



2016 CSR REPORT

Contents

GUC CSR Policy and Performance	1	Economic Performance	28
Letter from the CSR Committee Chairperson	4	Environmental Benchmarks	33
About this Report	7	Employee Care	41
About GUC	17	GUC Sends out its Love	51
Corporate Governance	21	Appendix	54

GUC CSR Policy and Performance

GUC CSR Policy and Performance

Corporate Social Responsibility Policy

GUC has been considering not only the economic value of corporate creates, but also balance the interests of stakeholders and implement our corporate social responsibilities without hesitation. It builds sustainable value for GUC and its stakeholders.

■ Our Vision

Become the world ASIC Supplier Leader.

■ Our Mission

To be a flexible ASIC Leader offers total services and implement customers' idea in a short period of time.

■ Our Faith

Technology Innovation, Quality Improvement, Service Excellence.

■ Our Implementation Policy

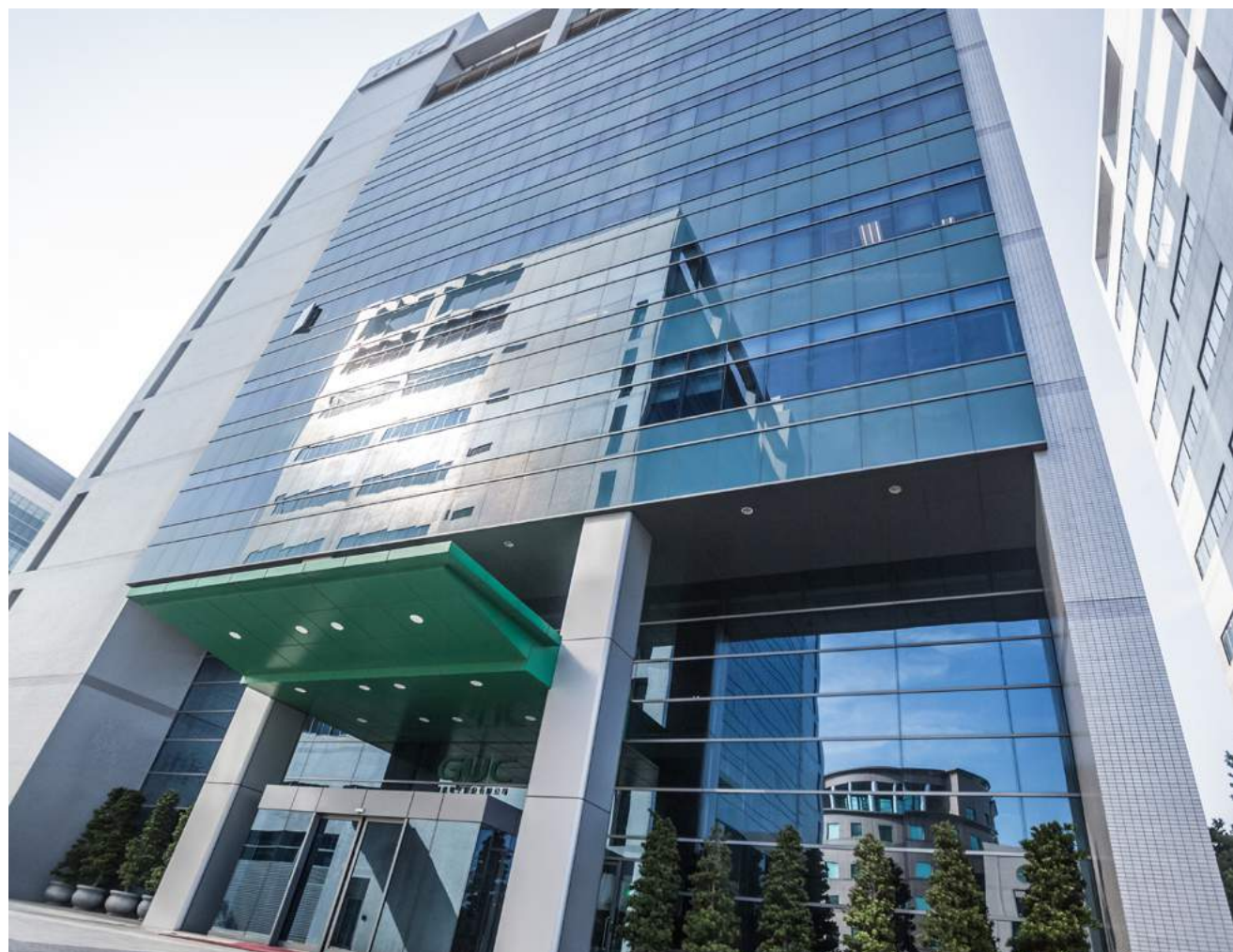
To promote business behavior in keeping with integrity and morals, and to support

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'. Internally, we require all employees to comply with ethical values and business conduct, and report to the board on a regular basis if there is any violation of business ethics.

In environment protection, GUC is committed to environmental sustainability; adhere to the green design and green supply chain, and in pursuit of the best efficiency of resources to reach the goal of waste reduction and pollution

prevention and control. In the care of the disadvantaged, GUC combined with the company's resources and employee's spontaneous love, to help people or disadvantaged with money, materials

and manpower, and to provide vulnerable groups life assistance and emergency donation.



Important Achievement

In this report, we will discuss the performance of corporate social responsibility in 2016 and how we focus on the issues that stakeholders are paying attention to. More importantly, we hope through the excellent corporate value show, play a friendly society of the positive cycle. Most importantly, through the demonstration of our excellent corporate value, we have exerted a positive society-friendly cycle. Here are some important features:



GUC was listed in the Taiwan High Compensation 100 Index published by Taiwan Stock Exchange for the third year in a row. In 2016, we recruited 67 new employees, which indicate the outstanding result of our talent recruitment.



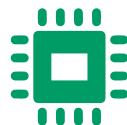
GUC was listed in the Taiwan Corporate Governance 100 Index published by Taiwan Stock Exchange for the second year in a row.



GUC was awarded “the Top 5% companies” in the 1st, 2nd and 3rd Information Disclosure Assessment and Evaluation of Listed Companies by Taiwan Stock Exchange and GreTai Securities Market.



Powerful revenue growth benefited from advanced technologies nodes. Our net sales reached to NT\$9.29 billion in 2016 with the year-over-year growth rate of 19.7%.



In order to improve the products energy effectiveness, the power consumption of our ONFI IPs reduced by 90%.



When it comes to energy efficiency, in response to the 2016 annual growth plan, the annual electricity plan: increase / month (8%), the actual actual execution: electricity increase / month (only 2.75%).



By sharing love and participating in charity activities, GUC developed a positive corporate environment. We worked with the non-profit HsinChu Blind Welfare Association by purchasing massage services from them, and GUC employees purchased Christmas gifts to sponsor children from disadvantaged families and bring them the opportunity to enjoy and experience the merry atmosphere of Christmas.

Letter from the CSR Committee Chairperson

Letter from the CSR Committee Chairperson

To serve as a Force for Sustainability that Pushes Society Forward

The Global semiconductor industry was flat in 2016 because of weak end-market demand, despite the gradual recovery of global economy. However, revenue and profitability of GUC continued to grow in the face of fierce competitiveness in the semiconductor industry. Our design capabilities of leading-edge technology made significant progress, and the revenue contributed from advanced technology continued to increase.

“

GUC pledges itself to not only become an indispensable influence in the semiconductor industry, but also to serve as a force for sustainability that pushes society forward, to become a corporate citizen with a positive influence to society, and to build a better future for the next generation.

As a pioneer in ASIC design service industry, GUC is committed to the pursuit of keeping the technology leading and excellent services. GUC made significant progress in business and technology development in 2016. With the customer demand for multi-functional products in more advanced process, GUC continued to invest in leading-edge technology. Revenue contributed from 16nm already accounted for around 20% of revenue in the NRE segment, and accounted for 13% of revenue in the Turnkey segment. With design service provided by GUC, revenue from system companies also increased because more and more system companies are developing in-house large-scale customized system chips to meet application needs of their own products. From a geographic perspective, revenue from customers based in China increased compared to 2015, due to strong demand in high performance computing driven by market trend. Despite the price pressure in this region, GUC succeeded in gaining new customers in China with leading-edge technology.

According to forecasts made by IEK in 2016, the total revenue generated by Taiwan's IC industry amounted to nearly NT\$2.4328 trillion, indicating a 7.5% growth compared to 2015. The IC design industry alone amounted to NT\$660.1 billion, showing a 11.4% growth rate compared to 2015. Looking into electronics industry in 2017, due to the fact that the 10 nm process has entered mass production, it will increase the sale of products such as flagship smart phones, Bitcoin miner, SSDs, image processing products, as well as tablet computers. A sales boom is expected. In addition, other applications such as servers, automotive electronics, artificial intelligence, and communication infrastructure will also boost the sales volume for global IC design companies. GUC has kicked

off some projects to the related application fields in order to grab the growth drivers. We hope to meet market demands as well as distancing ourselves from the rest of the competition by actively involved in the development of advanced processes and key silicon IPs.

GUC values corporate governance. This is the 3rd year that we awarded "the Top 5% companies" in the 3rd Information Disclosure Assessment and Evaluation of

the Listed Companies by Taiwan Stock Exchange and GreTai Securities Market. We are the only IC design company bestowed with this honor.

We continue to invest huge heavily in our employees. Through our well-organized training and cultivation, we are also devoted in inspiring innovators inside the corporate and concentrating on building up an outstanding and energetic work environment. GUC was awarded the "Amiable Workplace Prize" by the Council of Labor Affairs. We were recognized "Health Management Award" by the Bureau of Health Promotion, Department of Health, Taiwan, R.O.C.

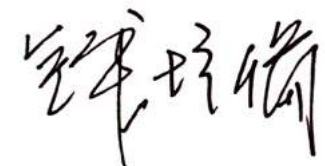
Through our well-organized management system, GUC is able to implement our environmentally friendly principles for sustainable operations. We not only established our Electronic Industry Code of Conduct(EICC), and also formed an EICC Committee that is reported directly to the Operational Management Committee.

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 and dual-flush toilets, we have been able to save water resources.

By sharing love and participating in charity activities, we have deepened our ties with local governments, non-profit-organizations, charity associations and communities establishing trust and reputation. This friendship can help GUC to develop a positive corporate environment. In 2016, we worked with the non-profit HsinChu Blind Welfare Association by purchasing massage services from them. We participate the Accton Cultural & Educational Foundation founded the Christmas Dreams project. 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. We sponsored 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 in the leading edge technologies in semiconductor.

GUC has always sought to fulfill its corporate social responsibility. We believe our success is deeply entwined with our stewardship of the natural environment, efficient use of resources and meeting the expectations of our stakeholders to build a better future for the next generation.

Senior Vice President and Chairperson of the Corporate Social Responsibility Committee



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About this Report

We have Earned the Independent Third Party Assurance Statement Issued by British Standards Institution (BSI).



Overview

This is the sixth time that GUC has prepared a Corporate Social Responsibility (CSR) Report. We will continue to publish these reports on a yearly basis. There is no major organization, structure, ownership, and supply chain changes during the report timeline.

Report Timeline

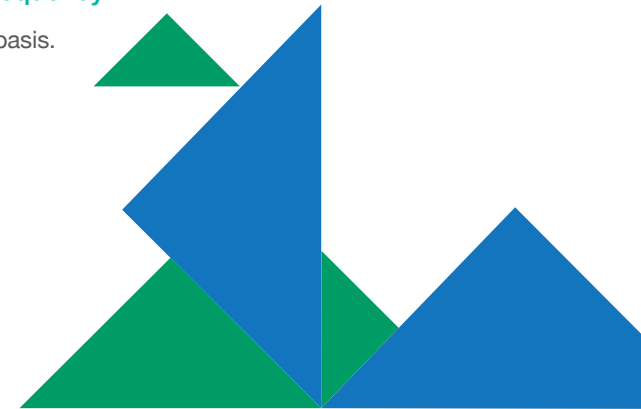
This report presents GUC's CSR progress for the period from Jan. 1st to Dec. 31st, 2016.

Last Report Date

July 31, 2016.

Report frequency

In annual basis.



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 Global Reporting Initiative, Sustainability Reporting Guidelines Version 4, (GRI G4) and in accordance with core option of General Standard Disclosures and Specific Standard Disclosures 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:

Address: No. 10, Li-Hsin 6th Rd., Hsinchu Science
Park, Taiwan, R.O.C.

