

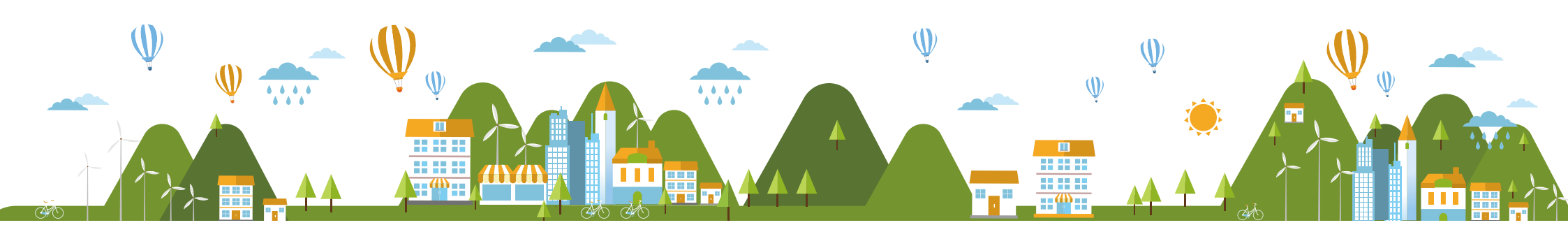
# 2015



## ATEN International Co., Ltd.

Corporate Social Responsibility Report





# { Introduction }

## About the "ATEN 2015 Corporate Social Responsibility Report"

The ATEN 2015 Corporate Social Responsibility Report is the fifth corporate social responsibility report issued by ATEN International Co., Ltd. We uphold the four corporate core values of: Integrity with pragmatism, Caring with respect, Ambition with optimism, and Novelty with value. We hope to put these values and beliefs into action and strive to continue improving ourselves in all dimensions through the honesty and transparency in our informational disclosures, including Corporate Strategy, Operational Management, Corporate Governance, and Product Strategy. Not only do we seek to meet the basic requirements of achieving reasonable profits for our shareholders but also put special emphases on continually realizing and implementing the positive beliefs of Corporate Sustainability, Environmental Sustainability and a mutually beneficial relationship between the corporation and stakeholders.

With repeated impacts of Taiwan's food safety and industrial pollution incidents in recent years, the Financial Supervisory Commission mandates that

large publicly listed and OTC companies in the areas of finance, food products, and chemical engineering with a capital over 10 billion NT dollars are required to compile CSR reports starting from 2015. This policy drives corporations in Taiwan to start viewing the issue of Corporate Social Responsibility formally. For more than a decade, ATEN has been well aware of the fact that the foundation stone of a business and the driving force to gain profit and grow comes from the country and society, the global village, and the whole environment. It cannot be accomplished single-handedly by the employer leading a group of employees. Therefore by maintaining an active relationship with social organizations the company commits to not using ways to destroy the environment, exploit labor, counterfeit illegally, or manufacture low-quality products to gain business interests. This is the necessary conviction for a corporate to have long-term development. Based on this conviction, ATEN will demonstrate environmental restoration, employee care, respect for intellectual property rights, and provide feedback to society. We like to see the prospering of the CSR trend as it represents another level of the global market economy.

On August 19<sup>th</sup>, 2015, The Commonwealth Corporate Citizenship Awards published its 2015 social



2011



2012



2013



2014

responsibility award results and ATEN won second place in the medium-sized enterprise category. This is the seventh time ATEN has received this award, which happens to also be the seventh year in a row the company has remained in the top 3. As an implementer of CSR in Taiwan, we also vow to promote the idea of corporate social responsibility and are determined to serve as a bellwether. This award also reminds us to take a humbler attitude to continually strengthen and display the spirit of CSR.



# { Introduction }

## Report Scope

The information disclosed in this report covers ATEN's concepts and actions in the areas of corporate governance, protecting the environment and participation in the community, from January 1st to December 31st, 2015, with the full scope of events extending into March 31, 2016. The content of this report is focused on ATEN International Co., Ltd., with financial and social welfare information covering subsidiary companies in the USA, PRC, Belgium and other countries.

## Guiding Principles in Writing this Report

This report is written in response to the over-growing emphasis on corporate social responsibility around the world and in conjunction with Taiwan Stock Exchange's (TSE) efforts to promote the disclosure of information by its listed companies regarding corporate social responsibility. Part of this report is based on the Core option of the fourth generation of GRI's Sustainability Reporting Guidelines, also known as GRI G4 Guidelines, proposed by the Global Reporting Initiative and we are working toward full disclosure in accordance with the Comprehensive option. The CSR report is issued annually in Traditional Chinese and English.

## Verification

The third-party certification organization, the British Standards Institute (BSI) was commissioned to verify the content of this annual report using the AA1000 Assurance Standard (2008). Please refer to the appendix of this report for Assurance Statement.

## Publishing the Report

Previous edition: Published in June 2015  
Current edition: Published in June 2016  
Next edition: To be published in June 2017

In order to protect the environment and cherish natural resources, this report will only be published electronically on ATEN's Chinese and English language websites.

We welcome any opinions or inquiries for information related to this CSR report.

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# { Manager's Preface }

In 2015 the issue of CSR in both Taiwan and worldwide started to grow vigorously, more and more enterprises invest resources with whole corporate effort in the aspects of environment, social equity, and corporate governance. They no longer valued the company's operating profitability only; instead they contributed to issues concerned by stakeholders like employees, clients, suppliers, and community groups. This rise of force is a giant leap forward in the history of human development.

However, in recent years many world renowned corporations were exposed as either fabricating data or responsible for accounting scandals that shocked the whole world. How could a big enterprise with a good corporate image get involved in scandals of such an unimaginable scale? After an in-depth study we will find that corporate governance and corporate culture are indeed intertwined. If a corporate culture overly emphasizes its demands like environmental protection, profitability, or outperforming its competitors, it is no wonder at all that when reality cannot meet its goal, the end result will be scandals like the data fabrications in products or financial statements. The core corporation values of ATEN start from Integrity with pragmatism, Caring with respect, Ambition with optimism to Novelty with value. We hope to regard Integrity as the starting point for running a corporate culture at ATEN, from top to bottom with positive thinking to generate a circle of positive energy. Then this kind of influence can be spread outward to all stakeholders. Only by doing so can it benefit the company as well as others and go toward the direction of corporate sustainability, environmental sustainability, and a sustainable Earth.

Owing to endeavors of our fellow workers, ATEN performed outstandingly in many aspects in the year 2015. For example, we were honored with the "3rd Taiwan Mittelstand Award" by the MOEA, earned the Interbrand's "2014 Taiwan Top 35 Global Brands", received a rating of A++ (the highest standard) in 2014 Information Disclosure and Transparency Ranking conducted by the Taiwan Stock Exchange (TSE) and the Taipei Exchange (GreTai Securities Market), awarded one of the Best Corporate Citizens by Commonwealth Magazine (ranked 2nd among medium-sized enterprises), as well as received Taiwan Excellence Award that the company gets nearly every year. This honor is a tremendous encouragement to the cautious management team and the company as a whole, which also encourages us to go continually on the path of building an international brand in the future. Meanwhile, we should view ourselves as a role model in corporate social responsibility. In addition to continually advocating and promoting this kind of good trend, we will also use sustainable development as the goal to co-exist and co-prosper with the global society in all aspects of the company's operations.

CEO & President of the Board



# 1



## ► Implementation of CSR

- 1.1 Corporate Social Responsibility Committee
- 1.2 CSR Policy Statement
- 1.3 Identification and Engagement of Stakeholders



In ATEN's many years of promoting CSR, besides sticking to our original intention of "hoping to make a better world", we also take heed of directions of the global CSR trends at all times; making stakeholders issues a major point in our responses and this has also been listed as a goal for us to strengthen and continually improve.

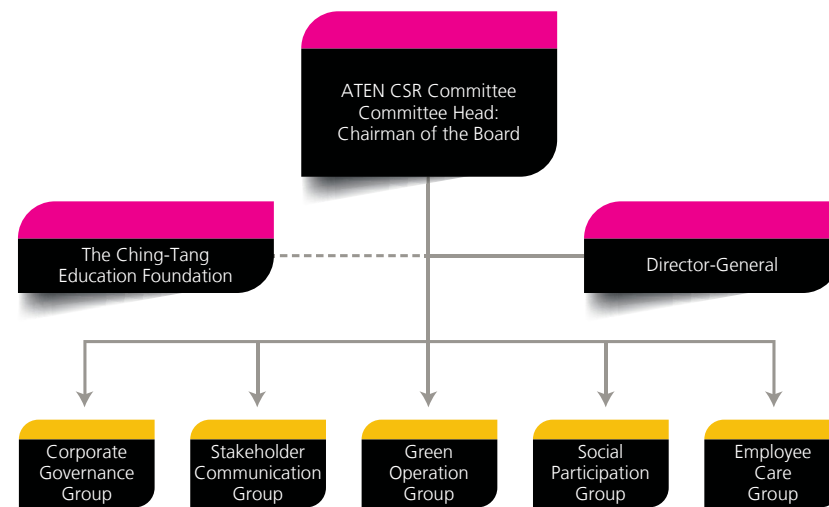
The four CSR aspects of Corporate Governance, Corporate Commitment, Social Participation, and Environmental Protection can be both deep and broad. What ATEN can do as an enterprise is indeed quite limited. As a socially responsible corporation it is our aim to encourage our employees, their dependents, communities, investors, supply-chain vendors and global clients to follow suit. We hope that this would allow us all to coexist in an enthusiastic and positive atmosphere. Not only can the corporate itself have sustainable development, it can also be applied to society and even to all species on the Earth. This grand ideal has to be carried out step by step. As long as we have a clear direction, stick to our belief firmly, at the end we can absorb more positive energy to make the world better.

## 1.1 Corporate Social Responsibility Committee

As part of our effort to establish a more powerful and effective system to implement CSR, on April 24, 2012, a corporate social responsibility Policy Statement and Organizing Structure and Management System were approved by ATEN's Board of Directors, designating the [ATEN Corporate Social Responsibility Committee](#) as the company's highest internal governing group in charge of CSR implementation.

The committee consists of ten members and our CEO serves as the Committee Head, while the company's top-level executives in R&D, Manufacturing, Procurement, Planning, General Manager's Office, Finance and Accounting, Human Resources, Customer Service, and Quality Assurance serve as the other nine members on the committee. Apart from the hope to make use of high level executives influence and expertise, we also hope executives can offer suggestions based on their long-term experience to effectively promote dealing with CSR related matters.

## ATEN CSR Committee Group Structure



Under the committee are representatives from all operational departments of ATEN that comprise the CSR group which holds monthly meetings convened by the group's Director-General to plan and execute all related affairs and is required to present reports to the Corporate Social Responsibility Committee's head and other committee members on a regular basis. The CSR group is also responsible for executing important decisions regarding CSR policies and directions made by the committee. After each year's CSR report is finished, it will be signed by the chairman and published after his approval. The annual status and implementation of all CSR projects formulated by the CSR Committee should be reported regularly to the Board of Directors.

## Committee Structure and Mission Statement

Position and Organizational Name	Department in Charge	Mission Statement
Director-General	General Manager's Office	Execute decisions made by the committee and coordinate daily operations and related work progress of each group and submits their execution status periodically to the committee meeting.
The Ching-Tang Education Foundation	Department of Management	Connect and unify company and foundation affairs.
Corporate Governance Group	Department of Investor Relations & Capital Market	Integrate relevant departments to enact various corporate governance rules and regulations. Carry out company core values of integrity and information transparency, value stockholder rights, and showcase business concepts of good internal control.
Stakeholder Communication Group	General Manager's Office	Identify objects of stakeholders, establish communication channels and mechanisms, summarize and respond to issues stakeholders care about. Compile corporate social responsibility reports, coordinate and release information on corporate social responsibility to the outside.
	Department of Investor Relations & Capital Market	
	Marketing and Promotion Center	
Green Operation Group	Department of Quality System	Establish green design ability and system, develop tools and monitoring analysis mechanisms complying with relevant environmental protection regulations, promote various projects like waste reduction and resource reuse, and greenhouse gas reduction. Externally cope with government policy requirements in the public sector; internally take charge of publicizing and promotion of the whole company's energy-saving and water-saving policies. Take charge of the whole company's tasks related to green manufacturing process and green products.
	Department of Management	
	Department of Factory Affairs	
Social Participation Group	General Manager's Office	Take charge of promoting the conglomerate's communication with external communities and society, keep dedicating to cooperation of scientific and technological research and development, long-term education assistance, promote public benefit activities like artistic and cultural activities, and sports.
	Volunteer Club	
Employee Care Group	Human Resources Center	Plan and promote matters like labor-capital relations, employee benefits, healthy workplace, training Office of Environmental Safety and promotion, safety and health, gender equality, employee care, cultural heritage and so on.
	Office of Environmental Safety	
	Department of Factory Affairs	

## 1.2 CSR Policy Statement

ATEN holds to four corporate core values of **Integrity**, **Caring**, **Ambition** and **Novelty**, and uses them to make CSR a reality, allowing us to become a force for improving society, providing more benefits to the environment and stakeholders, with whom we interact, while simultaneously pursuing sustainable development.

As a global brand, ATEN will use the influence of its strongholds across the globe to establish CSR as a duty, so that products; services, environmental protection, energy efficiency, employee health and safety, corporate governance, human rights, morality, public welfare and social participation can be carried out in the course of corporate operations.

In order to strengthen ATEN's communication with stakeholders, such as shareholders/employees/clients/suppliers/social groups/supervisory agencies, ATEN will disclose information related to CSR by issuing a Corporate Social Responsibility Report every year, thereby simultaneously affirming that we are continuing to take action in the area of CSR, enabling us to reflect on formulating more concrete, diverse and effective operational activities with a developed direction, which will be in accord with stakeholder's expectations.

Corporate Social Responsibility is not only a trend seen in enterprises around the world, but is also a necessary channel for enterprises to pursue for sustainable development, allowing humanity and the natural environment to co-exist. ATEN ardently hopes to do all it can to make greater contributions to the Earth.



## 1.3 Identification of and Engagement with Stakeholders

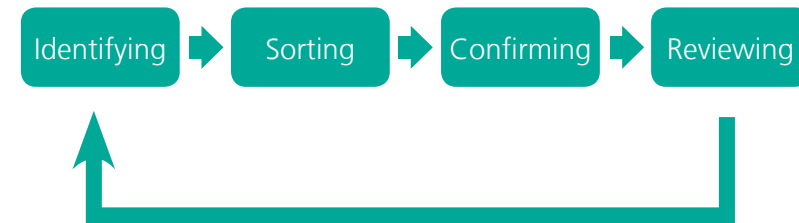
ATEN defines "stakeholder" as any group or organization that may influence ATEN or may be influenced by ATEN. Stakeholders are identified after discussions are held by each functional group in the CSR monthly meetings. In order to ensure that we are furthering the interests of our stakeholders as we run our business, we put significant emphasis on communication with them. At our monthly CSR meetings, in addition to reviewing the progress of ongoing CSR efforts, we also discuss the feedback and suggestions from our stakeholders, collected by each of the five groups under the CSR committee through their respective communications with the stakeholders. The opinions, needs, and expectations expressed by our stakeholders are all considered as critical input to guide the company's decision-making and to set future strategic directions.

### Stakeholders

ATEN's stakeholders include clients, shareholders, employees, suppliers, social organizations, the media, and government agencies.



Through the cycle of reviewing, identifying, sorting, and confirming, we are able to analyze the importance of stakeholders.



Each CSR Committee subgroup collects opinions and information about stakeholders through their individual communication channels. These include investor relations emails and investor conferences to determine shareholder opinions, global client satisfaction surveys and agent conferences to discover what issues concern clients, and labor-management meetings to discuss the issues related to employees. Then based on the importance, relevancy, and impact of the responsibilities of every department in the company, we conduct issue identification and selection programs according to issues stakeholders raised and relating to two factors: namely "the degree of concern over the issue" and "the impact on the company's operation and management." Priority of all the stakeholders is determined by observing the stakeholder's relevancy to our operations and the importance of the issues raised by them.

Channels of communication are listed in the following table. Issues concerning stakeholders can all go through proper channels for corresponding departments to conduct real-time communication and handling. Relevant and important issues will be included in our long-term and short-term goals and will be disclosed in the CSR report, annual report, and on the company website.

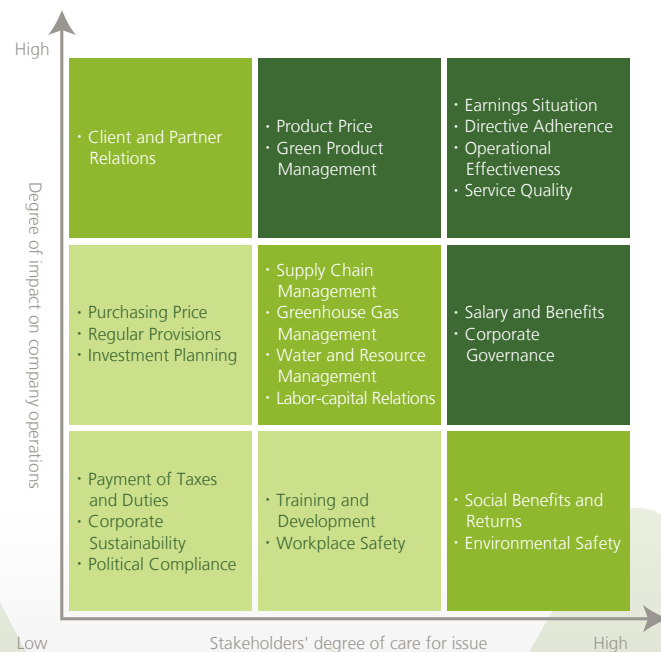
Stakeholder	Issues	Communication Channels	Frequency of Communication
Clients	<ul style="list-style-type: none"> <li>Product Price</li> <li>Product and Service Liability</li> <li>Client and Partner Relations</li> <li>Research and Development</li> <li>Raw material use and renewable material</li> </ul>	Client Satisfaction Survey	Annually
		eService Website Platform	Constantly
		Partner Center Website	Constantly
		Customer Service Line	Constantly
		Agent Conference	Annually
Shareholders	<ul style="list-style-type: none"> <li>Operational Effectiveness</li> <li>Earnings Situation</li> <li>Investment Planning</li> <li>Corporate Governance</li> <li>Enterprise Sustainability</li> </ul>	Convening a Regular (Provisional) Shareholders' Meeting	Annually
		Investor Conference	No set time
		Financial Report	Quarterly
		Annual Reports	Annually
		Spokesman System	Constantly
		Establishing Investor Relations Department	Constantly
		Company Website Announcement	Constantly
		Corporate Governance Evaluation System	Annually
		Mailbox: ir@aten.com.tw	Constantly
		Employee Benefits Committee	Constantly
Employees	<ul style="list-style-type: none"> <li>Salary and Benefits</li> <li>Labor-capital Relations</li> <li>Talent Nurturing</li> <li>Occupational Health and Safety</li> <li>Diversity and Equal Opportunities</li> </ul>	Human Resource e-School	Constantly
		Capital-labor Meetings	Quarterly
		Occupational Safety and Health Committee Meeting	Quarterly
		Solution provision and improvement system	Constantly
		Employee opinion channels such as activity satisfaction surveys, catering service satisfaction surveys, and birthday present surveys	No set time
		Company advertisements	Constantly

Stakeholder	Issues	Communication Channels	Frequency of Communication
Suppliers	<ul style="list-style-type: none"> <li>Purchasing Price</li> <li>Regular Provisions</li> <li>Green Product Management</li> <li>Raw material use and renewable material</li> </ul>	Regular Quality Inspection	Monthly
		International List	No set time
Social Organizations	<ul style="list-style-type: none"> <li>Heated Room Gas Management</li> <li>Water and Resource Management</li> <li>Environmental Safety</li> <li>Social Benefit and Returns</li> </ul>	Company Website	Constantly
		CSR Report	Annually
		The Ching-Tang Education Foundation	Constantly
		Employee Benefits Committee	Constantly
		Mailbox: csr@aten.com	Constantly
The Media	<ul style="list-style-type: none"> <li>Operational Effectiveness</li> <li>Recruitment</li> <li>Investment Planning</li> <li>Corporate Governance</li> <li>Social Benefit</li> </ul>	Press Releases	Constantly
		Press Conferences	No set time
		Interviews	No set time
Government Agencies	<ul style="list-style-type: none"> <li>Directive Adherence</li> <li>Environmental Safety</li> <li>Payment of Taxes and Duties</li> <li>Political Compliance</li> </ul>	Explanatory meetings held by supervisory agencies	No set time
		Corporate Governance Evaluation System	Annually
		Publishing Directives	Constantly
		Government Agency Websites	Constantly



## Classification of Issues Related to Stakeholder Care

Through the communication channels of ATEN's CSR group, we can consolidate the various issues that stakeholders care about and identify and evaluate "the degree of concern over the issue" and "the impact on the company's operation and management" and further classify stakeholders' concerns into three categories, namely important issues, secondary issues, and general issues. These issues are incorporated into the yearly goals of different departments at ATEN or into cross-departmental solutions and are the important bases that guide the development of the company's sustainable management strategy.



Major Issue	Management Guidelines (DMA) Sections	GRI Categories and Aspects	GRI Indicator Index	Report Boundaries
Earnings Situation	2.3 Operational Achievements	Economic aspect – economic performance	EC1	Within the organization: ATEN, employees Outside the organization: shareholders
Directive Adherence	6.3 Green Products	Social aspect – product responsibility – compliance	PR9	Within the organization: ATEN Outside the organization: clients, government agencies
Operational Effectiveness	2.3 Operational Achievements 3.1 Corporate Governance Structure	Economic aspect – economic performance General indicator – corporate governance	EC1	Within the organization: ATEN, employees
			G4-34	Outside the organization: shareholders, clients, suppliers
Service Quality	7.1 Global Client After-Sales Service Satisfaction Survey	Social aspect – product responsibility – product and service labeling	PR5	Within the organization: ATEN Outside the organization: clients
Salary and Benefits	2.3 Operational Achievements 4.1 Human Resources Status 4.3 Employee Learning and Development 4.4 Performance Management Mechanism	Economic aspect – economic performance Social aspect – labor practices and decent work – training and education	EC1 LA9~11	Within the organization: ATEN, employees Outside the organization: government agencies
Corporate Governance	3.1 Corporate Governance Structure 2.1 About ATEN	General indicator – corporate governance General indicator – ethics and integrity	G4-34 G4-56	Within the organization: ATEN Outside the organization: shareholders, government agencies
Product Price	7.2 Comprehensive Customer Service System	Social aspect – product responsibility – product and service labeling	PR3 & PR5	Within the organization: ATEN Outside the organization: clients
Green Product Management	6.2 Climate Change and Greenhouse Gas Reduction 6.3 Green Products	Environmental aspect – energy Social aspect – product responsibility – compliance Environmental aspect – compliance	EN3 & EN6 PR9 EN29	Within the organization: ATEN Outside the organization: clients, suppliers, government agencies
Social Benefit and Returns	5 Active Social Participation	Economic aspect – indirect economic impacts	EC7	Within the organization: ATEN, employees Outside the organization: social organizations, the media, government agencies
Environmental Safety	4.5 A LOHAS and Healthy Workplace 6.1 The ATEN Green Management System	Social aspect – labor practices and decent work – occupational health and safety	LA5	Within the organization: ATEN, employees Outside the organization: government agencies
Client and Partner Relations	7.2 Comprehensive Customer Service System 7.4 Information Security and Guaranteeing Customers' Right to Privacy	Social aspect – product responsibility – product and service labeling Social aspect – product responsibility – customer privacy	PR5 PR8	Within the organization: ATEN Outside the organization: clients

# 2



## ► Enterprise Operations

- 2.1 About ATEN
- 2.2 Worldwide Presence
- 2.3 Operational Achievements
- 2.4 Honors and Recognition



## 2.1 About ATEN

Established in 1979, ATEN International Co., Ltd. is headquartered in Xizhi District, New Taipei City, Taiwan and the three main product lines are: KVM switches, professional-grade audio & visual products, and green technology-related products. Over the years we hold up "Simply Better Connections" as the company mission and have been focusing on developing connection and IT infrastructure management solutions for accessing and sharing all types of innovative technology.



All products and services sold under the ATEN International Co., Ltd. banner worldwide use the brand "ATEN" in order to provide clients with a high, uniform standard of service. In order to get closer to clients and provide them with real-time technical support and service, ATEN has never stopped its globalization efforts. Besides the existing subsidiary companies or offices in the USA, Belgium, the UK, Russia, PRC, Japan and Korea, in 2015 we even stepped into the southern hemisphere and set up a sales office in Australia to serve clients in New Zealand and Australia locally.

According to QY Research's global KVM switch 2014 industry report, in 2014 the global shipment of KVM switches got a global market share of 55.8%, making ATEN the world's largest KVM vendor in terms of volume. Under the existing policy of exploring local markets, endless research, development and innovation, focusing on brand expansion, we believe ATEN can definitely obtain more global number ones in the future.

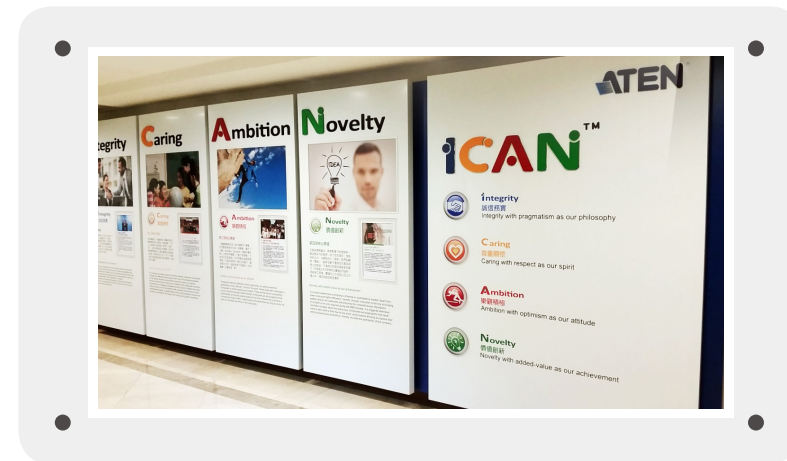
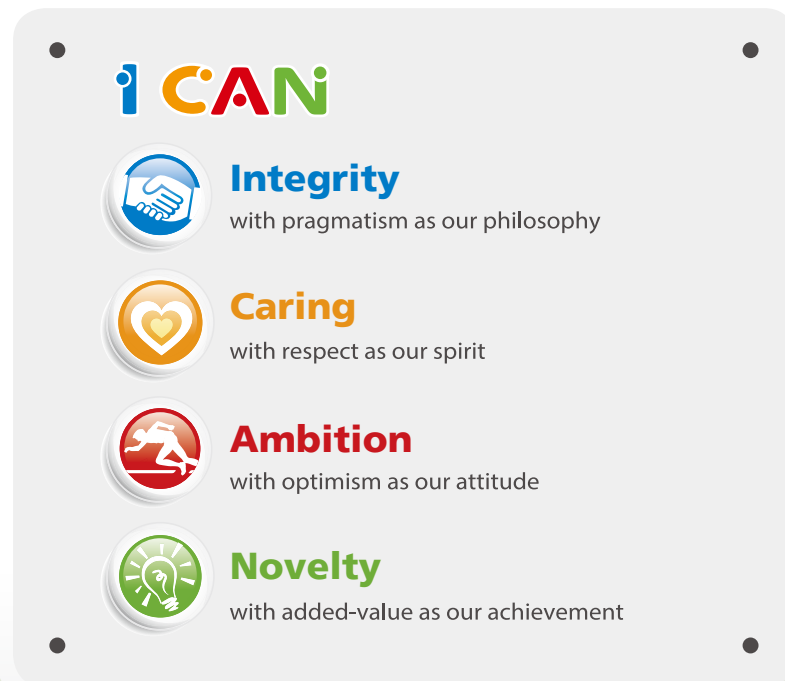
### ATEN International Co., Ltd.

