2019 Innodisk
Corporate Social Responsibility

Contents

Innodisk CSR Report Overview

- **The purpose of this annual CSR Report is to illustrate Innodisk's achievements regarding economic, environmental, societal and other aspects, as well as the determination and effort therein.**
  - The issues presented in this CSR Report have been substantially analyzed and authenticated. The issues are chosen, and their priority decided at the "Innodisk CSR" team meetings as well as the meetings with the company's stakeholders.

- **Range and statistics of the CSR Report**
  - This CSR Report covers Innodisk's performance regarding global corporate social responsibility from January 1st, 2019 to December 31st, 2019. The financial data within this report cover the operation performance of the parent company and all subsidiary companies, while the remaining content mainly focuses on the operation of the company's Xizhi headquarters, Xizhi factory, and Yilan factory, but do not fully cover data from all affiliated and overseas companies. In the future, we will gradually incorporate important information on our subsidiary companies to provide a more comprehensive disclosure of Innodisk's CSR influence and achievements.
  - Innodisk has long kept close watch on environmental issues. In 2012, we obtained ISO14001, QC080000, and ISO45001 certification in succession, all of which have been notarized by third parties. All figures regarding Innodisk's performance in environmental protection, safety, and health will be expressed through internationally recognized indicators. Notes will be added for chapters in which estimated values or assumption-based values are used.

- **Principles for Innodisk's CSR Report**
  - The contents and structure of Innodisk's CSR Report refer to the GRI Standard issued by the Global Reporting Initiative. This Report was compiled in accordance with GRI "core options" when disclosing Innodisk's main sustainability issues, strategies, goals, and implemented measures.

- **Time of Issue**
  - Innodisk continuously and periodically issues yearly CSR reports, with the reports also disclosed on Innodisk's official website.
  - Current Issuance Version: To be issued on June 2020
  - Next Issuance Version: Scheduled to be issued on June 2021

- **Contact Information**
  - Should you have any questions or suggestions regarding this CSR Report, please contact us. Our contact info is as follows: Innodisk Corporation
  - Address: 5F., No.237, Sec. 1, Datong Rd., Xizhi Dist., New Taipei City, Taiwan
  - Tel.: +886-2-7703-3000
  - E-mail: InnodiskCSR@innodisk.com
  - Website: www.innodisk.com

Statements

- **Development**
  - Founded in 2005, Innodisk has focused on embedded and cloud storage devices for more than a decade. The Company has accumulated a degree of market share in both domestic and foreign markets. In addition to seeking continuous development in IoT and cloud storage application markets, Innodisk engages in on-going preparation for its operational development in 3~5 years, i.e., strengthening our capabilities in researching and manufacture. Moreover, Innodisk has also established a research and manufacture center within Yilan Science Park in accordance the Company's operational and developmental plans. The research and manufacture center is about an hour drive from Innodisk's Xizhi headquarter. Innodisk's Yilan factory occupies an area of 4000 ping (Ping: A floor space calculation unit roughly equal to 3.306 m2), with the building itself consisting of four-stories, both meeting the standards of a Silver-tier Green Building. Innodisk is thus able to provide an excellent working environment for its employees.

- **Employee Benefits**
  - Innodisk sees employees' health and life-work balance as an important part of its company culture. We value the physical and mental health of our employees and their families. At Innodisk, we hope that every single one of our employees can achieve a balanced development in every aspect of life. Starting from 2015, Innodisk has started providing employees with monthly health consultations with on-site doctors of the factories, biyearly medical examinations, sickness and accident care grants, annual company trips, and held events such as art activities, speeches and sports competitions, etc. Furthermore, Innodisk also works in cooperation with Aaeon Foundation to grant employees book-borrowing opportunities. Aside from taking care of our employees, Innodisk also looks after our employees' families by offering maternity grants superior to industrial standards. Innodisk's employees can thus work worry-free. The introduction of the ISO45001 certification on occupational safety and health is a testament to Innodisk's concerns for employees' "safety and health". Not only to we implement risk identification measures to target at the potential threats to safety and health in our working environment but also expect to achieve our accident-free goal when already complying with Occupational Safety and Health Act and other relevant laws.

Statements

- Social Concerns
    - In 2015, the 10-year anniversary of Innodisk's establishment, Chairman Zhung-Liang Lee called upon the Board to pool resources into establishing the "Innodisk Education Foundation", based on our business philosophy of "sharing" and "taking up responsibilities". Believing that children are society's future, "Innodisk Education Foundation" devotes itself to helping underprivileged students complete their education and thereby become the foundation for society's stabilization and growth.

- Environmental Protection
    - Environmental issues are what derives from economic development. As we continue to pursue prosperity and a more materialistic civilization, our environment is paying a huge price. The natural environment, so essential to human survival is becoming increasingly polluted. At Innodisk, we believe that corporations should embrace their social responsibilities in contributing to society. For that reason, Innodisk has obtained the ISO14001, QC080000, and ISO45001 certifications in 2012. Being certified by these systems, we hope to prevent pollution and reduce energy consumption and carbon emission. Additionally, with the help our Energy Conservation and Carbon Reduction Team in Taiwan, Innodisk will review current measures and evaluate how we can further improve our environmental preservation strategies. Innodisk's goal is becoming a "green corporation" that will continuously strive to become a corporation that "lowers energy consumption, reduces carbon emissions and cares for our planet".

Chairman: Randy Chien

About Innodisk

About us

Founded	2005
Capital	USD $26.58M (2020)
Revenue	USD $245M (2019)
Patents	115
Production	1,200K / Monthly (2019)
Shipment Growth	20% YoY

Revenues

K/USD

USD$ 245M

	2013	2014	2015	2016	2017	2018	2019
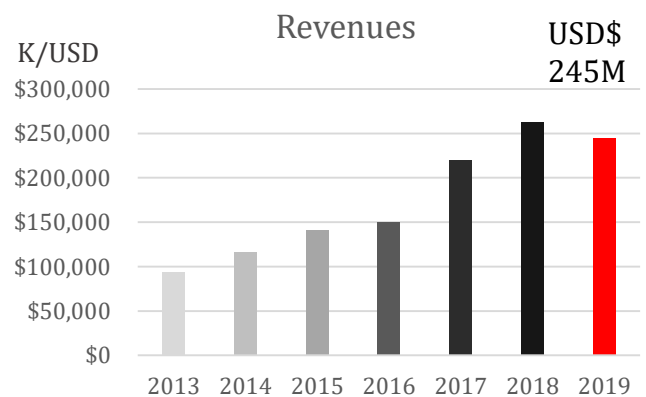
Company Profile

"One team

One mission

One world-class organization

to deliver long-term excellence

via the process of high value

industrial and cloud storage platforms."