Tel: +886-3-5646600

Email: irinfo@guc-asic.com

Website: <http://www.guc-asic.com>

Identify Material Aspects and Boundaries

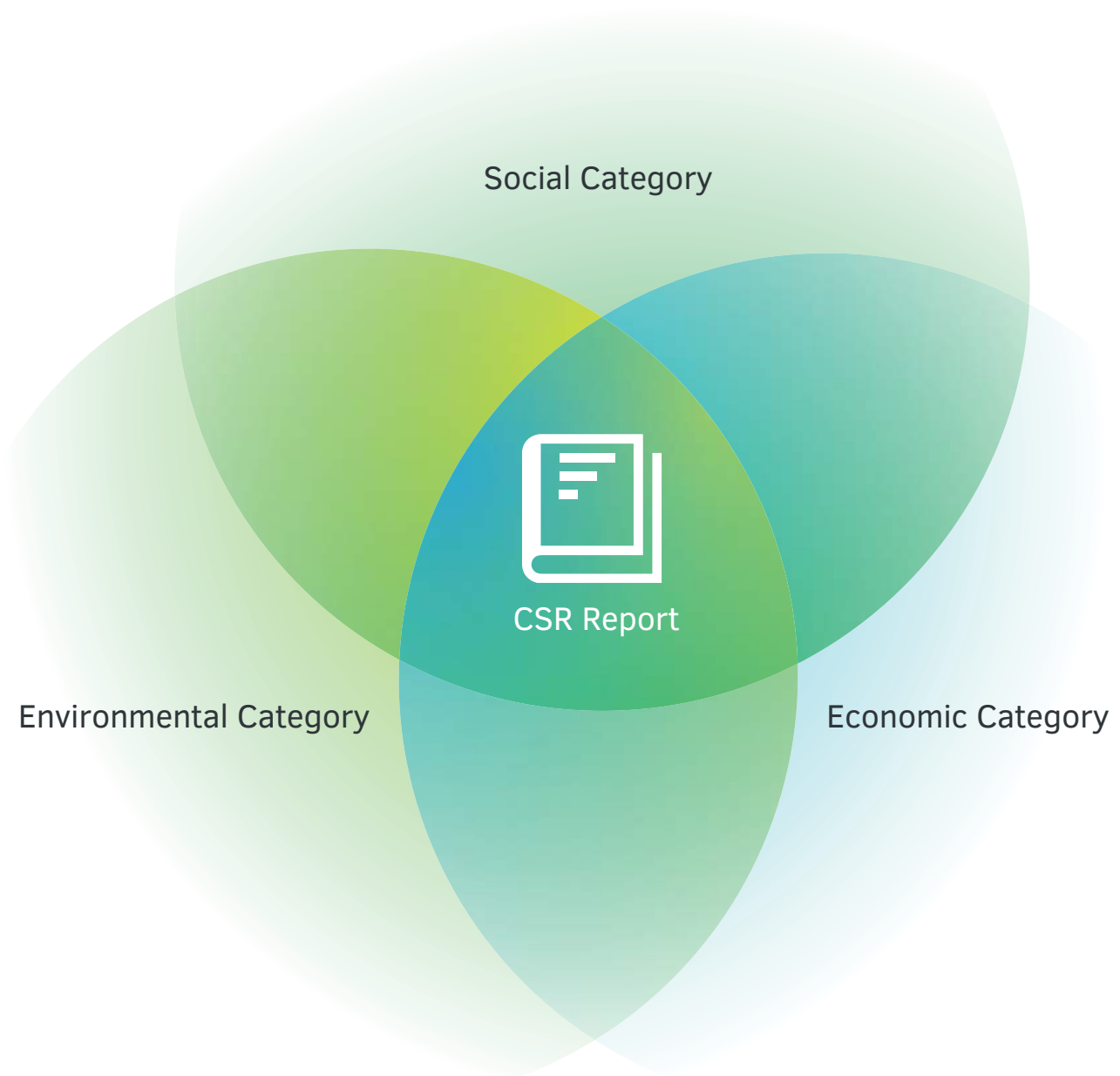
We identify material aspects and boundaries through identification, prioritization, validation and review. After GUC's internal meeting, we sort out the 'Relevant Topics', which is a list of issues to be included in this CSR Report.

The issues are selected based on the 2 directions from "Global Reporting Initiative, Sustainability Reporting Guidelines Version 4" (GRI G4) aspects and standard disclosures in the step 1.

Prioritize the referred issues based on the 3 principles for relevant topics in the step 2, which includes: 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 146 surveys were recovered.

In accordance with the Completeness Principle of GRI G4, we validate the dimensions of scope and aspect boundaries. The prioritized Material Aspects list has been verified by top decision makers. 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. There is not any restated compare to the previous year's report.



Material Topics

R&D Innovation

Product Quality and
Competitiveness

Customer Relations

Employee Development

Sustainable Development

Risk Management

Ethical Practice

Labors' Rights

Employee Relations and
Compensation Packages

Secondary Topics

Occupational Safety and Health

Corporate Governance

Supply Chain Management

Green Products and Productions

Environmental Policy

General Topics

Environmental Protection
ExpenditureGreenhouse gas reduction
(climate change)

Legal Compliance

Social Participants

Environmental Management

▼ Major Considerable Aspects and Boundaries Statistics Table

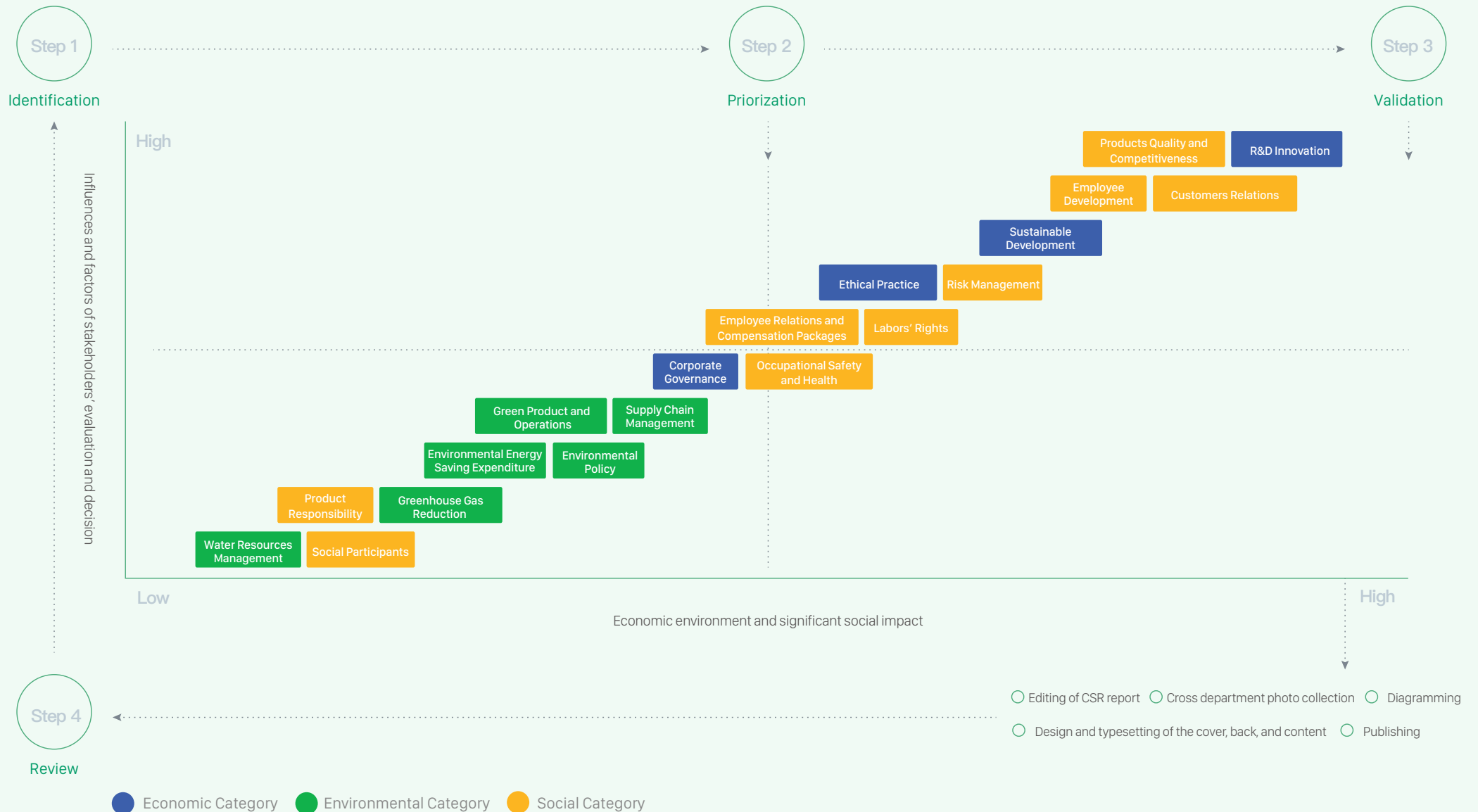
Material topics	GRI G4 materials\ boundaries	Internal		External				
		Employ-ees	Share-holders	Custom-ers	Suppliers	Communi-ties	Academic Institu-tions	Govern-ment
	Corporate governance	●	○	●				○
	Ethical Practice : anticorruption, anti-monopoly	○	○	●	●	○	●	○
	Customers Relations	○	●	●	●	○	●	○
	Products quality and competitiveness	○	●	●	●	●	○	●
	R&D Innovation	●	●	●	○	●	●	○
	Risk Management	○	●	●	○	●		●
	Sustainable Development	●	●		○	●	●	○
	Climate Change (greenhouse gas reduction)					○		
	Environmental policy				●			
	Green Product and Operations				●			
	Environmental energy saving expenditure		○					
	Product Responsibility					○	○	
	Water Resources Management							
	Social Participants				○			
	Occupational safety and health	●			●	○		●
	Employee Development	●	○	○	●	●	●	○
	Employee relations and Compensation Packages	●			○	●	○	○
	Labors' Rights	○	○		○	●	●	○
	Supply Chain Management		○	○	●	○	○	

▼ List of Material Aspects and Aspect Boundaries

Item	Material Topics	Corresponding Aspects for Consideration	GRI G4 Index	Disclosures on Management Approach	Relevant Aspect Boundaries	
					Internal	External
1	R&D Innovation	Economic Performance	G4-EC1	<ul style="list-style-type: none"> Establishment of the R&D Department, to be in charge of development, integration, maintenance of innovative products. Technical planning, development and integration for silicon intellectual property in relation to Digital, Mixed-Signal, RF, High-Speed SerDes. Integration techniques for SoC, application and development for software, Development for the designing process of ESL. 	Employees	Shareholders, Customers.
2	Product Quality and Competitiveness	Economic Performance	G4-EC1	<p>With quality policy, two principles are ensured by high-level management:</p> <ul style="list-style-type: none"> To ensure the effective implementation of quality management system, and to achieve quality objectives and quality management system requirements. To ensure that the integrity of the quality management system can be maintained when the quality management system changes its planning. 	Employees	Customers
3	Customers Relations	Customers privacy	G4-PR8	<ul style="list-style-type: none"> Established internal Standard operating procedures and norms, such as 'Confidential Information Protection Policy' and 'Confidential Information Control Protocol'. 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. E-mail Monitoring USB Data Access Control Installation of surveillance camera. Regularly customer satisfaction survey, and set customer complaints handling approach to achieve good customer relationship maintenance. 	Employees	Customers
4	Employee Development	Training and education	G4-LA10	<ul style="list-style-type: none"> Encourage employees to continue their studies to enhance their ability to continue their employment. Arrange relevant education and training to enhance professional skills. Arrangement of work rotation to expand the staff multiple functions. 	Employees	Government

5	Sustainable Development	Economic Performance, labor compliance	G4-EC1	<ul style="list-style-type: none"> GUC established Audit Committee for the establishment of risk management policies and the implementation of internal control of corporate risk. Four Independent Directors of Audit Committee are elected at Annual Shareholders' Meeting. 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 	Employees	All stakeholders
6	Risk Management	Economic Performance, labor compliance	G4-EC1 G4-EN29 G4-SO8 G4-PR9	<ul style="list-style-type: none"> GUC established Audit Committee for the establishment of risk management policies and the implementation of internal control of corporate risk. Four Independent Directors of Audit Committee are elected at Annual Shareholders' Meeting. 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. 	Employees	Shareholders, Customers, Suppliers, Government
7	Ethical practice: Anti-corruption, anti-monopoly	Anticompetitive behavior, anticorruption	G4-SO4 G4-SO7	<ul style="list-style-type: none"> Comply with legislation on fair trade. No involve to the anti-competitive behavior, antitrust, and monopoly behavior. Set the "integrity management procedures and ethical practices", each of company employees and ecosystem have to follow. The specification advocacy annually held and 100 percent of staffs completed the training and testing. 	Employees	Customers, Suppliers
8	Labors' Rights	Appeal mechanisms for human's rights	G4-HR12	<ul style="list-style-type: none"> Establishment of Compensation Committee under the Board of Directors. No gender differences on the compensation. The compensation evaluation criterions are based on the professional abilities and experiences. 	Employees	Government
9	Employee relations and Compensation Packages	Employee Relations	G4-LA4	<ul style="list-style-type: none"> The HR Department plans and handles the labor relations communication. Regular implementation of Labor-Management Meeting for efficient communication. Establishing "Employee Welfare Committee" with a monthly budget to implement employee welfare activities regularly. 	Employees	Communities, Academic Institutions

▼ Visual Map of Major Topics



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. GUC sorts out the stakeholders into 7 categories: shareholders, employees, customers, suppliers, government, academic institutions, and society. GUC pursues the sustainable development in order to meet the stakeholders' demands and expectations. Through the establishment of long-term business development and integrity with a clear, effective, and real-time communication channels to the stakeholders. And representatives from each team continued to communicate with stakeholders and in the ordinary course of business collect questionnaires and comments to the interested parties to do all the management issues and achieve related issues of corporate social responsibility.