Established:	July 1979
Public listed:	October 2003
Net Capital:	1,194,711,660 New Taiwan Dollars
Headquarters:	3F., No.125, Sec. 2, Datong Rd., Sijhih District., New Taipei City, Taiwan
Business Scope:	Research & Development/ Manufacturing/Export
Number of Employees:	Globally 1573 in total by end of 2015 (617 in Taiwan)
Main Products:	KVM Switches / Remote Management Solutions / Video Products / USB Peripheral Products / Industrial Control Products / Green Energy-Management Systems
Company Certifications:	ISO 9001:2008 UKAS ISO 14001:2004 UKAS
Market of Provision for Products and Services:	Worldwide
Key Brand:	ATEN
Stock Symbol:	6277

## Corporate Core Values

In the summer of 2007, the company established ATEN's corporate core values that can be inherited for generations. The four key values are, Integrity with pragmatism, Caring with respect, Ambition with optimism, and Novelty with value that serve as a code of conduct that ATEN employees can follow.

We implement those values in aspects like the company's decision making, corporate governance, fellow workers' attitude towards work, and work output. We expect that ATEN can be a company of sustainable operation and become a role model of corporate social responsibility through carrying ATEN's corporate core values forward.

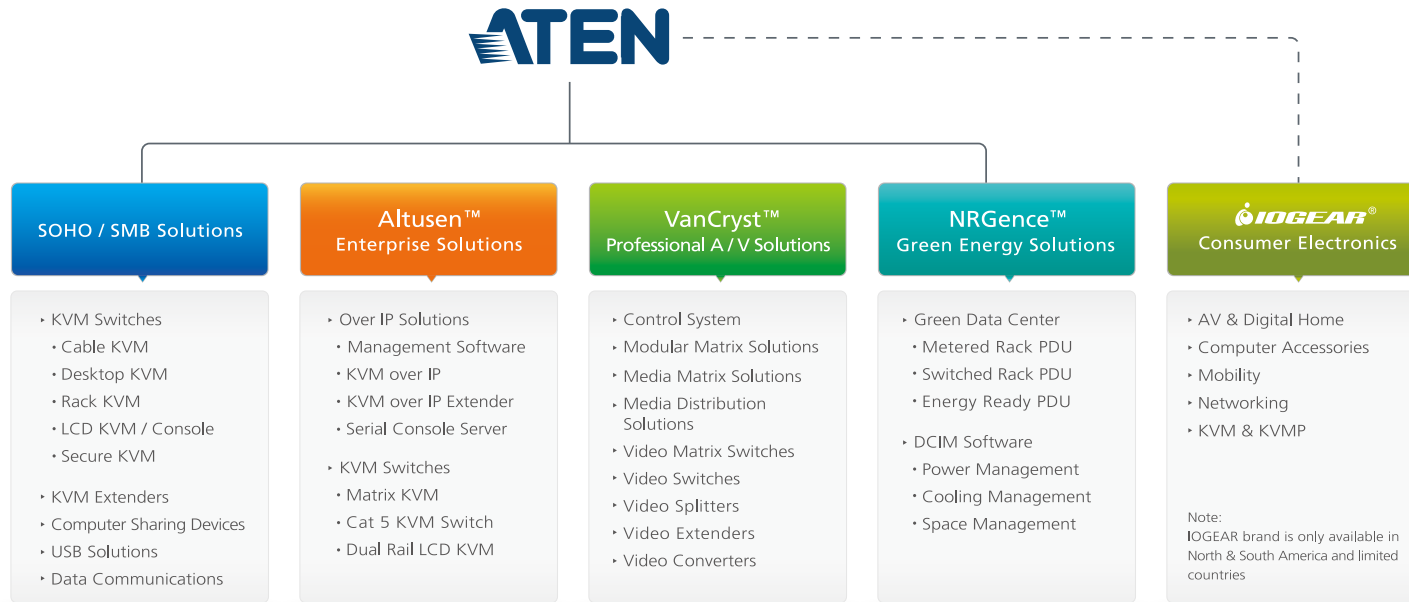


## Branding

Up to now it has been 25 years since the first ATEN brand product was launched on the market in 1991. Compared to other OEM-only companies with single-digit gross profit margins, ATEN has managed to maintain a super-high profit margin of 55%~59% in the last 5 years. Apart from opting to explore deeply in the right niche industries, "taking the road of its own brand persistently" is another important key factor.

We have successfully built a world-leading status in the global KVM switches industry using the ATEN brand and the company is currently seeking to expand its influence to other product lines. In the meantime, we hope that through ongoing establishment of subsidiaries in important markets, we'll be able to provide faster, more immediate assistance for our sales partners and offer product solutions that best suit the needs of the local markets. This will also allow us to further differentiate ourselves from competitors through better service and supply-chain efficiency.

**ATEN is the brand of ATEN International Co., Ltd, and is promoted to market as a single brand around the world.**



## Altusen™

ATEN's Altusen™ IT Infrastructure Access Management solutions provide SMBs and large enterprises with connectivity and control, allowing a user to effectively manage IT equipment from any corner of the world.

## VanCryst™

ATEN's VanCryst™ range of professional A/V solutions provides signal management and complete system control abilities. They can be installed in a home, professional A/V setting, company office, or within education, government, hospital or entertainment facilities and more.

## NRGence™

ATEN's NRGence™ Green Energy series, designed especially for data centers, provides energy-saving hardware and software solutions equipped with sensors. The smart power and cooling distribution units of each series can be installed separately and provide real-time resource management and indicators of energy performance from each device, on-site or remotely.

## IOGEAR®

IOGEAR™, a consumer electronics brand under the ATEN Group, has achieved exceptional sales and fame in the American market. It provides a diverse selection of integrated consumer electronics and IT products suitable for home, office and mobile use. They can be connected easily, bringing technology into the home to efficiently share resources.

In January, 2015 the authoritative survey organization of global brand values Interbrand released the list of "2014 Taiwan Top 35 Global Brands" and the brand ATEN was listed and won recognition from this international certification, making it one of Taiwan's first-class global brands and this can be evidently viewed as excellent operational performance of the ATEN brand's in-depth exploration globally.

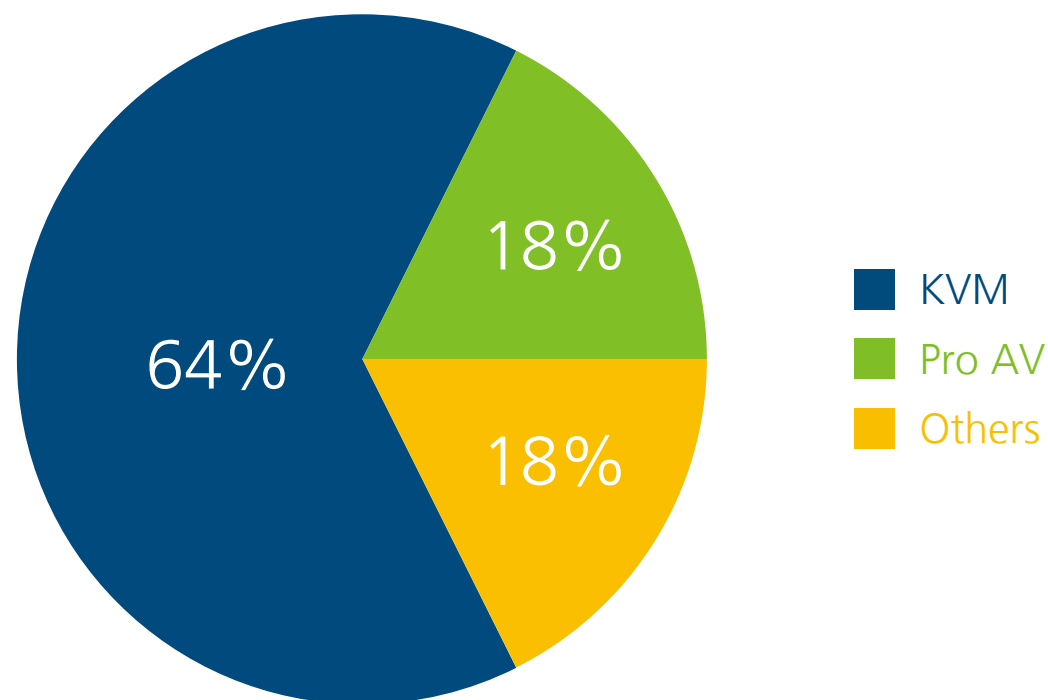


The 2014 Survey of Taiwan's Top Global Brands was reviewed and evaluated using an appraisal system introduced by Interbrand that was equivalent to "Best Global Brands", which is the most credible brand value certification globally. The corporates awarded in "2014 Taiwan Top 35 Global Brands" are all world-known and leading brands and the company's winning this international certification is a major milestone of ATEN's branding efforts, which encourages us to create a greater brand, that will lead to ATEN having more prestige and influence in the future.

**ATEN is currently the world's only publicly traded company in the area of KVM switches.**

## Products Overview

Currently the two most important product lines of ATEN are IT infrastructure management solutions (KVM: Keyboard/Video/Mouse) and professional A/V management solutions (Pro AV: Professional Audio/Video) that take 64% and 18% of the sales ratio respectively. The following is a brief introduction to the application scenarios of the two major product lines.



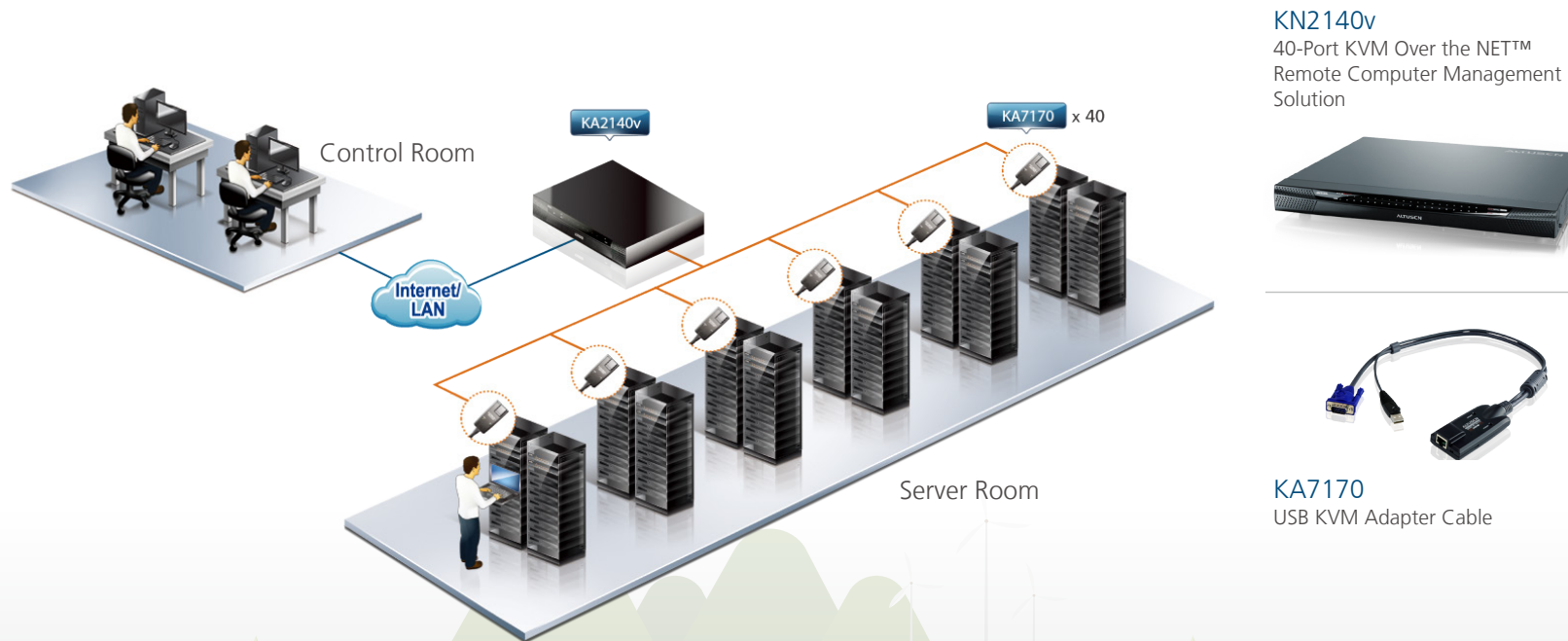


**KVM**

IT infrastructure management solutions is ATEN's own product line, currently marketed in the global market with the two major product series of ATEN and ALTUSEN. ATEN branded products are the mid-entry level solutions, suitable for individual users/SOHO workers/small and medium-sized businesses, and are the first step to multi-computer management for general businesses. The product series cover KVM switches, KVM extenders, video switches and splitters, data switches and signal converters for industrial controls, as well as a series of USB and Firewire hubs, switches, and converters.

ALTUSEN branded products are enterprise-level solutions, suitable for large cross-national enterprises and data centers, and can be used to assist organizations and enterprises of various types in remote server room management or expansion and upgrade management. We hope that with the advantages of high flexibility, high reliability, high scalability, and high price-performance ratio, the ALTUSEN series of solutions can help businesses build and strengthen their overall IT infrastructure and greatly enhance performance and security of their server room management.

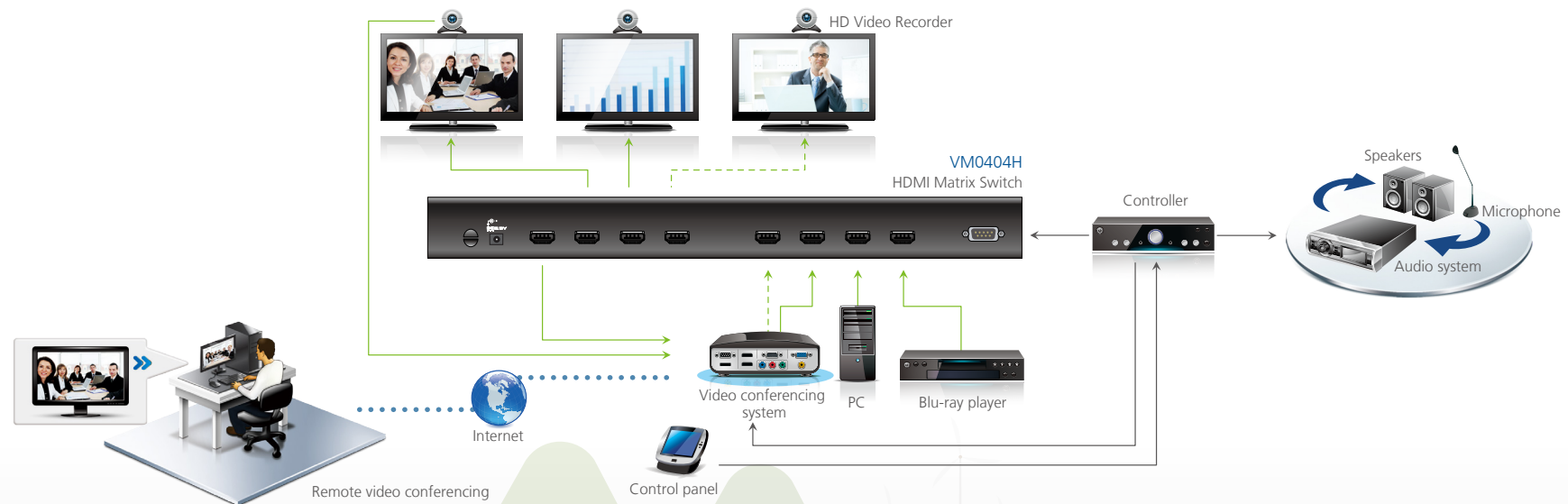
## KVM remote computer management solution application scenario



**Pro AV**

Professional A/V management solutions are the area that ATEN is pushing into now. The KVM product line which accounts for more than half of ATEN's revenues is about to reach maturity, while the market for Pro AV is about 10 times the size of KVM switches with many more application aspects and keeps the trend of growing constantly. Even though there are many competitors out there, there is still room for ATEN's development. ATEN integrates more than 30 years of professional technology in KVM video transmission and signal control to promote the professional level A/V solution product line. It is expected that Pro AV can be ATEN's next revenue source after that of KVM switches.

The Pro AV industry can be broken down to 10 or more vertical application markets and each vertical application market needs a set of separate comprehensive solutions. Currently ATEN has a certain market scale in four of the vertical application markets, namely "Control Center", "Conference Room", "Training Center", and "Digital Signage". Besides, through releasing integrated solutions that cross product lines, the benefit of bundling is achieved. For example, ATEN can provide cloud centers with products that include high level KVM switches and green products. The general channel markets in turn can go with the sale of video switches and high level KVM switches.

**Remote video conferencing system application scenario**

## Timeline

1979	<ul style="list-style-type: none"> <li>Company approved for registration, named HOZN Co., Ltd., with net capital of NT\$2,000,000</li> </ul>
1982	<ul style="list-style-type: none"> <li>Launched the first product, "Little Sprite Home Electricity Control System" GL Series, which is a central control instrument to monitor, control and operate many individual sensors, lights and power sources</li> </ul>
1984	<ul style="list-style-type: none"> <li>Company renamed ATEN International Co., Ltd.</li> <li>Released DATA Switch Box products</li> </ul>
1986	<ul style="list-style-type: none"> <li>Introduced first MP/MS series Auto Switch and Convert Series</li> </ul>
1987	<ul style="list-style-type: none"> <li>Introduced INDATA Industrial Computer Series</li> </ul>
1988	<ul style="list-style-type: none"> <li>ATEN's English name changed to "ATEN International Co. Ltd."</li> <li>Started manufacturing of power supplies for computers</li> </ul>
1991	<ul style="list-style-type: none"> <li>ATEN brand products went on sale</li> <li>Began using ATEN ASIC chips developed internally</li> </ul>
1992	<ul style="list-style-type: none"> <li>Released world's smallest printer buffer</li> <li>Launched first ATEN brand product: AS251P</li> <li>Launched AS-248 Series networked print switches</li> </ul>
1995	<ul style="list-style-type: none"> <li>Factory introduced "Free Flow" production to improve capacity</li> <li>Awarded ISO-9002 certification</li> </ul>
1996	<ul style="list-style-type: none"> <li>Established American sales subsidiary company, "ATEN TECHNOLOGY INC.", in California</li> </ul>
1999	<ul style="list-style-type: none"> <li>Registered as a public company</li> <li>Invested in the Cayman Islands-registered company "TOPMOST INTERNATIONAL CO., LTD."</li> <li>Subsidiary "TOPMOST INTERNATIONAL CO., LTD." invested in Niue-registered company "EXPAND INTERNATIONAL CO., LTD."</li> <li>Established "Yasheng High-Tech Electronics Factory", used for processing, in Songgang, Shenzhen, China</li> </ul>

2000	<ul style="list-style-type: none"> <li>Headquarters moved to present address: 3F., No. 125, Sec. 2, Datong Rd., Sijhih District., New Taipei City, Taiwan</li> <li>Unveiled world's first USB KVM at the Comdex Fall trade fair in the USA</li> <li>Successfully developed the world's first 4-port USB 2.0 hub certified by the USB Association, which also used ATEN's products as the USB 2.0 world testing standard</li> <li>Established subsidiary sales company, "ATEN INFOTECH N.V." in Belgium</li> <li>CS182, CS124, CS1016 won Taiwan Excellence Award</li> </ul>
2001	<ul style="list-style-type: none"> <li>New ATEN factory at Sijhih completed. Had 210 staff and occupied an area of 7,000m<sup>2</sup></li> <li>Ching-Tang Education Foundation established with the aims of nurturing talents in technology, advocating progressive thoughts, and promoting social progress</li> <li>CCS428/CS9138 won Taiwan Excellence Award</li> </ul>
2002	<ul style="list-style-type: none"> <li>ATEN's shares registered as "emerging stock" in the GreTai Securities Market</li> <li>Awarded ISO-9001 certification</li> <li>ACS1714 and ACS1808 won Taiwan Excellence Award</li> </ul>
2003	<ul style="list-style-type: none"> <li>ATEN shares officially went on the market in Taiwan</li> </ul>
2004	<ul style="list-style-type: none"> <li>Subsidiary sales company, "ATEN JAPAN YKK", established in Japan</li> <li>Awarded MOEA's Industrial Technology Development Award</li> <li>Won the Golden Root Award</li> </ul>
2005	<ul style="list-style-type: none"> <li>Acquired "Wellsyn Technology INC.", thereby obtaining advanced IPMI technology</li> <li>Released first wireless KVM solution - KW1000</li> <li>KM0432 won Taiwan Excellence Award</li> </ul>

2006	<ul style="list-style-type: none"> <li>KL1116, KM0832 and KA9233 won Taiwan Good Design Product Mark, awarded by the Industrial Development Bureau, part of the Ministry of Economic Affairs</li> <li>Named to Forbes Magazine's List of Asia Pacific's 200 most outstanding SMBs</li> <li>KL1116, KN2116 and CS1774 won Taiwan Excellence Award</li> <li>Comprehensive introduction of ROHS manufacturing</li> <li>Passed IS14001 certification</li> <li>Established holding company, "ATEN EUROPE LTD.", in the UK</li> <li>Established subsidiary sales company, "ATEN UK LTD.", in the UK</li> <li>Established holding company, "ATEN US HOLDINGS INC.", in the U.S.A.</li> <li>Established subsidiary sales company, ATEN NEW JERSEY INC., in New Jersey, U.S.A.</li> </ul>
	<ul style="list-style-type: none"> <li>Awarded one of the Best Corporate Citizens by the Commonwealth Magazine (ranked 3rd among Medium-sized Enterprises)</li> <li>ATEN R&amp;D headquarters founded</li> <li>Established a subsidiary sales company in Korea ("ATEN ADVANCE Co., Ltd.", renamed "ATEN KOREA Co., Ltd." in 2009)</li> <li>Established holding company, "FOREMOST INTERNATIONAL Co., Ltd.", in Mauritius</li> <li>Established subsidiary sales company, Beijing ATEN Co., Ltd., in Beijing</li> </ul>
	<ul style="list-style-type: none"> <li>CS52 series and CS62DU/CS62D won Good Design Product Mark, awarded by the Industrial Development Bureau, part of the Ministry of Economic Affairs</li> <li>Launched first KVM switch supporting IPMI functionality - KH98</li> <li>Launched first DVI KVM Switch - CS62DU/CS62D</li> <li>Launched world's first 19-inch LCD KVM Switch - KL1508/1516</li> <li>KL9116 Dual-rail LCD KVM switch won iF China Award</li> <li>KH98, KL9108/9116, and CS52 series &amp; CS62DU/CS62D won Taiwan Excellence Award</li> </ul>
	<ul style="list-style-type: none"> <li>ATEN launched first notebook USB KVM switch - the CS661</li> <li>Promoted core enterprise values of "Integrity", "Caring", "Ambition", and "Novelty"</li> <li>Established wholly-owned factory, ATEN (Shenzhen) Co., Ltd., in Shenzhen, China</li> <li>KE8220, CL5708 / CL5716, and CS1782 / CS1784 won Taiwan Excellence Award</li> </ul>

2009	<ul style="list-style-type: none"> <li>Global distribution reached 668 entities around the world, and ATEN held 244 recognized patents. Named no. 86 of the "Top 100 companies and research institutions in Taiwan in 1997"</li> <li>Bought land in Belgium, and constructed the "Europe Operations Center. This large office and warehouse was officially completed and opened, serving as the logistics and management center for all of Europe, actively expanding trade opportunities in Europe</li> <li>Awarded one of the Best Corporate Citizens by the Commonwealth Magazine (ranked 9th among Medium-sized Enterprises)</li> <li>Won the contribution award at the National Invention and Creation Award by the MOEA</li> <li>ATEN's CEO, Mr. Kevin Chen, commended for outstanding commercial contributions and technological achievements by King Badouin of Belgium</li> <li>HDMI KVM CS1792/CS1794 switches won Taiwan Good Design Product Mark, awarded by the Industrial Development Bureau, part of the Ministry of Economic Affairs</li> <li>VS1504 / VS1508 Cat-5 audio/video splitters won Taiwan Excellence Award</li> <li>KN4140v honored with Computex 2009 "Best Choice Award" and Japanese "Interop Tokyo Best Show Award"</li> </ul>
	<ul style="list-style-type: none"> <li>Officially launched the all-new video product line – VanCryst™. This product was created to satisfy the broad video requirements of many enterprises and to provide professional audio/video solutions</li> <li>Established office in Moscow, Russia</li> <li>Korean subsidiary expanded to Gasan-dong, Geumcheon-gu, Seoul, and established a client service center, consolidating ATEN's leading position by strengthening local support service</li> <li>Awarded one of the Best Corporate Citizens by the Commonwealth Magazine (ranked 9th among Medium-sized Enterprises)</li> <li>Won 2010 Taiwan Superior Brand Award, awarded by the Bureau of Foreign Trade under the Ministry of Economic Affairs</li> <li>KL3116T awarded "2010 Computex Taipei d&amp;i Award"</li> <li>CE790, KM0932, PN7212/PN7320, CS1792/CS1794 won Taiwan Excellence Award</li> </ul>

2011	<ul style="list-style-type: none"> <li>Japanese subsidiary expanded to Arakawa-ku, Tokyo, which served as ATEN Japan's headquarters, integrating business, sales, technical support/client services, storage and logistics functions</li> </ul>
	<ul style="list-style-type: none"> <li>CM0264 won Taiwan Excellence Award</li> </ul>
	<ul style="list-style-type: none"> <li>VM0808T honored with Computex 2011 "Best Choice Award"</li> </ul>
2012	<ul style="list-style-type: none"> <li>Officially launched NRGence™ green product line. Featuring the core concept of "Energy Intelligence", NRGence™ provides a series of optimizable energy-efficient integrated green server farm solutions</li> </ul>
	<ul style="list-style-type: none"> <li>ATEN issued its first "Corporate Social Responsibility (CSR) Report", honestly disclosing ATEN's status and behavior with regard to CSR</li> </ul>
	<ul style="list-style-type: none"> <li>Awarded one of the Best Corporate Citizens by the Commonwealth Magazine (ranked 4th among Medium-sized Enterprises)</li> </ul>
	<ul style="list-style-type: none"> <li>ATEN Industrial Operation Console won the invention award at the MOEA's National Invention and Creation Award</li> </ul>
2013	<ul style="list-style-type: none"> <li>iListen, smart communication software for the deaf designed by ATEN in cooperation with the Department of Industrial &amp; Commercial Design of National Taiwan University of Science and Technology, won first place in the 2012 Samsung App Contest and was awarded German Red Dot Design Award</li> </ul>
	<ul style="list-style-type: none"> <li>VE892, CCVSR products won Taiwan Excellence Award</li> </ul>
	<ul style="list-style-type: none"> <li>EC2004 Energy Box won the 2013 Computex Best Choice Golden Award</li> </ul>
	<ul style="list-style-type: none"> <li>KL1516Ai LCD KVM over IP won Computex d&amp;i Award</li> </ul>
2014	<ul style="list-style-type: none"> <li>Awarded one of the Best Corporate Citizens by the Commonwealth Magazine (ranked 3rd among Medium-sized Enterprises)</li> </ul>

