)	29	66%	15	34%	44	
	New Employees (31~50)	41	82%	9	18%	50	
	New Employees (above 50)	0	0%	0	0%	0	
	Sub Total	70	74%	24	26%	94	Result of expending recruitment
	Turnover	60	88%	8	12%	68	
Maternity Leave and Reinstatement	(A)Employees qualified for maternity leave in 2014	3	43%	4	57%	7	In accordance of the ‘Act of Gender Equality in Employment, Article 16, Regulation for Parental Leave with Pay or without Payment’ issued by Ministry of Labor, GUC’s employees can apply for parental leave without payment.
	(B) Employees who took maternity leave in 2014	3	43%	4	57%	7	
	(C) Employees who reinstated after taking maternity leave in 2014	1	33%	2	67%	3	
	(D) Employees who retained after he/her reinstatement for taking maternity leave in 2013	1	50%	1	50%	2	
	(E) Reinstatement rate = C/B	Male: 33%		Female: 50%		Average: 42%	
	(F) Retention rate = D/B	Male: 33%		Female: 25%		Average: 42%	

Primary Category	Secondary Category	Male		Female		Sub Total	Note
		No.	%	No.	%	No.	
Employees with disabilities		5	100%	0	0%	5	Ratio of disabled persons hired is 25% higher than the 4-perons minimum regulated by law.
Different minimum wage		No Differences Compensation is given based on individual expertise; not gender.					
Attendance	(A) Work days in 2014 are 247 days per person. <ul style="list-style-type: none"><li>247 days * total male employees (324)</li><li>247 days * total female employees (114)</li></ul>	80,028 Ds	/	28,158 Ds	/	/	
	(B) Actual Attendance	0	0%	226	100%	226	Leave for injuries, sickness or 15-day with payment leave are not included.
	(C) Absence Rate = B/A	0	0%	0.8%	100%	0.8%	
Annual training hours (divided by category)	8 Managers (Unit: Person)	18 hrs	/	17 hrs	/	/	
	430 Professionals (Unit: Person)	21 hrs	/	15 hrs	/	/	Training opportunities are provided equally and no differences by gender.

【Note】 This statistic is conducted during January to December, 2014.

# Employee Care Policies

GUC is dedicated to establishing a business culture that encourages creativity and diversity; we also provide our employees a working environment with challenges and reasonable compensation. The following are our employee care policies:

- We highly place emphasis on employee salaries and welfare. Total remuneration is based on employee's qualifications to the requirements of the positions, degrees and personal performance; rather than on race or gender. Wages are given according to degree, professional experience and personal performances, and are compliant with law. We adjust wages given to our employees annually and year-end bonuses are given according to performance and the company's operations.
- A certain percentage of the wage is allocated monthly to the trusting fund to purchase the company shares. GUC also allocates a certain amount of money to our employees' trust accounts. We formulated our retirement regulations in accordance with law and allocate a certain amount for cooperate pension every month. In addition to that, we also purchase labor insurance and group insurance by law to protect our employees.
- In order to provide the guarantee that we negotiated collectively, set up a variety of communication methods to enhance our interaction with employees. Meetings between the management are held regularly and we also hold seasonal communication conferences to enable employees to communicate with company's executives. Employees can also contact our board directly by e-mail. All employees can use this method to appeal and express their opinions.
- There were no major changes in corporate operations in 2014 and we did not receive appeals from our employees; therefore, GUC did not hold meetings for collective bargaining or announce the shortest notice time.

We invite labor health and safety committee to assist and inspect in work health and safety related issues. Labor representatives are also invited to participate.

- We value our employees' professional and health and safety, we put employees' health and safety issues to the relevant the labor unions and other related labor unions.

- GUC believes that all employees deserve a fair and ethical workplace. The employees must be treated with the utmost dignity and respect, and the highest standards of human rights. GUC is dedicated to complying with internationally recognized human rights, which include the UN Universal Declaration of Human Rights and the international labor standards of the International Labor Organization. Ceaselessly, GUC strives to communicate with customers, vendors, investors, employees and communities in terms of corporate ethics and social values.



# Recruiting & Retention

In 2014, we totally recruited 94 new employees which include 70 persons of male and 24 persons of female. This indicates an outstanding result of expanding our talent pool which also stimulates the national employment environment. We are dedicated to providing job opportunities for the disabled. We hired 5 disabled persons, more than 25% of 4-person-minimum regulation by law. We are dedicated to providing job opportunities to people with disabilities. Ratio of disabled persons hired is 25% higher than the 4-persons minimum regulated by law.

We highly value equal opportunities and the diverse background of our employees; regardless of their race, gender, age, religion, nationality, or political affiliation. With our well-managed recruiting program, we hire talent through open and fair channels. Moreover, in accordance to the Labor Standard Law of the Republic of China, GUC does not hire workers less than sixteen years of age.

