

A horizontal banner with a dark, textured background. On the left side, there is a grayscale image of leaves and branches. The text "2013 Corporate Social Responsibility Report" is centered in a large, white, sans-serif font.

2013 Corporate Social Responsibility Report

Corporate Social Responsibility Report 2013

1. Corporate Governance
2. Communities
3. People
4. Supply Chain
5. Environment



Corporate Governance

Corporate Commitment

- Comply with local laws and regulations
- Provide a safe and healthy work environment
- Protect worker interests and improve working conditions for workers
- Energy conservation and reduce environmental pollution
- Financial transparency
- Create company value and enhance stakeholder's equity
- Establish win-win partnerships with suppliers and customers
- Participate in social welfare activities

CSR Vision

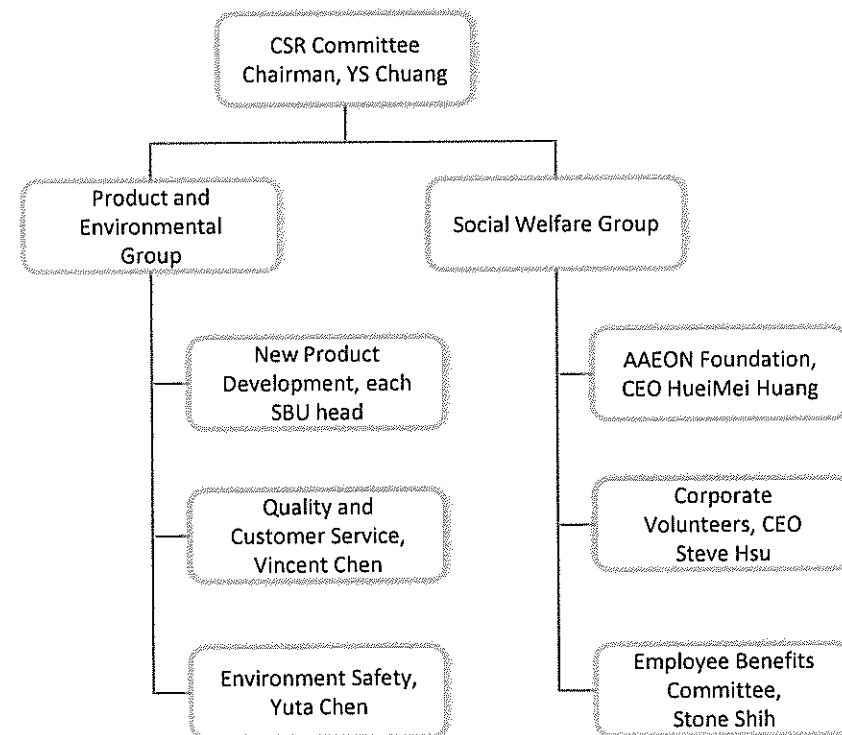
- For AAEON and its employees to grow together, to provide employees a healthy and safe working environment, and to enhance employee knowledge and skills
- Motivate AAEON employees to public services and fulfilling corporate social responsibilities
- Create and share profits with shareholders, improve management structure and improve business processes
- Build a win-win business model with suppliers and customers, abiding by ethical and environmentally friendly principles from procurement, production to sales
- Co-operate with governments, comply to government policies and regulations, and actively create corporate development directions

CSR Vision (cont'd)

- Foster friendly relations with the community, create community arts spaces and protect the environment
- Prosper with the society, sustain education in arts and science, participate in social welfare activities and to create a *“beautiful life”* environment
- Incorporate nonprofit organization philosophy to every facet of the operation, and consolidate resources from relevant organizations to make a greater contribution to social welfare needs
- Sustainable business and environment: to exercise the *“Environmental Protection · Energy Conservation · Love Earth”* principles, and implement environmental protection measures

CSR Organization

- YS Chuang, Chairman of the CSR committee
- Product and Environmental Group
- Social Welfare Group
- AAEON Foundation



Communities

AAEON Foundation



- Joined the “NPO Reading Promotion Alliance” in promoting “Good Books Travel” reading and sharing activities
- Promoted “AAEON Arts Spotlight - Rural Schools Arts Promotion Programs” with NTD15 million in donation funds from AAEON Technology
- Organized the Family Arts Summer Camp
- Organized the Second-Hand Goods Charity Donation for disadvantaged groups

AAEON Foundation (cont'd)

- 2013 rally of corporate donations for the *“Arts Spotlight – Enterprise Adoption of Art Dreams Program”*
- Awarded the *“Social Education Public Service Award”* by the Ministry of Education in 2007 and 2012
- Awarded the *“Arts & Business Award”* by the Council for Cultural Affairs in the sponsorship of performing arts in 2005 and 2010



AAEON's Community Footprint ...