The basic objective of this report is as follows:

- Stakeholders concerned to fully understand the question, continued to improve CSR performance.
- Earn stakeholders' respect, trust, and support to GUC.

- Present GUC's active and efforts to enhance sustainable corporate social image of GUC .

GUC Stakeholders' Management Procedures

GUC's stakeholders' management procedure is divided into identification, analysis, planning, management of four steps:

- Identification of stakeholders: stakeholders are defined within GUC impact on GUC or affected by external groups or individuals. Therefore, we identified GUC's stakeholders including shareholders, employees, customers, suppliers, government agencies, academic and research institutions and community.
- Analysis of major stakeholders concerned issues: issues of concern after major stakeholders completed questionnaires were collected, according to their degree of concern about the influence and GUC establish communication platform GUC interested parties, and the establishment by the teams in charge of the unit Multiple communication channels, and interested parties aggregated issues of concern, considering the GUC concept of sustainable development, taking

into consideration the surface G4, 19 interested parties identified issues of concern, and the concern suffered by the subject assessment and analysis of significant degree.

- Stakeholders related programs: GUC basis of the preceding analysis of the relevant team result set management approach into their daily or annual work plan and regular review and assessment of the effectiveness of the management approach, as the company sustainable development strategy important reference.
- Interested party management: GUC based on the importance of the interested parties and have varying degrees of interaction with the effective use of company resources and create mutually beneficial win-win relationship.



Stakeholder Interaction

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
- 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
- Questionnaire surveys
- Efs service center
- Employee assistance program

Customers

- Customer audit
- Customer meeting
- Annual tech symposium
- Client satisfaction survey
- Complied with customer's requests of industry and social responsibility survey.

Suppliers

- Supplier information platform
- Supplier audit
- Interviews and meetings

Government

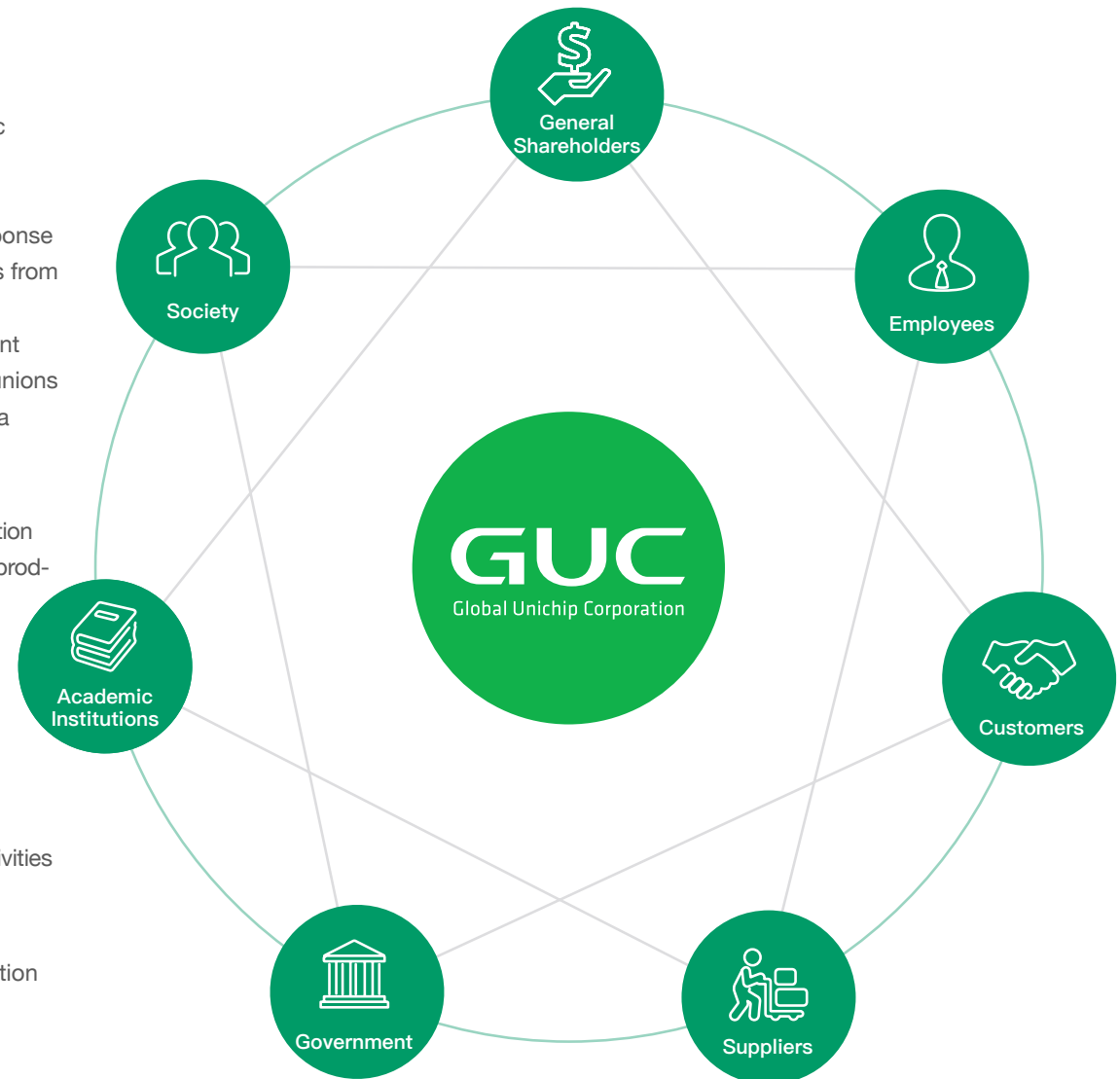
- Official documents
- Regulation conference or public hearing
- Corporate financial statement
- Offering relevant reports in response to the demands and regulations from government authorities
- Communication with government authorities via associations or unions
- Industry-Government-Academia seminar

Society

- Monthly press release in connection with new technologies and new products
- Monthly revenue report
- Quarterly operating results
- Participation in support programs to media charity activities
- Publishing CSR report
- Official website and email
- Participation in disaster relief activities

Academic Institutions

- Questionnaire survey
- Company and school collaboration program
- Summer interim program
- Company visiting program



The background of the page is a solid teal color. On the left side, there is a large, abstract geometric design composed of several overlapping triangles in various shades of blue and green. The text 'About GUC' is written in a large, white, sans-serif font, positioned over the lower part of this geometric design.

About GUC



“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 Leader™ 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.

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 Model™ 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. 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 and the executive performance shall be submitted to the Board of Directors.

Products and Services

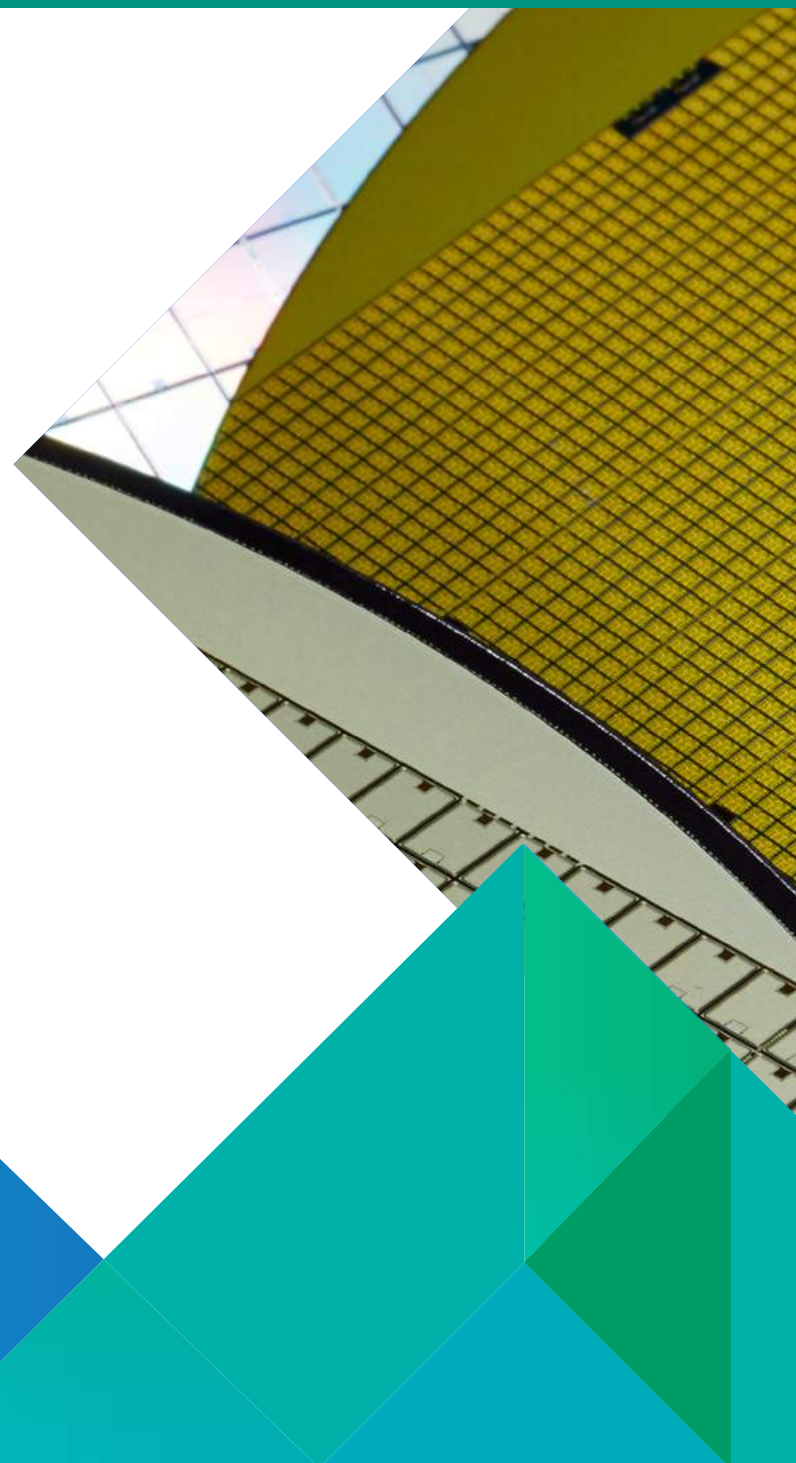
Wafer Products & ASIC Design Services:

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

- Wafer Products & ASIC Design services: GUC provides complete services from design, wafer manufacturing to packaging and testing.
- 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.