Regarding the retention of employees, 68 employees left in 2014 with male employees accounted for 60 people (88%) and female employees accounted for 8 people (2%). Our policies to increase employees' retention is to ensure work-life balance, promote the ability of managers and enforce employees' career.

New recruited male employees in 2014

70 ppl

New recruited female employees in 2014

24 ppl

# Following Human Rights

With regard to the international human right, we have taken the UN Universal Declaration of Human Rights into account and expected GUC to become an international citizen that protect human right. The actions that we have taken in 2014 are:

- No service points or suppliers that violate or damage the freedom for assembly and group negotiating.
- No service points or suppliers that hire child labor.
- No service points or suppliers that push or forces workers into work.
- No cases related to the violation on the rights of indigenous peoples
- No cases or appeals related to the violation on human rights.

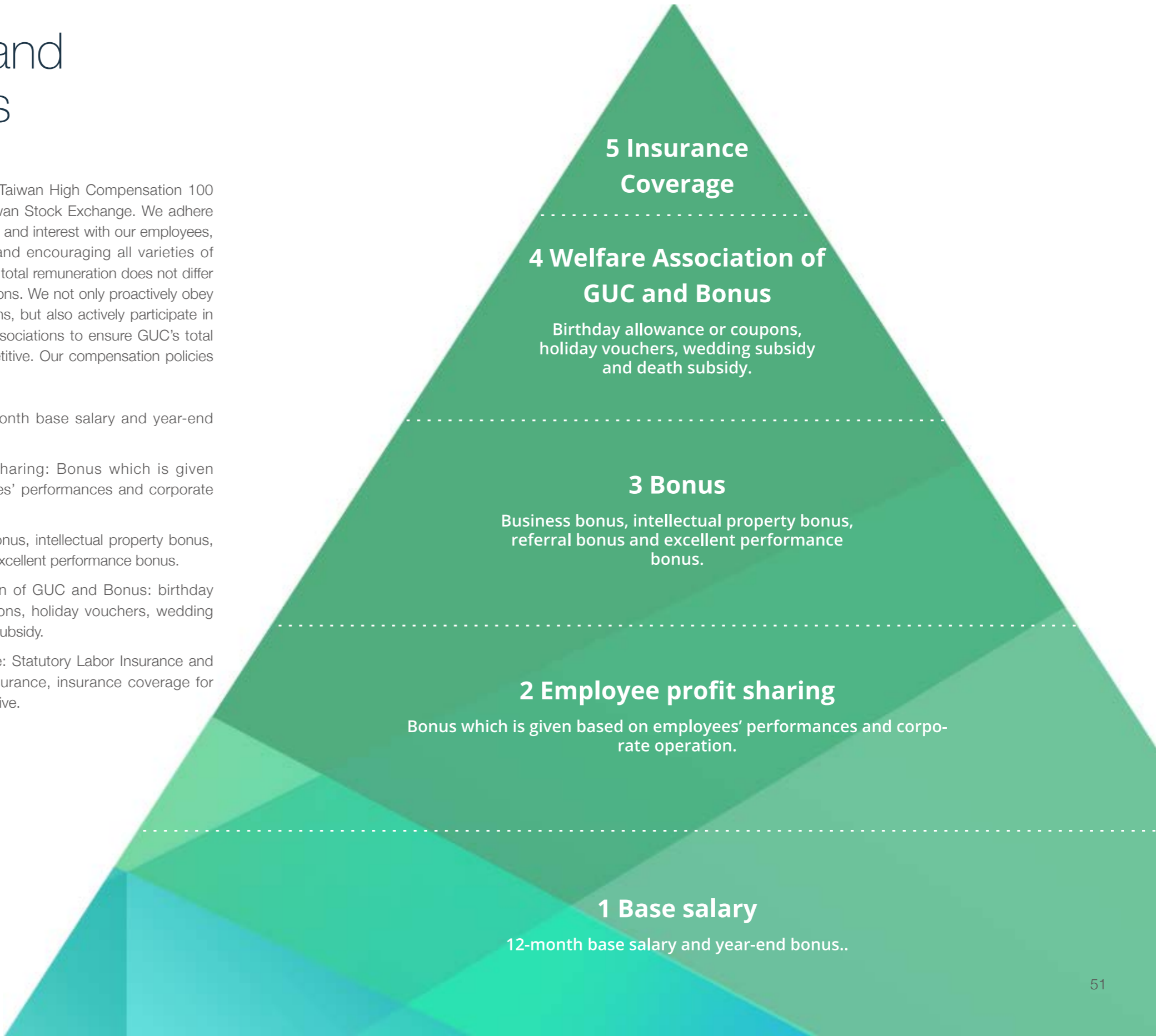
# Forming & Hiring

The total employees in 2014 were 438 people, including 8 managers and 430 professionals. Male employees account for 74% and female employees account for 26%. Sorted by Age, workers under 30, from 31 to 50 and above 50 account for 9.8%, 84% and 6.2%, respectively. Moreover, employees with master degrees are 69.9%. Foreign labor makes up only 1% of the managers and professionals.