Production	1,200K / Monthly (2019)
Certifications	ISO9001 / ISO14001 / ISO45001 / IECQ QC080000
Manufacturing	New Taipei City / Yi-Lan County

ISO9001 X ISO14001 X ISO 45001 X IECQ QC080000

Worldwide Operations & Business Coverage

Europe
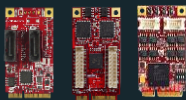Eindhoven (2019)

Japan
Tokyo (2010)

N. America
Fremont (2008)

Marlboro
New Jersey

Austin
(2019)

Bejing

Chengdu

Shanghai

China Shenzhen
(2011)

Headquarters,
Taipei
Research Center,
Hsinchu
Development &
Production Center,
Yilan

- ■ Headquarters
- ◎ Subsidiary 4
- ● Marketing service office 5
- ▲ Development & Production Center 2

Total 681
（ Taiwan 574, Oversea 107 ）

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iCAP

IPA

DRAM
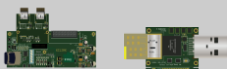Embedded / Wide Temperature /
Customized / Server

Flash
SATADOM / M.2 / PCIe

Millitronic
WiGig Wireless
Communications

MILLITRONIC
WIGIG SOLUTION PROVIDER

Antzer Tech
In-vehicle
Communications

antzer

SYSinno
Environmental
Sensor Solutions

sysinno
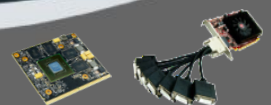
Aetina
Industrial Graphic
Cards

aetina
www.aetina.com.tw

innodisk

15 Years of Innodisk

2008
- Innodisk Introduces the SATADOM Series

2010
- Innodisk Launches EverGreen (L2) Series

2012 iSLC
- First Enterprise MLC Technology – iSLC
- SATADOM™ Qualified for Intel® Romley Platform

2014 E13
- Certified Storage Solutions for In-Vehicle Computing (e-Mark)

2005-2007
- Established a Strong Presence in the Industrial and Embedded Market

2009 iSMART
- Innodisk Launches InnoRobust™ for Military Applications
- iSMART – First SSD Monitoring Software

2011
- The First Miniature PCIe Storage Device in the Industry

2013
- Launched DRAM Conformal Coating
- First BGA Package Micro SSD – Nano SSD

2016 0.738"
- Launched First DDR4 VLP and Entered into Collaboration with Top Surveillance Customers in China

2018
- Anti-Sulfuration for all DDR4 DRAM Modules
- Named World's Top Industrial SSD provider by Gartner Report
- Top 35 International Taiwanese Brand According to InterBrand Ranking
- Top 10 DRAM Module Suppliers According to TrendForce Ranking

2020 TAIWAN EXCELLENCE AI
- 3.5" Fire Shield SSD has won the 2020 Taiwan Excellence Award
- Launched iVINNO AI software tool for intel Movidius VPU

2015
- Launched First DDR4 Sorting WT Solution
- Innodisk SATADOM is Chosen as New Boot-up Device for EVO:RAIL by VMWare®

2017 iCAP
- World's Smallest Embedded RAID 1 Solution
- iCAP™ Cloud-based Storage Management
- First DDR4 2666 Embedded Series

2019
- Unveiled the InnoAGE™ SSD: the World's First SSD with Native Microsoft Azure Sphere™ Inside
- Launched DRAM 32GB & 3200 Series

Logo of Innodisk & Data-Centric Ecosystem

- The corporate logo currently used is designed in February 2013.

- The implication of our logo is the core corporate spirit of Innodisk –'Absolute Service'. Not only to provide satisfactory service to customers, but also to exceed satisfaction.

Lowercase letters means humble and willing to listen.

The square point is symbolizes a permanent partnership with customers, and always think a little more.

innodisk

The red means the passion of our services.

Rectangle means the seal of the Chinese. The implication is the commitment to the customer.

Sensor

antzer
Vehicle Data Collection

Algorithm

Software

CAMERA

MILLITRONIC
Data Transmission

innodisk
Data Storage

aetina
Data Computing

Private Cloud

Public Cloud

sysinno
Environmental Data Collection

System Integration

Partnership and Alliance & Award

Microsoft

2017
Microsoft officially supports SATADOM™ Boot-up Drive for Windows Server.
2019
Official partner of Azure Sphere.

(intel) IoT Solutions Alliance

2016 - 2019
Official Intel® IoT Solution Partner

Interbrand

2018 - 2019
Top 35 International Taiwanese Brand

Gartner

2018/2019
No. 1 Global Industrial Grade SSD

vmware®

2016
SATADOM™ is qualified on the EVO: Rail platform

Forbes

2016
Innodisk was listed as one of Asia's 200 Best Companies Under A Billion in Forbes.

TRENDFORCE

2018
Top 10 DRAM Module Suppliers

- Fire Shield SSD - Taiwan Excellence Award (2019)
- Interbrand Global Top 35 Taiwan Brand (2018)
- Gartner evaluate 2018 Global Industrial SSD high market share (2018)
- SATADOM 3ME4 - Taiwan Excellence Award (2017)
- ServerDOM™ - Taiwan Excellence Award (2015)
- InnoRobust II SATA SSD - Taiwan Excellence Award (2012)
- PCIeDOM II - Computex Best Choice (2011)
- EverGreen Series SSD - Taiwan Excellence Award (2010)
- nanoUSB Dual - Taiwan Excellence Award (2010)
- SATA DOM - Computex Best Choice (2009)
- nanoUSB - Taiwan Excellence Award (2009)

Company Culture and Values & Our Main Pillars

Listen and Respond

Being responsive to our customers is not just important —it's essential.

Can, not Can't

We take on big customer challenges and develop creative solutions.

Absolute Service™

Keep Improving

Improvement and innovation are not just buzzwords to us. They're something we live and breathe every day.

Stay Nimble

We stay nimble and adaptive in an global economy that is ever-changing.

Absolute Integration™

Absolute Integration™ is our envisioned path that moves toward a more interconnected world.

"To us, integration is not merely the combination of hardware, software and firmware; it is a philosophy that assimilates all relevant elements to create an optimal solution."

Technical Aptitude by Design

Our advantage lies in our portfolio of hardware, software and firmware technology and how we arrange these basic building blocks into new works of innovation.