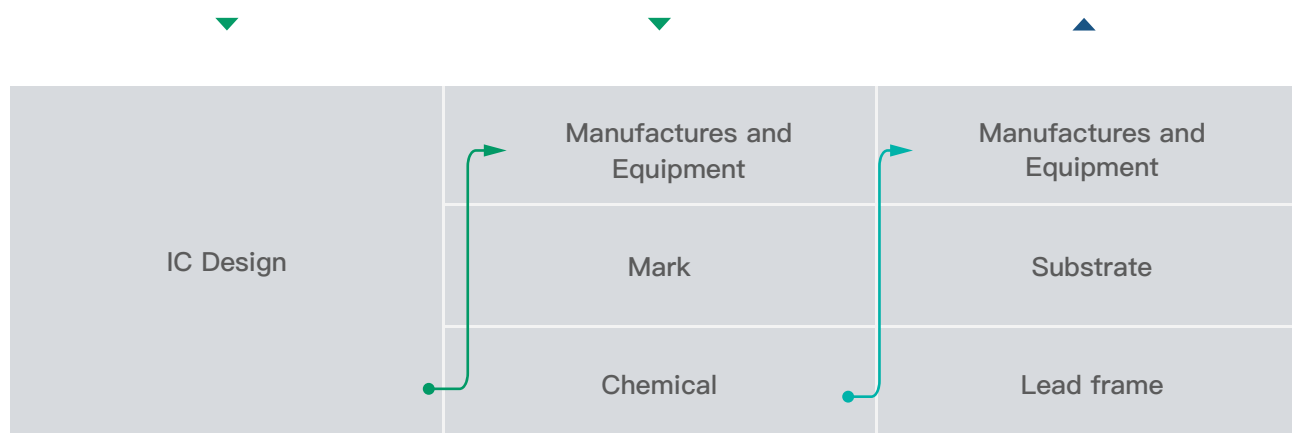


Development Programs for New Products

Develop high-end and high-in-demand Intellectual Properties (IPs) in 16nm, 12nm and 7nm process technologies: high speed interface such as 10G/28G/56G KR SerDes, PCIe Gen3/4, USB 3.0/3.1, LVDS, DDR3/4/LPDDR3/4 Memory Controller/PHY, and collaboration to tsmc 7nm technology to develop IPs includes: SerDes, PCIe Gen4, DDR3/4 DIMM, and existing components like: 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 high speed networking and multimedia portable device, storage devices and digital television.

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. There are three core values of Flexible ASIC Services model: IP Solution, Chip Implementation, and ASIC Manufacturing. Therefore, GUC executes the standards of “Green Energy-saving Design” and provide energy-saving products that comply with environmental protection regulations and customers’ requirements. Meanwhile, we play a front- end important role of energy saving and carbon reduction in semiconductor industry.

▼ GUC provides ASIC design services , which is in the semiconductor industry chain upstream.



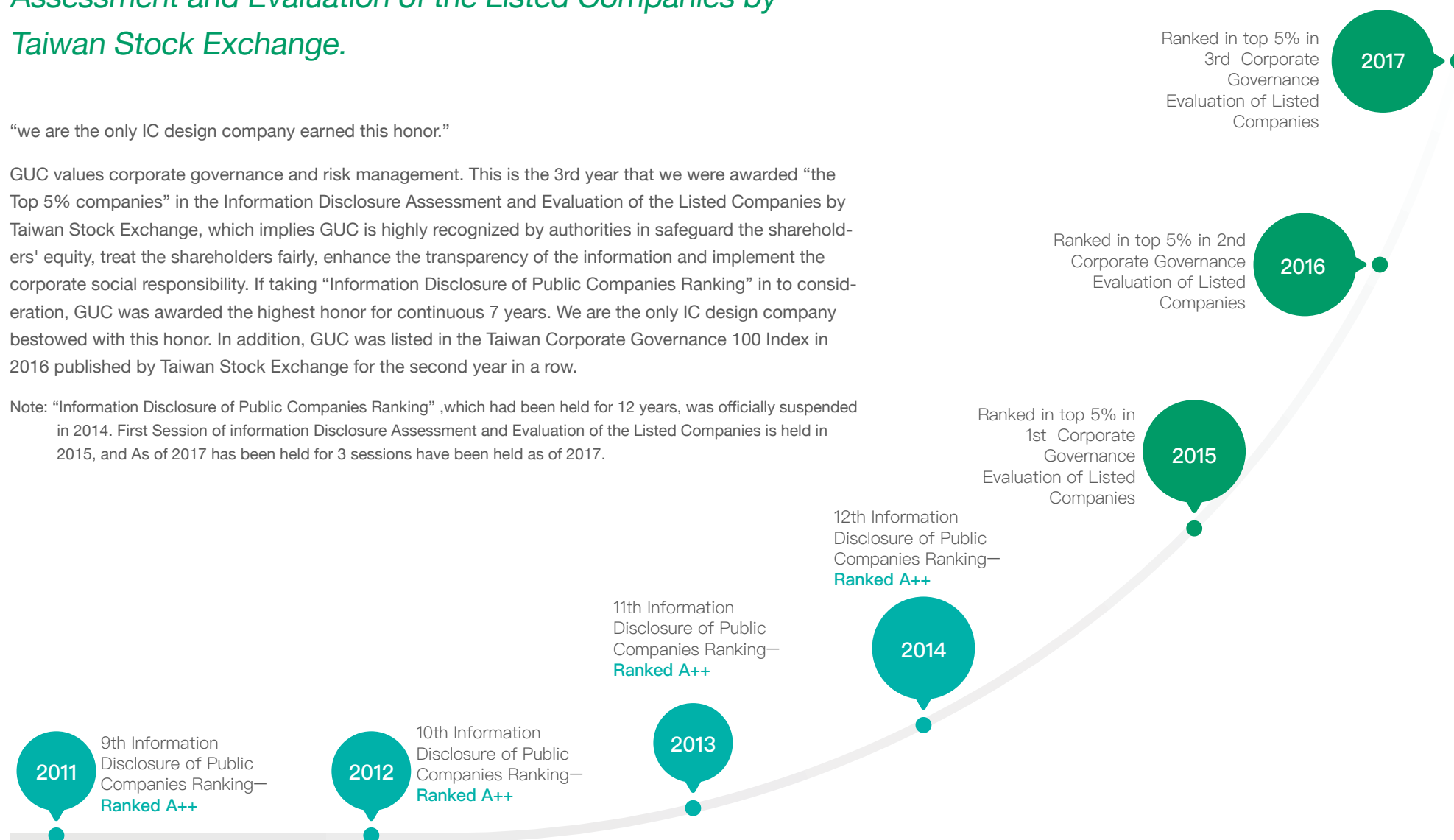
Corporate Governance

GUC is awarded highest honor in the Information Disclosure Assessment and Evaluation of the Listed Companies by Taiwan Stock Exchange.

“we are the only IC design company earned this honor.”

GUC values corporate governance and risk management. This is the 3rd year that we were awarded “the Top 5% companies” in the Information Disclosure Assessment and Evaluation of the Listed Companies by Taiwan Stock Exchange, which implies GUC is highly recognized by authorities in safeguard the shareholders' equity, treat the shareholders fairly, enhance the transparency of the information and implement the corporate social responsibility. If taking “Information Disclosure of Public Companies Ranking” in to consideration, GUC was awarded the highest honor for continuous 7 years. We are the only IC design company bestowed with this honor. In addition, GUC was listed in the Taiwan Corporate Governance 100 Index in 2016 published by Taiwan Stock Exchange for the second year in a row.

Note: “Information Disclosure of Public Companies Ranking”, which had been held for 12 years, was officially suspended in 2014. First Session of information Disclosure Assessment and Evaluation of the Listed Companies is held in 2015, and As of 2017 has been held for 3 sessions have been held as of 2017.



Policies and Guidelines

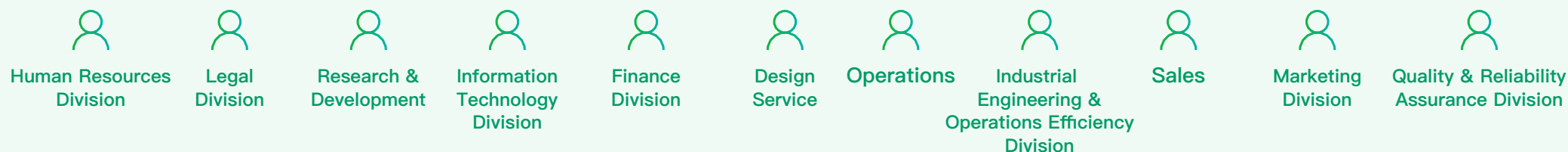
To ensure the equality of institutional and individual are alien, we deeply well understand the transparency of corporate governance and organization component are become more and more important. We implement corporate governance to maximize our shareholders' interests.

Corporate Governance Structure

Our Board of Directors is currently composed of 9 distinguished directors, one is female director, and one of them is manager of GUC. Six regular board meetings were convened in 2016. 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.



▼ Our Board Member

Title	Name	Gender
Chairman	Dr. F.C. Tseng Representative of TSMC	Male
Director	Ken Chen Representative of TSMC	Male
Director	Lora Ho Representative of TSMC	Female
Director	Dr. Cliff Hou Representative of TSMC	Male
Director	K.C. Shih Representative of Global On Investment Corp.	Male
Independent Director	Benson Liu	Male
Independent Director	Dr. Chien-Wei Jen	Male
Independent Director	Dr. Wen-Yeu Wang	Male
Independent Director	Dr. Chung-Yu Wu	Male

Authorization

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 '2016 GUC Annual Report'.

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 Human Resources (HR) Department which is also respon-

sible 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 supervise of human rights and regulation impact analysis as well as corruption risks analysis. Our violation of ethical behavior practitioners reporting system: <http://www1.guc-asic.com:8000/guc/>

Since 2010, we regularly carry out the "Code of Ethics" training in the fourth quarter of each year, through e-learning to provide teaching materials and test questions. November 2016, 520 employees completed the annual e-learning course, reached 100% rate.

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
- Peripheral Component Interconnect Special Interest Group, PCI-SIG
- Mobile Industry Processor Interface, MIPI
- Institute of Electrical and Electronics Engineers, IEEE
- Universal Serial Bus Implementers Forum, USB-IF
- Taiwan Telematics Industry Association

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 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 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 standalone basis financial report". For details, please refer to page 24~25 of our 2016 Annual Report. The operation performance has a positive correlation with the personal capabilities, contribution, and performance of the senior management team.

Establishment of Operating Management Committee

GUC established the Operating Management Committee for the implementation to the corporate operating risk management. The Operating Management Committee meeting is convened twice of every month. The significant risk may affected the operating will be reported to Board of Directors by the Chairman of Operating Management Committee.

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.

Emergency Response and Continuous Operation Plan

Because Taiwan is located in the seismic belt, the post-earthquake assessment exercise is required to be familiar with the post-earthquake building inspection, and risk is transferred through insurance plan. The company conducts regular firefighting / fire extinguisher training every year to teach all employees to use hand-held fire extinguishers and fire hydrants / fire extinguishers (water cutters), as well as regular fire drills. In addition, through the risk assessment to determine the improvement strategy, and by regular exercise, the impact of the operation of the factory is assessed and preventive measures will be taken to establish a crisis communication mechanism and manpower recovery plan. Through a sound risk management and crisis handling, GUC expects to reduce the uncertainty of business.

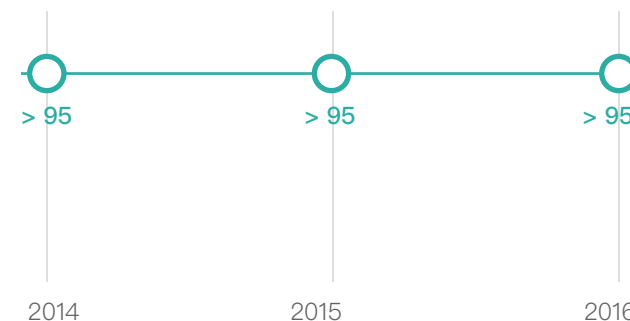
Customer Oriented Services

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.

We carry out a customer satisfaction survey on important clients in the first quarter of every year. In 2016, customer satisfaction survey accomplished a feedback percentage of 80% ; among over 95% of our clients are satisfied with our services.

Year	customer satisfaction	No. of complain filing
2014	>95%	0
2015	>95%	0
2016	>95%	0



▼ When to Implement a Customer Satisfaction Survey

- When the project is completed: Within 1 month after the completion of the project, the customer satisfaction survey will be carried out immediately to get the customer feedback in time.
- A customer satisfaction survey on important clients will be carried out in the first quarter of every year.



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 2016, GUC was not been subjected to any monetary fines and nonmonetary sanctions for noncompliance with any statutory laws and regulations. Each of our operating activities is subject to domestic and international laws and regulations. Finally, we inspected all of our operations according to the 3 compliance indices disclosed in GRI G4.

Environmental compliance: no significant amount of fines levied due to non-compliance with laws and regulations concerning environmental laws. Zero non-monetary sanctions.

Social compliance: no significant amount of fines levied due to non-compliance with laws and regulations con-

cerning topics like financial reporting, workplace discrimination, corruption, etc. Zero nonmonetary sanctions.

Sales compliance: no significant amount of fines levied due to non-compliance with laws and regulations concerning the provision and use of products and services during sales process.