# Salary and Benefits

GUC was listed in the Taiwan High Compensation 100 Index published by Taiwan Stock Exchange. We adhere to the principle of profits and interest with our employees, attracting, cultivating and encouraging all varieties of talent. GUC employees’ total remuneration does not differ by gender or other reasons. We not only proactively obey the local labor regulations, but also actively participate in salary-survey related associations to ensure GUC’s total compensation is competitive. Our compensation policies are:

- Base salary: 12-month base salary and year-end bonus.
- Employee profit sharing: Bonus which is given based on employees’ performances and corporate operation.
- Bonus: business bonus, intellectual property bonus, referral bonus and excellent performance bonus.
- Welfare Association of GUC and Bonus: birthday allowance or coupons, holiday vouchers, wedding subsidy and death subsidy.
- Insurance Coverage: Statutory Labor Insurance and National Health Insurance, insurance coverage for employees and relative.



# Comprehensive Insurance Plan

In accordance with the law, GUC provides Statutory Labor Insurance and National Health Insurance and group insurance. The groups insurance that we provided includes life insurance, accident insurance, hospital and surgical insurance, accident and medical insurance and cancer insurance. The above mentioned insurance are covered by the company, our employees can enjoy the most favorable rate. Relatives of our employees can join the company's comprehensive insurance plan to enjoy the same care as our employees.

Beside the requirements of Taiwan Labor Standards Act, sick leave days with full payment which our employees can enjoy:

15 Days

# Personal Leave

GUC provides comprehensive and high quality welfare to take care our employees. Beside the requirements of Taiwan Labor Standards Act, our employees can also enjoy: 30 days of sick leave with payment, which includes 15 days of full payment and 15 days of half payment. Employees can apply for leave of absence for reasons such as childcare, military service and medical treatment for serious illness or injury, and then apply for reinstatement.

# Childcare Leave

According to the gender, 7 employees are qualified to apply for childcare leave in 2014. Among that, 3 people have taken the childcare leave and reinstated this year. By gender, the reinstatement rate after taking childcare leave for male was 33% and 67% for female. Two people have taken the childcare leave and reinstated in 2013, which makes the reinstatement rate to be 50% for both male and female.

# Bonus:

Through our program for encouraging our employees, they are greatly motivated to grow. The following are our programs on awarding our employees:

- Business reforming bonus: to encourage our employees to create new values at work.
- Intellectual property bonus: to encourage employees to bring the company more intellectual property.
- Seniority Bonus: We appreciate the services and commitments made by our senior staffs.

# Retirement

- According to Labor Standards Act, staff who meet the requirements of the pension system can receive a pension monthly. This is inspected by company's association on the Allocation and Management of the Workers' Retirement Reserve Funds. The bank account for management and balance sheet at Taiwan Bank should be conducted under the name of this association.
- In accordance with the Labor Pension Act, the company should allocate a sum of money which is no less than 6% of the employee's wage for employees who are qualified for the new pension system. The company should deposit the same sum of money according to the Table of Grades of Salary issued by Executive Yuan to deposit the money in a special account for reserve fund of retirement payment for workers.

# Employee Development

The average training hours for our employees in 2014 were about 17 hours. Moreover, if we look at it by gender or job category, employee that receives regular career review is 100%. This shows a fair opportunity in reviewing performance and career for both genders equality.

To provide the best learning environment and the most effective training, GUC offers various learning platforms, including physical classrooms, virtual e-classrooms and knowledge management system and learning feedback survey. GUC employees can access to proper training courses via the following approaches:

- New Employee Orientation: In order to let our new employees to get to know the history and development of our company, we ask our managers to share their experiences and introduce the responsibilities and rights for the employees. Hoping to help the new employees to fir into this big family promptly.
- Training Roadmap: According to different job, seniority, and level to provide tailor-made learning blue print and to provide diversified professional training.
- Personal Efficiency Training: Assisting and promoting the class efficiency organized by our staffs. These courses can be taken by all our employees: for example: enhancing communication skills, time management and etc.

- Management Development Program: Improving the management ability of our managers, and formed a variety of classes for our middle-level managers and employees. For example: work efficiency management and leadership.
- Executive Level Forum: We offer learning forum to our executive level staffs to improve their leading abilities.
- Self-Development: Provide scholarship to support our colleges to attain a higher degree. We also provide language-learning subsidy to encourage language learning. These subsidies include: certain amount of subsidy for taking English, Japanese and other related language lessons. Beside, we also set up on-work learning scholarship that includes ‘advanced studies’, ‘scholarship for credits’ and ‘scholarship for obtaining degree’.