2011	<ul style="list-style-type: none"> <li>VE892, CCVSR products won Taiwan Excellence Award</li> </ul>
	<ul style="list-style-type: none"> <li>ATEN received a rating of A++ (the highest level) in 2013 Information Disclosure and Transparency Ranking conducted by the Taiwan Stock Exchange (TSE) and the Taipei Exchange (GreTai Securities Market)</li> </ul>
	<ul style="list-style-type: none"> <li>Awarded one of the Best Corporate Citizens by the Commonwealth Magazine (ranked 1st among Medium-sized Enterprises)</li> </ul>
2014	<ul style="list-style-type: none"> <li>Received a Gold Medal in New Taipei City Government's "Awards for Best Companies to Work For"</li> </ul>
	<ul style="list-style-type: none"> <li>Received awards as one of the "Top 10 Outstanding Enterprises" and "Top 10 Enterprises for Innovation and R&amp;D" in the 16th Golden Peak Awards</li> </ul>
	<ul style="list-style-type: none"> <li>Corporate Award for Standardization in the 15th National Standardization Awards organized by the Bureau of Standards, Metrology &amp; Inspection, Ministry of Economic Affairs</li> </ul>
2015	<ul style="list-style-type: none"> <li>Set up ANZ subsidiary "ATEN ANZ PTY LTD." in Sydney, Australia</li> </ul>
	<ul style="list-style-type: none"> <li>KE6940 products won Taiwan Excellence Award</li> </ul>
	<ul style="list-style-type: none"> <li>ATEN received the Interbrand's "2014 Best Taiwan Global Brands"</li> </ul>
	<ul style="list-style-type: none"> <li>Received the "3rd Taiwan Mittelstand Award" by the MOEA</li> </ul>
	<ul style="list-style-type: none"> <li>ATEN received a rating of A++ (the highest level) in 2013 Information Disclosure and Transparency Ranking conducted by the Taiwan Stock Exchange (TSE) and the Taipei Exchange (GreTai Securities Market)</li> </ul>
	<ul style="list-style-type: none"> <li>ATEN's VM Seamless Switch Series won the Red Dot Award 2015: Communication Design 2015</li> </ul>
	<ul style="list-style-type: none"> <li>Awarded one of the Best Corporate Citizens by the Commonwealth Magazine (ranked 2nd among Medium-sized Enterprises)</li> </ul>

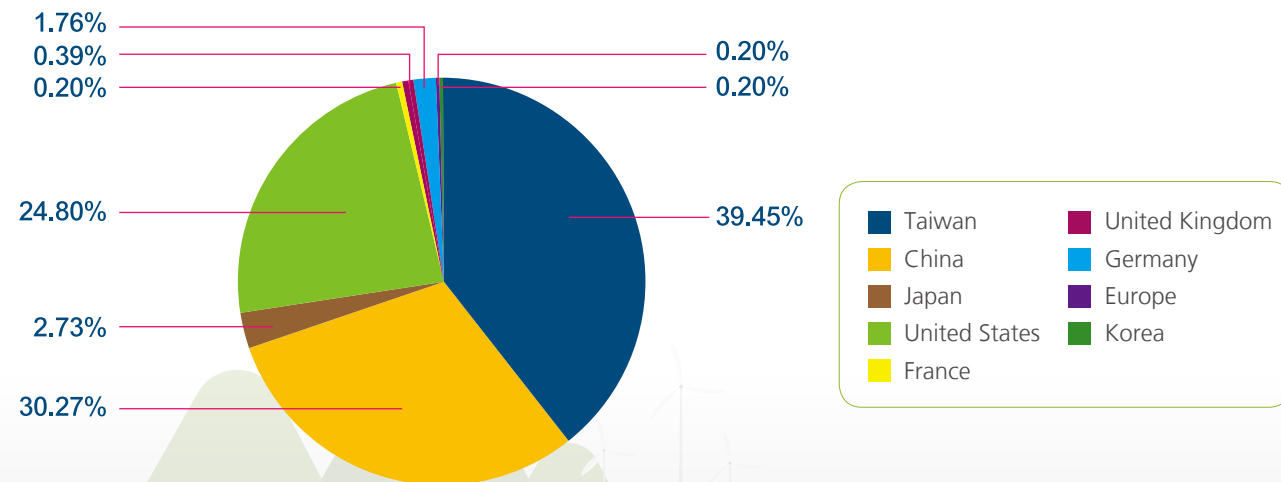
## Competitive Advantages

1. Excellent R&D teams that keep making technological breakthroughs and innovations that in turn possess the relative advantage of being a market leader.
2. Across-the-board remote management solutions with comprehensive high-end, mid-range, entry-level product lines that meet needs of different clients and markets.
3. Professional international marketing talent and excellent distribution channels. Globalized sales network and quick market response mechanism.
4. ATEN's own brands with products widely recognized by the market for their high quality and stability.
5. Design patents and legal protection of IP rights raise the threshold to enter the market.
6. A leader in mid-entry level KVM products with a leading role in the market.

## ATEN's Global Patent Deployment

According to statistics, by the end of March 2016, the company's strenuous efforts and important technological R&D achievements reached 663 cases in global patent deployment and the number of patents approved reached 512.

### Global Distribution of Approved Patents



### Factors Conducive to Long-Term Development

1. The KVM product line has been in development for over 10 years and has already put ATEN on the world map.
2. Numerous major awards have been won, laying the foundation for ATEN's status as an important global brand.
3. ATEN plans to expand its sales reach to every major region of the world in order to expand our effective base for future operations.
4. Our product application scope is increasing constantly: the gradual expansion of KVM into A/V and Green Energy product lines is laying a strong foundation for the growth of income and profit.
5. Outstanding, experienced development and production teams.
6. Our core technology includes etched circuit design, hardware, control software/Intel, A/V network communications, and other high-end technologies, the competitive advantage of which is guaranteed by patents.
7. Integrity.
8. Continuing to act according to our CSR goals and strengthening the positive image of our enterprise.
9. Harmonious relationships with our partner manufacturers.
10. Constantly nurturing and acquiring outstanding talent.
11. Sound financial health.

### Negative Factors for Long-Term Business Prospects

1. The strength of economic growth varies across regions.
2. Changes in exchange rates.
3. Entry of new competitors.
4. Consumers lack of product knowledge.
5. Products which imitate or infringe upon intellectual property confuse markets.

### Response Strategies and Opportunities

1. ATEN's stable global expansion strategy will not be subject to the fluctuations of any single market, effectively shielding it from the potential risks of a single market meltdown. Simultaneously introducing the company's products into more diverse industries and fields of application can disperse the systematic risks stemming from the business cycle affecting any single industry.
2. The company's Financial Department closely monitors the fluctuations in currency exchange rates so as to strengthen the judgment of market price trends – effectively avoiding foreign exchange risks by leveraging financial instruments.
3. In light of the increasing number of competitors in the low-end to mid-end KVM switch markets, ATEN will leverage our strengths in product development and R&D to increase our product differentiation and enhance product quality in order to avoid engaging in price wars with our competitors over similar products. We will also seek to differentiate ourselves against price-cutting competitors by improving the efficiency of our product repair and maintenance services as well as the quality of our customer service. Additionally, we will take legal action against any third-party that infringes on the company's trademarks and patents so as to protect the company's rights.
4. We introduce our products as solutions through promotional and marketing methods that help potential clients, such as system integrators, vendors, corporate offices, government agencies, and general consumers, to better understand KVM switch technology. Meanwhile, we widely advertise the various benefits of KVM products that include energy-saving, environmentally-friendly, space-saving, and increased efficiency and productivity technology for different applications.
5. We search with intensity for counterfeits and take concrete measures to protect the distribution rights to our patented products.



## 2.2 Worldwide Presence

After the company chose to use its own brand as a strategy for sustainable development, it became necessary to seek stable growth by achieving a worldwide presence, obtaining firsthand market information, and then providing clients with more efficient services. In 2015, the company set up a sales-oriented subsidiary, ATEN ANZ Pty. Ltd., in Australia to serve the region along with New Zealand. Doing so expands the company's revenue sources by establishing a sales presence in a potential, but not yet fully explored, market.

The company will continue setting up sales-oriented subsidiaries and offices to explore local markets and enhance the efficiency of our services. Our hope is to establish a stable and long-standing global sales system.

ATEN R&D Center (Canada)



ATEN UK



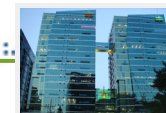
ATEN Russia



ATEN China



ATEN Korea



ATEN Japan



Atech Peripherals (Taiwan)



ATEN Technology (USA)



ATEN R&D Center  
Wuhan (China)

ATEN Factory  
Shenzhen (China)



- Sales offices
- R&D base
- Manufacturing base
- HQ

ATEN New Jersey (USA)

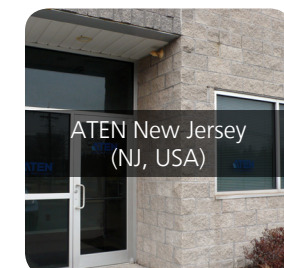


ATEN Infotech (Belgium)



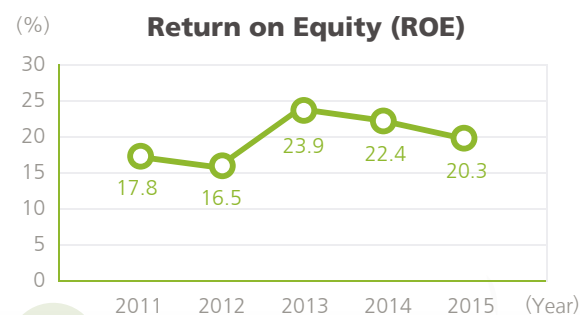
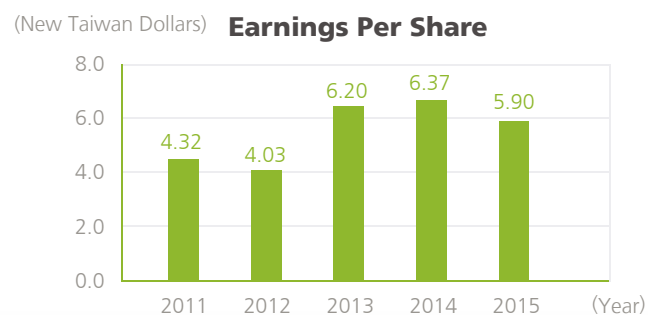
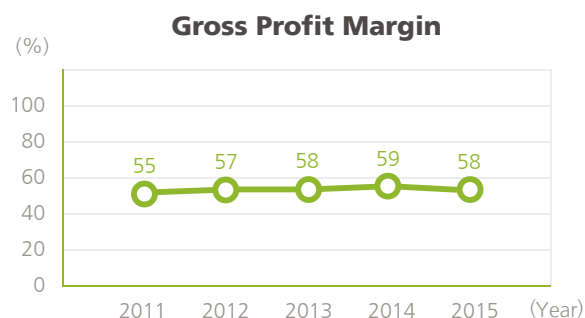
- ATEN Taiwan Headquarters
- R&D Headquarters
- Manufacturing Center

ATEN ANZ



## 2.3 Operational Achievements

No matter it is in revenues or profits, 2015 maintained the same high standard as the past several years. In terms of the company's key performance statistics over the last five years, we achieved an average earnings profit per share (EPS) of 5.36NTD. The five-year average ROE was maintained at an outstanding 20.2%, which demonstrates that the capabilities of the company's leadership in daily operations, as well as in crisis management, fully delivers on our shareholders' expectations, creating profitable returns for our shareholders and earning the trust of investors.



**Issue 597 of CommonWealth Magazine listed the annual Top 2000 Major Enterprises**

which included the top 2000 companies in manufacturing by revenue for 2015; of which, ATEN ranked 509th, an improvement of 22 places as compared to 2014. ATEN also ranked 145th on indicators of "Profit Rate" and 230th on "Net Income After Taxes." These demonstrate that, with the dedication and hard work of ATEN's management and employees, the company achieves sound profit earnings and delivers outstanding business performance for all shareholders.

## 2.4 Honors and Recognition (2009-2015)



2012



ATEN and the National Taiwan University of Science and Technology together developed the iListen communications software for the deaf, winning the German Red Dot Design Award



ATEN International received the silver medal for the 2012 "National Invention and Creation Award."



Awarded one of the Best Corporate Citizens by the Commonwealth Magazine, ranked "4th" among Medium-sized Enterprises Group

2011



Computex Best Choice



Taiwan Excellence Award



ComputerDIY Recommended Purchase



ComputerDIY Best Design



Russia technokitchen Gold Metal



Electronic House\_Products of the 2011 year awards\_Gold Winner

2010



Taiwan Excellence Award



Computex Taipei d&i Award



Awarded Taiwan Superior Brand Award by the Ministry of Economic affairs



Ministry of Economic Affairs' National Invention and Creation Award



Awarded one of the Best Corporate Citizens by the Commonwealth Magazine, ranked "9th" among Medium-sized Enterprises Group



ComputerDIY Product of the Year



ComputerDIY Recommended Purchase



Korea PC Award



Interop Tokyo Best of Show Award



Russia IT Expert's Choice

2009



Taiwan Excellence Award



Computex Best Choice



Awarded one of the Best Corporate Citizens by the Commonwealth Magazine, ranked "9th" among Medium-sized Enterprises Group



ComputerDIY Product of the Year



Interop Tokyo Best of Show Award

# 3

## ► Corporate Governance

- 3.1 Corporate Governance Structure
- 3.2 Shareholders' Meeting
- 3.3 Board of Directors
- 3.4 Remuneration Committee
- 3.5 Domestic and International Associations

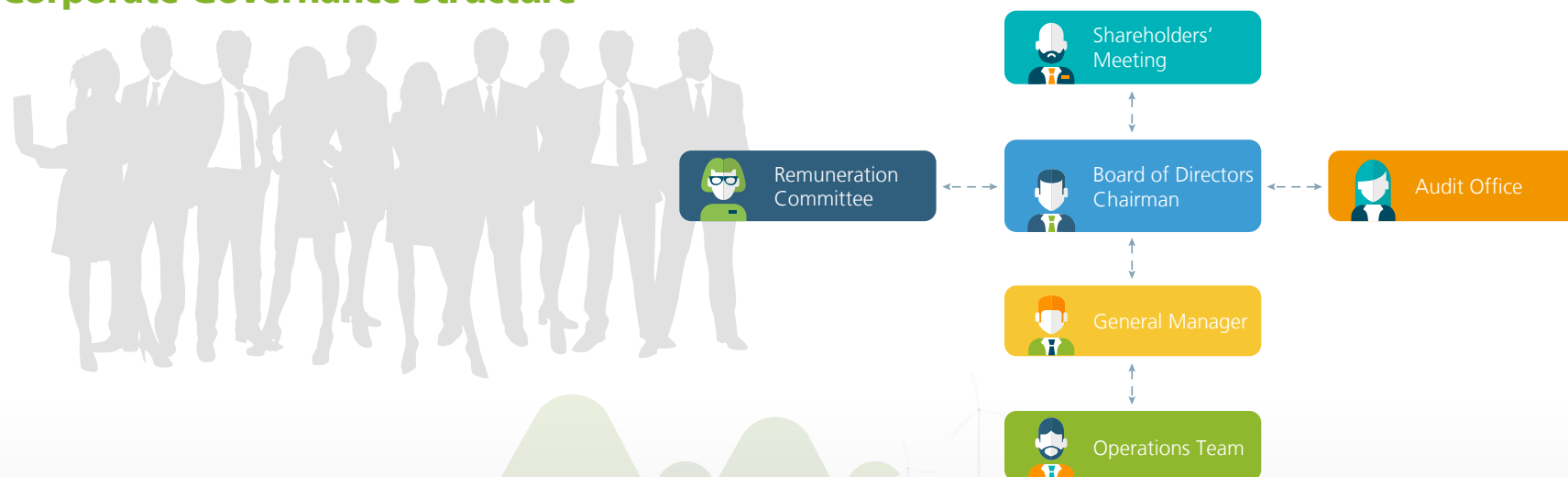


Corporate governance is an extremely critical element of corporate sustainability and the goal is to make the company's operation wholesome and seek maximum benefits. Companies with good corporate governance create well thought-out management structures, effectively oversee the execution of insightful strategy, protect shareholder rights, and publicize relevant information when appropriate. All of which are especially important for gaining investor confidence, boosting investor confidence, attracting long-term capital, and winning over international investors.

According to the second "Corporate Governance Evaluation Ranking" that was published recently by the Securities and Futures Institute in Taiwan, ATEN was ranked among the top 21%-35% of the TSE / OTC listed companies with a better score than the previous year - an illustration of ATEN's commitment to effective corporate governance. Yet ATEN will still advance and work hard on corporate governance targets that include improved execution of board of directors and shareholder meetings, unwavering respect for stakeholder rights, voluntarily disclosure of company financial and operational information, and emphasis on values, ethics, and corporate core values. ATEN further believes that the full implementation of corporate governance should include commitment to corporate social responsibility.

With this in mind, ATEN will continue to evolve its corporate governance by establishing communication channels with stakeholders, implementing information disclosure, strengthening the efficacy of board meetings, constituting functional committees, setting up a CSR Management Committee, developing corporate self-discipline guidelines, and the development of internal control systems.

### 3.1 Corporate Governance Structure





ATEN also ensures compliance with all necessary regulations through its rigorous internal audit and control systems, and requires its management, overseas subsidiaries, and employees to review and repeatedly examine the company's compliance with regulations and the execution of internal control systems. Once any irregularity in the internal control system is detected, the problem is reported, addressed, and closely monitored by relevant departments until it is completely corrected and meets all relevant regulations and laws. After the Auditing Department collects review reports for all departments, its executives feed back to all supervisors and board members.

Conditions regarding operations of the Shareholders' Meeting, Board of Directors, and Remuneration Committee are explained in the next section. To further strengthen ATEN's risk management system and enhance risk control standards, each category of risk has been allocated to:

Departments in Charge	Scope of Execution
Global Law and Intellectual Property Center	Responsible for contract review and management as well as patent and litigation strategies aimed at minimizing legal risks.
Information Center	Responsible for database management, information security, document control procedures, information storage and maintenance, and the minimization of information security risks.
Auditing Department	Responsible for internal control system as well as the auditing of all departments as well as subsidiaries.
Manufacturing Unit	Responsible for production, management of manufacturing processes, continued improvement of manufacturing techniques and productivity, and the minimization of manufacturing and operational risks.
Quality Assurance Unit	Responsible for quality control, Quality System (QS), exports and imports, and payment collections.
Global Customer Service Center	Responsible for customer service, RMA repairs and maintenance, eService platform, technical support, and improving the quality of aftersales services.
General Management Unit	Responsible for capital, investment, tax, and information disclosure management.



In the aforementioned "Corporate Governance Evaluation Ranking", ATEN ranked among the top 21%-35% out of all TSE / OTC listed companies. We look forward to further improving our operational excellency and achieving even greater recognition in the future. Recent action taken to enhance corporate governance include:

Directions	Achievements
Protect shareholder rights	<ul style="list-style-type: none"> <li>Each proposal in regular shareholders' meetings is voted for ballot. Results of shareholders' agreement, rejection, and abstention of each proposal are entered on the public Market Observation Post System and recorded in the minutes.</li> </ul>
Equal treatment for all shareholders	<ul style="list-style-type: none"> <li>Voluntarily produce English-version shareholder meeting notices, agenda pamphlets, meeting minutes, and yearly reports and upload them to the Market Observation Post System as well as the company website as references for all investors.</li> <li>Establish a spokesperson system; designate contact persons in the Investor Relations department to handle the various suggestions and questions from the investors.</li> </ul>
Strengthening of the Board of Directors	<ul style="list-style-type: none"> <li>Stipulate corporate governance guidelines and upload them to the Market Observation Post System as well as the company website as references for all investors.</li> <li>Board directors and supervisors have all finished the hours of continuing education required by local guidelines, namely Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and GTSM Listed Companies.</li> </ul>
Enhance information transparency	<ul style="list-style-type: none"> <li>Placing particular emphasis on stakeholders' right to information, ATEN received the highest grade (A++) in the 12th annual "Information Disclosure and Transparency Evaluation" in Taiwan.</li> <li>In the Corporate Government Evaluation Ranking, ATEN ranked among the top 21%-35% of TSE / OTC listed companies.</li> <li>We have simultaneously published important announcements in Chinese and in English, so as to further protect the rights of foreign investors and enhance information transparency.</li> <li>In 2015 we were invited to two investor conferences, and the related information as well as presentation materials in both Chinese and English were uploaded to the Market Observation Post System and the company's website as references for shareholders.</li> </ul>
Carry out corporate social responsibility activities	<ul style="list-style-type: none"> <li>The Corporate Social Responsibility report compiled by the company is a report disclosing nonfinancial information of the company. The Corporate Social Responsibility report compiled this year is the first one to be certified by an impartial third-party organization voluntarily.</li> <li>A communication platform is set up on the company's website to serve as contact for all shareholder groups.</li> <li>Disclose annual CO2 or other greenhouse gas emissions.</li> </ul>



### 3.2 Shareholders' Meeting

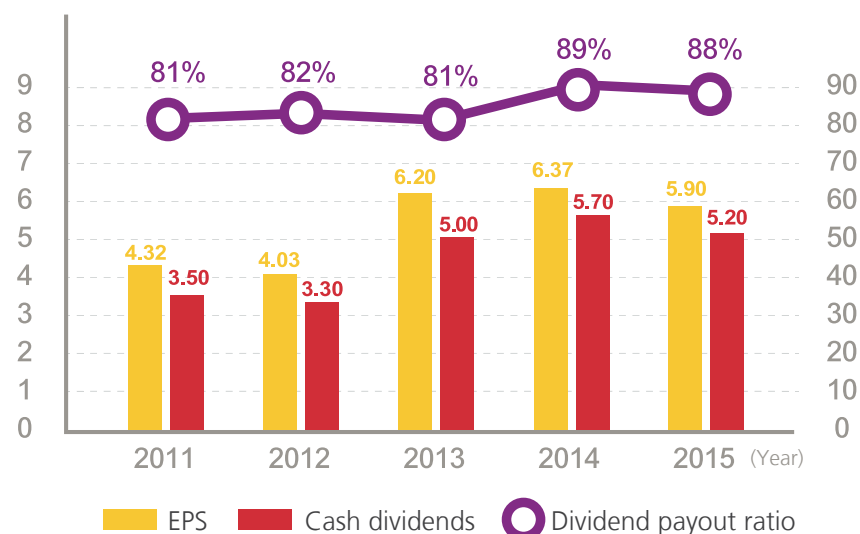
ATEN holds both regular and provisional Shareholders' Meetings. The regular Shareholder's Meeting is held annually, convened by the Board within 6 months of the end of each financial year, while provisional Shareholders' Meetings are convened when necessary, both in accordance with the law. Shareholders' Meetings are held regularly every year in order to report on the company's operational and financial situation. Investors can also submit a written request to ATEN for a Shareholders' Meeting. Before notifying shareholders of the date of the meeting, ATEN will notify the submitting shareholder of the result of their request and convene the meeting as required by company regulations. In the case of a proposal not being added to the Shareholders' Meeting agenda, the Board will explain the reason for this to the submitting shareholder.

With its four corporate core values of "Integrity", "Caring", "Ambition", "Novelty", our company cares greatly for all stakeholders, which includes not only our employees, clients, suppliers, and community groups, but also the shareholders. In terms of its dividends policy, ATEN gives all of its dividends, except for partial amounts that need to be retained by the company due to regulations, to shareholders - and so sharing the company's profitability with all. In recent years, the proportion allotted has reached nearly 90%. In 2015, the dividends paid reached 88%.

ATEN also places a significant emphasis on shareholder rights to information and upholds the principle of adequate disclosure. The company not only discloses information on the Market Observation Post System, as required by regulations, but also publishes different types of operational and financial information through the company's annual reports and website. Additionally, the company also sets up a spokesperson system and an Investor Relations Department to specifically address the suggestions and concerns of shareholders. Shareholders can contact us via email (ir@aten.com.tw) with any suggestions or queries for the company. Related contact information is also disclosed on the company's website for shareholders' reference.

(New Taiwan Dollars)

(%)



Note: Dividend allocation for 2015 will be decided at the 2016 Shareholders' Meeting.

### 3.3 Board of Directors

The board of ATEN has 7 directors and 3 supervisors, with terms for three years. Two of the board's directors are independent directors and are selected through nominations. The board is responsible for assessing the company's management strategies and important operations as well as financial affairs, so as to ensure the correctness and appropriateness of the company's financial reports and to maximize shareholder rights. The board meets at least once a quarter. In 2015, a total of 6 board meetings were held.

Should conflicts of interest arise during the operation of the board of directors that they are required to avoid, the company will act according to Article 16 of Regulations Governing Procedure for Board of Directors Meetings: If any director or a juristic person represented by a director is an interested party with respect to any agenda item, the director shall state the important aspects of the interested party's relationship at the respective meeting. When the relationship is likely to prejudice the interests of the company, the director may not participate in the discussion or voting on that agenda item and, further, shall enter recusal during discussion and voting on that item and may not act as another director's proxy to exercise voting rights on that matter. The results will also be recorded in the minutes. Please refer to page 26 of ATEN's 2015 Annual Report and the Investor Section of our official website for the execution status related to conflicts of interest avoidance.

According to the company's Articles of Incorporation, after the offset for the amount of accumulated losses is reserved, the company should use the year's earnings before tax without deducting employees' compensation and compensation of directors and supervisors. If there is still a positive balance, it should be appropriated as compensation of directors and supervisors at no more than 2%. The scope of compensation of directors and supervisors in the aforementioned article still needs to be ratified by the 2016 Shareholders' Meeting and evaluated by the Remuneration Committee on the achievement status of the performance target of the company's directors, supervisors, and managers.

**Members of the Board of Directors**

Title	Name	Notes
President	Kevin Chen	Also serving as CEO
Vice-Chairman of the Board	Shang-Jen Chen	
Director	CDIB Private Equity Corp. Shu-Shan Lin	
Director	Yung-Ta Lin	
Independent Director	Wei-Jen Chu	
Independent Director	Chung-Jen Chen	
Supervisor	Shiu-Ta Liao	
Supervisor	Se-Se Chen	
Supervisor	Chen-Lin Kuo	
Director	Lung-Chi Tsai	Resigned on March 1, 2015

Qualifications of the Board of Directors:

All Directors have the experience in operations, accounting and financial analysis, and management required to fulfill their duties. All have at least five years of experience in business, law, finance, accounting, or other fields required by the company. Please refer to the following table for further information.

Name	Do they possess over five years of work experience and the following professional qualifications?		
	Business, law, finance, accounting, or other discipline essential to the company at the level of college professor or higher	Judge, prosecutor, lawyer, accountant, or other specialist or technical employee possessing certification or a national exam qualification in a field required by the company	Work experience in business, law, finance, accounting, or other field essential to the company
Kevin Chen			•
Shang-Jen Chen			•
CDIB Private Equity Corp. Authorized Representative: Shu-Shan Lin			•
Yung-Ta Lin			•
Wei-Jen Chu		•	•
Chung-Jen Chen	•		•
Shiu-Ta Liao			•
Se-Se Chen			•
Chen-Lin Kuo		•	•

ATEN also encourages board directors to undergo continuing education to ensure they are always aware of the latest relevant skills and trends and enhance their ability to cope with the evolving business landscape. The attendance of board directors and supervisors at board meetings, as well as the status of their continuing education, are disclosed on the Market Observation Post System.