- No incidents of corruption reported in 2016.
- No complaints lodged regarding violation of customer privacy or loss of customer data in 2016.
- No incidents reported regarding noncompliance of laws and regulations on marketing communication. These include advertising, promotion and sponsorship in 2016.
- No sales of disputed products reported in 2016.
- No incidents reported regarding non-compliance of laws and regulations on labeling information of goods and services in 2016.
- No incidents reported regarding non-compliance of laws and regulations on safety of products and services during their life cycle in 2016.



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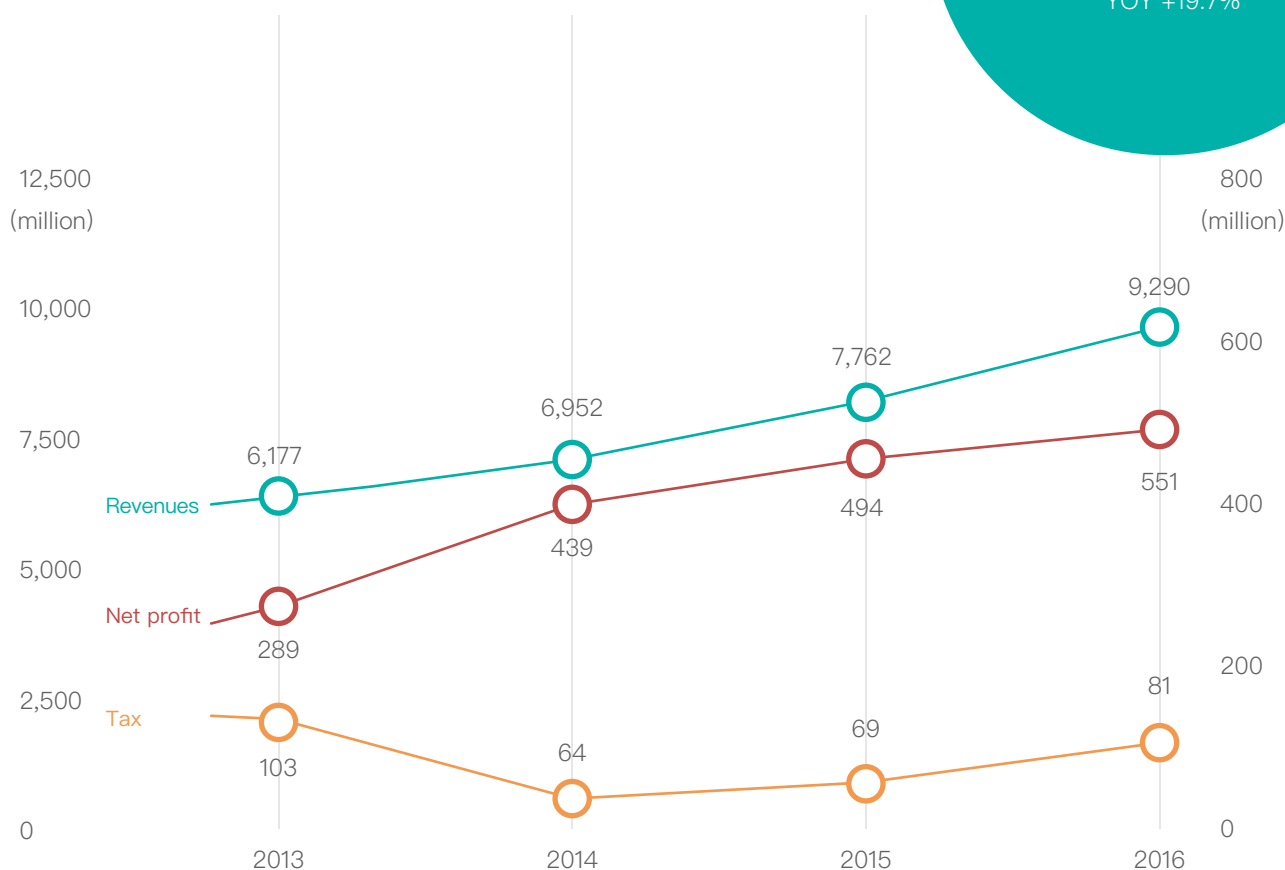
Economic Performance

“Total revenues for 2016 was NT\$9,290 million, up by 19.7% compared to 2015.”

In 2016, GUC continue to create success with advanced technology and best design service. Total revenues for 2016 was NT\$9,290 million, up by 19.7% compared to 2015. Net income was NT\$551 million, up by 11.5% compared to the previous year. 2016 EPS was NT\$4.11, up by 11.5 percent compared to 2015, and nearly four years high. Gross margin for 2016 was 25.7%, operating margin was 6.7%, and net profit margin was 5.9%. Return on Equity =15.3%.

Remarkable technology breakthrough and innovative achievements had been made in 2016. Looking towards 2017, the global semiconductor market is expected to grow with gradual recovery of the world economy, especially focus on AI, HPC & Cloud Storage. And the industry trend looks favorable for GUC.

It is worth mentioning that GUC had approximately 40% of total market share and maintain a leading position in Taiwan. And revenues contributed from advanced process technologies (65nm and below) accounted for 78% of total revenues in 2016. Our patent portfolio consists of 197 patents at the end of 2016 to demonstrate GUC's continued ability to innovate, and we believe that GUC will remain in the leading position of the industry in the next few years.



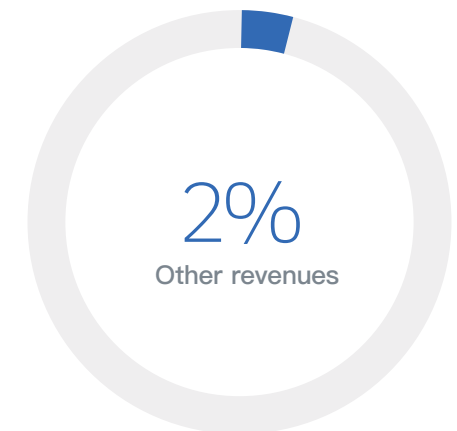
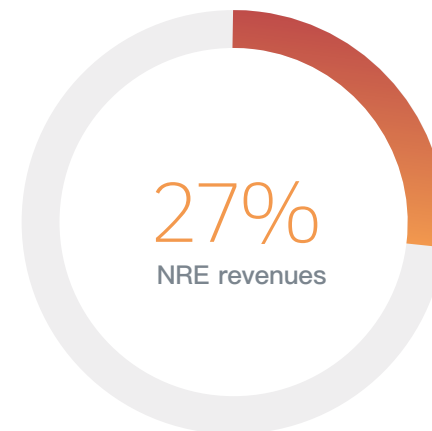
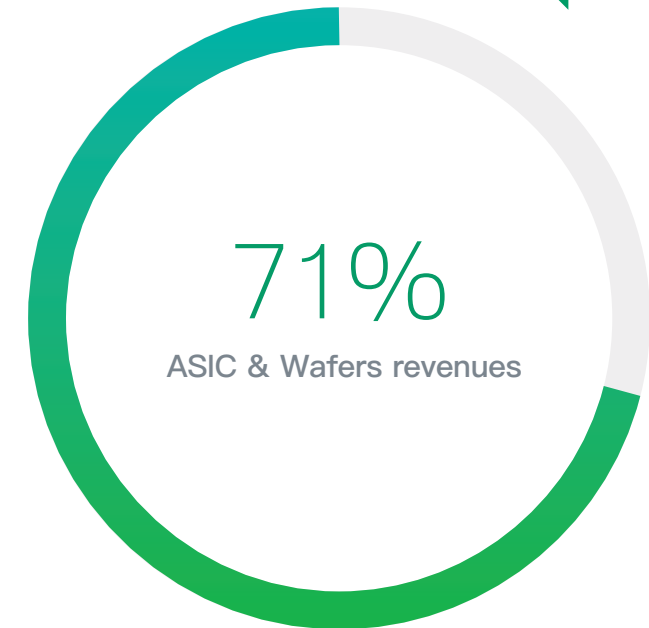
Consolidated Revenues
NT\$9.29 billion
YOY +19.7%

▼ Operating Performance Statistic Table (NT: Million)

	2012	2013	2014	2015	2016	Subtotal	% of net profit
Consolidated revenues	9,014	6,177	6,952	7,762	9,290	39,195	
Tax	136	103	64	69	81	453	
Net Profit	612	289	439	494	551	2,385	
Directors' remuneration	5	1	3	4	4	17	0.71%
Employees' cash bonus	69	33	49	55	60	266	11.15%
Employees' compensation	69	33	49	55	60	266	11.15%
Employees' stock bonus	0	0	0	0	0	0	
Capital surplus	402	138	0	0	0	540	
Cash dividend	0	264	402	402	469	1,537	64%
Stock dividend	0	0	0	0	0	0	

▼ 2016 Sales Breakdown (NT: Million)

	Amount	%
ASIC & Wafers	6,564	71%
NRE	2,529	27%
Others	197	2%
Total	9,290	100%



Research, Development and Innovation



GUC will form a research team to develop its own memory IP to enrich our IP database and to help our customers reduce the cost of IC design. R&D expenditure in 2016 amounted to NT\$ 1,195,562k. Besides the continuing development of advanced IP in 16nm, 12nm, and 7nm processing technologies, including high speed interfaces such as 10G/28G/56G KR SerDes, PCIe Gen3/4, USB 3.0/3.1, LVDS, DDR3/4/LPDDR3/4 Memory Controller/PHY, our company is moving one step closer to forming a partnership with the TSMC in developing SerDes, PCIe Gen4, DDR3/4 on a 7nm process. In addition, existing key components such as voltage regulators, power management solutions, ADC/DAC, data converters, and clock generators are also porting with advanced processing technologies. GUC has formed a research team to develop its own memory IP to enrich our IP database and to help our customers reduce the cost of IC design.

Latest Technologies and New Products

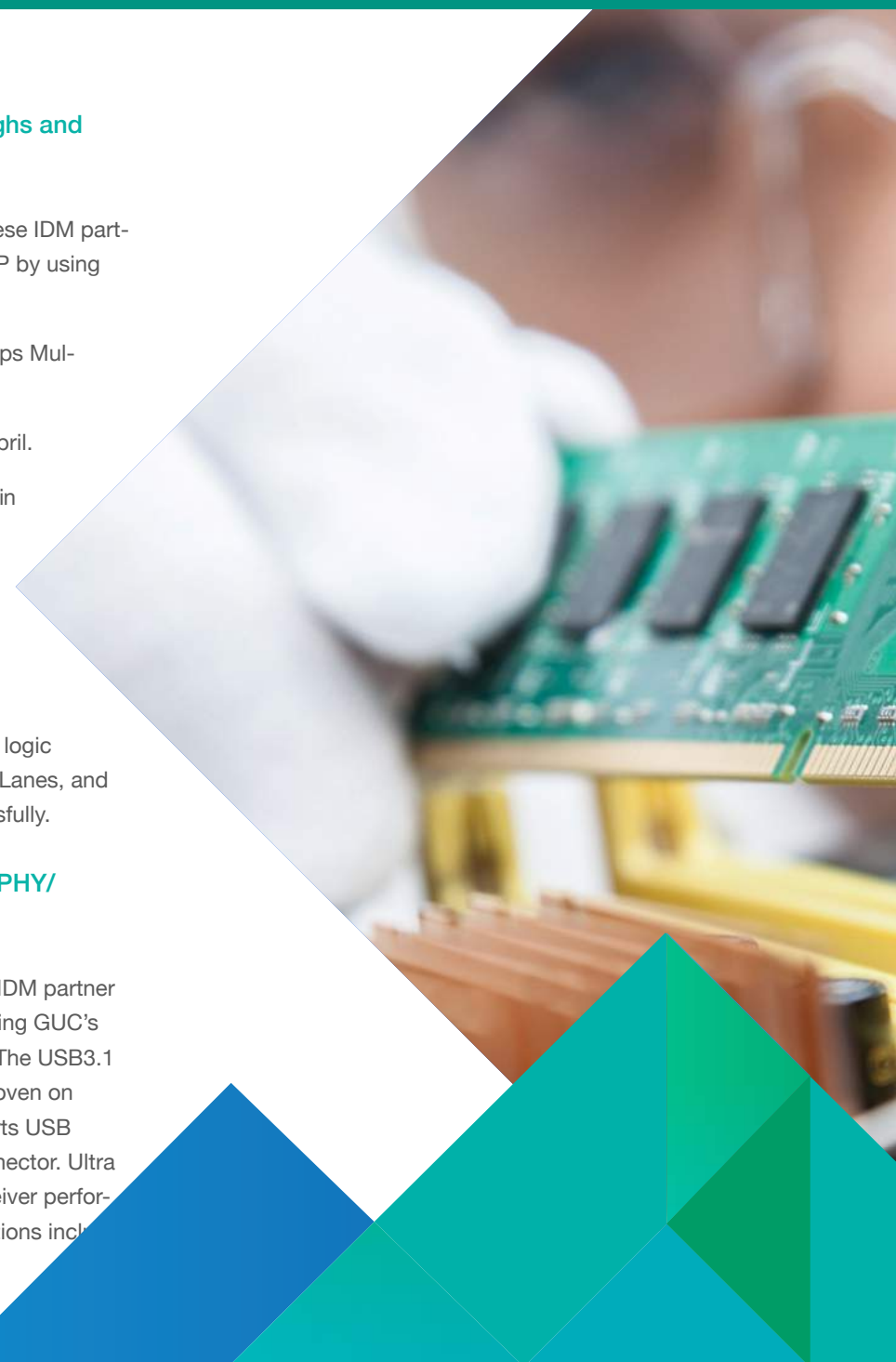
- Successfully completed a test chip and taped out for low power PCIe G3 in 28nm process technology.
- Successfully verified 28G SerDes IP on 28nm process.
- Completed tape-out of V-By-One Tx/Rx IP on 28nm process.
- Completed tape-out of MIPI D-PHY Tx/Rx IP on 28nm process.
- Completed tape-out of (LP)DDR3/4 PHY and controller IP on 10nm process.
- Developed 28G SerDes and 16G PCIe Gen4 package design.
- Completed four SSD customer tape-out on 28nm process.
- 12 nm design process is about to start.
- A portion of the IP is about to complete the 7 nm validation.
- Obtained ISO 26262 certification for the design process.
- Completed testing of the CoWoS design process on the GUC HBM2 testing platform.