Deeply Rooted in the Market

The awareness of the pit falls and opportunities of vertical markets allow us to view the full picture when crafting the optimal solution.

We Are in It Together

To reach the optimal solution, working together with our partner from day one is paramount. The best possible outcome can be managed by developing solutions jointly.

The Benefits We Offer & Applications and Technologies

Technical Support
Provides local service through regional service centers

Fixed BOM
Ensures consistent product quality and performance

Responsiveness
Quickly recognizes customer challenges and delivers timely solutions

Industrial-grade Factory
Full quality control through in-house production and testing

Customization
Fulfills customer requests quickly with reliable tailor-made solutions

In-house Firmware Team
Provides responsive, dedicated, and solutions-driven support

Longevity Support
Provides long-term product supply to meet customer long-time plans

Financial Stability
A listed company with the Taiwan stock market (GTSM: 5289)

Business Continuity
Disaster recovery and back up site with dual data centers to protect from shut downs and power cuts

Vertical Markets
Gaming
Medical
Networking

Cloud Platforms
HPC
Server
Surveillance

Mission-Critical
Aerospace and Defense

Embedded
IPC
Automation

Semi-Industrial
POS
Digital Signage
Kiosk
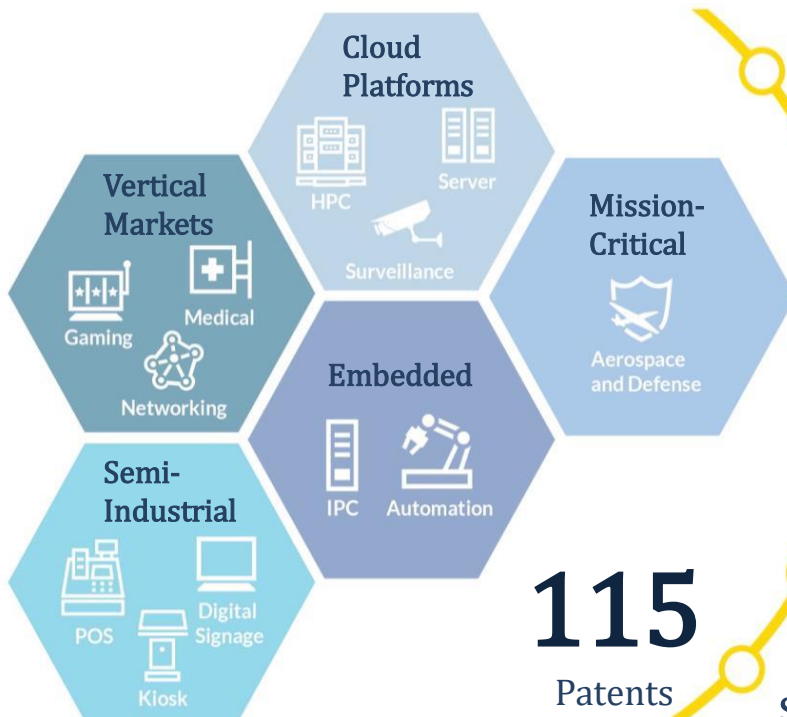
115 Patents

Feature Sets:
Focused on the challenges of specific vertical markets

Security:
Ensuring total security for mission critical applications

Expansion:
Flexible integration of various expansion cards

Rugged:
A wide set of technologies that enhances durability

Longevity:
Technologies that expand the lifespan of your device

Stability:
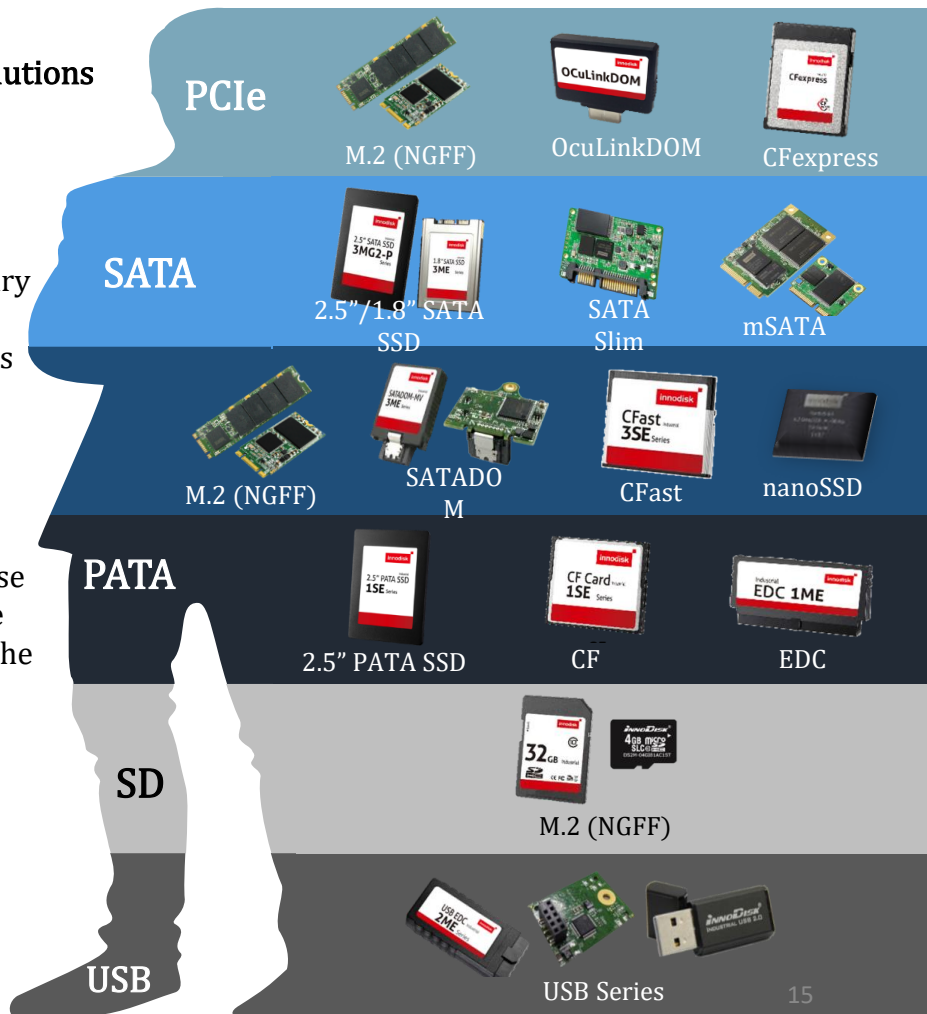Keeping your system running in unstable surroundings