Status of continuing education undertaken by board members in 2015:

Title	Name	Start of Course	Course Organizer	Details	Courses Taken
President	Kevin Chen	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		11/10		Response to Coping with Deductible Tax Halved on Dividends	3
Vice-Chairman of the Board	Shang-Jen Chen	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		12/23		Study on Issues of Human Resources and Integration of Mergers and Acquisitions during Corporate Mergers and Acquisitions	3
Legal Representatives of Institutional Directors	Shu-Shan Lin	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		11/26	Accounting Research and Development Foundation	Taiwan's Corporate Accounting Standards Bulletins	3
Director	Yung-Ta Lin	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		11/10		Response to Coping with Deductible Tax Halved on Dividends	3
Independent Director	Wei-Jen Chu	1/22	Accounting Research and Development Foundation	Income Tax Levying and Accounting Practices under IFRS	3
		9/7	Accounting Research and Development Foundation	Study on Enterprise Accounting Standards Bulletins	3
		9/23	Accounting Research and Development Foundation	Auditing Standards Bulletin No. 54	3
		10/12	Accounting Research and Development Foundation	Study on Enterprise Accounting Standards Bulletins	3
		10/12	Accounting Research and Development Foundation	Practical Analysis of 2015 Annual Earnings, Capital Surplus Transferred to Common Stock Dividends, Dividend Distribution and Employee Bonus	3
		11/6	Accounting Research and Development Foundation	Auditing Standards Bulletin No. 57	3
Independent Director	Chung-Jen Chen	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		9/17	Taiwan Corporate Governance Association	The Practice of Corporate Mergers and Acquisitions and Case Analysis	3
		11/9		Corporate Social Responsibility and Sustainable Competitiveness	3
		11/10	Securities & Futures Institute	Response to Coping with Deductible Tax Halved on Dividends	3
Supervisor	Chen-Lin Kuo	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		11/10		Response to Coping with Deductible Tax Halved on Dividends	3
Supervisor	Shiu-Ta Liao	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		11/10		Response to Coping with Deductible Tax Halved on Dividends	3
Supervisor	Se-Se Chen	5/12	Securities & Futures Institute	Corporate Governance and Corporate Social Responsibility	3
		11/10		Response to Coping with Deductible Tax Halved on Dividends	3

### 3.4 Remuneration Committee

ATEN established a Remuneration Committee with three members, one of whom is an Independent Director, on December 20, 2011 by resolution of the Board. It is responsible for setting and routinely reviewing the policy, system, standard, and structure of the annual and long-term performance target and compensation of the company's board directors, supervisors, and managers. Routinely evaluate the status of performance, targets and achievements of the company's board directors, supervisors, and managers as well as set the content and amount of compensation for each individual.

The remuneration for directors and supervisors includes traveling expenses and reward in the form of distribution of earnings. The traveling expenses are in accordance with common business standards. The amount of distribution of earnings is in line with the rules in the company's Articles of Incorporation. Please refer to 3.3 on details of Board of Directors. It is recommended by the Remuneration Committee first and then ratified by vote by the Board of Directors before it is submitted to the Shareholders' Meeting for final approval and distribution. The remuneration for managers includes salary, reward, and bonus from dividend allocation. The payment standards follow the company's Employee Salary Management Guidelines.

The incumbent Remuneration Committee members are designated to serve from July 11, 2014 till June 16, 2017. As of January 18, 2016, the committee has already held four meetings (A), with the attendance details of the committee members as follows:

Title	Name	Number of actual attendances (B)	Number of principal attendances	Ratio of actual attendance (%) (B/A)
Convener	Wei-Jen Chu	4	0	100%
Member	Chen-En Ko	4	0	100%
Member	Yen-Jung Li	4	0	100%

### 3.5 Domestic and International Associations

Through participating extensively in various domestic and international associations and organizations related to the KVM switch industry, the company seeks to further strengthen its ties with the industry and gain greater exposure to the latest related techniques and technologies. By doing so, the company can not only enhance the competitiveness of its products, but also expand opportunities for forming strategic alliances and catalyzing growth in the company's business and operations.

Association Name	
Apple Developer Program	UL
Bluetooth SIG	USB Implementers Forum
Digital Content Protection LLC(HDCP)	VCCI
GS1 Taiwan	VDE
HDBaseT Alliance	Veri Sign
HDMI Licensing, LLC	Taiwan Electrical and Electronic Manufacturers' Association
Microsoft WHQL	Taipei Computer Association
MSDN	The Institute of Internal Auditors, ROC (Taiwan)
PCI-SIG	Industrial Safety and Health Association of the Republic of China (Taiwan)
RTI/RCI	

# 4

## ► Employee Care

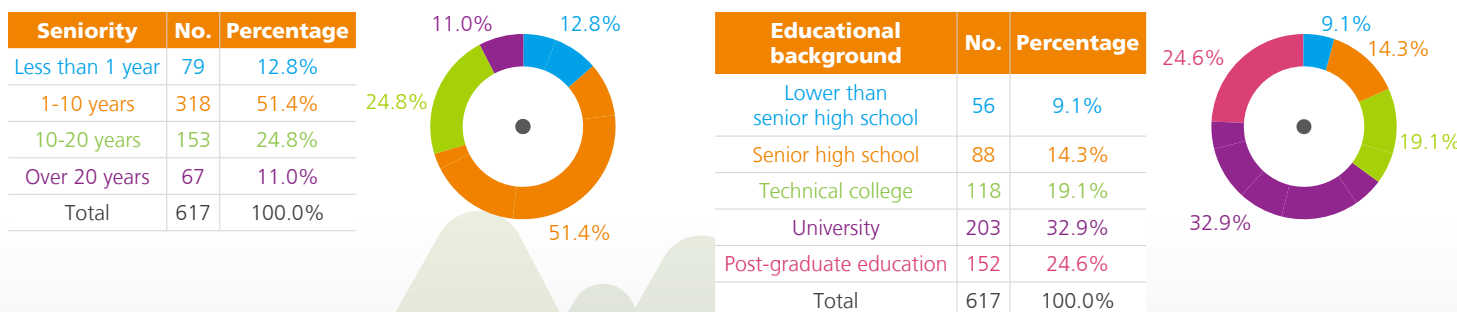
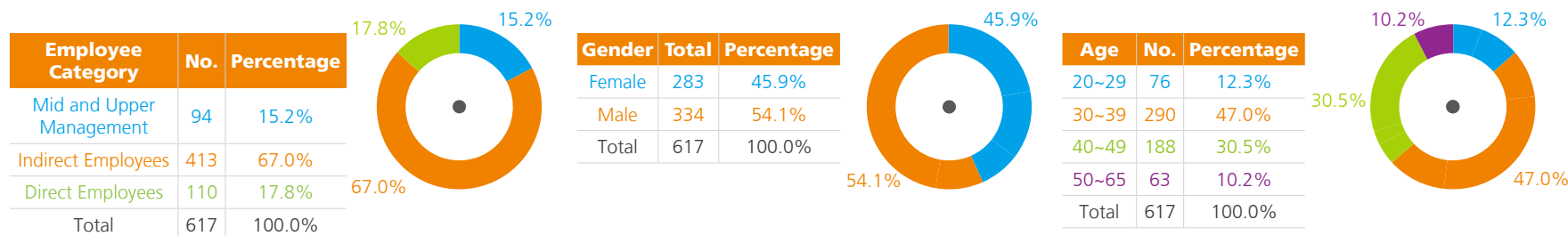
- 4.1 Human Resources Status
- 4.2 Recruiting and Hiring Talent
- 4.3 Employee Learning and Development
- 4.4 Performance Management Mechanism
- 4.5 A LOHAS and Healthy Workplace
- 4.6 Maintaining Respect for Human Rights

## 4.1 Human Resources Status

The key to a company's sustainable operation is talent. How to attract the right talent to be part of the company and develop their potentials is the goal we've been working on all the time. By holding to the four corporate core values of Integrity with pragmatism, Caring with respect, Ambition with optimism, and Novelty with added value, we use our professional human resource management mindset to build a work culture of the right person in the right place, offer better work terms than required by Taiwan's Labor Standards Act, have systematic occupational training in place and establish a performance-oriented rewarding remuneration system. The goal is to give the talent a chance to develop themselves and grow with the company.

### Human Capital Structure

As of December 31, 2015, ATEN employed a total of 1573 personnel around the world, of which 617 were in Taiwan. 94 of them were medium and high level managers (80.9% male, 19.1% female), 413 indirect employees, and 110 direct employees. Male employees comprise 54.1% and female employees comprise 45.9%. The average age is 39.18 and the average time spent with the company is 8.55 years. 76.6% are university graduates and the proportion of persons with a disability is 1.33 times higher than the amount required by law (the quota set by the law is 6 persons and currently we have 8). At present, we do not have informal employees in the Taiwan area.

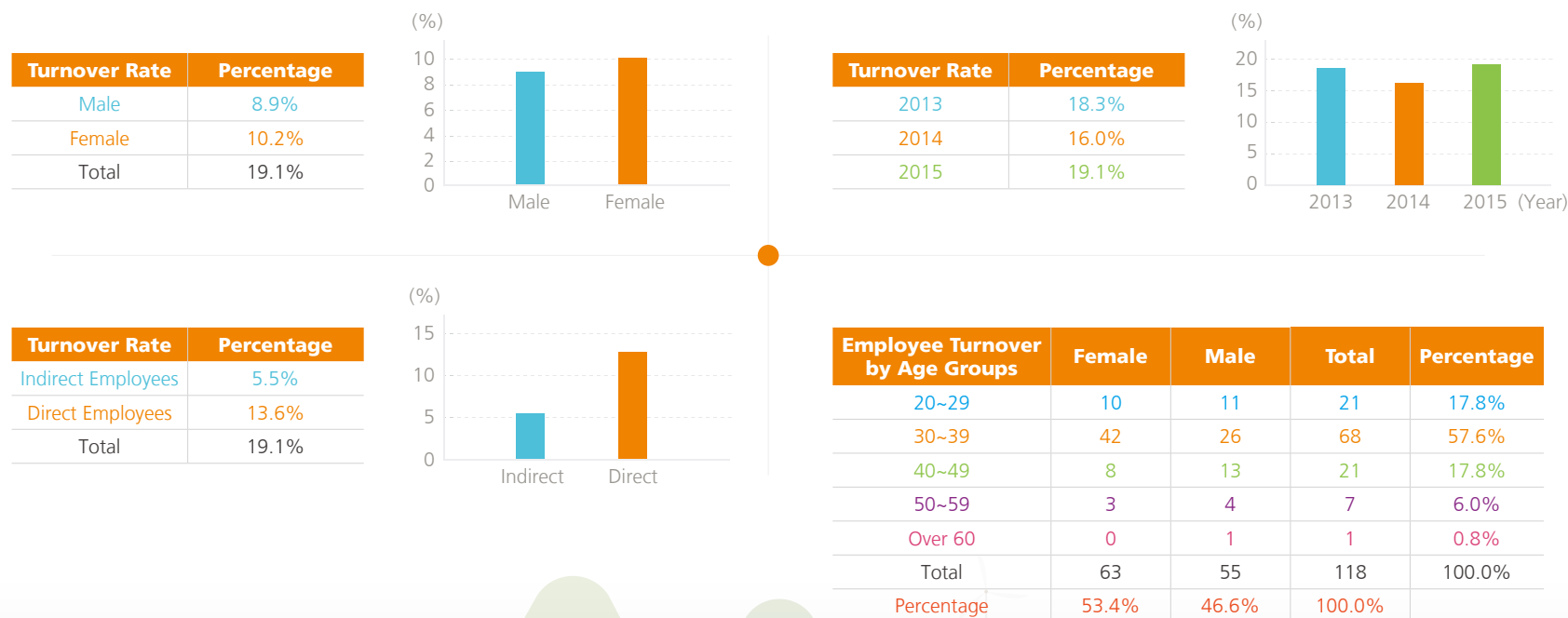




## ✧ Diversity, Equal Opportunity and Care

ATEN values much on implementing the principles of anti-discrimination and equal opportunities. Under our Human Resource Management system (HRM) and Human Resource Management blueprint (HRD), we are also dedicated to: developing dual ladders and assessing employees' aptitude so as to select the appropriate person for each position, talent development plans for professional learning and capabilities, and a talent-retention system that features fair compensations and rewards as well as comprehensive employee benefit packages. In addition, we offer diverse learning resources and channels as well as varied benefit systems and facilities. Also covered is employee needs in every stage of living by providing a small and comprehensive gym, comfortable breastfeeding rooms, monthly birthday celebration treats, subsidies for various club activities and overseas travels and many others. The hope is to take comprehensive care of the different kinds of employee needs.

In 2015, turnover of male employees at ATEN was 8.9%, while that of female employees was 10.2%. The whole year's turnover rate was 19.1% with an average monthly rate of 1.6%. Apart from talent leaving the company at their own will, we also got rid of those that performed poorly at the end of the scale.



## 4.2 Recruiting and Hiring Talent

ATEN's corporate headquarters are based in Xizhi District of New Taipei City. Despite the continuing exodus of Taiwanese businesses overseas in recent years, ATEN still insists on keeping its root in Taiwan. In addition to its global R&D center, ATEN also has the manufacturing line of its top-priority, high-end products set up in Xizhi, using local talent to develop and produce top-quality, competitive products for the global market. With regard to recruiting talented employees, we have always held to our principles: eliminate discrimination, offer equal opportunity, and respect the diverse backgrounds of employees. ATEN recruits outstanding talent who share our values from across the world through many channels.

### ► Diverse Recruitment that Crosses Many Areas

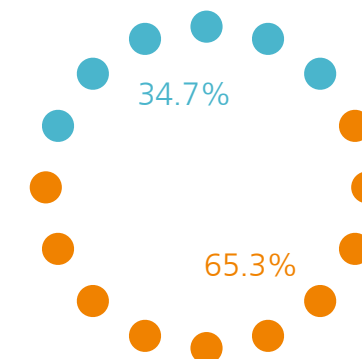
The company also has a "Recruitment, Employment, and Management Method" that clearly states that methods of recruitment has to be done through Internet recruiting, newspapers, magazines, and the media, campus recruiting, headhunting, job fairs, referral by internal employees, and interdepartmental transfers. Furthermore, we also get involved actively in social media like LinkedIn or Facebook, in employment service centers, Taiwan External Trade Development Council, and other channels to conduct talent recruitment activities. A lot of the talent is hired through partners and end customers. As such we can see the company's good corporate image and reputation does have a say regarding diverse recruitment.

We also welcome students from Taiwan's colleges and universities to join us through our Internship Program for College and University Students to witness ATEN's unique corporate culture and work environment. This kind of to-and-fro interactivity can infuse new viewpoints and liveliness into the company. It offers students an early chance to understand career life and work regulations, which can be said to be a win-win situation for both students and company.

## ► Equal Employment Opportunity According to the Law

We have a standardized, fair, and objective talent selection process. Suitable candidates are selected through systematic selection tools and the person in charge of the interview will employ a structured way to assess the candidate to make sure the two sides are suitable for each other. In 2015, ATEN employed a total of 121 new employees, of which 43.0% were male and 57.0% were female, while 34.7% and 65.3% of these new employees are direct and indirect labor respectively.

Type	No.	Percentage
Direct	42	34.7%
Indirect	79	65.3%
Total	121	100.0%



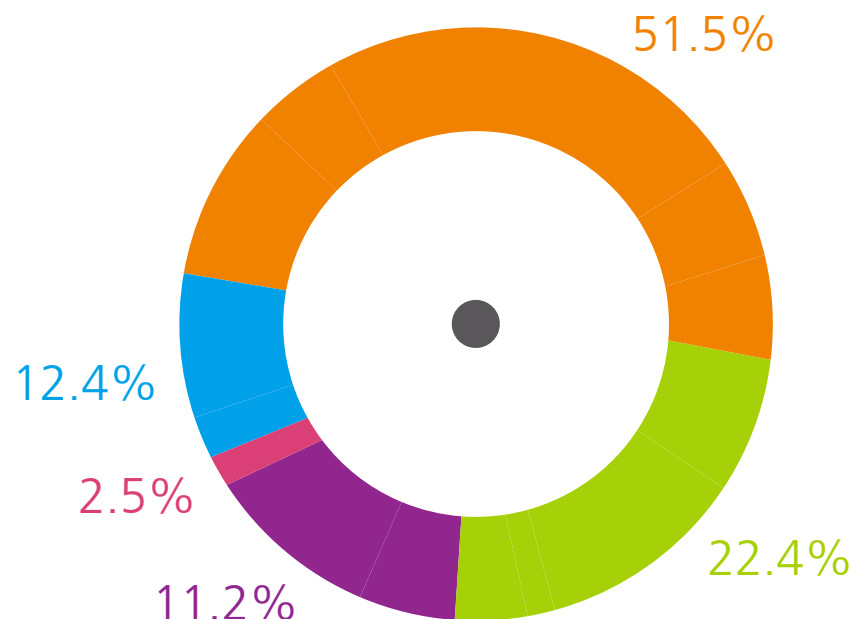
New Employees by Age Groups	Female	Male	Total	Percentage
20~29	28	8	36	29.8%
30~39	39	31	70	57.8%
40~49	2	9	11	9.1%
50~59	0	3	3	2.5%
Over 60	0	1	1	0.8%
Total	69	52	121	100.0%
Percentage	57.0%	43.0%	100.0%	

### 4.3 Employee Learning and Development

We are dedicated to building a work environment of the right people at the right time. As such we put special emphasis on resources for the learning development of the employees. Each year ATEN will set aside a fixed percentage of money based on the year's company strategy and yearly goal as the budget for the annual education and training. According to ATEN's education and training system, the types of training can be roughly categorized as the four types of Managerial Competency, Professional Competency, Core Competency, and Personal Growth. New employee training is categorized separately.



Ratio of Training Hours

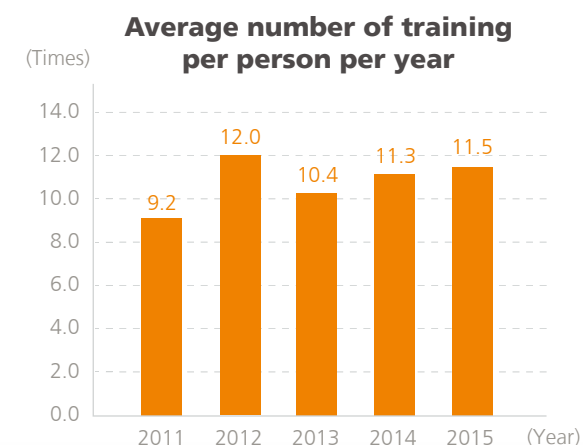
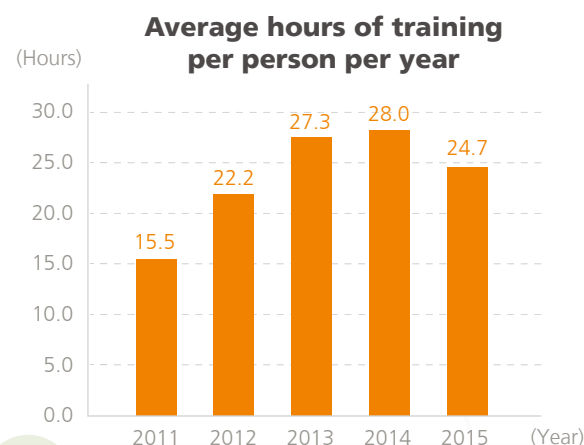
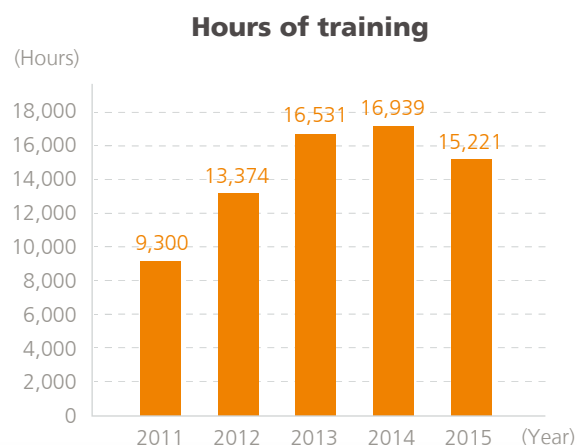


Training Type	Total hours duration	Total hours of training	Total number of employees receiving training
Managerial competency	21	1,885	453
Professional competency	349	7,846	3,636
Core competency	56	3,407	1,793
Personal Growth	16	1,699	1,120
New Employee Training	2	384	96
Total	444	15,221	7,098

In 2015, the total hours of education and training in ATEN Taiwan reached 15,221. Among them a total of 7,846 hours, namely around 51.5% was on professional competencies. The number of courses even reached a high of 349, occupying 78.6% of the annual total number of courses. From this we can tell ATEN places much emphasis on nurturing professional abilities internally in that each department can exchange and share through internal training to strengthen their professional competitiveness.

Project	2011	2012	2013	2014	2015	2015 growth rate compared to the previous year	Cause
Annual Training Hours	9,300	13,374	16,531	16,939	15,221	-10.1%	Long hour courses are condensed to "short hours with refined content" in the form of distributed learning to enhance learning efficiency.
Average Training Hours	15.5	22.2	27.3	28.0	24.7	-11.8%	
Annual Number of Employees Trained	5,527	7,222	6,284	6,813	7,098	4.2%	

If viewed from this five-year trend, the total number of training hours in 2015 was reduced by 10.1% compared to the previous year. The average hours of training received by each employee was down by about 11.8%, but the number of employees receiving training was up, growing by about 4.2%. If we explore the reason in detail, we'll find that with the development of the Internet, the habit of using smart phones, tablets, and apps makes the way to get information and knowledge very different from the past. The times spent have become relatively fragmented and the attention span also becomes much shorter. As such, course arrangements have been adjusted accordingly. We did our best to condense long hour courses and also took fellow workers' workload into consideration by doing our best to arrange quick and easy-to-understand short lectures to give them a chance to grow and develop themselves in their spare time.



## Digital Learning Platform for Education and Training

Started in August of 2014, the Human Resource e-School is the embodiment of the cloud learning platform. Fellow workers can use their fragmented time slots to learn and study without the constraint of time and space through this platform. In 2015, we purchased 11 digital courses externally and the degrees of satisfaction were all above 80 points. Moreover we will also help assign a person as the administration manager for each functional department in order to help each unit record and upload internal training records. In addition, the R&D departments will record professional courses related to hardware and software technologies periodically. After post production was done by us to become digital lessons, they will be shared on the platform for reference by our R&D employees in Canada and Wuhan.



## Competency-Oriented Training

We offer diversified education and training resources according to the three Competencies of Managerial Competency, Professional Competency and Core Competency, plus the Personal Growth series. Additionally, the company also organizes four types of seminars on a regular basis, namely "Management Seminars", "Career and Professional Trends Seminars", "Core Values Seminars", and "LOHAS Health Seminars", whose attendances and satisfaction rates all reach above ninety percent.



Core Competency - Interdepartmental Communication Skills

Managerial Competency - Manager Facilitation Training



Professional Competency - Competitive Dynamics Boot Camp



New Employee Training - ICAN We can Co-Creation Camp



Personal Growth  
Reading, Book Fair on  
Developing Thinking Ability



Core Values  
Hsiao Yeh: Who Helps Us  
to Prop Up the Sky



Health and LOHAS  
Pharmacist Jimmy's Travels  
and Photography

## Personal Growth and Inspiration

We also actively encourage our employees to learn by themselves. It is clearly stated in our Education and Training Guidelines to provide fellow workers with language learning subsidies in no more than 5,000 NTD per person per year. Besides, each department will hold small study sessions or outside training sharing sessions irregularly. An atmosphere of learning organization can be built through voluntary sharing and exchange of experiences.



## 4.4 Performance Management Mechanism

We implement two performance assessments each year with the hope that individuals can conduct a self-review and have an interview with the manager on performance assessment every six months. On the one hand, it can summarize a person's performance; on the other hand, the employee can understand the expectation of the job from the manager's perspective. Through systematic assessment the results of the performance assessments will be used as a basis for deciding changes in job assignments, salary adjustment, and employee benefit and bonus distribution.

### Performance Assessment Principles

As we want to carry out maximization of the organization's targets and strengthen the effectiveness of teamwork, we use overall competitiveness as the priority in performance assessment. First the general manager will evaluate the order of group performance for each team, then based on this an individual's performance rating can be determined. That is to say we believe if a team's performance is in line with the organization's target and direction, it will bring good performance and results. In teams with better performances, a higher proportion of their team members can have good results.



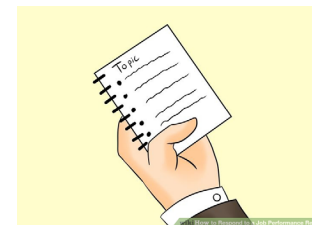
Group Performance Assessment



Individual Performance Assessment

### Performance Management Procedure

All qualified indirect employees need to fill in the self- assessment forms by themselves and submit it to their direct superior as a reference for performance interview. Within a prescribed time, the superior should finish the performance interview with the employee. The superior should hold onto principles like mutual respect and full communication to reach an agreement with the employee and reach a consensus on the status of the current task(s) and future plan of development.



Self-Assessment Form



Performance Assessment Interview

### Sun Medal Reward System

Additionally, the company has a "Sun Medal" reward system, which rewards employees whose performance and conduct are aligned with the company's corporate values: In any of the following categories, an employee can be nominated through multiple channels and, based on their performance and level of contribution, be awarded with a sun medal. These are: "Integrity", "Caring", "Ambition" and "Novelty". Also, in the system, the number of sun medals awarded to an employee can be accumulated to become a commendation for the employee, so as to encourage all our staff to fully show our corporate values in their attitudes toward their work.

Sun Medals





## 4.5 A LOHAS and Healthy Workplace

We are committed to building a healthy LOHAS workplace to let employees wield their expertise at ease and peacefully in a focused manner. Aside from the benefits prescribed by law, we also have lots of tangible and intangible measures in place to promote employee health both physically and mentally and achieve work-life balance.

### ✧ Comprehensive Benefits

First we have paid leave (9 days), paternity leave for men (6 days), and prenatal checkup leave (women: 6 days, men: 2 days) these are currently better than prescribed by the Labor Standards Act. The company also offers comprehensive insurance plans that are extended to include employees' family and parents. For employees that have young children, the company has appointed day care centers near the company where their children can be enrolled and taken care of for added convenience and peace of mind. In addition, we also have healthy group meals checked by dietitians, fashionable and practicable seasonal uniforms, freely applied subsidies for overseas travels, physicians stationed weekly to provide health counseling and tracking, and annual physical exams in high-quality medical centers.

ATEN's Full-time Employee Welfare Committee operates as an independent and autonomous entity. Periodic officer and committee member meetings are held in each month and each quarter to plan various welfare activities carefully, with budget execution rates reaching almost 100% each year. Apart from organizing various activities on a regular basis, including domestic and overseas trips, monthly birthday celebration treats, and a Christmas party, the company also gives out cash gifts for wedding celebrations, funerals, other festival occasions, childbirths, birthdays, Moon and Dragon Boat Festival, as well as free movie tickets, gift vouchers, and subsidies for club activities - all of which are run by our employees themselves to maximize colleague welfare.

### ✧ Safe Working Environment

Aside from providing a clean and comfortable office space, ATEN also has spacious and convenient parking spaces, a compact and comprehensive gym for employee, and comfortable breastfeeding rooms. We also carry periodic environmental disinfections and air quality inspections to ensure that the CO2 levels in the workspace are kept below 1000ppm to ensure employee health.

In compliance with the Occupational Health and Safety Act, ATEN has formulated its "Occupational Safety and Health Committee Organizational Statutes" and specifies labor representatives should take more than one third of the seats of the Committee. An Occupational Safety and Health Committee meeting is convened every three months to discuss and ensure the provision of a healthy, safe workplace for our staff to work happily and productively.

## LOHAS Employee Relations

Our Global Human Resources Center specifically organizes an Employee Relations Project by holding a series of LOHAS Health seminars annually that includes personal growth, language learning, investment and personal finance, travel information, parent-child relationship dynamics, food safety, and workplace makeup. In 2015, ATEN held the first Battle of Wits in Tabletop Games Competition internally and many employees took part in it actively, achieving not only the effect of both being educational and entertaining but also resulting in making employees get along better with each other.