2016 Major Technological Breakthroughs and Innovation Achievements

- GUC Worked jointly with a major Japanese IDM partner to develop USB3.1 PHY/Controller IP by using GUC's PHY and partner's Controller.
- GUC Delivers 28HPM/HPC/HPC+ 28Gbps Multi-Standard SerDes IP.
- 28HPC Display Port 1.3 IP tape out in April.
- GUC first TSMC 7nm DDR PHY Tape out in September.
- 16nm low power library customization and characterization was proven to support VCCmin power optimization at specific corners.
- A 28HPC customer project, with 240M+ logic gates, 120M+ bits SRAM, ~100 SerDes Lanes, and 350+ mm², was silicon proven successfully.

GUC/Partner Jointly Develop USB3.1 PHY/Controller IP

GUC worked jointly with a major Japanese IDM partner to develop USB3.1 PHY/Controller IP by using GUC's PHY and partner's Controller in Feb, 2016. The USB3.1 PHY/Controller is available and is silicon proven on TSMC 16FF+ process technology. It supports USB protocols and is ready for USB Type-C connector. Ultra low-power consumption and robust transceiver performance makes it ideal for consumer applications including mobile, laptops and tablets.



Environmental Benchmarks

Policies and Guidelines

GUC EICC Committee is committed to reducing the impact on natural resources and reducing environmental pollution. Long-term usage records and disclosures of electric energy, renewable energy, water resources and raw materials will help us review environmental measures every year, and whether we have gradually reached our established goals. For our performance in relation to our energy saving and efficiency management, please refer to the section on Energy Efficiency in this report.

Also, in response to climate change, GUC take measures to reduce the consumption of natural resources, including improvement of product energy efficiency, green supply chain management, raw materials and waste management, product packaging reduction and recycling, cloud office, carbon dioxide concentration in the operational headquarters reduction and to enhance energy efficiency.

In addition, 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.

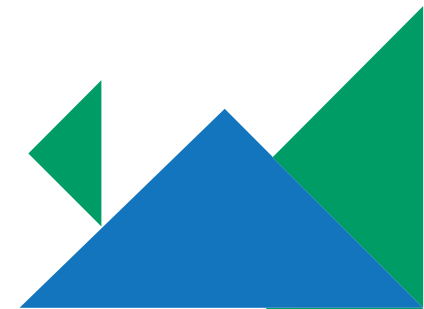
EICC Committee Conducts Regular Meetings to Review and Implement EICC.

- 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.

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.

- 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.



Power, Water Resources Management

Statistic for Energy Consumption and CO2 Emission

In 2016, we increased about 100 servers and additional air conditioning equipment to support our operational growth, so the actual electricity increase / month was 2.75%, still lower than 2016 target (increase 8% / month). 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.

▼ 2015~2016 Statistic for Energy Consumption and CO2 Emission

	2015	2016
Electricity Consumption (Degree)	6,113,000	6,281,600
CO2 Emission (tCO2e)	3,228	3,317

Statistic for Water Consumption and CO2 Emission

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 2016, we increased about 100 servers and additional air conditioning equipment to support our operational growth, so water usage increased by 205 degrees / year. In regard to this issue, GUC has initiated our green living project, expecting to reduce our water resource consumption.

2016 water-saving target is 331 degrees / year, the implementation of measures:

- 2016 June ~ Oct, due to the summer temperature soared, water consumption for air conditioning is relatively high.
- Completed promotion material for water saving in LF ~ 9F toilets.
- Reply to the Association for the daily use of water and the implementation of water saving.

▼ 2015~2016 Statistic for Water Consumption and CO2 Emission

	2015	2016
Water Consumption (Degree)	16,558	16,763
CO2 Emission (tCO2e)	2.566	2.599

Energy Intensity Rate

Our electricity intensity rate in 2016 is 0.0676%, which slightly lower than the previous year. GUC's energy intensity rate for water resources is 0.1804%, also remaining at the same level as last year. This indicates that even though our revenues 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 revenues data as the measurement standard for electricity and water resource energy intensity rate.

▼ Statistic of Energy Intensity Rate, 2015~2016

Measurement Units	2015	2016
Yearly Revenues Unit: NTD	7,762,132	9,290,421
Electricity Consumption Unit: kilowatt	6,113,000	6,281,600
Electricity Intensity Rate	0.0788	0.0676
Water Resource Consumption annually	16,558	16,763
Resources Intensity Rate	0.2133	0.1804

Energy Saving/Carbon Reduction

Set the Energy Saving Target for 2016

Set the energy saving target for 2016 in response to operating growth plans: Electricity Consumption =8% / month; actual implementation: Electricity Consumption =2.75% / month the implementation measures are as follows:

- Increased by about 100 servers in IT room , and external air conditioning box equipment were also added in 3F. Total electricity consumption increased by 14,050 degrees / month.
- 12 sets of LED energy-saving tubes were replaced in conference room.
- 196 sets of lighting Facilities were replaced in 2016, which reduced carbon emission by 23.912 tCO₂e and cut the electricity bill by NT\$160,867.
- Air conditioning box windmill and 7 motor bearings were replaced to enhance operational efficiency.
- Monitor the power consumption (load rate) of IT rooms.

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.

In 2016, 91,330 documents were approved through the electronic system, it and more than 200,000 sheets of paper and toner cartridges is estimated to be saved.

In addition, we also add video equipment to make good use of remote meetings. 7 sets of video equipment were purchased at important overseas locations for communication between interested parties and employees ,and to reduce the amount of carbon emissions from travel. 50% reduction travel frequency In response to business growth is estimated.

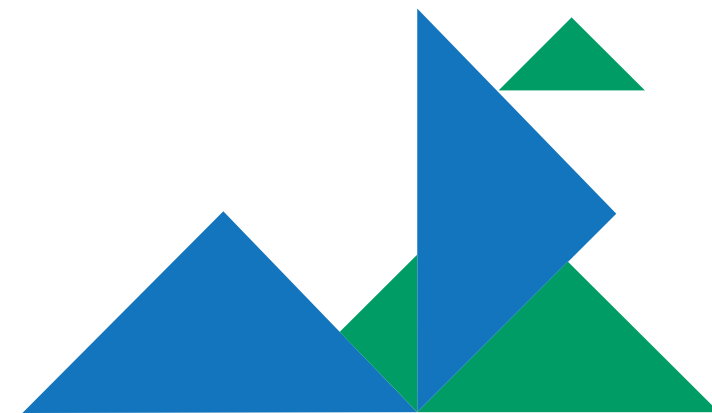
Installation of Ventilation Devices

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.

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 Efficiency Statistics after Replacing Old Lighting Facilities in 2016

	Unit	2014	2015	2016	Total
Replaced to LED energy- saving tubes	set	13	198	196	407
CO2 Emission Reduction	tCO2e	1.586	24.148	23.912	49.646

▼ Telecommunication Charges for Multiparty Conferencing(NT\$)

	2013	2014	2015	2016
Telecom- munication Charges	122,934	302,136	975,405	1,756,836

Other Energy-Saving Measures

- 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, openspace office and office compartments are managed by electronic controllers, to avoid the loss of airconditioning 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.
- 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.



Management of 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.

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 philos-

ophy (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.

▼ The Hazardous Industrial Waste, IC Waste and Raw Material Waste Total 1,579 KGS in 2016.

Category	Hazardous industrial waste		General industrial waste		
	IC Waste (Unit: KGS)	Paper (Unit: KGS)	Iron (Unit: KGS)	Plastic (Unit: KGS)	Discarded Computer (Unit: set)
Total	1,579	3,209	548	552	2
Scrap method	Outsourcing	Outsourcing	Outsourcing	Outsourcing	Outsourcing

Note: the outsourcing contractors are licensed by the competent authority clearance and disposal of public or private institutions. In 2016, there is not any violation of the related laws and regulations.

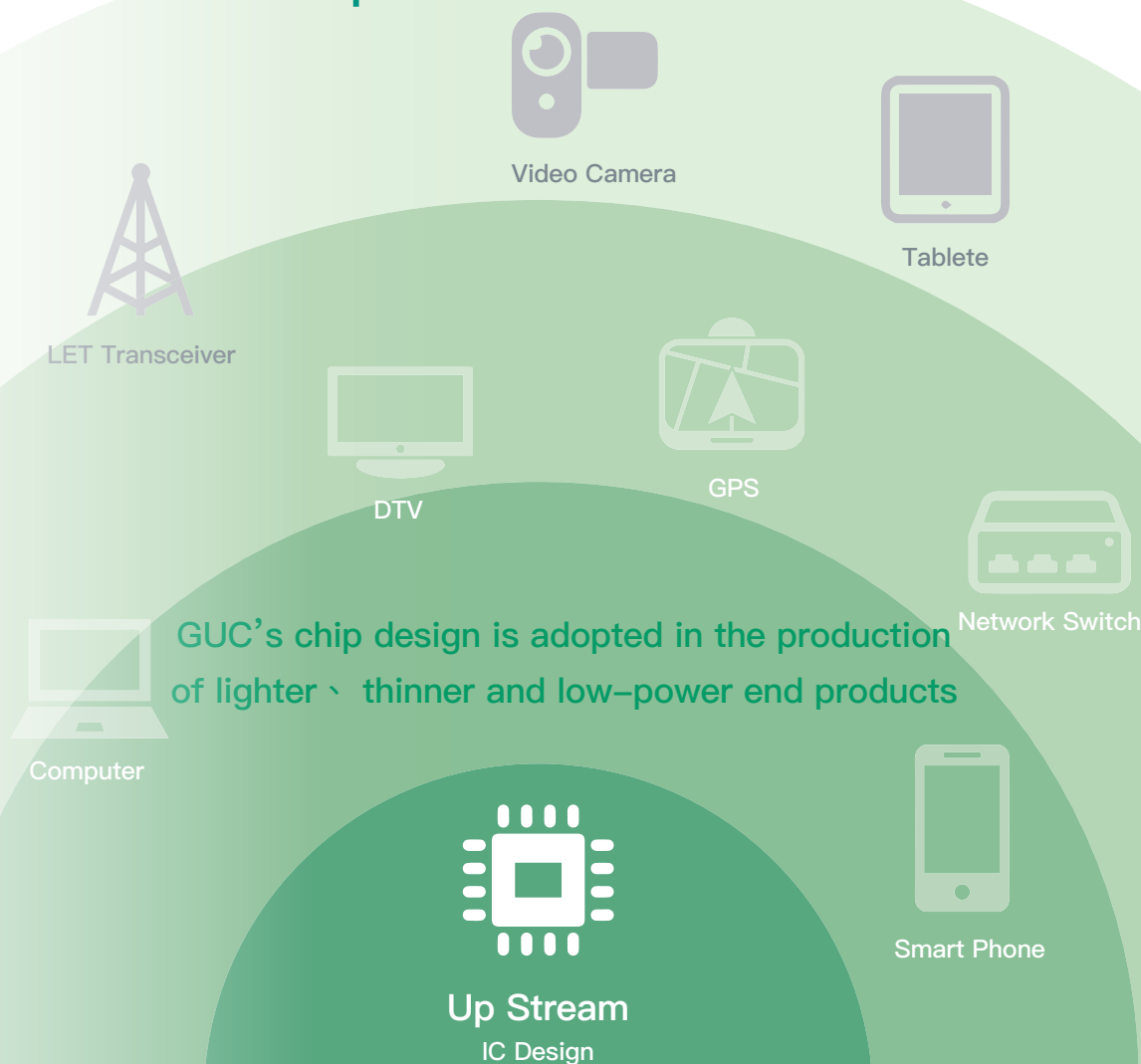
“Reduction and Recycle of Product Packaging Is the best way to reduce waste”

Improving Product Energy Efficiency

High-Performance Computer Computing Chip Reduces 25% of Power Consumption

The financial impact of climate change on organizational activities and other risks and opportunities have become a global issue in recent years. On December 12, 2015, the Conference of the Parties (COP 21), signed between the signatories of the United Nations Framework Convention on Climate Change (UNFCCC), announced that the 195 countries of the world had no objection to the adoption of the Paris Agreement, and agreed to control the temperature rise well below 2 degrees. At the same time, COP21 also pointed out that to control the increase in carbon dioxide concentration caused by climate change, the key is to enhance the efficiency of the product power and the development of clean energy.