# Performance Management Development

GUC established Performance Management Development System to develop our employees’ potential and enable them to grow continuously under the fast changes of the environment. This can enhance the interaction and communication between the managers and staffs. At the same time, this system also integrated and elevated individual and the organization’s performance. The system includes:



# Other Welfare Items

## Health Checks

All new employees receive health examinations before their first work day. GUC offers health examinations for employees every year. If health management is needed after consulting with the doctor, our professional personnel will follow up the case to ensure the health of our employees. In 2014's annual health examination results, there are no occupational factors associated with abnormal cases.

## GUC Family Day

We organize a Family Day regularly, to give family members a better understanding about GUC and to shorten the distance between the company and the relatives of our staff. This year, numbers of employees and employees' relatives participated are 207 and 507 respectively.

## Art Activities

We organized workshops and provide newspaper, books, movies, stories and news that are helpful for our employees' mental health. Through the above mentioned services, we are able to assist individual's problems or problems related with family to ensure the physical and mental balance of our employees in their life and work. We have invited Xie, Zhe-Jing and Lai, Zheng-Xian to share their perspectives on traveling and financial investment. The workshop attracted 313 participants in total.

## Year-end Party

The Year-end Party is held to reward the hard-work of our staff. Our executive level managers personally recorded the opening movie and used the 'you-completed-GUC' concept as the highlight of this movie to show our

appreciation of the hard-work contributed by our staff in 2014.

## Sponsored Group Travel:

We spend significant amounts of money on sponsoring the traveling of our employees. The highest subsidy can reach 10,000 NTD.

We also organized company's one-day trip to Shihmen Reservoir, Lih-Pao Attraction Park; the total participants were more than 1,000.

## Wonderful Club Time

We organized 10 clubs and held extremely outstanding club activities; such as table tennis matches, badminton matches, board games, dancing classes, yoga classes, marathon and etc.

## Assistance Plan

We care about the life of our employees. We have entrusted the Hsinchu Lifeline Association's Employees Assistance Center to provide Employee Counseling Plan. This provides free counseling services twice a year. The counseling services can be related with career, family and parenting, interpersonal relationship, relationship and personal pressure.

▼ [Opening show of GUC's 2014 year-end party](#)



# Comprehensive Facilities

GUC has one cafeteria and one café which provide various dining options and comfortable environments, including coffee, tea, bread, noodles, Taiwanese, Western, vegetarian and specialized cuisine. Our cafeteria provides meal for free.

## A Library

We have a library that provides all kinds of magazines, books and newspapers.

## An Outdoor Basketball Court

We offer an outdoor basketball court.