Besides, there is also a meeting to recognize senior employees and a Farewell Tea Party for Retiring Employees. Furthermore, for families of employees stationed in other companies, the Chairman will send his regards by signing greeting cards along with gifts on occasions like Mid-Autumn Festival, Dragon Boat Festival and Lunar New Year Festival. For each employees birthday or employee of the month the Chairman will deliver birthday gifts to them in person, which is very heartwarming.

As of now, ATEN internally has several clubs activities including a volunteer club, a yoga club, a basketball club, a jogging club, and a coffee bean roasting club, giving employees a chance to make themselves more fulfilling in their spare time. The company also offers subsidies for business leave and paid leave for community volunteering services so as to encourage our staff to actively participate in activities that benefits both their body and mind.



## 4.6 Maintaining Respect for Human Rights

The company cares greatly about the rights of our employees and requires no special and differential treatment in the recruitment, probation, induction, distribution of bonuses, assignment, results, promotion or reassignment, training, salary, retirement, resignation, dismissal or the provision of all benefits as a result of race, gender, sexual orientation, age, political standpoint, or religious belief. Under the "Labor Standards Act", the "Act of Gender Equality in Employment" and other government regulations related to the protection of the human rights of employers and employees, the company also formulated various systematic guidelines including "Work Regulations", "Employee Salary Management Guidelines", "Recruitment, Retention, and Management Guidelines", "Education and Training Guidelines", "Employee Achievement, Evaluation and Management Guidelines", and "Guidelines for withholding Employee Salary Upon Resignation/Retention", so as to stipulate and guarantee the rights and benefits of our employees in writing and to ensure that each employee receives fair, reasonable treatment and respect.

Besides, ATEN also puts up posters on major bulletin boards announcing and advertising measures related to sexual harassment prevention; in 2015 management rules in response to Personal Information Protection Act were also enacted and coupled with a series of promotional seminars and online learning courses.

### Capital-labor meetings are held regularly

ATEN has no labor union, so the company follows relevant regulations and holds regular labor/management meetings to serve as the platform for communication of opinions between the two sides. The meetings are presided by the Chairman and employees can voice their opinions directly to shareholders' representatives. The meeting minutes for these are all published on the company's website. Issues for which no conclusions are reached in the meetings are handed over to the department in charge which is then responsible for following up on the matter so as to promote good labor-management relations. As such no major labor-management disputes have occurred so far.

### Employee Assistance Programs

We value the need of every employee and understand that people will encounter all sorts of troubles or problems at different stages of their lives. Starting from 2014, ATEN has collaborated with a professional consultancy, and introduced the Employee Assistance Programs (EAPs), which offers a 24 hour hotline consultation service for our employees. In addition, professional consultants are also available to address issues in five major fields including law, finance, management, health, and emotional health and well-being, so as to help our colleagues with challenges at work or in their personal lives by lowering anxiety and sense of fear from helplessness. The purpose of doing so is nothing more than hoping to improve employees' lives or lessen their sorrows of life so that they can work at ease while enjoying it at the same time.

Employee Assistance Programs

**-員工協助方案(EAPs)- 宣導說明會**

是您樂在工作 and 平衡生活的最佳夥伴

宏正重視每一位同仁，希望協助改善同仁工作 or 生活上的相關煩惱。工作難免會遇到挫折；生活總是有突發狀況……人生不如意十之八九，這些大大小小的煩惱，EAPs用專業的角度或許能提供您不同的解法，誠摯邀請您報名參加本次說明會，改變從這一步開始。

■說明會大綱：

- 1.什麼是員工協助方案(EAPs)?
- 2.EAPs與我個人的關係?
- 3.EAPs可以為我做什麼?
- 4.我要如何使用EAPs?

全球人資中心 員工關係專案

■說明會資訊：

【場次1】02/25 (四) 15:30 - 16:00 @ 3F訓練教室  
【場次2】02/25 (四) 16:30 - 17:00 @ 汐萬員工餐廳  
【聯繫窗口】Cathy #1046 / Sean #1045

■講師介紹：

黃思宇顧問  
鉅微企管顧問公司直接服務部

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主辦單位：全球人力資源中心學習發展部 承辦單位：鉅微管理顧問公司

Employee Assistance Program (EAPs) Card

EAPs提供哪些服務？

心理諮詢 生涯工作 家庭婚姻 親子教育 兩性關係 人際關係 自我探索 情緒管理	財務諮詢 保險規劃 節稅規劃 理財規劃 債務諮詢	法律諮詢 買賣糾紛 車禍和解 家庭婚姻 遺產繼承 民事刑事	健康諮詢 女性健康 男性健康 老年照護 幼兒保健 第二醫療	管理諮詢 團隊領導 人員管理 同仁關懷
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EAPs服務方式  
如何與EAPs聯絡

免付費專線 0800-025008  
電子信箱 service@ficeap.com.tw

服務內容

1. 24小時免付費電話 0800-025008 初步諮詢及服務預約(無次數限制)  
2. 由專業顧問提供電話或面談諮詢，諮詢服務均受隱私權政策保護

# 5

## ► Active Social Participation

- 5.1 Caring about Education
- 5.2 Community Relations
- 5.3 Environmental Protection
- 5.4 Overseas Record

ATEN is deeply aware of the role corporations play in society in that they are not only entities for making profits for shareholders and creating job opportunities for its employees; moreover, they also impact communities, the environment, and even the wider global village. Therefore, we care about the people and things around us starting from education for school children, to environmental conservation, to help for the disadvantaged, and to elderly care - as they are all matters a society needs to care about for its stability and continued growth. Through the collaboration and joint efforts of the "ATEN CSR Group", "ATEN Volunteer Club", and the "Ching-Tang Educational Foundation", we offer various types of assistance and support in the hope that we can use our corporate power to make society and the environment we live in more progressive and harmonious.

It is estimated that over the ten years between 2006 and 2015, ATEN has donated more than NT\$23 million (excluding donations made by Ching-Tang Educational Foundation) to education, community development, and charitable and public welfare causes. The activities sponsored and supported by the donations include: Financial assistance for disadvantaged groups, renovations of school buildings and campuses, purchase of equipment for teaching, financial support for economically disadvantaged students, donation of ambulances and police cars, sponsorships for art events and sports activities, environmental protection, and relief and money donations for major disasters and accidents.

## 5.1 Caring about Education

Education is the foundation stone of a nation's development and the root of a society's prosperity or depression. ATEN cares about education for school children and devotes many resources to the cause in the hope of cultivating a correct outlook on life in a child's formative years to make sure no character or behavior deviation occurs because of factors like differences in families or environment. We hope to give more support and assistance to groups that are particularly in need of care, such as children who are from single-parent families, raised by grandparents, or abused, to give them a chance to develop, both morally and physically, on the correct path so as to start developing more self-confidence, recognize their dreams, and eventually begin making their own contributions to society.

### 2015 Children's Drama Charity Performance by Paperwindmill Theatre

With the sentiment of caring about education and feeding back to society, ATEN sponsored Paperwindmill Children's Art Project in 368 Townships and invited Paperwindmill Theatre to perform in Xizhi District for the third time with their all-new production that happened to be full of surprises: "Taiwan Fantasy"!

The activity was held on the evening of 2015/11/28 and about 5000 people attended the event according to Paperwindmill Theatre's estimate. During the performance that combined fine arts, drama, dance, music, black light, and other elements, all the students and parents were awed.

Number of Beneficiaries: 5000



## ✧ "Global Kids Junior Monthly" Magazine Donation

For the second year, ATEN responded to the Commonwealth Publishing Group's initiative "Charitable Delivery of the 'Global Kids Junior Monthly'". With this initiative that builds a shared reading platform for children to fulfill their dreams, we hope to create equal opportunities for all children to enjoy the fun and joy of acquiring knowledge without any separation in opportunities between children in rural and urban areas. The company also donated a year's subscription to "Global Kids Junior Monthly" magazine to 100 elementary schools in New Taipei City which have fewer than 26 classes, in an effort to provide assistance to schools with relatively few resources. The Monthly is an excellent reader containing subjects related to English, math, history, geography, science, arts, and humanities with Bopomofo and lively illustrations that helps children to grow up happy and with an enjoyment of reading.

Number of Beneficiaries: A total of around 10,500 students from grades 1-3



## ✧ After-school Support Programs in Gukeng Junior High School - Helping Students Change Their Lives



In recent years, the wife of our Board Chairman (who is also the president of the Volunteer Club) made a personal donation to support expenses needed for Gukeng Junior High School's "Firefly Class Program" in dinners, after-school classes, and teaching materials.

Exciting news arrived in March 2016, when Yao Li-Wen of Gukeng Junior High School won the second place in the President's Cup Boxing Championship and advanced to the national finals and laying down the foundation stone of his life's turning point. Yao's father died in a car accident when he was 3 months old, forcing his mother to be burdened with their livelihood and reducing the family to poverty. He studied in Gukeng Junior High School and took part in the school's Firefly Class Program in the evening. In a media interview, Principal Chen Yu-Lin mentioned that, "Yao Li-Wen performed outstandingly well by defeating all of his opponents in the National High School Championship and made it into the finals. I thank ATEN International Co., Ltd. very much for their support in the school's Firefly Class Program by providing dinner and helping with his studies to give Li-Wen the chance to grow."

Number of Beneficiaries: More than 30



### Training and Cultivation of Sporting Talent

With its cause and mission of enhancing education, the Ching-Tang Educational Foundation also gives frequent support to young sports stars. For example, providing financial support to cover the expenses involved in overseas training and competition funds for Chen Rui-Xu (a gifted figure skater and former champion of the Asian Junior Figure Skating Challenge), travel expenses for Xizhi Elementary School's Basketball Team for representing Taiwan in the TOTO Cup Asia Pacific Basketball Competition in Japan (20 people), travel expenses for New Taipei Municipal Xiufeng Senior High School Girls' Softball Team for traveling to and competing in Japan (40 people), and travel expenses for Xizhi Elementary School's Basketball Team's representing the Asia Pacific Zone to take part in PONY - Bronco League Asia-Pacific Zone Tournament (20 people), to name a few. The journey to competitive sports is extremely tough and so is the cultivation of sporting talent. For an athlete to be recognized and to achieve high performance in international competitive sports and win honors for their country, crucial factors lie in not only the athlete's own gifts and hard work, but also the availability of long-term financial support.

Number of Beneficiaries: 81



### 2015 Poverty Relief Education Subsidies

For years, the Ching-Tang Educational Foundation has been offering scholarships to students enrolled in public elementary schools and high schools in Xizhi who demonstrate financial need, in the hope that the scholarships can encourage economically disadvantaged students to work hard toward their goals and to make a contribution to society. In the 2015 Award Ceremony, we specifically invited Chen Hsing-Ho, the performing artist known for his crystal ball tricks and a former member of Cirque du Soleil, to share his struggle and experience with the students, teachers, and other guests while at the same time dazzling and amazing those in attendance with his tricks.

Number of Beneficiaries: 500

### "Diligent Study Awards" Presented to Graduates from Xizhi Public Schools

To encourage each graduate to step into the next phase of their journey in life with a hard-working attitude and to strive for outstanding academic performance, the Ching-Tang Educational Foundation held extended "Diligent Study Awards" right before the graduation season of 2015 and gave a book coupon to one student selected from each class at all public schools in Xizhi.

Number of Beneficiaries: 177





### ❖ Donation of Emergency Relief Grants to Public Schools in Xizhi

The Ching-Tang Educational Foundation assists those individuals who are from economically disadvantaged households but are not poor enough to be eligible for receiving subsidies or students who have no means to pay for tuition or school lunch due to severe, unforeseen family misfortunes. In May of every year, the foundation does this by asking schools to investigate and identify students that are in financial distress, after which the foundation provides those students with emergency funds to enable them to continue attending school despite the challenging circumstances facing them.

Number of Beneficiaries: 630



### ❖ Sponsoring Performance of Paperwindmill's Anti-Drug Show

As the proliferation of drugs on school campuses have worsened day by day, the Ching-Tang Educational Foundation invited the Paperwindmill Theatre to perform an anti-drug stage show called "Saving Faust" for local public junior and senior high school students in New Taipei Municipal Xiufeng Senior High School on 2015/5/20 to provide them with the concept of "say no to drugs". The show was specifically tailored for teenagers by performing from their perspective to remind them of the pitfalls of drugs in order to strike a chord in anti-drug issues. Aside from New Taipei Municipal Xiufeng Senior High School (Junior High School division included), also invited to attend on that day were students and teachers from Xizhi Junior High School, Qingshan Junior High School, and Jhangshu Junior High School.

Number of Beneficiaries: 2200



### ❖ Donation of Research Fund for ARRC Rocket Project

Led by Professor Wu Jong-Shinn of National Chao Tung University, the five-school team (NCTU, NCU, NCKU, NTUT, and NPUST) integrated their technologies in system design, hybrid fuel, payload, avionics, communication, telemetric launch rail, and pressure vessel. The aim is to send rockets researched, developed and manufactured in Taiwan to the sky as well as achieve the mission of carrying satellites to orbit the earth.

The founded purpose of Advanced Rocket Research Center (ARRC) is to promote Taiwan's space technology development. ATEN supports ARRC which has its root in the academia and aims to carry out the concept of moving Taiwan's technology education toward system implementation capability. Therefore, the company donated five hundred thousand NTD to the ARRC project. Meanwhile, ATEN also donated 4 sets of the company's VE875 Fiber Extender to assist in sending launching site monitor screen images (HDMI) lossless back to the control room. This is another actual case of applying Pro AV products in a different domain.



## 5.2 Community Relations

There are many people needing our care around us and waiting for our timely help. With "Caring" as one of its corporate core values, ATEN has dedicated itself to helping communities, neighborhoods, and deserving groups. With sincere empathy, we make every effort to care for all those that are in need in Taiwan and create more harmonious community relations.

### ✦ Giving Warmth on Three Major Traditional Chinese Holidays

To most people living in Taiwan the three major holidays of Lunar New Year Festival, Mid-Autumn Festival, and Dragon Boat Festival are occasions of family reunions and celebrations. But to the elderly living alone for a long time or the disadvantaged families, they are often just times for sadness and feeling lonely. We take special care to offer a some warmth to soothe the socially disadvantaged or those groups crouching in dark corners on these important and festive days. Therefore, we will routinely provide goods and materials or money as the form of care on these three major festive days in the future.

#### Giving Warmth on Dragon Boat Festival

On the eve of the Dragon Boat Festival, the ATEN Volunteer Club initiated a "Donate Gift Boxes from those with Down Syndrome" activity by buying Down Syndrome Gift Boxes from ABRAZO Sheltered Workshops operated by the ROC Down Syndrome Foundation. Doing so can give Down Syndrome individuals a chance to support themselves on the one hand and on the other hand we managed to send the 293 boxes of materials that included 3 packs of whole wheat noodles, 1 bottle of cold noodle sauce, 2 packs of Wahao rice, 1 pack of Rice and Wheat Roll, and 1 pack of Buckwheat French Waffle raised in the activity to the disadvantaged elderly living in New Taipei City, single-parent families and those economically disadvantaged families residing in Qixing Area (Jinshan, Wanli, Gongliao) through New Taipei City's Food Bank, Xizhi District Office, and Old Five Old Foundation at Xizhi to give those families a Dragon Boat Festival filled with love.

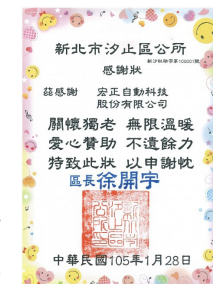
Number of Beneficiaries: 293



#### Giving Warmth at Lunar New Year Festival

The Xizhi District Office will give goods and materials and meal subsidy to the elderly who are poverty-stricken and living alone before the Lunar New Year to provide warm care for them. In collaboration with the Ching-Tang Educational Foundation, ATEN takes part in the activity and selects six nutritious, delicious meals and handy souvenirs that include ginseng chicken soup, instant oatmeal, cookies, and a double-layer blanket for the Lunar New Year Festival under the careful planning of the ATEN Volunteer Club to meet the actual needs of the elderly living alone. The hope is that the elderly living alone can feel the care of society and have a warm Lunar New Year Festival.

Number of Beneficiaries: 51



#### Giving Warmth on Mid-Autumn Festival

When it was around Mid-Autumn Festival, the ATEN Volunteer Club invited coworkers to show care for the disadvantaged by buying yolk pastries and donating them to disadvantaged families in New Taipei City and Xizhi District, economically disadvantaged families and the elderly living alone in Qixing Area through the Food Bank. With coworkers' active participation we raised 507 boxes of yolk pastries in total and they were donated to Social Welfare Department, New Taipei City Government, Xizhi District Office, Wulai District Office (Soudelor-stricken area), Old Five Old Foundation, and Taiwan Fund for Children and Families (Keelung Center) separately. Care for the elderly living alone, single-parent families and economically disadvantaged families by spreading twice the love made the Mid-Autumn Festival more meaningful.

Number of Beneficiaries: 507



## ✧ Sponsoring Taiwan Fund for Children and Families (Keelung)

At the end of 2015, the Taiwan Fund for Children and Families (Keelung) held a Year-End Party for more than 200 disadvantaged families and invited family members helped by the Keelung Center to take part in the planned multi-level games and parent-child interactive competitions that day. ATEN donated 280 items of rice and cooking oil as part of the effort with other corporates or individuals who also made donations. The hope is that those families taking part in the activity could feel the warmth of society and spent the end of the year peacefully.

**家扶中心辦汐止歲末聯歡**  
 【記者郭凱華／基隆報導】基隆家庭扶助中心於昨(廿)日下午，在汐止秀峰高級中學體育館舉辦「2015年汐止區寒冬暖流歲末聯歡會」活動。家扶表示，此聯歡活動乃為家扶汐止服務處目前協助的二八戶弱勢家庭所舉辦，並在活動中發放社會各界認購的物資禮券和宏正自動科技股份有限公司捐贈米油禮盒，並邀請家扶的兒童進行才藝表演，並設計親子互動競賽及闖關遊戲，也期待社會大眾一起共襄盛舉，關懷弱勢。

昨天的活動除了邀請地方人士及贊助單位人員出席外，家扶也安排趣味競賽及摸彩讓受扶小朋友們度過一個快樂的星期日；家扶另在現場發放白米及日常用品，期令受扶家庭能安度歲末。

## ✧ Syin-Lu's "Hiking Together" Activity



The Syin-Lu Social Welfare Foundation helps those with intellectual development disorders, autism, Down Syndrome, cerebral palsy or those with multiple disabilities accompanied by intellectual development disorders. To help individuals with intellectual development disorders acquire the ability to mingle and interact

naturally with families, as well as to promote hiking as a healthful activity, for three years in a row the company has offered support to the Syin-Lu Social Welfare Foundation's "Hiking Together, I Donate and You Walk" activities. By encouraging our employees with the incentive that for each 1 kilometer they walk, ATEN will make a donation of 10 dollars to help raise funds for the Syin-Lu Social Welfare Foundation. In cooperation with The Syin-Lu Social Welfare Foundation, ATEN also planned a series of activities and helped in the shooting of Dance of Nice Day promotional video. The club volunteers also served as game masters in the multilevel game held in the jogging activity at Guting Riverside Park on Mar. 28 which resulted in a good day spent with those at the event.

## ✧ Aging Awareness and Senior Sensitivity~ Home Visit to Granny Wang and Living Environment Improvement Service

In response to the New Taipei City Government's Elderly Care Depository Program, a total of 130 ATEN employees successfully completed a three-hour training for volunteers and received certifications, qualifying them to participate in volunteering services of accompanying the elderly in 2014. ATEN



expects that through the power of corporate volunteers, we can put needed human resources into the aging society and provide companionship and assistance to the elderly in the communities in order to slow their aging while providing care to the elderly at the same time.

Through the Five Old Five Foundation's long-term experience in serving the elderly in Xizhi District, in August of 2014, the service case we selected was Granny Wang who lived in a remote mountainous area. With the support of the company's "paid leave for employees to volunteer", volunteers paid a home visit to Granny Wang and conducted living environment improvement tasks. During the process the volunteers not only accompanied Granny Wang and conversed with her, they also thoroughly removed the foul-smelling trash lying at a corner of the kitchen. When the service was over, we could sense the hardships of life faced by disadvantaged communities in person from Granny Wang's constant thanks. And we also felt we were lucky to be able to have good health and that we should cherish what we already have in times of peace.

In the face of the increasing aging population in Taiwan, the ATEN Volunteer Club will continue its Aging Awareness and Senior Sensitivity service in the hope of getting more people under ATEN's care and making them feel the warmth of society during the process.



## ✧ Donation for Formosa Fun Coast Explosion

In the evening of June 27, 2015, a severe dust explosion occurred in Formosa Fun Coast located in New Taipei City, leading to severe injuries and deaths. Many of the victims suffered burns and scalds over large portions of their bodies. Ahead of them, there is still a long way to recover and the need for more support to go through this troubling period. Apart from calling for coworkers' donation on their own, ATEN also donated money in the hope of helping the burned victims in the accident to overcome the difficulties lying ahead of them.



## ✧ Yueqin Folk Music Festival

Each year, the Ching-Tang Educational Foundation will also work with Taiwan Yueqin Folk Music Association to hold the Beitou Yueqin Folk Music Festival in Beitou Hot Spring Museum in July. The hope is that new generations, with increased exposure, can learn to appreciate, preserve, and eventually carry forward traditional cultures. We hope that we can all be reminded of the Yueqin, a traditional musical instrument that is unique to Taiwan, through the teaching demonstrations, performances, exhibitions, and the sharing of the instrument.



## ✧ Gratitude Party for Volunteers from Public and Private Schools in Xizhi District

The volunteer teams from various schools have long contributed themselves quietly and usually do not want something in return. To thank the efforts of the volunteers as they used their own time and efforts to make school education proceed smoothly, the Ching-Tang Educational Foundation invited volunteers, teachers, and principals from various private and public schools in the form of a gratitude party to express our appreciation. The foundation gave them certificates of appreciation, gift certificates, and boxed meals. Also invited was the celebrity volunteer Shen Hsin-Ling, who started to engage in volunteer work at 11, to deliver a keynote speech and shared her volunteer experiences in helping aged farmers to build a production-distribution network and so on. We hope that this good spirit will continue long into the future.

Number of Beneficiaries: 450



## 5.3 Environmental Protection

### ► Fulong's 'Adopted' Beach



Starting from 2012, this is the fifth year that ATEN has adopted the beach that stretches for over 360 meters in front of the Dongxing Temple in Fulong, Gongliao, from the Northeast and Yilan Coast National Scenic Area Administration with the aim of fulfilling its commitment to environmental protection.

Each year, the company will initiate several beach clean-ups and invite fellow workers and their families to take part in the hope that through getting more people involved we can give everyone the understanding from picking up all the various sorts of man-made garbage that if we want to enjoy a clean beach, we must start from no littering first. Part of the garbage discarded at random by people on land will flow to the ocean and some of it will flow to the beach. If we cannot control it from the source, we cannot have a clean beach no matter how many beach clean-ups we have and how often we do it.

In August of 2015, we even extended our reach to other social welfare organizations and invited social workers of the ROC Down Syndrome Foundation, Down Syndrome individuals and their parents to go to Fulong Beach with ATEN's employees and their families using the most environmental way – by train. While enjoying the beautiful coastal scenery, we did not forget to get rid of all the man-made wastes not belonging to the beach and classify them properly. It was the first time for many of the Down Syndrome individuals to take part in a beach clean-up activity. Even it was a bit taxing, it was quite an achievement after everyone witnessed that the coastal scenery had become beautiful again because of the clean-up everyone smiled happily as a result.



### ► Afforestation - Building a Sustainable Home for Butterflies

The ATEN Volunteer Club has been working with the Butterfly Conservation Society of Taiwan for the third year and conducted three rounds of butterfly habitat maintenance and tree planting activities at Jiannan Butterfly Garden and Jiannan Butterfly Trail at Neihu District, Taipei. With the guidance and introduction of instructors from the Butterfly Conservation Society, the participants came to know many different species of butterflies, understand the ecological environment needed for butterfly growth, and witnessed the destruction brought by invasive non-native plant species like Mikania micrantha on the habitat of nectar plants... During the event, no matter it was weeding, tree planting, or erecting fences, they were all taxing tasks to urban dwellers. But after half a day's work, no matter they were participating volunteers or old and young family members, they all worked hard to conserve Taiwan's green resources. Even it was raining and they were covered with mud, we all enjoyed ourselves a lot. This is because we knew that right beside the bustling commercial district of Taipei, there was a patch of land serving as a reproductive habitat of butterflies and this was something we needed to take care of and work hard on.



In 2015, the ATEN Volunteer Club hosted and took part in 11 activities with a total of 512 participants among ATEN employees. (Not including invited families of employees and guests)

## 5.4 Overseas Record

ATEN's overseas sales and manufacturing branches all responded to the HQ's CSR actions by implementing the CSR freely of their own accord.

### ✦ China - Wuhan-based R&D Center "Realize Your Dream Program for the Challenged"

ATEN's R&D Center in Wuhan organized a charitable activity called "Contribute Your Love, Realize Your Dream" on Mar. 12, 2015. This was because many severely disabled people in Wuhan could not go out as they mostly lived on upper levels of old houses without elevators and could not move freely. Therefore, they could only stay at home for a long time. As such our coworkers in the Wuhan R&D Center organized this Realize Your Dream program to help them walk out of the house and take a look at the new look of Wuhan. They took them to visit Han Street and Wuhan Provincial Museum to 'open their eyes' to a new world and broaden their horizons and improve their knowledge. Doing so was to give them new hopes and satisfy their desire to go out.

First "strong fellas" wanting to take part in the activity voluntarily were selected from the employees to be in charge of escorting and helping those disadvantaged friends. The volunteers also provided them with various services. Led by people from a branch office of Guanshan Street, Wuhan City, we picked up six severely disabled people one by one from their homes. During the whole process, there were medical staff and an ambulance standing by all the time.

When we went to each of the houses, they were all properly attired by their families. They all had great expectations of this outing, while feeling scared at the same time as they hadn't gone down the stairs for quite a while. Those were strenuous efforts for those who served in this charitable event to carry them downstairs on their backs.



This is a pair of brother and sister who cannot live without a wheelchair. Standing right behind them are their parents and the mother also has walking difficulties.

Han Street is a scenic spot representing new developments in Wuhan. Even though the street has been built for three years, this group of people still didn't have the chance to visit.



Hubei Provincial Museum holds an exhibition displaying the history of Hubei Province and its cultural features. This group of people also has no chance to visit it due to their disabilities.

The day's activities ended smoothly with the concerted efforts of everyone involved. All the people receiving assistance were satisfied with the day's activities. They praised the "young fellas" nurtured by the ATEN Group a lot for their dedication in particular. They asked the company's name again and again, their words of thanks were also uttered again and again.

For a company from Taiwan, the name ATEN had been elevated once again in Wuhan in both reputation and image. To every ATEN employee taking part in this activity, we believe this kind of charity work definitely affected them quite strongly. We hope that they could spread this kind of attitude and belief to expand the influence of this good deed.



## China - Sales Subsidiary Company "Guarding a piece of clean land, sharing a piece of blue sky" Street Cleanup Campaign

ATEN's China sales subsidiary company Beijing ATEN Tenda's South China Office initiated a street cleanup spontaneously. All the employees actively took part in the activity held in the scenic area of Shenzhen Overseas Chinese Town East in the hope of giving back to society and doing their part in environmental protection. On the day of the event, around 40 ATEN employees and their families were given the concept of garbage classification and assigned to different teams before they went to each assigned area. They quickly picked up discarded waste materials along the road in an efficient manner and then did tasks like classification, weighing, recording, and removal of the garbage collected. In the process of putting each person to the task of implementing Corporate Social Responsibility, not only can the employees taking part in the event learn something, they can also extend the influence to their families and friends so as to enhance their attention to environmental protection.