FLASH – Complete Storage Solutions

Multi-level PLP (Power-Loss - Protection)

Features for Vertical Markets

Longevity Support

Combination with MS Azure

Optimized Firmware for Industrial Applications

Data Security & Integrity
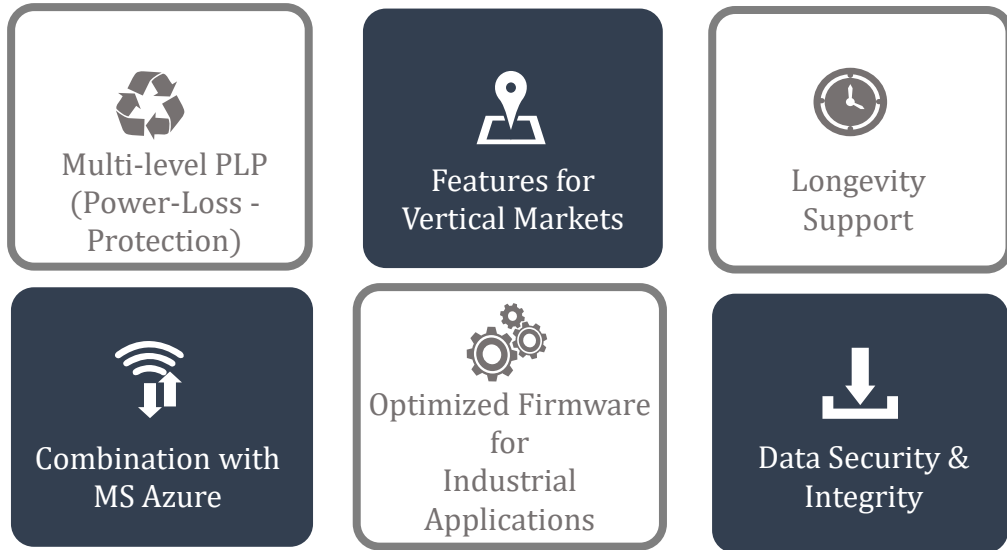
Uncompromising Embedded Solutions

Embedded systems form an incredibly important but easily overlooked part of our daily lives. Every embedded system is dedicated to a specific task that vary greatly in size and complexity – it can be anything from something as simple as turning a street light on and off, to operating something as advanced as factory automation.

The factors that generally link these different applications together are rugged operating conditions and the need for compactness. But the unique challenges faced by every application are much more numerous, making customization the most crucial factor for the embedded system operator.

PCIe

M.2 (NGFF)   OcuLinkDOM   CFexpress

SATA

2.5"/1.8" SATA SSD   SATA Slim   mSATA

M.2 (NGFF)   SATADOM   CFast   nanoSSD

PATA

2.5" PATA SSD   CF   EDC

SD

M.2 (NGFF)

USB

USB Series

15

EP – Complete Embedded Peripheral

Complete Form Factor

Contact 8KV, Air 15KV ESD Protection

Industrial grade components

AIOT Application

Complete API and Software Support

Up to 2500V Isolation Protection

Comprehensive Embedded Solutions
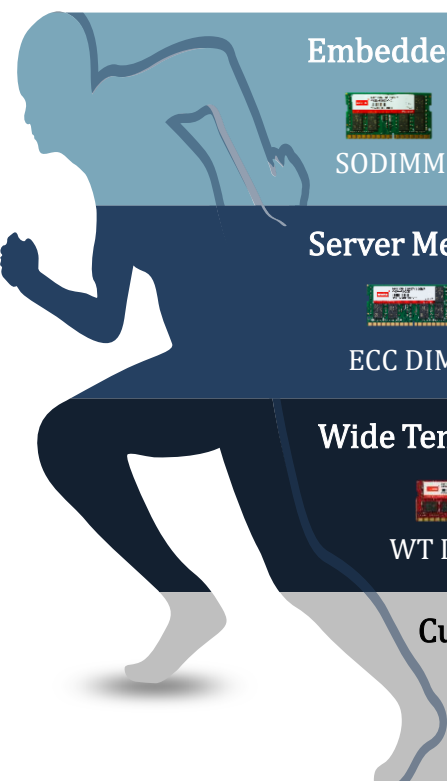
Innodisk provide the most complete expansion card to fulfill customer need, we offer various standard PCIe、M.2 and mPCIe.

In the industrial application environment. Innodisk use the most stringent test condition and industrial grade component to design our product, and also integration software with expansion card. so that can achieve 100% compatible stability in use.

Storage

SATA and USB

Disk Array

RAID 0 and RAID 1 SATA

Display

VGA, HDMI , DVI, LVDS

Comm

LAN, Serial, CAN bus, Power over Ethernet

AI

Intel Movidius Myriad X VPU
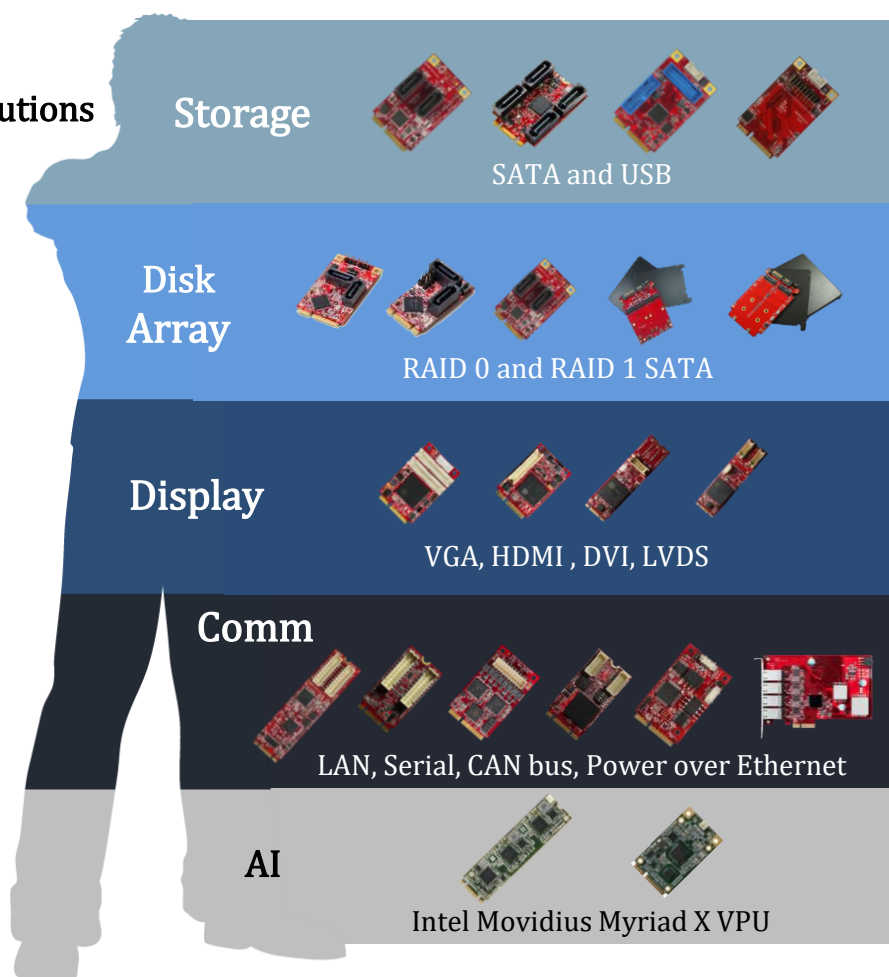
DRAM –Industrial Memory Modules