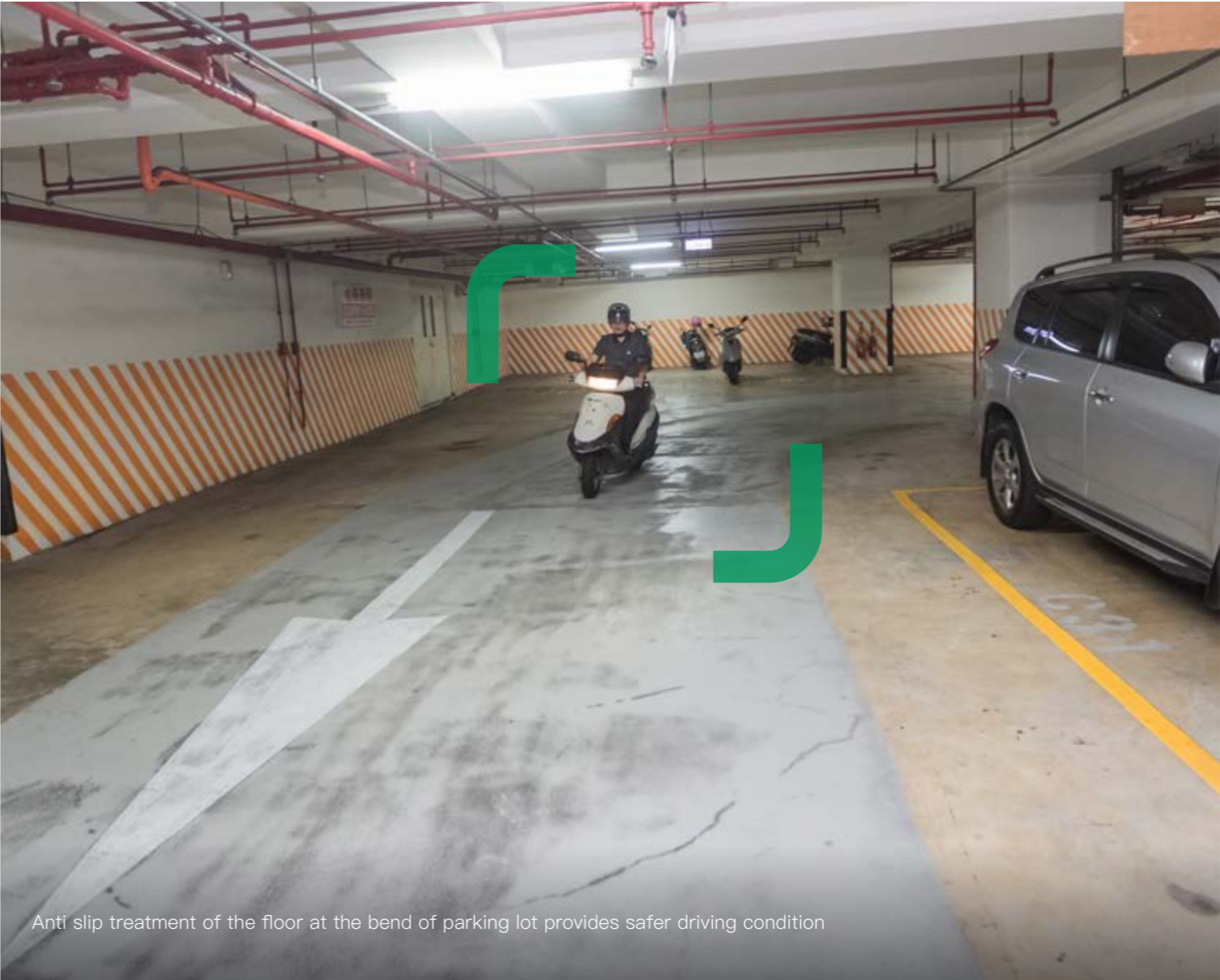
## A Gym

We have a well-equipped gym with basketball machine, a Wiii game console and table tennis table.



# Free Parking lots

We offer our employees their own spacious parking lots. All of our employees can enjoy this service for free, whether for scooters or car parking. We also set up parking spaces for pregnant women, so that they can enjoy a parking space which is the closest to the exit. We also paved non-slip floor at the turning areas to avoid skidding while turning at the downhill. Through our well-organized plans, we provide our staffs a safe and convenient parking space.



Anti slip treatment of the floor at the bend of parking lot provides safer driving condition



Motherhood Friendly Parking



Warning sign to remind staff of driving slowly and safely



Our employees can enjoy free meals. They only need to provide ID cards to pay for the meal and no extra payment would be charged. The cafeteria provides various dining options and a comfortable environment, including coffee, tea, bread, noodles, Taiwanese, Western, vegetarian and specialized cuisine.



# Setting Up an Environmental Safety Team

GUC is devoted to achieving ‘zero accident’ and ‘sustainable environmental development’ and to becoming a world-class benchmarking company of environmental protection, health and safety. To provide a working environment that not only complies with Taiwan’s related regulations, GUC is also aggressively geared to international standards.

## Establish Health Security Environment Safety Committee

We established our Health, Safety and Environment Committee to carry out the formulation and execution of the environmental safety policies. As to our representatives for the committee, please check our Fourth Health Safety and Environment Committee Organization Chart.

▼ Fourth Health Security Environment Committee Organization Chart

Committee representative	Responsible party
Corporate representative	President, President Office
Waste and laboratory	Kevin Huang, 8F laboratory
Waste	Johnson Chen, storeroom
Laboratory	Anita Yang, 3F laboratory
Team leader	Dante Liu
Qa staff	Tracy Wu, QRA
Health and safety committee	Cherie Lin, HR Div.
Labor representative	Vincent Hung
Labor representative	Sunny Hsu
Labor representative	Amanda Tu
Medical personnel	Cynthia Wen, HR Div.

# Safe Work Environment

Regular meetings were convened by The Health, Safety and Environment Committee and perform the following policies continuously.

- Offering educational training programs to improve employees' awareness of safety, health and environmental protection issues.
- Mapping out various health improvement plans to ensure employees' physical and psychological wellness.
- Regularly conducting safety and environment educational program to increase employees' awareness of health and safety and safety issues.
- Ensuring our operations and services meet or exceed applicable regulations and standards for environment protection, health and safety and safety.
- Conducting our operations in an environmentally-sound way, so as to achieve green design and provide green products and green services.
- Establishing a safe working environment, preventing occupational injury and illness, and keeping employees healthy.
- Staying abreast of global issues of environment protection, health and safety evaluate risks and take effective risk management measures.
- Enhancing employees' awareness of environmental protection issues, health and safety and sense of accountability for these issues, and building a friendly culture of environment protection, health and safety.
- Establishing a green supply chain and enhancing performance of environment protection, health and safety with suppliers through experience sharing and collaboration.