活动成果

可回收		垃圾重量 (kg)
废纸	报纸、各种包装纸、办公用纸、广告纸片、大小纸盒等	1.8
废塑料	各种塑料瓶、塑料桶、塑料包装、泡沫塑料、一次性塑料餐盒等	3.2
废金属	易拉罐、铁皮罐头盒、铝皮牙签等	0.8
废玻璃	各种玻璃瓶、玻璃碎片、瓶子、灯罩等	5.5
废织物	废弃衣服、毛巾、书包、布鞋等	0.8
不可回收	在自然条件下易分解的垃圾	2.4
	纸巾和卫生用纸、果皮、菜皮、剩菜剩饭等	
总重量		20.5



## China - Community Street Cleanup Service by Our Sales Subsidiary Company

ATEN's manufacturing subsidiary company Yateng Hi-Tech Electronics Factory located in Shenzhen, China initiated a community street cleanup activity by the end of September, 2015. Marshalled by social workers of the Yateng factory, many volunteers were engaged in street cleanup of neighboring parks and streets around Songgang Residential District Luotian Community by the factory in the afternoon that day. This was the first time for the Yateng factory to organize a CSR-related activity. The employees responded very well after it ended. They deemed it a good experience for them to contribute themselves to local communities on weekends or in their spare time. Because it was the first time for the local people to see a corporate's feedback to society without strings attached. As such the residents all reacted positively to the event.





## USA - Overseas Charity Record of ATEN's Sales Subsidiary Company

ATEN's sales subsidiary company ATEN Technology located in Los Angeles fully encourages coworkers to extend their love and give back to neighboring communities in line with the spirit of CSR. Therefore, within the company a Caring and Responsible Employees (C.A.R.E.) Committee was established to assess related charitable activities and proposals. If it fits the headquarters' core corporate value of "Caring with respect", it can be materialized to implement CSR by way of paid volunteers or monetary donation.

Projects executed in 2015 were as follows:

### • Tucker Wildlife Sanctuary



Volunteers from our US subsidiary worked in collaboration with Tucker Wildlife Sanctuary (TWS) and California State University, Fullerton (CSUF) to hold Bat Night and promote the concept of wildlife protection to teenagers and school children. Meanwhile, the US subsidiary also sponsored the activity with money.



### • Ronald McDonald House Charities



Ronald McDonald House Charities provides "home away from home" accommodations for families coming from faraway places with children in Children's Hospital of Orange County. By free lodging and care services, the physical and mental pressure from traffic and economic burden of extra traffic and lodging can be lessened. The result is that with the help they could get closer to medical resources and get closer to hope. The US subsidiary routinely sponsors food materials to be used by volunteers to prepare dinner for 20~30 people from many families.



### • Council on Aging



The Council on Aging Orange County has been constantly promoting the independence, health and dignity of older adults through compassion, education and advocacy for 39 years. There are more than fifteen thousand older adults living in nursing homes in Orange County and they have no families and friends to share the joy of festivities with. Volunteers from the US subsidiary will allocate time slots to gift wrap presents donated from all sources and present them to these elderly people.



### • Goodwill of Orange County



Since 1924, the social service organization Goodwill of Orange County has helped people with disabilities find employment, become independent and support themselves and their families. The ATEN subsidiary worked with the organization and donated ATEN manufactured products that were not brand new to help with the institution's operations.

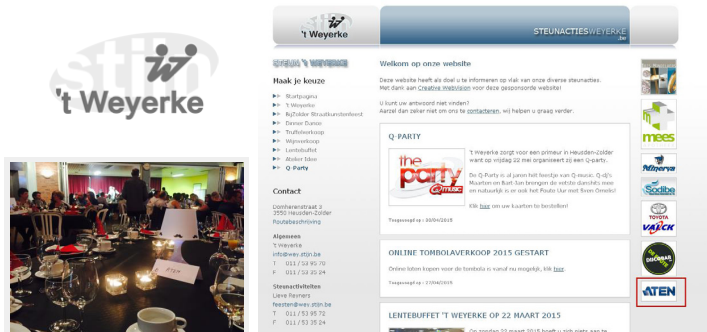


## ✦ Belgium - Overseas Charity Record of ATEN's Sales Subsidiary Company

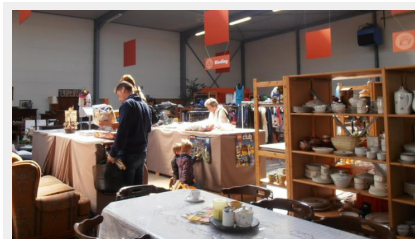
The company's sales subsidiary company in Belgium, ATEN Infotech, fully supports the headquarters' CSR policy and makes use of different ways like monetary donation or volunteering to implement CSR.

### • 't Weyerke

ATEN's subsidiary in Belgium carried on the previous year's practice and made a donation of €500 to 't Weyerke, a local charitable organization that raises funds for disabled people.



### • De Kringwinkel



De Kringwinkel is a logistics company located in Flanders, Belgium and has a chain of 172 fair-price second-hand shops with an online transaction platform. The company is a non-profit organization and falls into the category of social enterprise as it provides education training and job opportunities for more than 4,500 people who have a hard time finding regular jobs. The Belgium subsidiary donated computer monitors to the company to help with its operational needs.

## • Building Bird Nests in the Subsidiary's Own Area



The industrial park, where our Belgium subsidiary is located, lacks safe places for birds to build nests. The subsidiary built bird nest boxes in the trees in the company's open area to provide birds with a place to build nests in the spring and serve as a shelter for their young. This is an alternative way of ecological conservation.

## ✦ ATEN Sponsoring South Africa's Children's Home in Fundraising



While extending our overseas businesses, ATEN had the chance to sponsor a golf tournament fundraising activity for Villa of Hope Children's Home in South Africa on Nov. 27, 2015. This charitable organization provides shelter and care for South African children from 1 to 18 years old. The activity was introduced by one of ATEN's distributors in South Africa. At the same time of providing fund for the golf tournament fundraising activity, it helped ATEN to promote our products locally and build better third-party partnerships. ATEN sponsored golf jackets in this charitable golf tournament and invited local clients to take part in the tournament. At the tournament you could see the ATEN logo in places like the player's jacket, registration, and fairway. This greatly helped to increase ATEN's brand exposure.

# 6

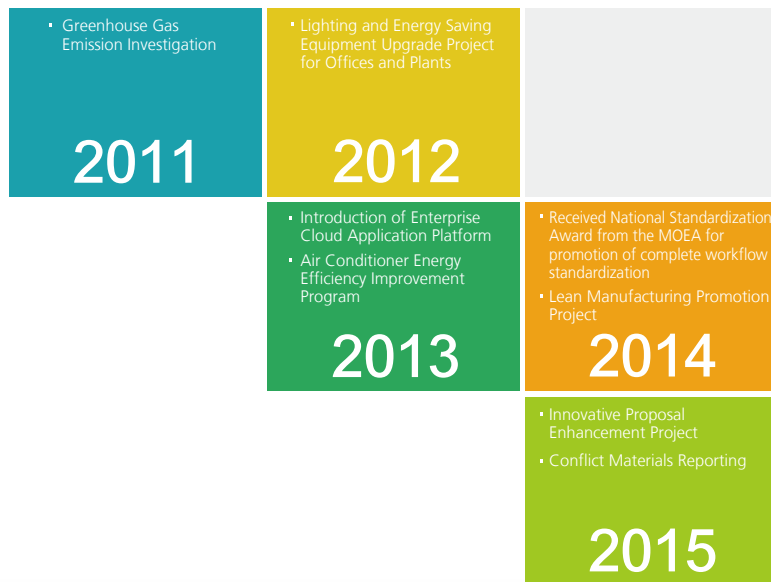


## ► Environmental Commitment

- 6.1 The ATEN Green Management System
- 6.2 Climate Change and Greenhouse Gas Reduction
- 6.3 Green Products
- 6.4 Green Supply Chain Management
- 6.5 Green Training and Promotion



ATEN has long dedicated itself to the cause of environmental protection and is well aware of the mission and responsibility that it should take on. ATEN actively pursues environmentally friendly actions by "enforcing environmental protection regulations, harnessing creativity in resource use, and sustaining green production". We constantly work on improving our technology and techniques to make them more sustainable and encourage our suppliers to work with us to build a green supply chain. Meanwhile, with great drive and commitment, ATEN actively pursues and implements environmental management activities on all fronts. We put environmental protection into actions and through so doing increase all of our employees' awareness of their environmental responsibility. Through social involvement and fulfilling legal responsibilities, we contribute our part to environmental protection.



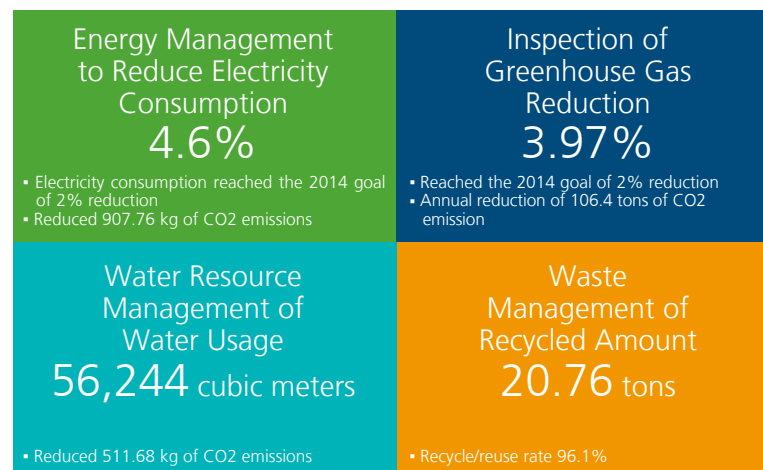
## Results and Effects:

- The ATEN R&D team by itself developed a new generation of ICs (New ASIC) that adopts advanced wafer processing to elevate our R&D quality and technology and lower electricity consumption and cost of products, which serves as the core SOC of ATEN's KVM switches.
- Continue to promote the hazardous substances free management policy that complies with the Electronic Industry Code of Conduct (EICC). Introduce supplier conflict minerals reporting. Disclose if the source of minerals used in the product manufacturing process were from the Democratic Republic of Congo or mining areas in neighboring countries that control laborers inhumanely and treat them with no respect in regards to human rights. We also provide our clients with non-hazardous substance products and become their best green product partner.
- Strengthen internal training, promote employee awareness of energy-efficiency and carbon reduction; and continue to launch a range of energy-efficiency plans.
- Continue to promote an energy management policy and look for measures and opportunities which could be taken to reduce energy use. Additionally, improve the efficiency of equipment through regular inspections.
- Continue the green supply chain to raise suppliers' attention to corporate social responsibility, conflict minerals reporting, and other issues related to the environment and human rights of employees.

In 2015, the cost invested in environmental protection totaled 5,715,000 NTD.

## Quantitative Environmental Goals in 2015

ATEN has been focused on environmental protection since 2011. We have actively sought to minimize our environmental impact through enhancing production efficiency.

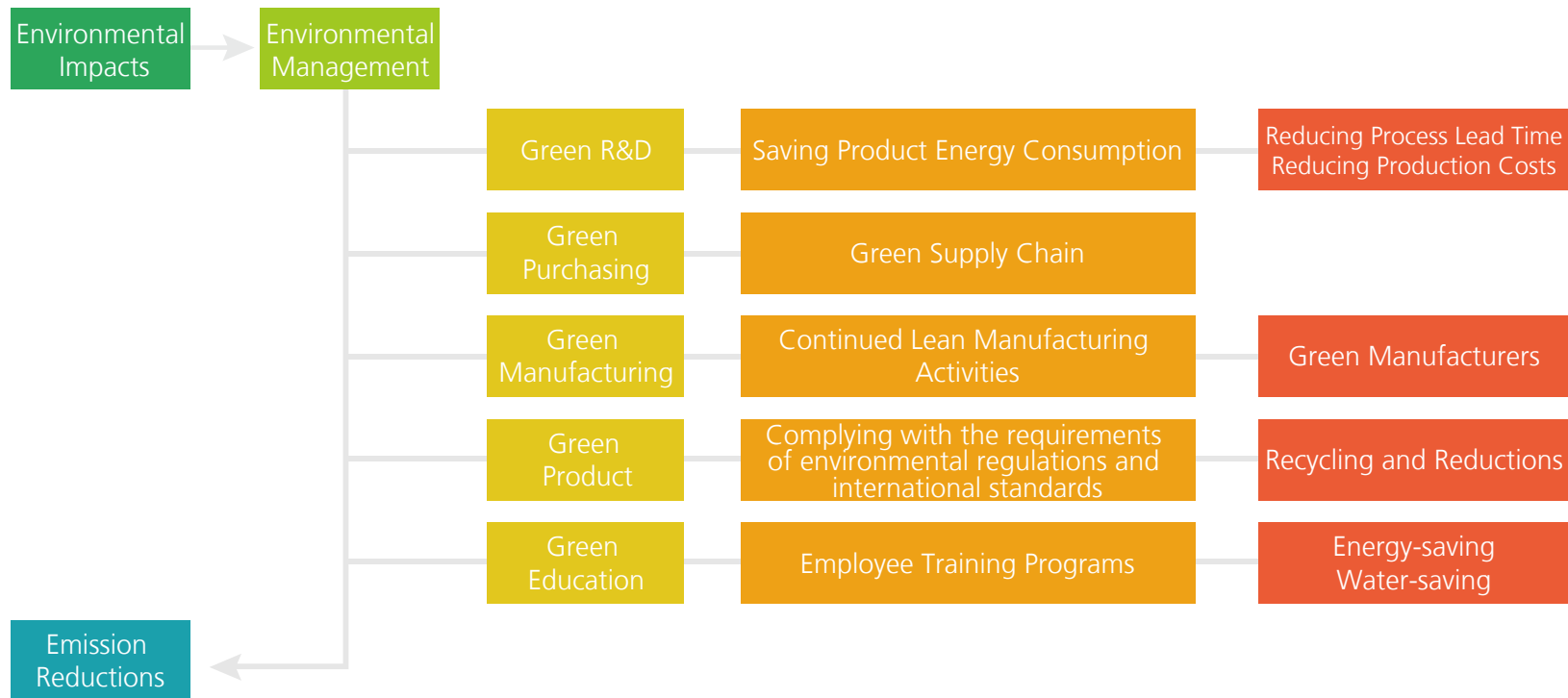


## Top 3 Environmental Issues in 2015:

Environmental Issue	Indicator	2015 Annual Goal	Degree of Compliance	2016 Annual Goal
Environmental Management	<ul style="list-style-type: none"> <li>Compliance with environmental regulations</li> <li>External certification of management system</li> <li>Verification of greenhouse gas inventory</li> <li>Hazardous material management</li> <li>Conflict materials reporting</li> </ul>	<ul style="list-style-type: none"> <li>Zero case of regulation violation</li> <li>Passing external certification</li> <li>Assessment and planning of greenhouse gas inventory plan</li> <li>Parsing RoHS 2.0 requirements</li> <li>Assessment and planning of supplier reporting plan</li> </ul>	<ul style="list-style-type: none"> <li>No violation</li> <li>Passing external ISO-14001 certification</li> <li>Requirements related to ISO-14064-1</li> <li>Renewal of self declaration and supplier education</li> <li>Survey of supplier compliance status</li> </ul>	<ul style="list-style-type: none"> <li>Zero case of regulation violation</li> <li>Passing external certification</li> <li>Passing external certification</li> <li>Continued supplier promotion and guidance</li> <li>Reaching 75% of suppliers surveyed</li> </ul>
Energy Risk	Electricity consumption	Electricity consumption reduced by 2% compared to 2014	Annual electricity consumption reduced by 4.61% compared to 2014	Annual electricity consumption reduced by 1%
Waste Management	Waste material recovery and reuse rate	Recovery rate above 90%	Annual recovery rate 96.1%	Recovery rate above 90%

## 6.1 The ATEN Green Management System

ATEN's environmental management system group is comprised of environmental safety specialists. Through responsibility assignment and collaborative operation, this team works in cooperation with every member and supervises various environmental issues and closely follows the global climate change trends and environmental impacts. Furthermore, through continued monitoring and analyses, the group executes policies as well as formulates various types of standardized procedures in accordance with yearly plans.





## Environmental Safety Strategy

Our "Green Promise":

To actively launch an environment management system and related environmental activities, prevent pollution, create an outstanding work environment, protect the physical and psychological health of our employees, and fully shoulder our corporate social responsibility to obey the law, protect the environment, and play our part in resolving social issues. In compliance with the requirements of ISO 14001, an environmental safety policy has been defined, and serves as the highest directive for deciding environmental management strategies:

### 1. Enacting environmental laws:

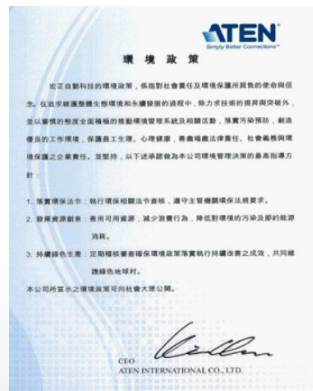
Auditing the implementation of directives related to protecting the environment, and abiding by the environmental regulations and requirements of supervisory agencies.

### 2. Encouraging creative use of resources:

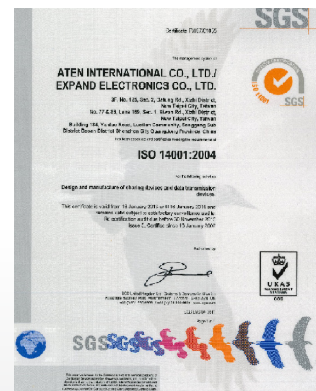
Using available resources well, reducing wasteful behavior, lowering pollution of the environment, and reducing resource consumption.

### 3. Supporting green production:

Regularly carrying out inspections and audits to ensure the continued effectiveness of enacting company environmental policy and doing our part in protecting our green global village.



Environmental Safety Strategy



ISO 14001 Certification

## Environment Management Measures

1. Maintaining an environmental management system that addresses climate change and minimizes environmental impact. Promising to continue to improve our methods and find new ways to minimize pollution.
2. Publishing product development directives as well as updating green product requirements on an irregular basis. Hazardous materials in old products must be changed or replaced constantly so as to comply with product greening standards and the product greening promise. Furthermore, comprehensive material testing needs to be carried out to comply with safety standards.
3. All purchase and use of raw materials, manufacturing of products, product packaging, shipping and pollution management, as well as related service activities and business operations must comply with environmental regulations and requirements so as to reduce their impact on the environment.
4. ATEN carries out environment and pollution management in all company locations with reference to the related local environment laws. When there is a clear relationship between products or services and serious environmental considerations, relevant local standards and requirements must be passed on to subcontractors or suppliers. This is done so that they continue to improve and actively fulfill our green promise.
5. Calling our employees into action on doing our part in protecting the environment and continued initiation of beach cleanups, afforestation and other earth-loving activities. Seeing ourselves as a catalyst to start with, we can extend our influence and fulfill our commitment to environmental protection.
6. ATEN actively promotes, educates and communicates the importance of protecting the environment, energy efficiency, and reducing emissions. All employees must understand these concepts and the rules and requirements ATEN enforces in regards to the environment management system.
7. We guarantee employees' safety by: carrying out self-inspections, regularly practicing our accident response plan, and actively preventing industrial accidents.
8. By making ATEN's environment management system and environmental achievements public, we make ourselves publicly accountable.

## 6.2 Climate Change and Greenhouse Gas Reduction

With population growth and technological advancement, the pollution caused by human activities on the environment is constantly accelerating and widening its scope of influence. Drastic climate change is one of the environmental issues receiving most attention. ATEN is continuing to: observe climate trends and the response measures taken by industry, abide by the emission reduction plans of advanced countries, and manage targets. Apart from enacting systematic management of resources, constantly monitoring and making improvements, and striving to meet our energy-efficient and carbon-reduction environmental targets, we also educate all of our employees to encourage them to cultivate the notion of saving energy in their daily lives.

Starting from 2010, ATEN has been continuously engaged in the Resource Conservation Plan and the improvement of energy use efficiency. We undertake voluntary inventory and verification of greenhouse gas emissions. The results of which are regularly inspected by senior managers.

### Resource Management Policy

In order to fulfill the CSR of a global citizen, ATEN strives to save energy and reduce emissions. ATEN carries out the prevention of pollution and green product design in accordance with related laws to achieve the aim and benefits of conserving resources. We are committed to environmental protection and constantly carry out environment-friendly measures as the following:

- **Regular inspection of targets:** management inspection meetings are convened regularly to explore the resource use situation.
- **Improving the efficiency of equipment:** Regular maintenance for related equipments, searching for more effective methods of saving energy and improving facilities.
- **Purchasing energy-efficient products:** giving priority to the purchase of equipment bearing the Energy Logo, Water Logo, Energy Star, energy-efficient equipment, etc.
- **Promoting concepts among employees:** promoting the concept of energy-efficiency among all employees.





## Slowing Climate Change

We believe the worsening phenomena of climate change and global warming can be effectively mitigated by inspection and reduction of our own greenhouse gas emissions. The inspection information can be used in pinpointing emission sources and then used in enacting reduction targets and action plans.

### Greenhouse Gas Inspections

We take concrete, effective action to verify greenhouse gas emission figures every year in accordance with the ISO's requirements for greenhouse gas control. We achieve our aims in the areas of energy saving and carbon reduction.

ATEN adopts ISO 14064-1 standards and GHG Protocol as the set boundaries for our company and takes the control approach.

Scope of inspection:

Floors 3-6, No 125, Sec. 2, Datong Road, Sijhih District, New Taipei City (ATEN International Co., Ltd. Headquarters)

No.20, Ln. 30, Xinjiang N. Rd, Sijhih Dist., New Taipei City (ATEN Taiwan factory)

Greenhouse gas inspection can be classified as Scope 1 and Scope 2.

- Scope 1 Definition: Direct greenhouse gas emissions (such as from vehicles, air conditioning equipment, water drinking facilities, power generators).
- Scope 2 Definition: Energy indirect greenhouse gas emissions (such as outsourcing electricity)

The six major greenhouse gases refer to: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitric oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), per fluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>) as well as others published by Central Competent Authorities.

### Greenhouse Gas Emission Investigation 2015 Findings (tons of CO<sub>2</sub>e/year)

Greenhouse gas emission	CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs	PFCs	SF <sub>6</sub>	Total annual emissions
Scope 1	84.44	7.66	2.88	242.49	0.00	34.88	372.34
Scope 2	2,200.93	0.00	0.00	0.00	0.00	0.00	2,200.93
Total	2,285.37	7.66	2.88	242.49	0.00	34.88	2,573.27
Proportion of total emissions (%)	88.81%	0.30%	0.11%	9.42%	0.00%	1.36%	100.00%

Note: According to V2.5 of the greenhouse gas inspection form (10009) published by the Environmental Protection Administration, Executive Yuan

## ▪ Disclosing Greenhouse Gas Data

ATEN has an open attitude, disclosing information on greenhouse gas emissions related to ATEN and environmental information on the platform of the company website since 2010. We have disclosed greenhouse gas inspection figures every year because we have a greenhouse gas inspection system in place. After the inspection we found there was no significant increase in carbon emissions in 2015 (Scope 1). Given the company's operational patterns, most of the carbon dioxide emissions came from electricity (Scope 2), and the inspection shows that the CO<sub>2</sub> emissions were 2573.27 tons in 2015, a reduction of 3.97% in total emissions compared to the previous year.

Year	2011	2012	2013	2014	2015
Total emissions in tons (Total)	3,014.76	2,764.15	2,729.17	2,679.67	2,573.27
Annual reduction (Tons)	Base year	250.61	34.98	49.50	106.4
Annual rate of reduction	Base year	8.31%	1.27%	1.81%	3.97%

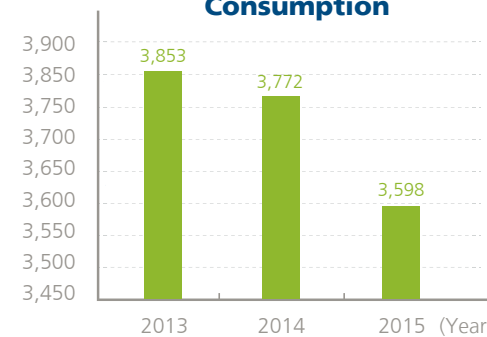
## ▪ Power-saving Targets and Energy Efficiency Measures

The main source of energy used by ATEN is electricity. Given this, the company continues to promote and implement various types of energy-saving measures and management programs, so as to reduce energy use and minimize the impacts on the environment. For a long time, we've been using the method of using manufacturing processes to control energy use, which effectively reduces energy waste resulting from wait time. In recent years, ATEN has scaled up its efforts to promote and use energy-efficient equipment in its manufacturing processes, introduced energy-efficient (T5) lighting and a plan for improving the energy efficiency of air conditioning. After constant monitoring, we have effectively reduced energy consumption.

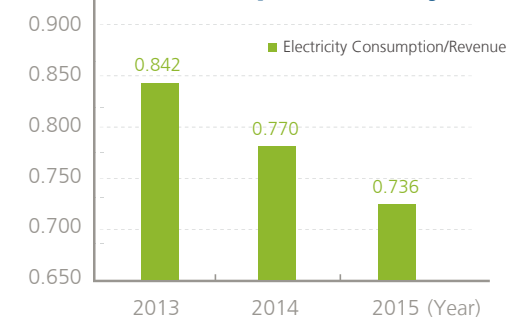
According to the indicator of electricity use intensity per unit (area), the kilowatt-hours were down by 173,861 kWh, representing an improvement of 4.6%.

(Unit: kWh)

**Statistics on Electricity Consumption**



**Statistics on Electricity Consumption Density**

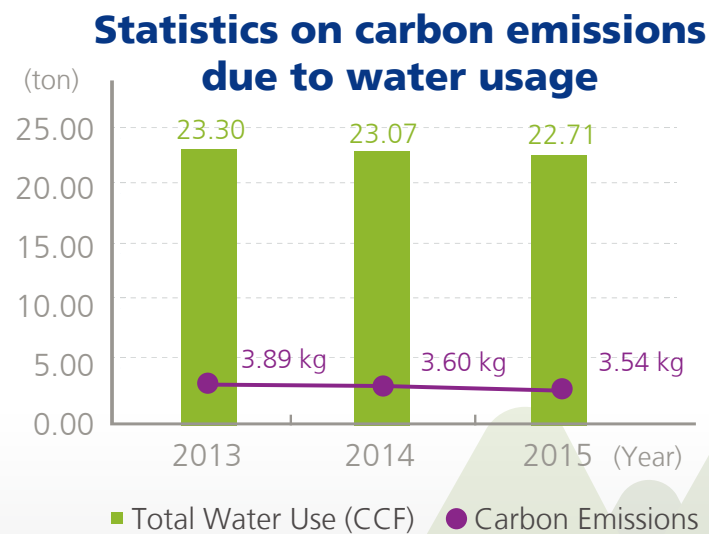


## Water Resource Management

Apart from energy saving and carbon reduction at present, climate change and global warming have led to devastating water shortages, the impact of which will worsen if we fail to act. The water sources used by ATEN are all provided by Taiwan Water Corporation. ATEN has installed taps bearing a Water-Saving Mark in all of the hand-washing facilities in the company as our water resource management policy. We also continue to roll out water-saving measures and promote water-saving among employees.