Industry Oriented

Highest Quality Original IC

Free Upgradation Anti-Sulfuration

Complete Product Line

Strict In-House Testing

Add-On Selections

Embedded Memory

SODIMM UDIMM Very Low-Profile

Server Memory

ECC DIMM Mini DIMM RDIMM

Wide Temperature Memory

WT DIMM WT ECC WT RDIMM

Customized Memory

Rugged DIMM XR-DIMM

Software

Edge Utility

iSMART
SSD & DRAM Real-time Monitoring

iTracker
SD Card and USB Drive Management

iCover
System Recovery and Backup

iOpal
Self-Encrypting Drive Management

Cloud Management System

iCAP

Cloud Administration Platform

Smart Management

Efficient Prediction

Quick Maintenance

New Manufacturing Site at Yi-Lan

Lot Size	Floor Area (4 floors)	2019 Capacity	Maximum Capacity
10,000 Sq. Meter	**12,000** Sq. Meter	**600K** SMT x 4	**1,800K** SMT x 12

In 2018, Innodisk opened a new R&D and manufacturing center in Taiwan's northeastern county of Yilan. Innodisk focuses on developing industrial control solutions through integrating software, firmware, and hardware, with the goal of providing innovative technologies and longevity support to our customers.
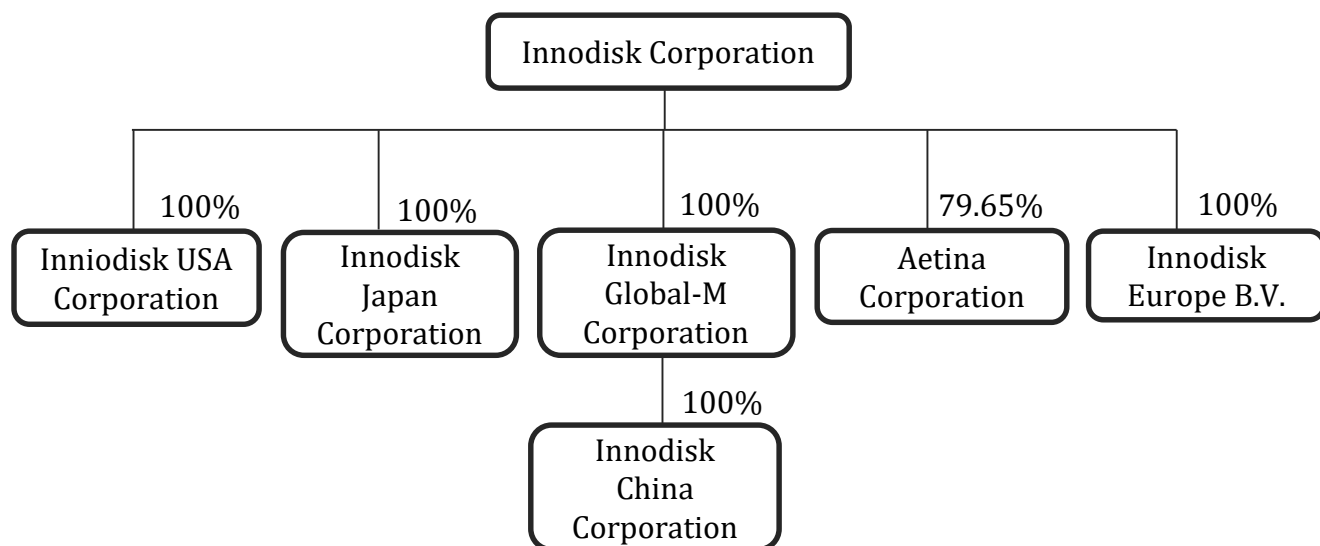
Development and Production Center

Corporate Governance

Subsidiary Company of Innodisk

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                    ┌─────────────────────┐
                    │ Innodisk Corporation│
                    └─────────────────────┘
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100%	100%	100%	79.65%	100%
Inniodisk USA Corporation	Innodisk Japan Corporation	Innodisk Global-M Corporation	Aetina Corporation	Innodisk Europe B.V.

100%
Innodisk China Corporation

• Cross Holding of Shares Companies

Subsidiary Company	Relationship with Innodisk	How much Innodisk's shareholding does subsidiary have.			How much subsidiary's shareholding does Innodisk have.		
		Shares held	Sharehold-ing (%)	investment amount	Shares held	Sharehold-ing (%)	investment amount
Innodisk Global-M Corporation	subsidiary company	-	-	-	615,000	100.00%	18,659
Innodisk USA Corporation	subsidiary company	-	-	-	2,046,511	100.00%	140,499
Aetina Corporation	subsidiary company	-	-	-	6,088,550	79.65%	24,700
Innodisk Japan Corporation	subsidiary company	-	-	-	196	100.00%	3,533
Innodisk Europe B.V.	subsidiary company	-	-	-	50,000,100	100.00%	17,802
Innodisk China Corporation	Sub-subsidiary company	-	-	-	Note	100.00%	18,168

Note: Unissued Stock.

Share Capital Source

Authorized stock (Common Stock)								
Outstanding Capital Stock			Unissued Capital Stock			Total		
2017	2018	2019	2017	2018	2019	2017	2018	2019
73,879,097	78,166,129	79,729,451	6,120,903	1,833,871	20,270,549	80,000,000	80,000,000	100,000,000

- 2017~2019
  - Stock circulation.