- Laying out environmental inspection procedures and regulations, such as:

'Management procedures for examining, measuring and testing facilities', 'Management plans for plant patrolling, maintenance and auto-checking', 'Common regulations for hazardous products and labelling of hazardous substances', 'Operating procedures for electrical equipment', 'Operating standards for warehouses', 'Operating standards for handling materials', 'Standard safeguards for physical health and safety' 'Operating procedures of health and safety in special areas'

▼ A personnel of Employee Facility Service Dept.:  
Our mission is to regularly maintain facilities  
and to create a safe work environment.



# In Support of Public Benefit, GUC Sends out its Love

By sharing love and participating in charity activities, we have deepened our ties with local governments, NGOs, charity associations and communities establishing trust and reputation. This friendship can help GUC to develop a positive corporate environment.

## Donation of 30 computers to Triple E Institute

The Triple-E Institute held a charity project called ‘Project for Recycling and Donating Used Computers’ with the slogan of ‘Your old computer, His new Hope’ to provide computers to fulfill the dreams of children from disadvantaged families. They were hoping to provide some well-functioned computers for children who live in remote areas, so that they can learn how to use computers. We participated in this project and made a donation of 30 computers.

## Placing an NT\$ 100,000 purchase order to help Ms. Qiu–Ju

We’ve learnt through newspaper reports that a 70-year-old lady was in urgent need of NT\$ 300,000 for medical treatment due to her husband having been seriously injured in a car accident. With only a meager income from selling palms, she didn’t have enough money to cover the medical treatment. We decided to help her by purchasing products from this old lady. We made three purchase orders with a total value of NT\$ 97,580.

## Giving Blood to Save Lives

We encourage our employees to give blood and 37 people have responded to our call.

## HsinChu Blind Welfare Association

We worked with the non-profit HsinChu Blind Welfare Association by purchasing massage services from them. In 2014, 362 employees experienced this service, which in total amounted to 181 hours with a value of about NT\$ 169,300.

## Accton Cultural & Educational Foundation

The Accton Cultural & Educational Foundation founded the Christmas Dreams project, and has held it for 12 years in a row. GUC employees purchased Christmas gifts to sponsor 35 children. This also inspires the industry to help children from disadvantaged families and bring them the opportunity to enjoy and experience the merry atmosphere of Christmas.

## Sponsorship for Seminars

The 24th The VLSI Design/CAD Symposium is an extremely significant and well-organized annual event in Taiwan’s IC designing industry. The purpose of this symposium is to discuss the new challenges and issues we face while advancing into the smart electronic era. Moreover, in order to promote communication between government, producers, universities and researchers and increase Taiwan’s competitiveness with respect to System-on-Chip (SoC). Our company sponsored NT\$ 50,000 to this event.

The Industry Technology Research Institute held the 2014 VLSI Symposium and we sponsored NT\$ 20,000 to assist this event. This is a symposium which focusses on M2M communication technology, new developments in electrometrical equipment, the applications and challenges of the future development of semiconductors on 4G-LTE, their reliability and 3DIC integration technology.



GUC supported “Accton Cultural & Educational Foundation”, contributed to outreach Christmas Project.

# BSI Assurance Statement

## INDEPENDENT ASSURANCE OPINION STATEMENT

### 2014 GLOBAL UNICHIP CORP. Corporate Social Responsibility Report

The British Standards Institution is independent to GLOBAL UNICHIP CORP. (hereafter referred to as GUC in this statement) and has no financial interest in the operation of GUC other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of GUC only for the purposes of verifying its statements relating to its sustainability, 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 GUC. 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 GUC only.

### Scope

The scope of engagement agreed upon with GUC includes the followings:

1. The assurance covers the whole report focus on systems and activities during the 2014 calendar year on the GUC and relevant operations in Taiwan.
2. The evaluation of the nature and extent of the GUC'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 2014 GUC Corporation Social Responsibility (CSR) Report Review provides a fair view of the GUC programmes and performances during 2014. We believe that the 2014 economic, social and environmental performance indicators are fairly represented.

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 GUC's description of their approach to AA1000 Assurance Standard and their self-declaration of 'in accordance' with the G4 sustainability reporting guidelines: 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 issues raised by external parties that could be relevant to GUC's policies to provide a check on the appropriateness of statements made in the report
- discussion with managers and staffs on GUC's approach to stakeholder engagement. However, we had no direct contact with external stakeholders
- 10 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 company'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 as well as the G4 sustainability reporting guidelines is set out below:

### Inclusivity

In this report, it reflects that GUC 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. 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 GUC's inclusivity issues.

### Materiality

The GUC has established relative procedure in company level, as the issues which were identified by all departments have been prioritized according to the extent of impact and applicable criterion for sustainable development of company. Therefore, material issues were completely analyzed and the relative information of sustainable development was disclosed to enable its stakeholders to make informed judgments about the company's management and performance. In our professional opinion the report covers the GUC's material issues; however, the future report should be further enhanced by the following areas:

- Encouraging the inclusion for more diversified material issues to incorporate with current risk and opportunity analysis as for the further development of company's core strategy.