In 2016, we taped-out the ONFI IPs with the low power 28-nanometer process and successfully through the silicon proven in Dec, 2016. This IPs not only meets the ONFI 4.0 8Gbps criteria but also reduce 90% of power consumption compare to the previous generation. We keep on providing more advanced and energy saving green products to enhance the power consumption of end customers. As we keep on defining the top of the industry's specifications standards, our customers are able to reduce their carbon footprint.



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. In 2016, all of our product suppliers passed 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-ex-

pandable 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. At the same time, suppliers are also required to use recycled materials whether in the factory or in transit.



Employee Care

Policies and Guidelines

We continue to invest huge heavily in our employees. Through our well-organized training and cultivation, we have improved with our employees. GUC 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. 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. And we believe that every employee should be treated fairly and respected, committed to maintaining and respecting internationally recognized human rights- 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. We value each of the different personal talent and unique point of view, and because of those diversified ideas, we can become the most innovative company in IC industry.

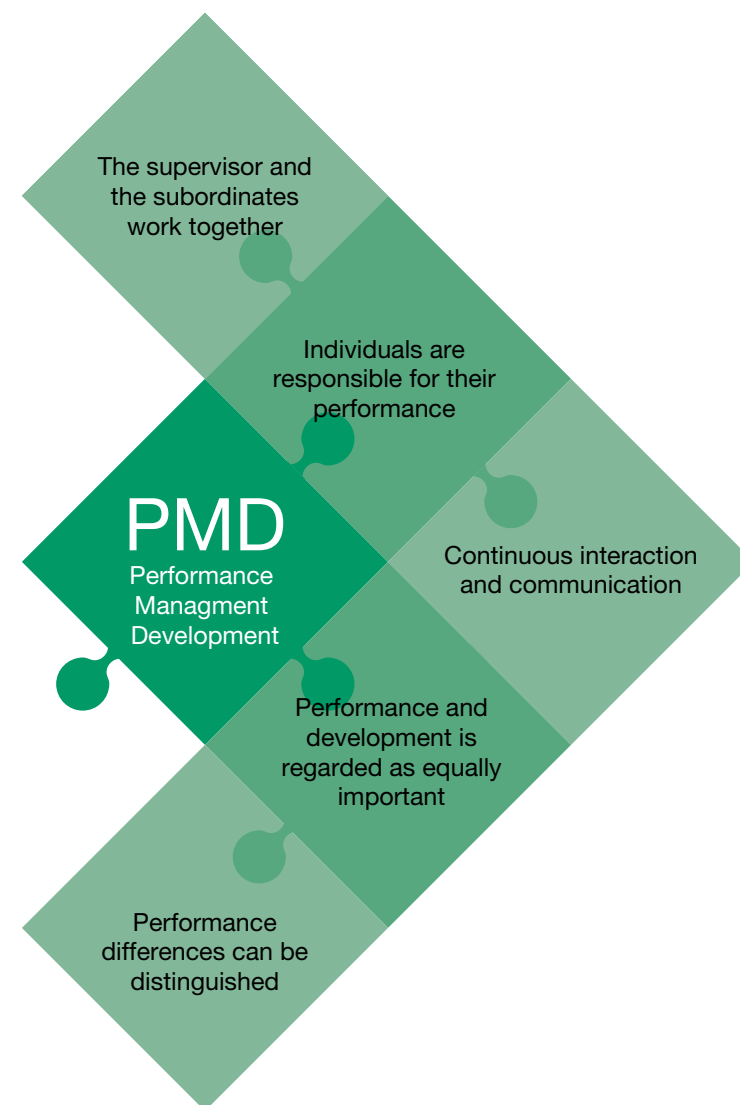
Human Resource Structure

At the end of 2016, the total number of employees was 460, including 7 managers and 453 general staff. Male comprised 72% and female comprised 28% of all employees in 2016. Employees under the age of 30 ac-

counted for 19.7%, 31-50 year-old employees accounted for 76.3%, 50% of employees accounted for 4%. With master's degree or higher accounted for 67.3%. Foreigners account for 0.9% of total employees.

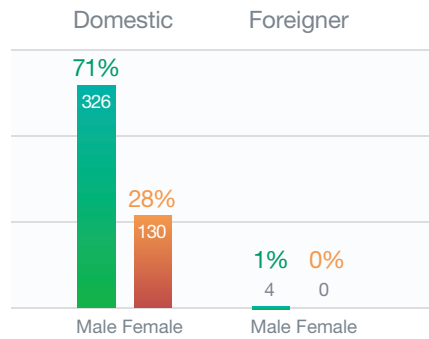
In 2016, we totally recruited 67 new employees which include 48 persons of male and 19 persons of female. This indicates an outstanding result of expanding our talent pool which also stimulates the national employment environment. We are dedicated to providing job opportunities for the disabled. We hired 4 disabled persons who are meet the requirement of regulation 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, 60 employees left in 2016 with male employees accounted for 45 people (75%) and female employees accounted for 15 people (25%). Our policies to increase employees' retention is to ensure work-life balance, promote the ability of managers and enforce employees' career.

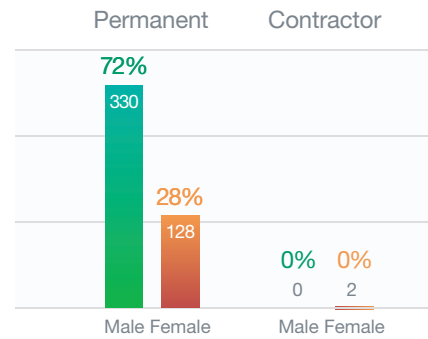


▼ The Employees' Basic Statistic Table in 2016

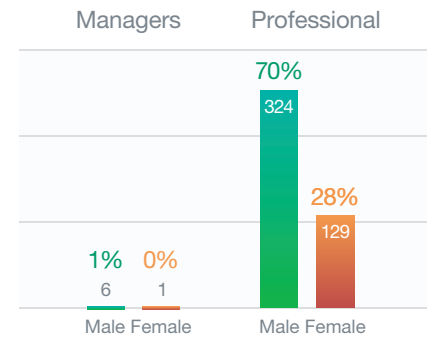
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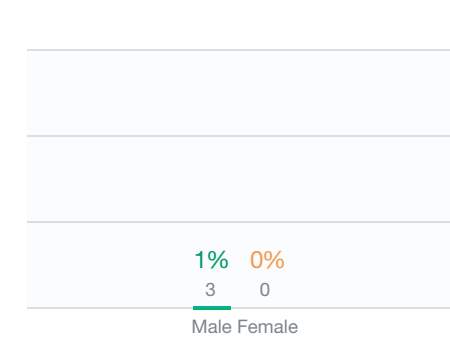
Hiring Type



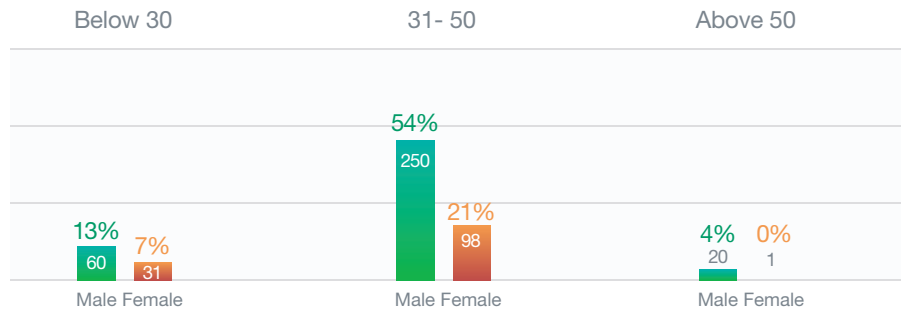
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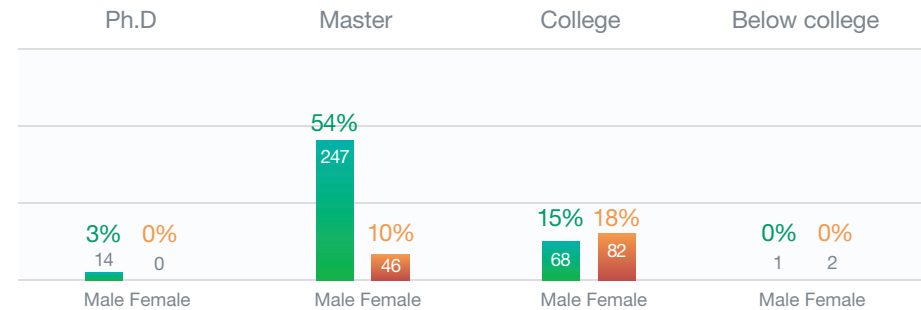
Disabled Hiring



Age

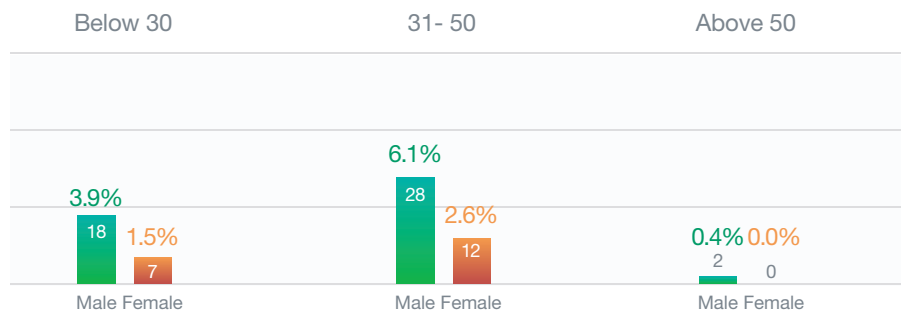


Degree

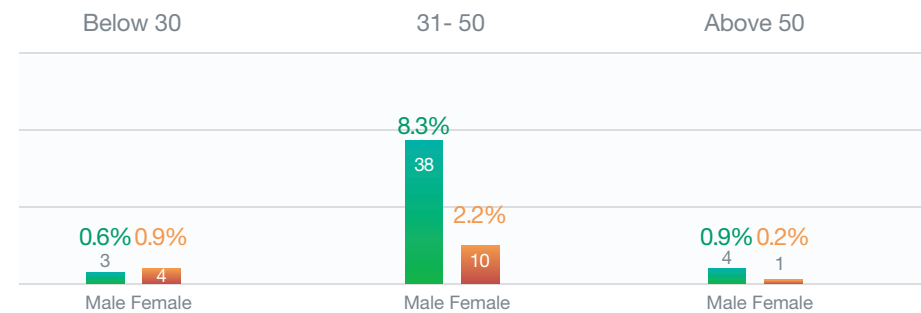


▼ The Employees' Basic Statistic Table in 2016

New Employees



Labor Turnover



Establish Physical and Mental Health Environment

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. We established our Health, Safety and Environment Committee to carry out the formulation and execution of the environmental safety policies. Proportion of Labor Representatives in the Safety and Health Committee in 2016 is over 30%. Regular meetings were convened by The Health, Safety and Environment Committee and perform the following policies continuously.