Since 2011, ATEN has collected statistics on water consumption of the whole company. In our Xiwan plant, water consumption was 22.71 cubic meters per person in 2015. The average was down by 0.36 cubic meters, and carbon emissions due to water usage CO<sub>2</sub> decreased by 0.06 kg.

Year	2011	2012	2013	2014	2015
Company HQ (cubic meters)	8,522	10,827.6	8,656	9,934	10,374
Xiwan Plant (cubic meters)	68,055	53,975	52,195	49,590	45,870
Total	76,577	64,802.6	60,851	59,524	56,244



## ▪ Environmental Management Plan

ATEN believes that by enforcing green initiatives, corporations can enhance their competitiveness. Therefore, we believe that alleviating the environmental impact should be a priority for corporations. With constant monitoring of various energy and resource use conditions, ATEN has been actively promoting and implementing energy-saving measures and management projects, all of which have achieved spectacular results.

## ▪ Employees Taking Part in Environmental Protection Activities

Corporate social responsibility has become an integral part of the company's DNA. ATEN is actively making corporate social responsibility every employee's social responsibility by encouraging them and their families to take part in volunteer activities like beach cleanups and afforestation. Since 2012, the company has continued to adopt the beach that stretches for over 360 meters in front of the Dongxing Temple in Fulong, Gongliao, from the Northeast and Yilan Coast National Scenic Area Administration and worked with the Butterfly Conservation Society of Taiwan to conduct butterfly habitat maintenance and tree planting activities at Jiannan Butterfly Garden so as to concretely fulfill its commitment to environmental protection.

**(Each tree can absorb about 12 kg of carbon dioxide a year)**



### 6.3 Green Products

ATEN is a global leader in digital sharing with highly competitive capabilities in both software and hardware technologies. We have won the "Taiwan Excellence Award" many times and received acclaim from professional judges in the categories of "Electronics, Electrical Equipment, Communications Products and Components" and "Communication Software". We never forget to use the notion of green products to innovate and improve our R&D techniques. Besides introducing modular design to reduce board space a step further, we also researched and developed our own ASIC, enhanced product reliability, reduced manufacturing costs, and increased product efficiency so as to deliver green products.

#### Green Product Responsibility

Aside from guaranteeing that our products and business comply with the requirements of environmental regulations and international standards, we require that a series of preventative green management measures are enacted in the supply chain before we purchase raw materials and know their final treatment during the process of actively launching the "Green Environment Management System." All of our new suppliers in 2015 were in 100% compliance with EU requirements and environmental standard requirements of various countries in order to reduce the negative influence products and the manufacturing process produce on the environment.

What's more, we disseminate the green concepts of protecting the environment, cherishing the world, and being environmentally friendly by holding meetings, promotional and educational activities and forums. We hope to actively fulfill our green promise and gradually form a green supply chain through the concerted diligence of the company, our employees, and our suppliers in the four major areas of green design, green purchasing, green manufacturing, and green education.



## Green Product Design

For a long time, ATEN has been researching and developing all types of cutting-edge electronic IT products and has emerged as a global leader in digital information sharing. We hold up "Simply Better Connections" as the mission. Coupled with care for "humanities and the land", we hope to make use of innovative ideas and technologies to combine concepts like green, energy saving, and environmental protection with our products from the start of the design in the hope of achieving the goals of energy saving, improving quality, reducing manufacturing costs, and reducing manufacturing and production line lead.

R&D Benefits	Actual Application Result	Concrete Contribution
Saving product energy consumption	Entry-level 4-port desktop KVM switches	ASIC energy consumption down by 40%
Reducing process lead time	Elevating product functions and reliability	Shortening test time
Reducing production costs	Reducing production costs of desktop/rack mount KVM switches	Saving NTD 12,000,000

## Green Product Policy

The danger facing the global environment and human health as a result of hazardous materials is an issue which greatly concerns consumers and governments around the world. Therefore, apart from setting high standards for itself, ATEN is also actively launching green supply chain management and providing clients with green products which contain no hazardous materials. This is an instance of ATEN's adherence to meet our environmental aims and fulfill our promise.



## Management Measures of Non-Hazardous Substances

To sufficiently fulfill our responsibility as a global citizen, we have combined corporate core values and management guidelines as follows:

- Ambition with optimism as our attitude:**  
 To comply with environmental regulations and live up to the requirements of our clients and become their very best green product partner.
- Novelty with added care as our achievement:**  
 To design green products and emphasize the importance of products made with nonhazardous substances.
- Integrity with pragmatism as our philosophy:**  
 To purchase green materials, implementing green production.
- Caring with respect as our spirit:**  
 To promote environmental protection education and to raise environmental awareness within our staff and supplier partners, so as to achieve the company's goal of sustainable management.

## To Comply with International Product Environmental Regulations

ATEN will continue to make sure of fully meeting both international regulations on environmental protection as well as the environmental requirements made by our clients regarding the manufacturing process of our products. We update our hazardous material limitation standards as required and have established a "Plan for the Management of the Use of Restricted Materials", which contains standards of use for hazardous materials in products and ensures that our products respect each control requirement of environmental compliance.

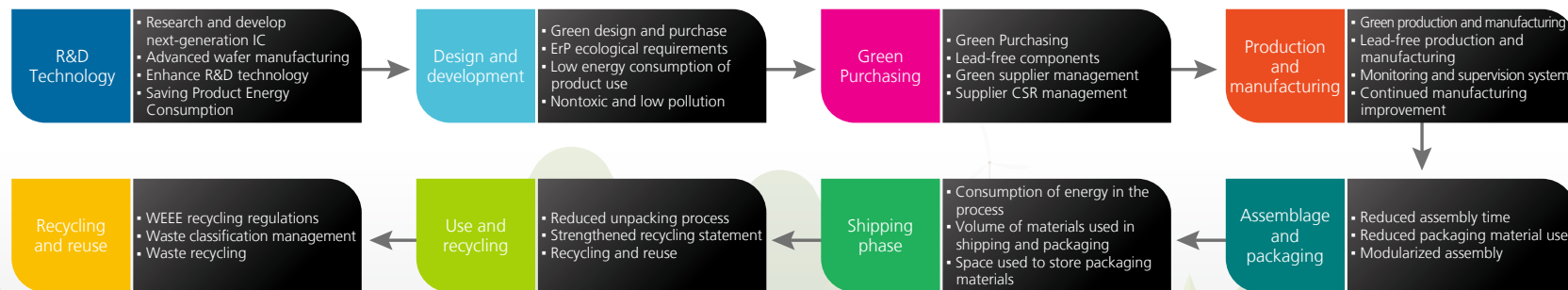
We comply with the following laws:

- EU Restriction on Hazardous Substances Directive (EU RoHS 2.0) 2011/65/EU: Restricts the concentration of lead (<1,000ppm), cadmium (<100ppm), mercury (<1,000ppm), ppmhexa-chrome (<1,000ppm), polybrominated biphenyls (<1,000ppm), polybrominated biphenyl ethers (<1,000ppm). All of ATEN's products comply with the aforementioned requirements, and are currently ranked within the quantity of lead permitted by the EU RoHS. We will diligently continue to develop products to meet clients' needs.
- EU Directive on Registration, Evaluation, Authorization and Restriction of Chemicals (EU REACH): ATEN fully complies with all of the requirements of the REACH Directive with regard to hazardous substances (Substance of Very High Concern, SVHC).
- EU Directive on Waste Electrical and Electronic Equipment (WEEE 2012/19/EU): The directive requires manufacturers to be responsible for recycling waste electrical and electronic equipment. The responsibility includes collection, handling and proper treatment and aims at reducing electronic waste, protecting human health, and preventing the environment from the damage of hazardous substances.
- Commission Regulation (EU) No.757/2010 and amending Regulation (EC) No.850/2004 Persistent Organic Pollutants (POPs), textiles and other coated materials (1g/m<sup>2</sup>), finished products, semi-finished products and parts (1000 ppm), materials or formulated products (10 ppm).



### Green Product 3R (Reuse, Recycle and Recovery) Management System Structure

#### Procedures for minimizing impacts on the environment





## Prohibition on The Use of Conflict Minerals

The American Securities and Exchange Commission passed the "Dodd-Frank Wall Street Reform and Consumer Protection Act" on August 22, 2012. The 15th section of the final draft of the Act deals with purchasing "conflict minerals". Based on the practice of CSR and international justice, all of the metals used in ATEN's electronic products, such as gold, tantalum, tungsten, and tin are bought in accordance with the EICC/GeSI Conflict Minerals Reporting Template used by the Electronic Industry Citizenship Coalition. This is done to avoid using materials which come from the Democratic Republic of Congo and neighboring conflict areas, in which the environment and human rights are violated. ATEN undertakes standardized self-management and provides clarification.

### ATEN's Conflict Minerals Statement:

- ATEN's distributors must be responsible for social and environmental protection.
- ATEN's "Three Don't" Policy that is don't support, don't accept, don't use metals mined from illegal mining and low-quality work environment from the Democratic Republic of Congo and mining areas in neighboring countries. That are called "conflict minerals".
- Suppliers should track all sources of cobalt (Co), gold (Au), palladium (Pd), tantalum (Ta), tin (Sn), and tungsten (W) in their products to ensure they are not from "conflict mining areas".
- Implement supply chain management to meet client requirements and practice of international justice. Understand in-depth of the management status of suppliers on conflict minerals and conduct surveys according to the EICC/GeSI Conflict Minerals Reporting Template.



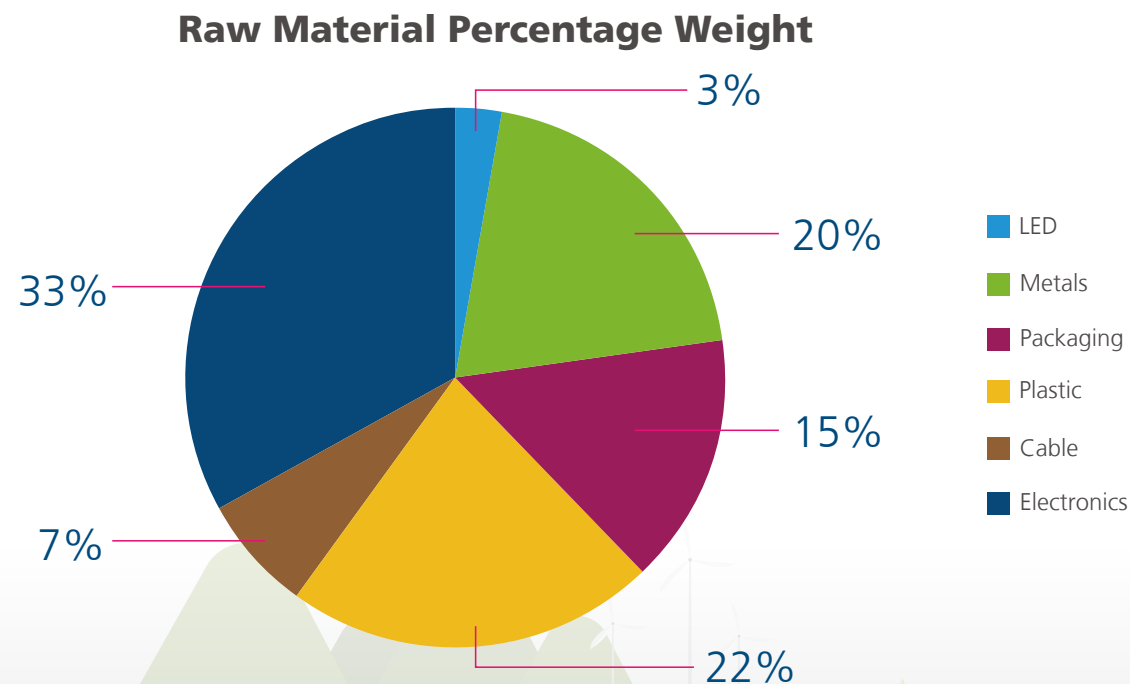
## 6.4 Green Supply Chain Management

ATEN has formed relationships with upstream and downstream suppliers of raw materials, jointly reducing the impact our products have on the environment and the resources and pollutants they consume. We provide clients with more innovative, energy-efficient and environmentally-friendly green products. Continuing to implement green management to reduce resource consumption throughout the product's life and improve product efficiency.

### Types and Quantities of Raw Materials Used

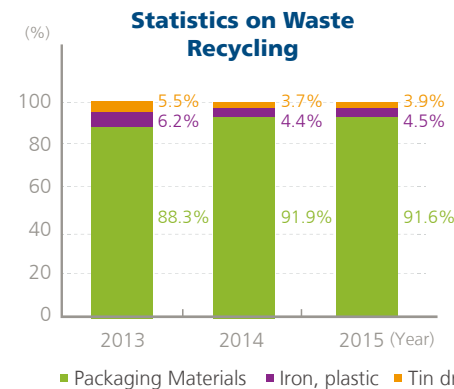
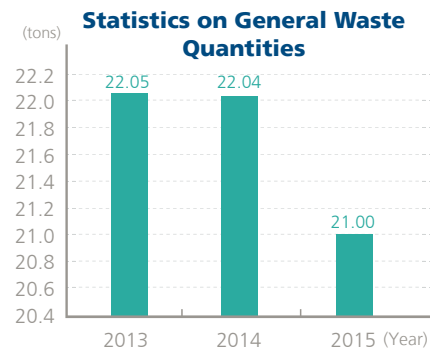
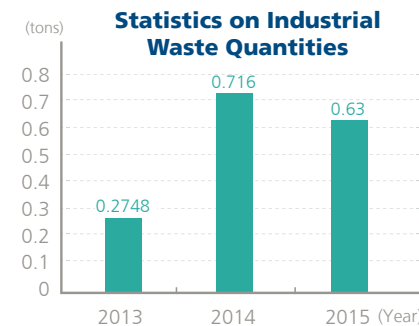
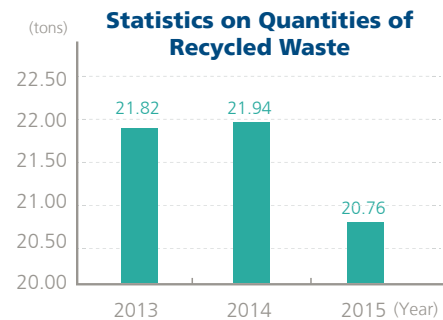
Resource consumption statistics can help us to assess the efficiency with which raw materials are used and effectively control production quality. Moreover, given the prominence of the trends regarding environmental issues and eco- friendly design, we strive to improve the efficiency with which we use raw materials as well as to reduce the amount of material required for packaging and shipping goods.

There are altogether five major types of investment in production and operating resources in 2015. The amounts purchased can be seen below:



## Waste Management and Recycling

ATEN's business is mainly concerned with assembling and packaging electronics. Waste produced during production includes: tin dross, waste plastic, mixed metal scrap, and waste paper, of which tin dross, waste plastic, waste paper and mixed metal scrap are recycled and reused by professional, qualified manufacturers. The wooden pallets recycled from the waste reached 11.7 tons by weight in 2015. Normal waste, including lifestyle waste, is burned or buried after being collected by recyclers.



ATEN has long dedicated itself to waste reduction activities. Besides implementing promotion to all the employees, we also strengthen management of daily-produced waste. Garbage classification notices are put up in each plant and major factors contributing to office waste are identified. Environmental management plans are formulated in the hope of conducting waste management at the original source to do our part in protecting the earth.

## Green Supply Chain Management

Seeing suppliers as our partners, we constantly seek to raise the social responsibility awareness of our suppliers. This includes issues such as management of the environment and morality. ATEN has revised and enlarged those aspects of our standardized supplier appraisal methods related to CSR and environmental and health appraisals. We will comply with the requirements of international environmental regulations and customer standards, continue to roll out green production and improve our green competitiveness.

ATEN is committed to using our influence to promote relevant ideas and beliefs to reach all the partners in our supply chain.



## 6.5 Green Training and Promotion

The company continues to promote energy saving, carbon reduction and the concept of environmental protection to all internal employees and puts related information as a required course in new employee orientation. Combined with our internal E-learning platform, not only can we heighten our colleagues' awareness of environmental protection, we can also make them act more on environmental issues. We regularly post energy conservation as well as other environmental slogans and educational posters on bulletin boards, in bathrooms, in elevators, and on internal websites, so as to raise our employees' awareness of environmental protection and energy saving, allowing for a better understanding among employees on the company's initiatives on environmental protection.

In addition to ask ourselves to do well on environmental protection from within the company, externally, we actively push for green supply chain management by using corporate influence to work with our suppliers to formulate environmental and sanitation standards, requiring our suppliers to implement waste recycling and reductions and to control the sources of impact on the environment. Through sharing environmental protection information, we raise the environmental awareness of our suppliers.



# 7



## ► Client Satisfaction and Service

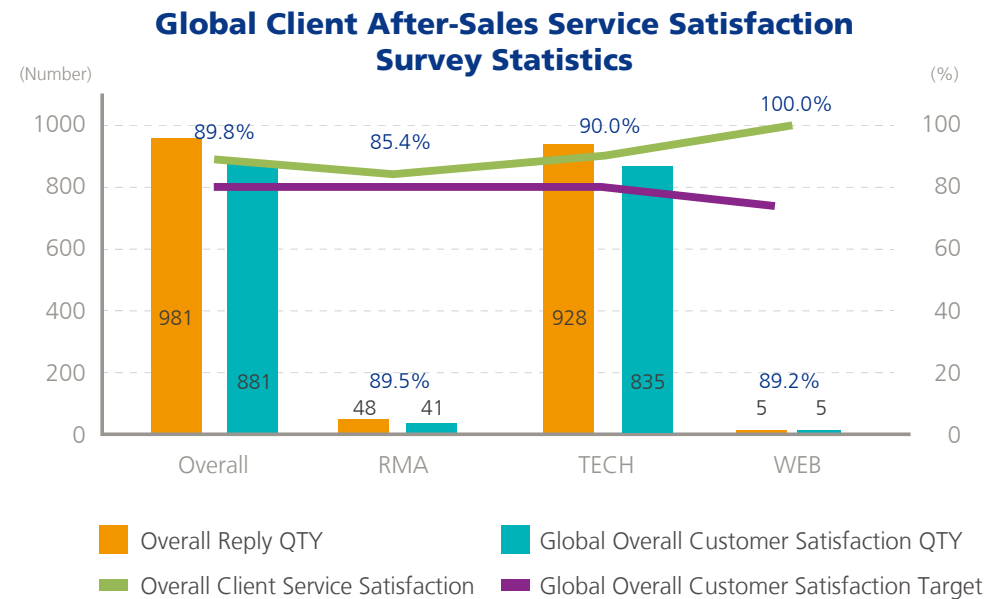
- 7.1 Global Client After-Sales Service Satisfaction Survey
- 7.2 Comprehensive Customer Service System
- 7.3 Customer Health and Safety
- 7.4 Information Security and Guaranteeing Customers' Rights to Privacy
- 7.5 Sales Regulations



ATEN spares no effort to build and promote our global brand, and comprehensive client service is the necessary path for building our brand reputation. As we are in a competitive environment with B2B as the major form of business, we start from client perspective, listen to what they think, and provide customized product combinations and service platforms that are innovative and competitive. Meanwhile, in continuing to expand our global presence we believe we can get closer to our clients, provide immediate and timely responses to meet our clients' needs, strive to continually improve our service quality, and build good partnerships based on mutual trust with our clients.

## 7.1 Global Client After-Sales Service Satisfaction Survey

In order to continually convert customer opinions to a driving force for improving on ourselves, ATEN's Global Customer Service Center conducts regular global client after-sales service satisfaction surveys on items like product technical support and turnaround services with comprehensive, first-hand feedback to understand client experiences and to improve our services accordingly. We make in-depth analyses in areas which require improvement and at the same time, set up monitoring and tracking systems to ensure that our clients' needs are fully met. ATEN is also establishing diverse two-way client communication channels, such as: opinion forms within product boxes, a feedback area in all regional websites, and websites in over 12 languages, as well as a contact email. This allows client needs to be responded to and addressed within the shortest timeframe possible, strengthening trust between clients and ATEN, which in turn consolidates client loyalty and trust toward the brand.



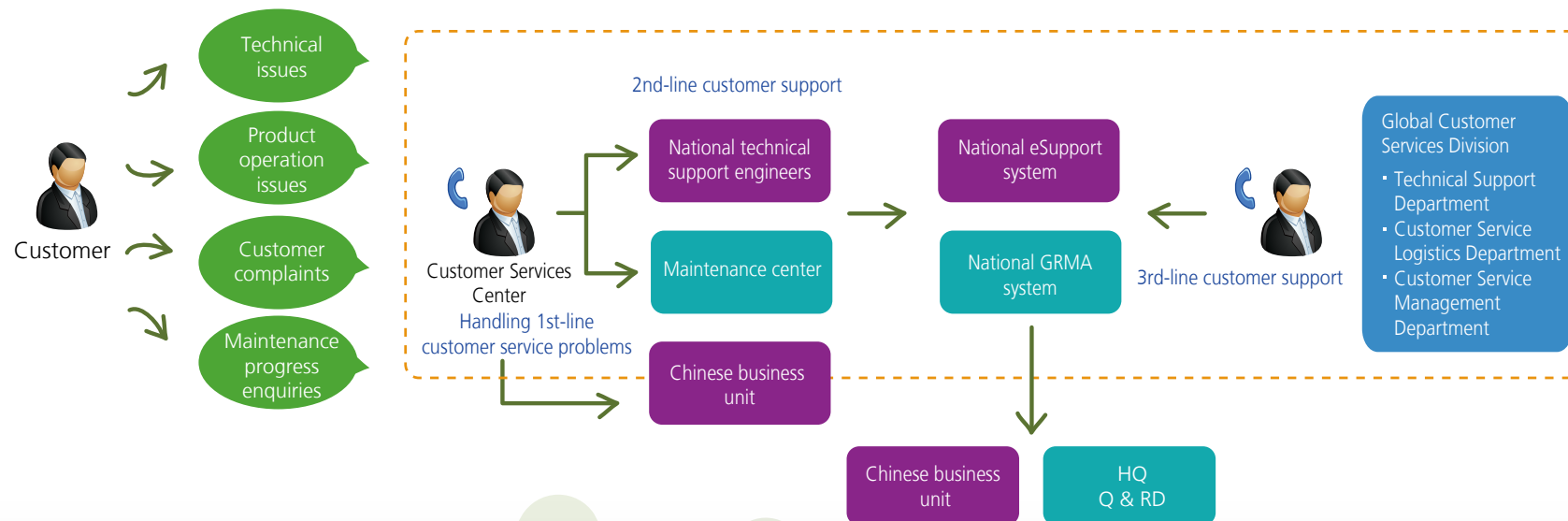


## 7.2 Comprehensive Customer Service System

With the existing global presence policy, ATEN's customer service network covers all our overseas locations. We have consolidated our customer service resources to establish a "Global Customer Service Division" in the company HQ to guarantee the promptness and professionalism of customer service, build sustainable relationships with our clients, and raise customer satisfaction. A concrete explanation of the service system follows:

### Customer Service Hotline

ATEN has established a customer hotline system to provide customers with immediate support. We provide customer services including a 0800 hotline, technical support hotline for professional technical staff to communicate directly with customers, helping them to solve problems. To provide better local services for the Chinese market, we have also set up a customer service center in China in 2014. The fixed position center will provide a 400-810-0-810 hotline to provide technical support for users, and a platform for sales functions. Standards for a "primary QA system" and "customer issue division and escalation management" are drawn up and enacted rigorously to guarantee that customers will get feedback and solutions for their problems within the shortest time.



## Online Service Platform (eService)

The ATEN eService (<http://eservice.aten.com>) is the single portal to provide global clients in different languages with convenient, real-time, and comprehensive after-sale services with zero time difference.

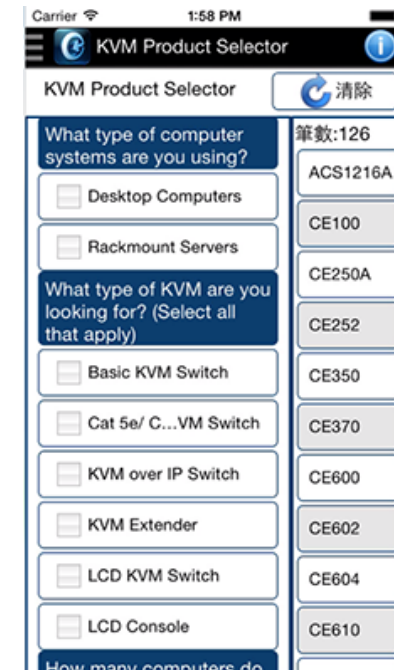
The eService platform incorporates services as follows:

### Online Technical Support Service (eSupport)

When our global clients face technical problems, ATEN technical personnel can use the eSupport platform to undertake direct and rapid communication with them, effectively assisting customers worldwide to resolve technical problems, eliminating obstacles and providing all the required information. Every inquiry is logged on the eSupport platform, to make it easier to track. Key issues will form part of the FAQ (Frequently Asked Questions) or knowledge base sections on the eService platform, to then be provided in response to customer queries.

In addition, we also developed a mobile "ATEN Online Customer Service app", a small yet exceptional app that integrates fully with the existing eService online customer service platform and provides a set of useful tools to help clients with questions on selecting products, and technical information and online customer service to provide a brand-new customer experience of utmost convenience.

ATEN's online customer service app includes major functions such as:  
Product selector/Frequently asked questions about products (FAQ)/  
Search for product hot keys and compatibility list/The ability to create a new customer service request form on the app/Search and reply to inquiries made in customer service request forms/The ability to use mobile phones to take a picture of the customer service request form and then upload the picture directly.