Outstanding Capital Stock
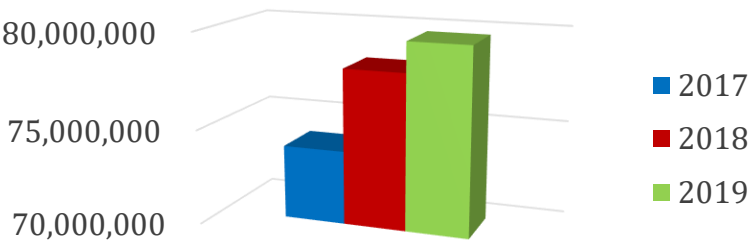
Unissued Capital Stock
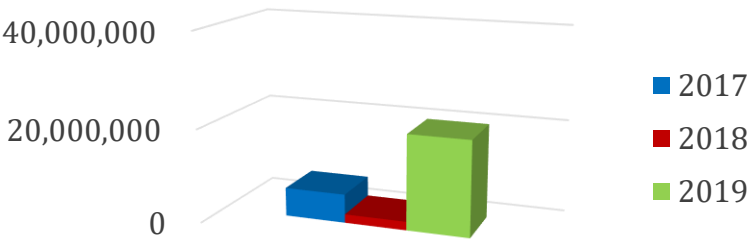
Total

Shareholding Structure

Number of people

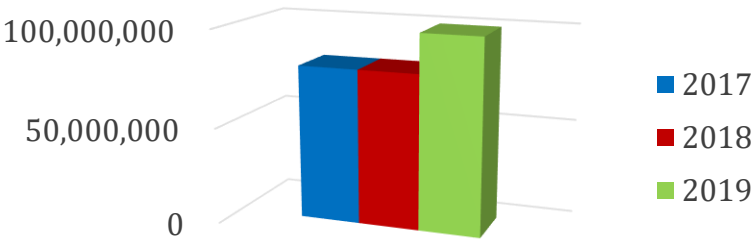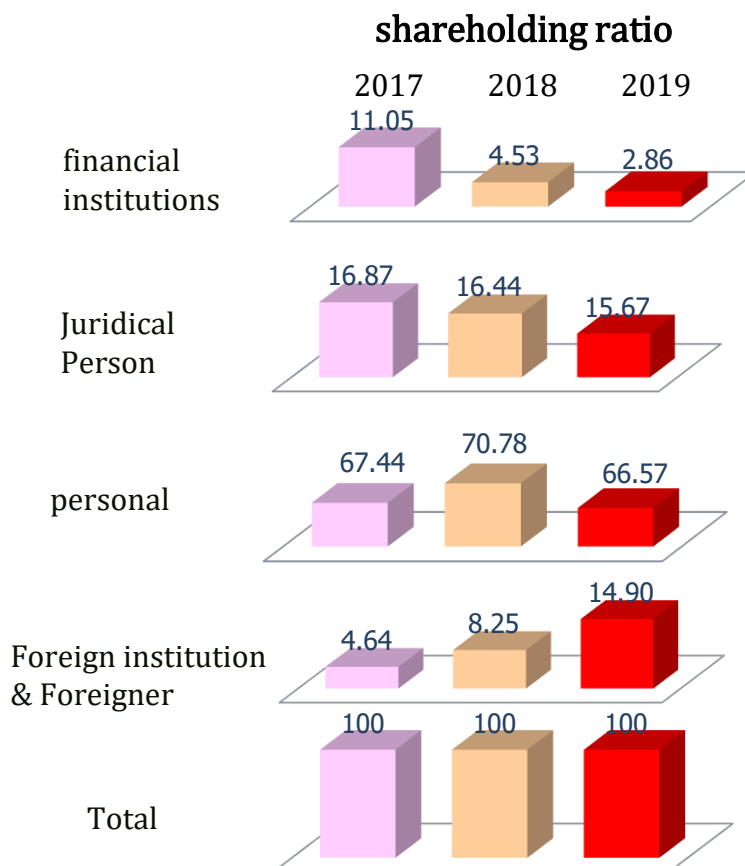|	2017	2018	2019
financial institutions	25	23	26
Juridical Person	50	50	93
personal	8,725	10,789	15,117
Foreign institution & Foreigner	24	37	85
Total	6,742	8,835	15,321

Shareholding

	2017	2018	2019
financial institutions	7,259,186	3,227,721	2,277,259
Juridical Person	11,085,510	11,709,180	12,494,295
personal	44,331,085	50,419,994	53,088,234
Foreign institution & Foreigner	3,050,199	5,879,525	11,875,663
Total	65,725,980	71,236,420	77,931,286

shareholding ratio

	2017	2018	2019
financial institutions	11.05	4.53	2.86
Juridical Person	16.87	16.44	15.67
personal	67.44	70.78	66.57
Foreign institution & Foreigner	4.64	8.25	14.90
Total	100	100	100

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List of Major Shareholders

Name	Stock shareholding	shareholding ratio
Ruei-Ding invest Corp.	5,579,429	7.00%
HSBC NT Asia Fund investment account	5,224,916	6.55%
Pi Ke Zhu investment Corp.	2,030,194	2.55%
Richard Lee	1,850,688	2.32%
Ching-Chung, Chu	1,578,262	1.98%
Randy Chien	1,275,242	1.60%
Labor pension act	773,160	0.97%
Cathy United Bank	763,980	0.96%
Chin-Tsung, Huang	747,639	0.94%
CitiBank DFA investment account	718,555	0.90%

- Management

Innodisk is committed to live up to the highest ethical standards and maintain an effective accountability system. We believe good corporate management provides a steady and strong foundation for the Company's operations, provides high-quality products and services to the market while increasing the long-term value of the corporation itself. Innodisk's management policies are in compliance with "Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies" and other relevant regulations. Innodisk also set measures related to corporate management as follows:

1. Regulations for the Board of Directors' Meeting	2. Regulations for Shareholder Meeting	3. Internal Control System
4. Procedures for Obtaining or Disposing Assets	5. Procedures for Lending of Capital	6. Procedures for Endorsements and Guarantees
7. Measures for Board Election	8. Procedures Ensuring Operational Integrity and the Code of Conduct	9. Code of Ethics
10. Organizational Regulations for the Audit Committee	11. Organizational Regulations for Compensation Committee	12. Procedures regarding Financial and Business between Affiliated Companies
13. Trading Procedures for Related Parties of Enterprise Group and Specific Companies	14. Regulations on the Duties of Independent Directors	15. Procedures for Handling Internal Material Information
16. Procedures for Suspension or Resumption of Transactions	17. Procedures for Handling Material Internal Information	18. Procedures for Handling Requests of the Board

In addition to the audit committee checking and tracking of the internal control and internal audit, all of the Company's departments should also conduct self-evaluations. The Board of Directors and the management shall conduct annual reviews on the self-evaluation results by each individual department as well as the audit reports compiled by the Auditing Department, and draft an internal control statement in reporting to the competent authority.