### Responsiveness

GUC has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for the GUC is developed and provides the opportunity to further enhance the GUC's responsiveness to stakeholder concerns. In our professional opinion the report covers the GUC's responsiveness issues.

### GRI-reporting

GUC provided us with their self declaration of 'in accordance' with the G4 sustainability reporting guidelines: the Core option (at least one Indicator related to each identified material Aspect). Based on our review, we confirm that social responsibility and sustainable development performance indicators with reference to the GRI Index are reported, partially reported or omitted. In our professional opinion the self declaration covers the GUC's social and sustainability issues; however, the future report will be improved by the following areas:

- Base on transparency principle, encouraging disclosure 'in accordance' with the G4 sustainability reporting guidelines: Comprehensive option in order to strengthen stakeholder's confidence.

### 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 GUC's chairman 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 and Carbon Footprint Verifiers experienced in Engineering 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  
25 September, 2015



AA1000  
Licensed Assurance Provider  
000-4

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GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
GENERAL STANDARD DISCLOSURES				
Strategy and Analysis				
G4-1*	Provide a statement from the most senior decision-maker of the organization (such as ceo, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	●	3~4	
G4-2*	Provide a description of key impacts, risks, and opportunities.	●	15	
Organizational Profile				
G4-3	Report the name of the organization.	●	7~9	
G4-4	Report the primary brands, products, and services.	●	7~9	
G4-5	Report the location of the organization's headquarters.	●	7~9	
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	●	7~9	
G4-7	Report the nature of ownership and legal form.	●	7~9	
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	●	7~9	
G4-9*	Report the scale of the organization.	●	7~9	
G4-10*	Report the total workforce contract and gender	●	46~48	
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	●	49	
G4-12	Describe the organization's supply chain.	●	37	
G4-13*	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	●		No Significant Change
● Covered in the Report    ◐ Partially Covered in the Report    ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	●	15	
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	●	37	
G4-16*	List memberships of associations (such as industry associations) and national or international advocacy organizations.	●	14	
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	List all entities included in the organization’s consolidated financial statements or equivalent documents. Report whether any entity included in the organization’s consolidated financial statements or equivalent documents is not covered by the report.	●	2	
G4-18	Explain the process for defining the report content and the aspect boundaries. Explain how the organization has implemented the reporting principles for defining report content.	●	18	
G4-19	List all the material aspects identified in the process for defining report content.	●	21	
G4-20*	For each material aspect, report the aspect boundary within the organization.	●	22~25	
G4-21*	For each material aspect, report the aspect boundary outside the organization.	●	22~25	
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	●		No Significant Change
G4-23	Report significant changes from previous reporting periods in the scope and aspect boundaries.	●		No Significant Change
STAKEHOLDER ENGAGEMENT				
G4-24	Provide a list of stakeholder groups engaged by the organization.	●	19~20	
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	●	19~20	
G4-26	Report the organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	●	19~20	
● Covered in the Report   ● Partially Covered in the Report   ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	●	19~20	
Report Profile				
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	●	2	Fiscal 2014
G4-29	Date of most recent previous report (if any).	●	2	DEC., 2013
G4-30	Reporting cycle (such as annual, biennial).	●	2	Annually
G4-31	Provide the contact point for questions regarding the report or its contents.	●	2	
G4-32*	Report the ‘in accordance’ option the organization has chosen.	●	2	
G4-33*	Report the organization’s policy and current practice with regard to seeking external assurance for the report.	●	61	
Governance				
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	●	11	
Ethics and Integrity				
G4-56	Describe the organization’s values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	●	14	
● Covered in the Report    ● Partially Covered in the Report    ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
SPECIFIC STANDARD DISCLOSURES				
CATEGORY: ECONOMIC				
Aspect: Economic Performance				
G4-EC1	Direct economic value generated and distributed	●	27	
G4-EC2	Financial implications and other risks and opportunities for the organization’s activities due to climate change	◐	35	
G4-EC3	Coverage of the organization’s defined benefit plan obligations	●	51	
Aspect: Indirect Economic Impacts				
G4-EC7	Development and impact of infrastructure investments and services supported	●	28	
CATEGORY: ENVIRONMENTAL				
Aspect: Energy				
G4-EN3	Energy consumption within the organization	●	42~44	
G4-EN5	Energy intensity	●	42~44	
G4-EN6	Reduction of energy consumption	●	41	
G4-EN7	Reductions in energy requirements of products and services	●	39,41	
Aspect: Water				
G4-EN8	Total water withdrawal by source	●		All water used in GUC is 100% supplied by Taiwan Water Corporation
● Covered in the Report   ◐ Partially Covered in the Report   ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
Aspect: Emissions				
G4-EN16	Energy indirect greenhouse gas (ghg) emissions (scope 2)	●	42~44	
G4-EN19	Reduction of greenhouse gas (ghg) emissions	●	42~44	
Aspect: Effluents and Waste				
G4-EN23	Total weight of waste by type and disposal method	●	38	
Aspect: Products and Services				
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	●	35	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	●	39	
Aspect: Compliance				
G4-EN29	Monetary value of significant fines and total number of non–monetary sanctions for non–compliance with environmental laws and regulations	●	38	
Aspect: Transport				
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization’s operations, and transporting members of the workforce	●	38	
Aspect: Supplier Environmental Assessment				
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	◐	37	
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	◐	37	
Aspect: Environmental Grievance Mechanisms				
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	●	38	
CATEGORY: SOCIAL				
● Covered in the Report   ◐ Partially Covered in the Report   ◎ Not Covered in the Report				