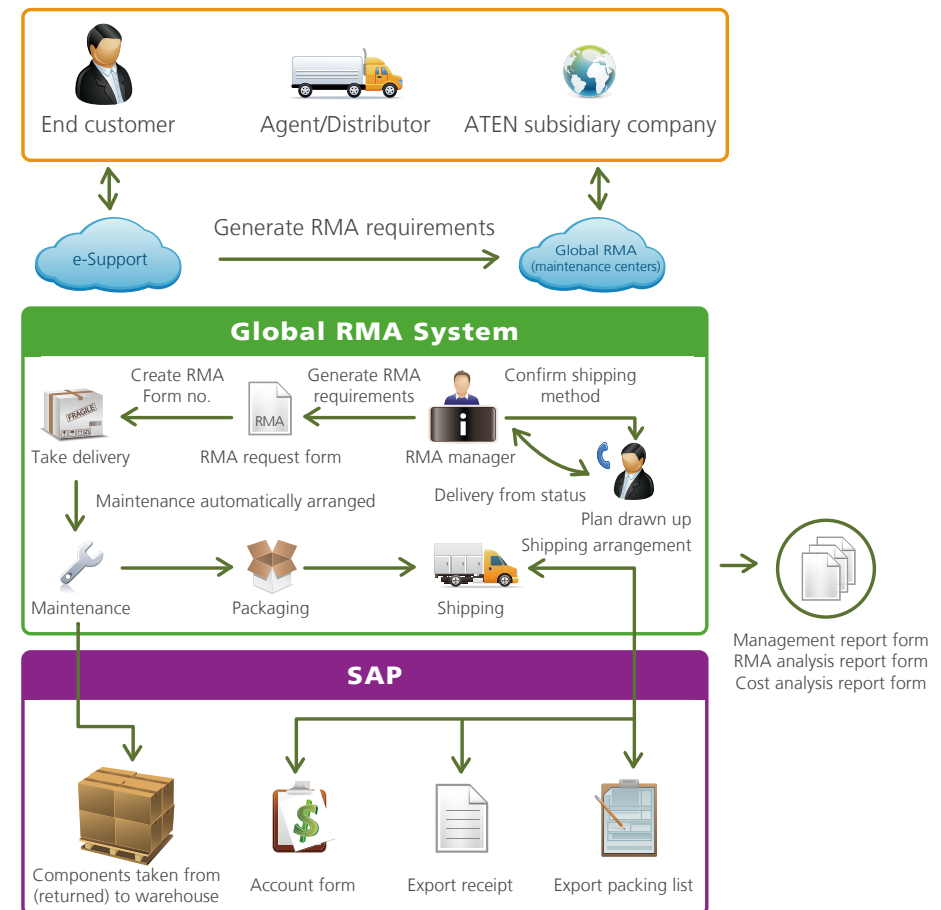
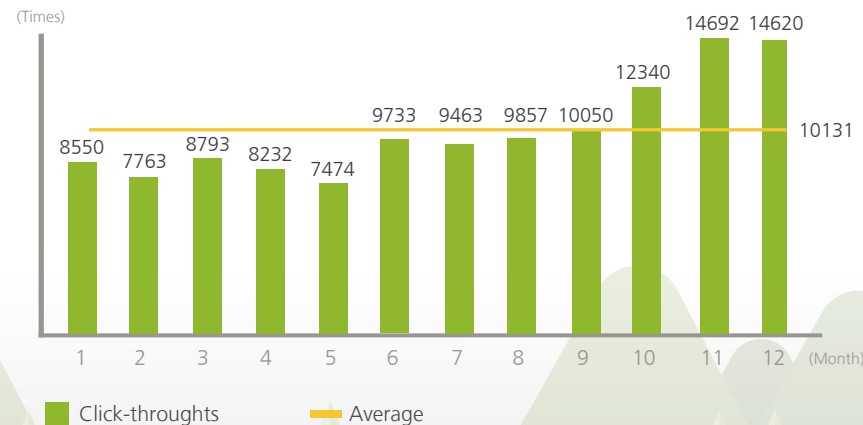


### Online Maintenance Service Global-RMA System

Clients can request repair and maintenance services by filling out an online application form. Our dedicated RMA (Return Material Authorization) professionals will then receive the form and provide a RMA code and delivery address. Customers can obtain a product's warranty information and real-time maintenance progress information by checking online. The platform also provides access to previous records of maintenance and repair work. This complete RMA process system can collect maintenance records from all over the world. RMA Rate reports are produced and sent to the relevant departments every month for use in monitoring product quality and proposing improvement strategies.

### Search for Frequently Asked Questions FAQ

The 2015 statistics show that the average click views per month of the FAQ pages was 10,131, an increase about 100% over the average 5,875 click views per month in 2014. This indicates this service has been widely used by our customers and it also shows many customers around the globe will be more familiar with using our products because of this, making it a cost efficient way for both ATEN and the customers. ATEN will continue to provide a more comprehensive FAQ section to meet clients' needs for solving problems on their own.



## ▪ Partner Center

ATEN also provides sales partners with real-time market intelligence and product information by establishing an information sharing platform aimed at our sales partners. This allows our distributors worldwide to utilize resources on the sharing platform to provide the most supreme service to end customers.

Date	Type	Language	Brief	Download	Related Files
2016/06/06	Troubleshooting	English	New FAQ 2016 04-05 <b>NEW</b>	<a href="#">Download</a>	
2016/06/04	Product Guides_PPT	English	VM0808HA_VM0404HA (8x8/4x4 4K HDMI Matrix Switch) <b>NEW</b>	<a href="#">Download</a>	
2016/06/04	Product Guides_PPT	English	Phantom-5 (gamepad emulator) <b>NEW</b>	<a href="#">Download</a>	
2016/06/04	Product Guides_PPT	English	CL6708MW - Single Rail 8-Port DVI FHD LCD KVM Swit <b>NEW</b>	<a href="#">Download</a>	
2016/06/02	DM/Brochures	English	2016_Modular_Matrix_Solution_Brochure <b>NEW</b>	<a href="#">Download</a>	
2016/05/31	CE Certification	English	UH275_GUH274_CE_Cert <b>NEW</b>	<a href="#">Download</a>	

Time Remaining : 53 Min. : 28 Sec.

File Download : 0 MB

+ Advanced Search

[KVM Compare](#)

[KVM Hot Key List](#)

## ▪ Global RMA Replacement and Repairing Service System Structure

### ▪ Perfect After-Sales Service and Product Guarantee

To provide nearest and fastest after-sale services to regional clients around the world, customer service departments, which are divided into "technical support" and "RMA" units have been established in ATEN's headquarters and all overseas subsidiaries. When customers face product issues, they can seek assistance through the customer service hotline. Customers are promptly assisted by our professional technical support engineers. If a customer's product requires maintenance after being diagnosed by a technical service engineer, they can immediately send it to one of our maintenance centers, where inspection and maintenance is carried out by RMA engineers.

ATEN provides a 2-year warranty worldwide (subject to adjustment in some countries), and stresses the strengthening of local after-sales support as the most important direction for enhancing client satisfaction and promoting the brand globally.

### ▪ Fast Repair Service

Through the well-developed, comprehensive service network of the company headquarters and subsidiaries, we manage to offer fast repair service of a TAT (Turn-Around Time) of 3 working days in Asia Pacific and a TAT of 5 working days in Europe and America, cutting the wait time for clients and gaining widespread approval and recognition among our clients.

### **7.3 Customer Health and Safety**

We value very much on material safety, manufacturing environment and life cycle of our products, and make sure to fulfill clients' requirements as well as international standards and regulations, actively implementing health and safety assessment and improvement programs, and establishing self-examination and oversight mechanisms to ensure product safety.

In 2005, ATEN set up "Plan for the Management of the Use of Restricted Materials", which successfully meets different international regulations including ErP, WEEE, REACH, RoHS 2.0, and so on through our endless efforts and self-demand. By fulfilling the standards imposed by international regulations, we also meet all the new regulations made by the European Parliament and Council of the European Union, so as to offer safe, healthy products and services to clients.



## 7.4 Information Security and Guaranteeing Customers' Rights to Privacy

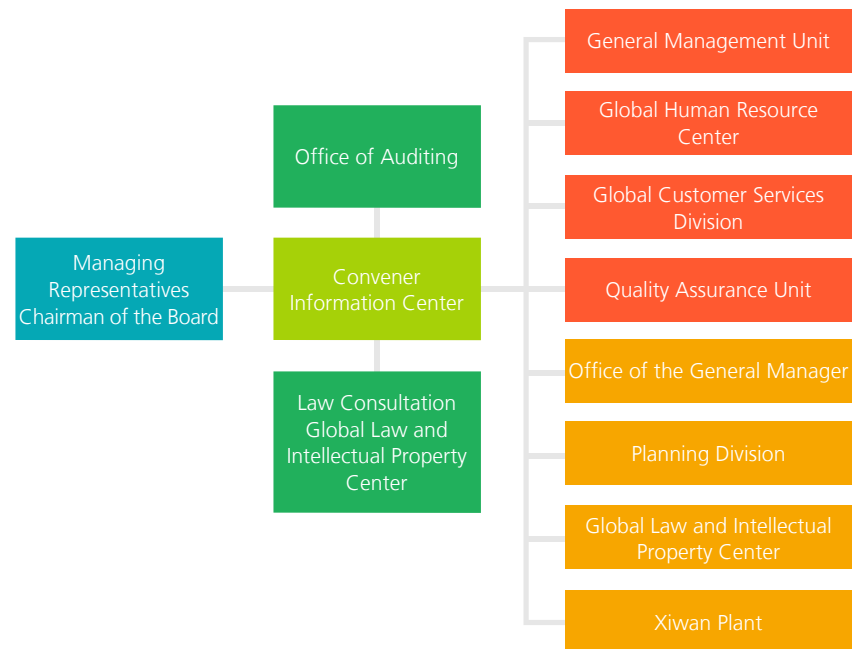
Before there were frequent news reports of data leakage of client data internationally, we've been executing the construction of a client confidential information security protection system for years. Only through rigorous planning along with careful construction and strict execution can the assets of important information be well protected and in turn ensure and maintain the competitiveness of our clients in their markets. The Information Center at the HQ deploys a solid, strong information security guard network, with information security protection mechanisms that are not only well-equipped in preventing invasions, but also block any potential channels for confidential data leakage with multiple information software technology as well as tests of hacking attacks. Meanwhile, a confidential data censoring system is also in place to closely control and monitor data storage as well as access permissions, so as to guarantee the highest-level of protection of information security and right to privacy for our clients.

In addition to abiding by the updated "Personal Information Protection Act" that officially took effect in 2012, ATEN also set up the "Personal Data Management Task Force", with the board chairman as the representative of the task force. Through the creation of Personal Data Management Rules, thorough management of forms and record, continued promotion, and the signing of "Compliance with Personal Data Protection Responsibility" document, the company makes every effort to ensure that each of our employees at ATEN lives up to the responsibility of protecting the information security as well as the rights to privacy of our clients.

With "Integrity and Honesty" being one of our corporate core values, we insist on using the most rigorous, comprehensive protection mechanisms in handling any single piece of confidential information for our clients, to build and strengthen the trust of our clients and create a win-win situation for the company and our clients.

As of the end of 2015, ATEN has never violated any customer's right to privacy, lost any customer data, harmed the interests of customers, or been the target of legal action as a result of data loss.

### Personal Data Management Task Force - organizational structure





## 7.5 Sales Regulations

### ✧ In Compliance with Regulations

ATEN is a listed company on the Taiwan Stock Exchange (TSE) and adopts the strictest attitude to follow all the rules and regulations enacted by supervisory agencies. Meanwhile, with the existing strategies of global presence and promoting and marketing our own brand, we comply with regulations that are applicable to all countries as well as any specific policy or laws that are upheld in different regions, including anti-trust laws (unfair competition), financial reporting procedures/internal control, insider trading, intellectual property rights, protection of confidential information, etc., all of which ATEN abides by in full accordance with the regulations of each region. The company strictly forbids any illegal competitive behaviors or unfair business practices, and strongly promotes the use of fair, legal marketing strategies at the company headquarters and its subsidiaries worldwide.

As of the end of 2015, ATEN has never violated any law related to market expansion, including: regulations related to advertising, promotion and subsidy, and our voluntary principles.



### ✧ Marketing Communication

The "Planning Division" based in ATEN's head office is in charge of global strategic planning, product planning, digital marketing, distribution channels, brand communications, market trend research, and selling and promoting each of our product lines through the respective product business groups. The Marketing Division's subordinate "Sales and Promotion Center" is responsible for promoting the ATEN brand, improving our corporate image, increasing corporate differentiation, product marketing and the communication of corporate social responsibility. Its main functions and jurisdiction include:

1. Consistent global ATEN brand spirit, policy plan and implementation
2. ATEN corporate image planning and implementation
3. Product sales planning and implementation
4. Formulate corporate media PR plans and maintain good media relations
5. Corporate Stakeholder Communication

## Quality



Through various channels and forms of communication including company websites, digital marketing channels, expos in different regions of the world, press conferences, seminars, point of sale materials (POS), etc., the company seeks to convey to the markets precise information about the company, management philosophy, operational status, product information, brand story, corporate culture, business ethics, and corporate social responsibility. Besides, we also do it through conducting Global Client Satisfaction Survey by electronic questionnaires annually to collect opinions of end users and non-end users around the world on issues like brand reputation, product and service satisfaction, buying motives, usage scenarios, willingness to buy again, suggestions for products and services. Doing so is to have an in-depth understanding of market trends and establish a two-way, interactive communication channel for use as a reference for raising product and service values as well as raising the corporate and brand image.

The following indicators constitute the entirety of the Global Reporting Initiative's (GRI) Sustainability Reporting Guidelines (GRI G4) in regards to this report.

### Standard Disclosures:

Project	G4 No.	Standard Disclosures Indicator	Chapter	Notes
Strategy and Analysis	G4-1	Provide a statement from the most senior decision-maker of the organization	Manager's Preface	
	G4-2	Provide a description of key impacts, risks, and opportunities	2.1	
Organizational Profile	G4-3	Report the name of the organization	2.1	
	G4-4	Report the primary brands, products, and services	2.1	
	G4-5	Report the location of the organization's headquarters	2.1	
	G4-6	Report the name and the number of countries where the organization operates	2.2	
	G4-7	Report the nature of ownership and legal form	2.1	
	G4-8	Report the markets served with breakdown	2.2	
	G4-9	Report the scale of the organization	2.1	
	G4-10	a. Report the total number of employees by employment contract and gender b. Report the total number of permanent employees by employment type and gender c. Report the total workforce by employees and supervised workers and by gender d. Report the total workforce by region and gender e. Whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers Any significant variations in employment numbers	4.1	
	G4-11	Report the percentage of total employees covered by collective bargaining agreements	4.1	
	G4-12	Describe the organization's supply chain	6.4	
	G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain		No significant changes during 2015

# Appendix 1

## GRI Indicator Index

Project	G4 No.	Standard Disclosures Indicator	Chapter	Notes
Organizational Profile	G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	2.1	
	G4-15	List externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses		The company had no related matters in 2015
	G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization participates	3.5	
Identified Material Aspects and Boundaries	G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report		For reference, please visit the investor section on our official website <a href="http://www.aten.com.tw">www.aten.com.tw</a> or the yearly reports and financial documents on the Market Observation Post System
	G4-18	a. Explain the process for defining the report content and the Aspect Boundaries b. Explain how the organization has implemented its "Reporting Principles for Defining Report Content"	Introduction	
	G4-19	List all the material Aspects identified in the process for defining report content	1.3	
	G4-20	For each material Aspect, report the Aspect Boundary within the organization	1.3	
	G4-21	For each material Aspect, report the Aspect Boundary outside the organization	1.3	
	G4-22	Report the effect of any restatements of information provided in previous reports and the reasons for such restatements		No restatement was made
	G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	1.3	
Stakeholder Engagement	G4-24	Provide a list of stakeholder groups engaged by the organization	1.3	
	G4-25	Report the basis for identification and selection of stakeholders with whom to engage	1.3	
	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	1.3	
	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	1.3	

## Appendix 1 GRI Indicator Index

Project	G4 No.	Standard Disclosures Indicator	Chapter	Notes
Report Profile	G4-28	Reporting period for information provided	Introduction	
	G4-29	Date of most recent previous report	Introduction	
	G4-30	Reporting cycle	Introduction	
	G4-31	Provide the contact point for questions regarding the report or its contents	Introduction	
	G4-32	a. Report the 'in accordance' option the organization has chosen b. Report the GRI Content Index for the chosen option c. Report the reference to the External Assurance Report if the report has been externally assured	Introduction	
	G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided c. Report the relationship between the organization and the assurance providers d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report	Introduction	
Governance	G4-34	Report the governing structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental, and social issues	3.1	
	G4-35	Report the process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees	1.1	
	G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics, and whether post-holders report directly to the highest governance body	1.1	
	G4-37	Report the process for consultation between stakeholders and the highest governance body on economic, environmental, and social issues. If consultation is delegated, describe to whom and any feedback processes to the highest governance body	1.1	
	G4-38	Report the composition of the highest governance body and its committees	3.1/3.4	

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## GRI Indicator Index

Project	G4 No.	Standard Disclosures Indicator	Chapter	Notes
Governance	G4-39	Report if the Chair of the highest governance body is also an executive-officer (and, if so, report his or her function within the organization's management and the reasons for this arrangement)	3.3	
	G4-40	Report the nomination and selection processes for the highest governance body and its committees and the criteria used for nominating and selecting highest governance body members	3.3	
	G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders	3.3	
	G4-42	Report the highest governance body and senior executives' role in the development, approval, and updating of the organization's purpose, value, or mission statements, strategies, policies, and goals related to economic, environmental, and social impacts	3.3	
	G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics	3.3	
	G4-44	a. Report the process for evaluation of the highest governance body's performance with regard to governance of economic, environmental, and social topics. Report whether such evaluation is independent or not and its frequency. Report whether such evaluation is a self-assessment b. Report actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice	1.1/3.4	
	G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental, and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social impacts, risks, and opportunities	3.1	
	G4-46	Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics	1.1/3.1	
	G4-47	Report the frequency of the highest governance body's review of economic, environmental, and social impacts, risks, and opportunities	1.1	
	G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material aspects are covered	3.3	

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## GRI Indicator Index

Project	G4 No.	Standard Disclosures Indicator	Chapter	Notes
Governance	G4-49	Report the processes for communicating critical concerns to the highest governance body	1.1	
	G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	1.1	
	G4-51	a. Report the remuneration policies for the highest governance body and senior executives b. Report how performance criteria in the remuneration policy relate to the highest governance bodies and senior executives' economic, environmental, and social objectives	3.4	
	G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization	3.4	
	G4-53	Report how stakeholder opinions are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals if applicable	3.4	
	G4-54	Report the ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country		NA
	G4-55	Report the ratio of percentage increase in annual total compensation for the organization's highest paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country		NA
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	1.1	
	G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as help or advice lines		Done according to the company's Work Rules
	G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistle blowing mechanisms, or hotlines		Done according to the company's Work Rules



### Specific Standard Disclosures

#### Category: Economic

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Economic Performance	G4-EC1	Direct economic value generated and distributed	2.3	
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change		No significant implications have been discovered for the organization
	G4-EC3	Coverage of the organization's defined benefit plan obligations	4.5	
	G4-EC4	Financial assistance received from the government		1. Received full subsidy from the Industrial Development Bureau, Ministry of Economic Affairs for brand and channel assessment in the second phase of the Branding Taiwan Campaign 2. According to the Statute for Industrial Innovation, the company is eligible for tax credit investment (the ratified amount in 2013 was NTD 39,300,000)
Market Presence	G4-EC5	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation		For foreign, blue-collar employees, 100% receive wages that meet the basic wage standards required by law; as for other types of employees, the average salaries of our entry-level positions far exceed NTD 20,008 and reaches NTD 29,367
	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation		88%
Indirect Economic Impacts	G4-EC7	Development and impact of infrastructure investments and services supported	5	
	G4-EC8	Significant indirect economic impacts, including the extent of impacts	5	
Procurement Practices	G4-EC9	Proportion of spending on local suppliers at significant locations of operation		NA

### Category: Environment

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Materials	G4-EN1	Materials used by weight or volume	6.4	
	G4-EN2	Percentage of materials used that are recycled input materials	6.4	
Energy	G4-EN3	Energy consumption within the organization	6.2	
	G4-EN4	Energy consumption outside of the organization		No surveys were done regarding energy consumption outside the organization in 2015
	G4-EN5	Energy intensity	6.2	
	G4-EN6	Reduction of energy consumption	6.2	
	G4-EN7	Reduction in energy requirements of products and services	6.3	
Water	G4-EN8	Total water withdrawal by source	6.2	
	G4-EN9	Water sources significantly affected by withdrawal of water		No water resources were significantly affected as only tap water was used
	G4-EN10	Percentage and total volume of water recycled and reused		No surveys were done regarding rates of recycled water in 2015
Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity outside protected areas		None of ATEN's plants or operational sites are located in protected areas
	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity outside protected areas		None of ATEN's plants or operational sites are located in protected areas
	G4-EN13	Habitats protected or restored		Greening was done around our plants so as to conserve the landscape and to increase the habitability of the surrounding area for local fauna
	G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		None of ATEN's plants or operational sites are located in protected areas

# Appendix 1

## GRI Indicator Index

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	6.2	
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	6.2	
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)		No inspection has been conducted yet
	G4-EN18	Greenhouse gas (GHG) emission intensity		No inspection has been conducted yet
	G4-EN19	Reduction of greenhouse gas (GHG) emissions	6.2	
	G4-EN20	Emissions of ozone-depleting substances (ODS)		Production and products do not use any ozone-depleting substances (ODS)
	G4-EN21	NOx, SOx, and other significant air emissions		No pollutants emitted
Effluents and Waste	G4-EN22	Total water discharge by quality and destination		ATEN has different types of effluent and wastewater discharge facilities which properly treat the wastewater from each of our plants before discharging it into government-owned sanitary sewers
	G4-EN23	Total weight of waste by type and disposal method	6.4	
	G4-EN24	Total number and volume of significant spills		No spills
	G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention (2) Annex I, II, III and VIII, and percentage of transported waste shipped internationally		All clearing of hazardous waste is done in accordance with environmental directives
	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff		Except for rainwater, all of the effluent and wastewater is discharged into sanitary sewers in the plant after being treated and causes no direct impact to the environment
Products and Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	6.3	
	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category		Done on the basis of WEEE Directives

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## GRI Indicator Index

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		No punishment related to non-compliance with environmental laws and regulations received in 2015
Transport	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations and transporting members of the workforce	6.4	
Overall	G4-EN31	Total environmental protection expenditures and investments by type	6.2	
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	6.3	
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	6.5	
Environmental Issues / Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms		There were no grievances filed about environmental impacts in 2015

### Category: Society

#### Sub-category: Labor Practices and Employment Quality

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	4.1	
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation		No differential treatment of employees by the company, all employees enjoy the same benefits
	G4-LA3	Return to work and retention rates after parental leave, by gender		In 2015, 4 female employees and 1 male employee in total applied for parental leave and were eligible for retention. Three of the females retained their jobs, a retention rate of 60%
Labor/Management Relations	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		No trade union; not applicable

# Appendix 1

## GRI Indicator Index

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
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		Our Occupational Safety and Health Committee has 14 members in total, wherein 5 of the members were from the labor side and the ratio was 35%
	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		In 2015, no accidents occurred in the HQ region (including the Xiwan plant). A male and female worker from the Xiwan Plant were injured during commuting. On average, the disabling injury frequency rate was 4.63, the disabling injury severity rate was 9.27, and the days absent were 4. No work-related fatalities were recorded.
	G4-LA7	Workers with high incidences or high risk of diseases related to their occupation		Due to the use of Volatile Organic Solvents with n-hexane, which can cause peripheral neuropathy, we periodically track the health status of the 9 persons at the company that are most exposed to this risk. So far, there have been no exposure-related illnesses reported.
	G4-LA8	Health and safety topics covered in formal agreements with trade unions		No trade union; not applicable
Training and Education	G4-LA9	Average hours of training per year per employee by gender and by employee category	4.3	Ratio of average hours of training for direct employees (male to female) is 5.3 : 11.7 Ratio of average hours of training for indirect employees (male to female) is 30.0 : 22.4
	G4-LA10	Programs for skill management and lifelong learning that support the continued employability of employees and assist them in managing career endings	4.3	
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	4.4	
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	4.2	

# Appendix 1

## GRI Indicator Index

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
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		The company does not offer different remunerations because of gender differences. ATEN participates in external industry salary surveys each year so as to ensure competitive salaries and wages are offered by the company. Additionally, the company formulates salary adjustment plans each year based on the company's internal operations as well as external consumer price index changes
Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria		ATEN asks suppliers to comply with the Labor Standards Act (ratio of new suppliers screened: 100%)
	G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken		ATEN encourages suppliers to conduct employee satisfaction surveys on a regular basis
Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms		The company holds labor/management meetings on a regular basis. In 2015, the number of cases filed was 0

### Sub-category: Human Rights

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Investment	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		Not applicable
	G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	4.3	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations was 197, with 10.7% receiving the training
Non-discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	4.6	No discrimination cases since 2011
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		No such events occurred in 2015
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		No such issues were discovered



Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
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		No such events occurred in 2015
Security Practices	G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations		100%
Indigenous Rights	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken		No such events occurred in 2015
Assessment	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments		No such events occurred in 2015
Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria		Complies with Supplier Assessment Guidelines
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken		Prompted our suppliers to support policies such as gender equality or anti-sexual harassment
Labor Practice Grievance Mechanisms	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	4.6	

### Sub-category: Society

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs		55%
	G4-SO2	Operations with significant actual or potential negative impacts on local communities		None

## Appendix 1

### GRI Indicator Index

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Anti-corruption	G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified		Based on our "Work Rules" and the core corporate value of "Integrity", our employees conduct themselves with integrity in all their dealings. If any incident of corruption occurs, it is handled on the basis of ATEN's internal methods in a fair manner
	G4-SO4	Communication and training on anti-corruption policies and procedures		ATEN's "Work Rules" state that it is not permissible to use a work relationship to receive gifts or banquet invitations
	G4-SO5	Confirmed incidents of corruption and actions taken		No such events occurred in 2015
Public Policy	G4-SO6	Total value of political contributions by country and recipient/beneficiary		No such events occurred in 2015
Anti-competitive Behavior	G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		No such events occurred in 2015
Compliance	G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		No such events occurred in 2015
Supplier Assessment for Impact on Society	G4-SO9	Percentage of new suppliers that were screened using criteria for impact on society		Complies with Supplier Assessment Guidelines
	G4-SO10	Significant actual and potential negative impact on society in the supply chain and actions taken		Encouraged suppliers to commit to issues or areas related to social outreach as well as shared our experiences at ATEN
Grievance Mechanisms for Impact on Society	G4-SO11	Number of grievances about impacts on society filed, addressed and resolved through formal grievance mechanisms		No such events occurred in 2015

### Sub-category: Product Responsibility

Material Aspects	G4 No.	Disclosures Indicator	Chapter	Notes
Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement		Not applicable
	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impact of products and services during their life cycle, by type of outcomes		There were no incidents of violations of regulations or voluntary codes in 2015
Product and Service Labeling	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant products and service categories subject to such information requirements		Not applicable
	G4-PR4	By type of outcome, total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling		There were no incidents of non-compliance with regulations or voluntary codes concerning product and service information and labeling in 2015
	G4-PR5	Results of surveys measuring customer satisfaction	7.1	
Marketing Communications	G4-PR6	Sale of banned or disputed products		There were no sales of banned or disputed products in 2015
	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		There were no incidents of non-compliance with regulations and voluntary codes concerning marketing communications in 2015
Customer Privacy	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		There were no complaints regarding breaches of customer privacy or losses of customer data in 2015
Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		There were no fines for non-compliance with laws and regulations concerning the provision and use of products and services in 2015

### INDEPENDENT ASSURANCE OPINION STATEMENT

#### ATEN International Co., Ltd. 2015 Corporate Social Responsibility Report

The British Standards Institution is independent to ATEN International Co., Ltd. (hereafter referred to as ATEN in this statement) and has no financial interest in the operation of ATEN other than for the assessment and assurance of this report.

This independent assurance opinion statement has been prepared for ATEN 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 ATEN. 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 ATEN only.

#### Scope

The scope of engagement agreed upon with ATEN includes the following:

1. The assurance covers the whole report focused on systems and activities during the 2015 calendar year on the ATEN headquarter and relevant operations in Taiwan.
2. The evaluation of the nature and extent of the ATEN'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 ATEN International Co., Ltd. 2015 Corporate Social Responsibility Report provides a fair view of the ATEN CSR programmes and performances during 2015. The sustainability 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 ATEN and the sample taken. We believe that the 2015 economic, social and environmental performance indicators are fairly represented. The CSR performance indicators disclosed in the report demonstrate ATEN'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 ATEN's description of their approach to AA1000 Assurance Standard and their self-declaration in accordance with the core option of GRI G4 guidelines 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 ATEN's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on ATEN's approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 12 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, materiality and responsiveness as described in the AA1000 Account Ability Principles Standard (2008).

#### Conclusions

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

#### Inclusivity

This report has reflected a fact that ATEN has sought the engagement of its stakeholders. The participation of stakeholders has been initiated 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 ATEN's inclusivity issues.

#### Materiality

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

#### Responsiveness

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

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

#### GRI-reporting

ATEN provided us with their self declaration of 'in accordance' with the 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 ATEN's social responsibility and sustainability issues, however, the future report will be improved by the following areas:

- Continuously focus on the implementation of sustainability procedures and programs within the peer's practices along with the developed Standards

#### 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 ATEN'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  
31 May, 2016



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