Financial Information

- Innodisk's Financial Condition

  - Innodisk's operating income in 2019 was NTD$7,361,665, which was 6% lower than that of the previous year. It's our first recession since the Innodisk was founded. The net profit attributable to the parent company is NTD$ 1,014,254,000 with an earning of NTD$12.72 per share, maintaining a strong and steady profitability. The accounts receivable balance towards the end of the year decreased slightly by NTD$ 49,866,000 comparing to 2018. The year end inventory being more than that of 2018 by NTD$ 43,390,000. Because this is our first time to using IFRS16, and we increase the right-of-use asset NTD$132,783,000. And the decrease of accounts payable, The debt ratio has dropped from 24% in the 2017 to 20% towards the end of 2018. The financial structure is sound and the financial balance normal. For detailed operational performance and financial information, please refer to the Innodisk's 2019 annual report.

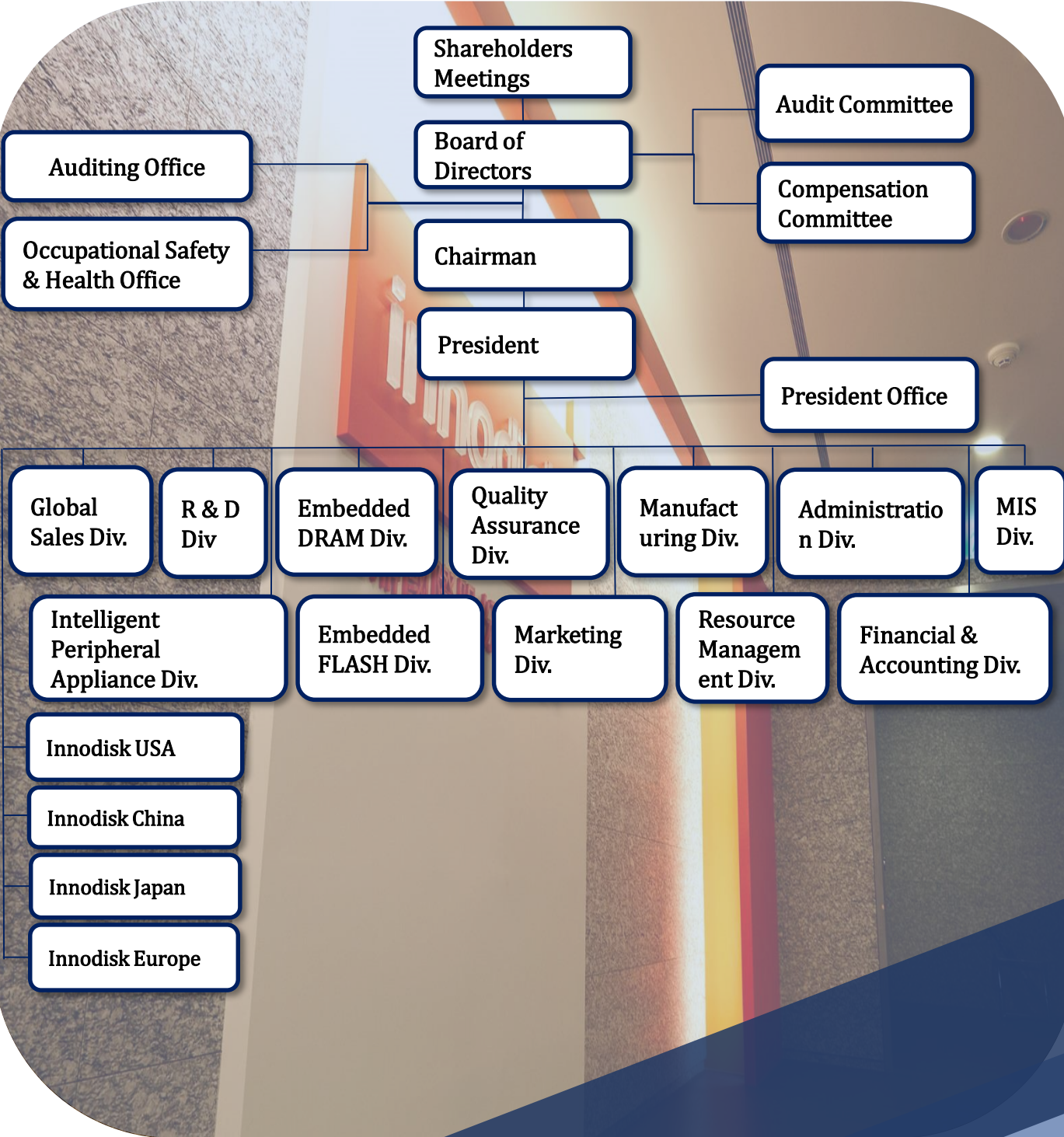 - For more details, please visit: http://mops.twse.com.tw/

Three-year consolidated summary income statement: NTD$'000

	2017	2018	2019
Operating Income	6,544,206	7,866,250	7,361,665
Gross Profit	1,773,701	1,940,466	2,317,776
Profit and Loss	996,236	1,109,255	1,388,887
Non-operating Income & Expenses	-78,308	-10,733	(74,252)
Pre-tax Income	917,928	1,098,522	1,314,635
Net Income of Operating Sections	730,861	850,450	1,029,199
Loss of Non-operating Sections	-	-	-
Net Income (Loss)	730,861	850,450	1,029,199
Other Comprehensive Income (Net)	-7,410	6,690	(4,577)
Comprehensive Income Sum	723,451	857,140	1,024,622
Net Profit Attributable to Parent Company	767,880	843,084	1,014,254
Net Profit Attributable to Non-controlling Interest	-37,019	7,366	14,945
Comprehensive Income Sum Attributable to Parent Company	760,470	849,774	1,009,677
Comprehensive Income Sum Attributable to Non-controlling Interest	-37,019	7,366	14,945
Earning Per Share	10.34	10.66	12.72

Innodisk Org Chart

Shareholders Meetings

Board of Directors

Audit Committee

Compensation Committee

Auditing Office

Occupational Safety & Health Office

Chairman

President

President Office

Global Sales Div.