People

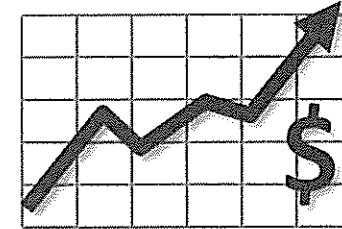
AAEON and Employees

- AAEON complies with labor laws, giving equal opportunity regardless of age, gender, race, religion, color, nationality and physical disabilities
- AAEON complies with the Occupational Health and Safety Law
- AAEON upholds the *“people-oriented, caring for society”* principle
- AAEON encourages employees in setting up leisure and sport clubs
- AAEON offers online learning and regular trainings to develop employee skills
- Elite talent cultivation to systematically nurture company talents for tomorrow
- AAEON Employee Welfare Committee provides a diverse selection of activities for employees and their families



AAEON and Shareholders

AAEON Technology is a privately owned company



- **General Shareholders:** Meeting once a year.
- **Corporate Shareholders:** Non-periodic sharing of company operation results



AAEON and Customers

- **Marketing and Promotion:** Participate in worldwide exhibitions, partner trainings to promote AAEON's latest products and to communicate with customers to find out what they need to remain competitive
- **Customer Service:** Regional sales and technical support centers, and a comprehensive online document library help customers find the services and products they need in a very short time
- **Customer Satisfaction:** In addition to the regular customer visits, partner seminars, and exhibitions, AAEON sends out annual customer satisfaction surveys to understand customer satisfaction of AAEON products, services and logistics. AAEON continues to improve processes and develop improvement strategies based on these annual surveys



AAEON Ethics and Management

- **AAEON and our agents** are to uphold the highest standards of ethics including Business integrity, No bribes to gain improper advantage, Honest disclosure of information, Respect for intellectual property, Fair business, advertising and competition, Protection of identity, Supports the US Conflict Minerals Law, Privacy protection and Non-retaliation.
- **AAEON management system** will contain the following elements: Company commitment, Management accountability and responsibility, Legal and customer requirements, Risk assessment and risk management, Improvement objectives, Training, Communication, Worker feedback and participation, Audits and assessments, Corrective action process, Documentation and records, and Supplier responsibility.

Supply Chain

AAEON and Suppliers

- Suppliers must comply with the EU RoHS directives
- Encourage all suppliers to comply with the “*Electronic Industry Code of Conduct*”, a set of norms involving labor and recruitment, health and safety, environmental responsibility, management systems and ethics
- AAEON procurement select suppliers according to ISO-9001 QO2-017 “*Supplier Control Programs*” for higher quality and environmental protection
- AAEON procurement TL-9000 QD4-089 ensures supplier pledge of non-toxic (TF=Toxin-free) products to comply with EU RoHS and REACH regulations

Environment



Green Commitment

- Uphold 3R (Reuse, Recycle, Reduce) principles, to reduce pollution
- Green Product Design emphasizes the use of green raw materials and WEEE (2002/96/EC Waste Electrical and Electronic Equipment) processing considerations during design and manufacturing, and energy saving designs (e.g. fanless designs)
- Environmentally friendly packaging design, and use or renewable materials
- Committed to ISO-9001, ISO-14001, ISO-13485 ANSI/ESD S20.20 certifications
- EU RoHS (2011/65/EU Hazardous Substances Directive) compliance
- Waste Management and Resource Recovery
- Industrial Waste Management, Water Conservation and Management
- Production Noise levels, Emissions, and Waste Management comply with ISO-14001 regulations
- Production Materials comply with relevant provisions of RoHS, *Montreal Protocol on Substances that Deplete the Ozone Layer*

Corporate Social Responsibility

AAEON's pledge to a Better World