▼ Attendance

		Male		Female	
		NO.	%	NO.	%
Work days in 2016 are 242 days per person.					
242 days * total male employees (330)	A	79,860DS	72%	31,460DS	28%
242 days * total female employees (130)					
Actual Absence	B	0	n/a	0	0%
Absence Rate = B/A	B/A	0%	n/a	0%	n/a



- 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.
- Ensuring our operations and services meet or exceed applicable regulations and standards for environment protection, health and safety and safety.
- Staying abreast of global issues of environment protection, health and safety evaluate risks and take effective risk management measures.
- 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

Employee Development

Employee Training System

The average training hours for our employees in 2016 were about 13.1 hours. The average number of hours of training for male employees was 13.8 hours, and the average number of hours of female employees was 11.5 hours.

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:

▼ Hours of Training per Employee per Year by Gender and Employment Position

	Male		Female	
7 managers (hours)	40	41%	57	59%
453 professional (hours)	4,511	76%	1,433	24%
Average Hours of Training (hours)	13.8	n/a	11.5	n/a

- **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 fit into this big family promptly.
- **Training Roadmap:** According to different job, seniority, and level to provide tailor-made learning blueprint 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. Besides, we also set up onwork learning scholarship that includes 'advanced studies', 'scholarship for credits' and 'scholarship for obtaining degree'.

- **On job training scholarship:** we are setting job training scholarship including "Training Scholarship", "Credit Scholarship", and "Degree Scholarship".

Performance Management Development

GUC established Performance Management Development System(PMD) to develop our employees' potential and enable them to grow continuously under the fast changes of the environment. Different from the traditional way of evaluation, PMD focuses on the discovery and development of employee's potential, rather than only on past performance. This system 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:

- Continued interaction and communication
- Close cooperation of employees and managers
- Performance and Development are equally important
- Performance differentiation identification

Compensation Program

Competitive Salary

GUC was listed in the Taiwan High Compensation 100 Index published by Taiwan Stock Exchange since 2014. 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:

- Since our injection, we raised the employees' salary in every year.
- Base salary: 12-month base salary and year-end bonus.
- Employee profit sharing: Bonus which is given based on employees' performances and corporate operation.
- Encouraging savings: we implement the employees stock ownership trust.
- 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.

Benefits

- 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.
- GUC employees' total remuneration does not differ by gender or other reasons. 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.



GUC was listed in the Taiwan High Compensation 100 Index published by Taiwan Stock Exchange for the third year in a row.



GUC was recognized by the "Amiable Workplace Prize" awarded by the Council of Labor Affairs.



We were recognized "Health Management Award" by the Bureau of Health Promotion, Department of Health, Taiwan, R.O.C.

Rewards

Through employee incentive programs, employees are encouraged to actively pursue sustainable growth. GUC offers a wide range of employee incentive programs including:

- Corporate Transformation Appreciation Award: Encourage employees to create new value in the work continuously.
- Patent Award: Encourage employees to create more patents for the company.
- Seniority Award: Reward employees with long-term contribution to the service and commitment.
- STAR Award: Reward employees with outstanding work performance.

Personal Leave

GUC provides comprehensive and high quality welfare to take care of 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.

Standard Pension Fund

Those who qualify for the Labor Standards Act shall receive the pension fund every month. The contribution is supervised by and made in the name of our pension fund committee through the Bank of Taiwan. Those who qualify for the Labor Pension Act shall receive the pension fund in

their Bureau of Labor Insurance accounts every month. The contribution is based on an earnings scale approved by the Executive Yuan and has a rate of no less than 6%.

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 2016'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.
- 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.
- 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 2016.

- Sponsored Group Travel
We spend significant amounts of money on sponsoring the traveling of our employees. The highest subsidy can reach NT\$12,000.
- Wonderful Club Time
We organized 11 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.



GUC Engineer Festival



Comprehensive Facilities

Cafeteria

We provide the free meals whole day including noodle, vegetarian meal, buffet, and set meal.

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 Wii 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.

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 protects human right. A labor union has not

been established for our corporation, but communication and collective bargaining are available through regular labor-management conferences based on the labor act. Additional conferences are also held periodically in compliance with article 83 of the Labor Standards Act. Issues like labor-management cooperation, labor relations, working conditions and employee welfare are discussed through further consultation when necessary. And we also require suppliers to comply with the same human rights policy, to build the best practices of human rights in the semiconductor industry. The actions that we have taken in 2016 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 incidents involving indigenous rights violations occurred.
- No cases or appeals related to the violation on human rights.
- No non-discriminatory incidents occurred.



GUC Year-end Party.



- No violation and fined of relevant regulations in the social category.

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.



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 21 Note Book Computers to Triple E Institute:** Triple-E Institute has been organized by several scholars from universities since September 2008 as a non-profit social group, concerned for "Energy", "Environment" and "Economy".
- **Placing Purchase Orders to Help Ms. Qiu-Ju:** This 70-year-old lady was in urgent need 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 five batches of purchase orders with a total value of NT\$ 31,620 in 2016.
- **Charitable Donations Launched by Employees:** Regularly small charitable donations. Total donation amount in 2016 is NT\$240,200.
 - Charity donation is made for every group purchase since June, 2016. Total donation amount in 2016 is NT\$20,000.

- Charity sale of ice cream and donated NT\$13,700 to children from vulnerable families.
- Donation of NT\$310,000 from 117 employees to help kids with Down Syndrome to grow green skin jade purse lychee so they can raise fund for people with severe disability. And 58 employees responded to charity sale of those green skin jade purse and made another donation of NT\$20,000.
- **Giving Blood to Save Lives:** We encourage our employees to give blood and 61 people have responded to our call in 2016.
- **HsinChu Blind Welfare Association:** We worked with the non-profit HsinChu Blind Welfare Association by purchasing massage services from them. In 2016, 289 employees experienced this service, which in total amounted to 130 hours contributed the amount of NT\$130,000.
- **Accton Cultural & Educational Foundation:** The Accton Cultural & Educational Foundation founded the Christmas Dreams project, and has held it for 14 years in a row. GUC employees purchased Christmas gifts to sponsor 32 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 27th 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\$ 20,000 to this event.
- The Industry Technology Research Institute held the 2016 VLSI Symposium and we sponsored NT\$ 50,000 to assist this event. This is a symposium which focusses on Electronic products (for vehicles), 5G/IoT, mainstream CMOS, micro-motor systems / sensors, and the applications and challenges of the future development of semiconductors on Foundry functional diversification.



Appendix

Appendix A: BSI Assurance Opinion Statement

INDEPENDENT ASSURANCE OPINION STATEMENT

Global Unichip Corporation 2016 Corporate Social Responsibility Report

The British Standards Institution is independent to Global Unichip Corporation (hereafter referred to as GUC in this statement) and has no financial interest in the operation of GUC other than for the assessment and assurance of this report.

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

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by 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 scope is consistent with the description of Global Unichip Corporation 2016 Corporate Social Responsibility Report.
 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 GUC 2016 Corporate Social Responsibility Report provides a fair view of the GUC CSR programmes and performances during 2016. The CSR report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the GUC and the sample taken. We believe that the 2016 economic, social and environmental performance indicators are fairly represented. The CSR performance indicators disclosed in the report demonstrate GUC's efforts recognized by its stakeholders.

Our work was carried out by a team of CSR report assurers 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 GRI G4 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 on 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 organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality and Responsiveness as described in the AA1000 AccountAbility Principles Standard (2008).

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality and Responsiveness and the GRI G4 guidelines is set out below:

Inclusivity

This report has reflected a fact 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. The reporting systems are being developed to deliver the required information. There are fair reporting and disclosures for economic, social and environmental information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the GUC's inclusivity issues.

Materiality

GUC has established relative procedure in organization 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 organization's management and performance. In our professional opinion the report covers the GUC's material issues.

Responsiveness

GUC has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for GUC is developed and provides the opportunity to further enhance GUC's responsiveness to stakeholder concerns. Issues that stakeholder concern about have been responded timely. 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 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 responsibility and sustainability issues.

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

For and on behalf of BSI:



Peter Pu
Managing Director BSI Taiwan
2017-06-06




AA1000
Licensed Assurance Provider
000-4

Taiwan Headquarters: 5th Floor, No. 39, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.

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Appendix B: GR G4 Index

GR G4 Index		
Indicator Numbers	Indicator Description	Page (s)
GENERAL STANDARDS 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.	5-6
G4-2*	Provide a description of key impacts, risks, and opportunities.	38
Organizational Profile		
G4-3	Report the name of the organization.	17-18
G4-4	Report the primary brands, products, and services.	17-18
G4-5	Report the location of the organization's headquarters.	17-18
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.	17-18
G4-7	Report the nature of ownership and legal form.	
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	17-18
G4-9*	Report the scale of the organization.	17-18
G4-10*	Report the total workforce contract and gender	42
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	48
G4-12	Describe the organization's supply chain.	19
G4-13*	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	8
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	24
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	6
G4-16*	List memberships of associations (such as industry associations) and national or international advocacy organizations.	23

GR G4 Index		
Indicator Numbers	Indicator Description	Page (s)
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.	10-13
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.	10-13
G4-19	List all the material aspects identified in the process for defining report content.	10-13
G4-20*	For each material aspect, report the aspect boundary within the organization.	10-13
G4-21*	For each material aspect, report the aspect boundary outside the organization.	10-13
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such	10-13
G4-23	Restatements.	10-13
Stakeholder Engagement		
G4-24	Provide a list of stakeholder groups engaged by the organization.	14-15
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	14-15
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.	14-15
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.	14-15
Report Profile		
G4-28	Reporting period (such as fiscal or calendar year) for information provided.	7-9
G4-29	Date of most recent previous report (if any).	7-9
G4-30	Reporting cycle	7-9
G4-31	Provide the contact point for questions regarding the report or its contents.	7-9
G4-32*	Report the 'in accordance' option the organization has chosen.	7-9

GR G4 Index		
Indicator Numbers	Indicator Description	Page (s)
G4-33*	Report the organization's policy and current practice with regard to seeking external assurance for the report.	7-9
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.	22
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.	23
SPECIFIC STANDARD DISCLOSURES		
CATEGORY: ECONOMIC		
Aspect: Economic Performance		
G4-EC1	Direct economic value generated and distributed	28-29
G4-EC3	Coverage of the organization's defined benefit plan obligations	45-46
Aspect: Indirect Economic Impacts		
G4-EC7	Development and impact of infrastructure investments and services supported	50-52
CATEGORY: ENVIRONMENTAL		
Aspect: Energy		
G4-EN3	Energy consumption within the organization	34-36
G4-EN5	Energy intensity	34-36
G4-EN6	Reduction of energy consumption	34-36
G4-EN7	Reductions in energy requirements of products and services	34-36
Aspect: Water		
G4-EN8	Total water withdrawal by source	34-36
Aspect: Emissions		
G4-EN16	Energy indirect greenhouse gas (ghg) emissions (scope 2)	34-36

GR G4 Index		
Indicator Numbers	Indicator Description	Page (s)
G4-EN19	Reduction of greenhouse gas (ghg) emissions	34-36
Aspect: Effluents and Waste		
G4-EN23	Total weight of waste by type and disposal method	37
Aspect: Products and Services		
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	38
Aspect: Compliance		
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	26
Aspect: Environmental Grievance Mechanisms		
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	26
CATEGORY: SOCIAL		
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	42
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	45-46
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	43
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	43
G4-LA7	Health and safety topics covered in formal agreements with trade unions	43
Aspect: Training and Education		
G4-LA9	Average hours of training per year per employee by gender, and by employee category	44

GR G4 Index		
Indicator Numbers	Indicator Description	Page (s)
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	42
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	41
Aspect: Labor Practices Grievance Mechanisms		
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	26
SUB-CATEGORY: HUMAN RIGHTS		
Aspect: Non-discrimination		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	26/48
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 support these rights	26/48
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	26/48
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	26/48
Aspect: Supplier Human Rights Assessment		
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	26/48
Aspect: Human Rights Grievance Mechanisms		
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	26/48

GR G4 Index		
Indicator Numbers	Indicator Description	Page (s)
SUB-CATEGORY: SOCIETY		
Aspect: Anti-corruption		
G4-SO4	Communication and training on anti-corruption policies and procedures	23
G4-SO5	Confirmed incidents of corruption and actions taken	26
Aspect: Anti-competitive Behavior		
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	26
Aspect: Compliance		
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	26
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	26
G4-PR5	Results of surveys measuring customer satisfaction	25
Aspect: Marketing Communications		
G4-PR6	Sale of banned or disputed products	26
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	26
Aspect: Customer Privacy		
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	26
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	26



Global Unichip Corporation

No. 10, Li-Hsin 6th Road, Hsinchu Science Park,
Hsinchu City 30078, Taiwan

TEL: +886-3-564-6600

FAX: +886-3-666-8208