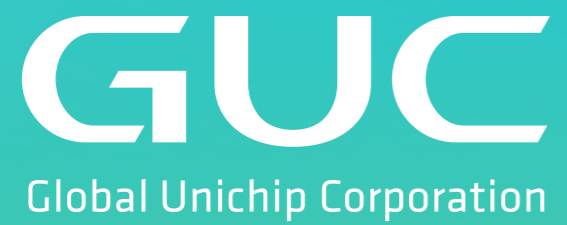
GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK				
Aspect: Employment				
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	●	46~48	
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	●	46~48	
G4-LA3	Return to work and retention rates after parental leave, by gender	●	46~48	
Aspect: Labor/Management Relations				
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	●	49	
Aspect: Occupational Health and Safety				
G4-LA5	Percentage of total workforce represented in formal joint management—worker health and safety committees that help monitor and advise on occupational health and safety programs	●	58~59	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	●	46~48	No Work-Related Fatalities
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	◎		
G4-LA8	Health and safety topics covered in formal agreements with trade unions	●	59	
Aspect: Training and Education				
G4-LA9	Average hours of training per year per employee by gender, and by employee category	●	53	
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	●	53	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	●	53	
● Covered in the Report   ● Partially Covered in the Report   ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
Aspect: Diversity and Equal Opportunity				
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	●	46~48	
Aspect: Equal Remuneration for Women and Men				
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	●	46~48	
Aspect: Supplier Assessment for Labor Practices				
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	●	37	Suppliers management is implemented followed by EICC code of conduct.
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	●	37	
Aspect: Labor Practices Grievance Mechanisms				
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	●	48	NONE
SUB-CATEGORY: HUMAN RIGHTS				
Aspect: Non-discrimination				
G4-HR3	Total number of incidents of discrimination and corrective actions taken	●	49	
Aspect: Freedom of Association and Collective Bargaining				
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to	●	50	
● Covered in the Report   ● Partially Covered in the Report   ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
Aspect: Child Labor				
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	●	50	
Aspect: Forced or Compulsory Labor				
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	●	50	
Aspect: Indigenous Rights				
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	●	50	
Aspect: Assessment				
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	●	50	
Aspect: Supplier Human Rights Assessment				
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	●	50	
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	●	50	
Aspect: Human Rights Grievance Mechanisms				
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	●	50	
SUB-CATEGORY: SOCIETY				
Aspect: Anti-corruption				
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	●	14	
G4-SO4	Communication and training on anti-corruption policies and procedures	●	14	
● Covered in the Report   ● Partially Covered in the Report   ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
G4-SO5	Confirmed incidents of corruption and actions taken	●	14	
Aspect: Public Policy				
G4-SO6	Total value of political contributions by country and recipient/beneficiary	●	14	
Aspect: Anti-competitive Behavior				
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	●	14	
Aspect: Compliance				
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	●	14	
Aspect: Supplier Assessment for Impacts on Society				
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	●	36~37	Suppliers management is implemented followed by EICC code of conduct.
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	●	36~37	
Aspect: Grievance Mechanisms for Impacts on Society				
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	●	28	
SUB-CATEGORY: PRODUCT RESPONSIBILITY				
Aspect: Customer Health and Safety				
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	●	28	
● Covered in the Report   ● Partially Covered in the Report   ◎ Not Covered in the Report				

GRI G4 Index				
Indicators	Indicator description	Disclosure Status	Page(s)	Explanatory Notes
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	●	38	
Aspect: Product and Service Labeling				
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	●		
G4-PR5	Results of surveys measuring customer satisfaction	●	16	
Aspect: Marketing Communications				
G4-PR6	Sale of banned or disputed products	●		
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	●		
Aspect: Customer Privacy				
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	●		
Aspect: Compliance				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	●		
● Covered in the Report   ● Partially Covered in the Report   © Not Covered in the Report				



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