R & D Div

Embedded DRAM Div.

Quality Assurance Div.

Manufacturing Div.

Administration Div.

MIS Div.

Intelligent Peripheral Appliance Div.

Embedded FLASH Div.

Marketing Div.

Resource Management Div.

Financial & Accounting Div.

Innodisk USA

Innodisk China

Innodisk Japan

Innodisk Europe

Management

- **Board of Directors and Their Duty**
  - Innodisk's Board of Directors consists of 9 directors (including 3 independent directors) with a three-year tenure. To emphasize the independence and diversity, members of the Board of Directors include a Chairperson, Directors, and Independent Directors, consisting a total of 8 gentlemen and 1 lady. All members of the Board are dedicated to fulfilling their duties and exercise due care of good administers, while exercising their authority with great self-discipline and prudence.

- **Competency of the Board**
  - Innodisk's Board operates and manages the Company in compliance with the "Regulations for the Board of Directors' Meeting" and "Procedures Ensuring Operational Integrity and the Code of Conduct". Board meetings are routinely held every quarter (A total of 7 meetings were held in 2018, please refer to Innodisk's 2018 Annual Report - Operation of the Board for more details: http://mops.twse.com.tw) and benefiting from any interest-related resolutions is avoided. All the current Directors are loyal to the duties of their position and every Director are given the opportunity to fully express their opinions on the Company's operations, thereby helping the Board of Directors reach an agreement. Resolutions made by the Directors are executed by the Management, with the Directors continuing to supervise the effectiveness of the execution, fulfilling their duties as Directors of the Company.

- **Independent Directors**
  - Since 2012, Innodisk has established Independent Director positions within its Board, effectively enhancing its operations. Independent Directors are professional individuals who are subject to restrictions concerning shareholding and part-time jobs. The Independent Directors shall remain independent within the scope of their operating duties and shall not directly or indirectly benefit from the Company's operations. This allows the functions of Independent Directors to be further enhanced, which contributes to the transparency of the Company's financial statements, ensures the rights of shareholders, and elevates the Company's overall value, achieving the goal of being a sustainable business.

Board of Directors

Title	Name	Gender	Main Experiences/Education	Current Concurrent Position
Chairman	Randy Chien	Male	Mechanical and Electro-Mechanical Engineering, Tamkang University. Department of Mechanical Engineering, National Central University, Master. NCCU Department of Business administration. Chairman of Innodisk.	General Manager of Innodisk Chairman of Innodisk China Corporation Director of Innodisk USA Corporation Representative Director of Innodisk Japan Corporation Director of Innodisk Europe B.V. Director of Mauritius Innodisk Global-M Juridical Person Director of Aetina Corporation Juridical Person Director of AccelStor Ltd. Juridical Person Director of MILLITRONIC. Co, Ltd. Juridical Person Director of Antzer Tech, CO., LTD. Independent Director of Anpec Electronics Corp.
Director	Richard Lee	Male	Department of Management Science, National Chiao Tung University Department of Management Sciences, Tamkang University, Master. General Manager of Power Quotient International Co., Ltd.	Chairman of Ruei-Ding invest Corp. Chairman of Innomedia Technology Corp.
Director	Vincent Lo	Male	Department of Management Science, National Chiao Tung University Drexel University MBA Director of ThinFlex Technology Corporation	Chairman of Li-Luen invest Corp. Director of Innodisk USA Corporation Legal representative director of AccelStor Ltd. Supervisor of Millitronic Co., Ltd,
Director	Ruei-Ding invest Corp. Representative: Su-Fen, Huang	Female	Department of Business Administration, Tung Hai University. Tamkang University, Master.	Director of Ruei-Ding invest Corp.
Independent director	En-Min, Cho	Male	Deparment of Economics, Tung-Hai University. Rochester University, MBA. Chairman of Phison Electronics Corp. Chairman of Powertech Technology Inc.	Director of Cosmos Vacuum Technology Corp. Director of EnzyTek Technology Inc. Chairman of Da Feng Communication Technology Corp.

Board of Directors

Title	Name	Gender	Main Experiences/Education	Current Concurrent Position
Director	Ching-Chung, Chu	Male	Department of Management Science, National Chiao Tung University Department of Management Science, National Chiao Tung University, Master. General Manager of Kobayashi Optical Co.,Ltd.	Supervisor of Innomedia Technology Corp.
Director	Shan-Ko, Hsu	Male	Department of management science, national Chiao Tung University NCCU Department of Business Administration, master degree. Deputy Executive Manager of Yu-Lon Group. Chairman of Shin-Yang Management Consulting Co.	Chairman of Yi-Chung Technology Corp. Independent director of Institutional Banking Corp. Independent director of Nuvoton Technology Corp. Director of Parpro Technology Corp. Director of Acme Electronics Corp. Chairman of Hestia Power Inc. Independent director of Winbond Electronics Corp. Chairman of AccelStor Ltd.
Independent director	Tsung-Te, Lin	Male	NCCU Department of Business Administration, MBA. Chairman of Genesys Logic Inc. Vice General Manager of Advantech Co., Ltd. General Manager of AVerMedia Technologies, Inc.	Vice General Manager of Global Graphene Group. Chairman of Bai-Cheng Capital Managemnet Consulting Corp. Supervisor of Arise Biotech Corp.
Independent director	Kuang-Pin, Li	Male	Management of Technology, National Chiao Tung University Ph.D. degree. International Business, National Taiwan University, EMBA. NCCU Department of Business Administration Vice General Manager of Shin Kong Global Venture Capital Corp. Vice General Manager of Shin Kong Capital Fund SPC.	Director of Asia Neo Tech Industrial Co., Ltd. Legal representative director of Flygotravel Travel Sevices LTD. Director of VENUE Corp. Director of Wegames Corp.

Management

- **Operating with Integrity:**
  - The main purposes of Innodisk's "Regulations for the Board of Directors' Meeting" are to establish a good management system, to improve the supervision of the Company's operations, and to strengthen management measures. Unless otherwise regulated by relevant laws or regulations, the Board of Directors shall act in compliance with the "Regulations for the Board of Directors' Meeting". When a Board meeting is held, the unit of agenda designated by the Board shall prepare relevant information for the Directors' reference and shall notify non-board-member management of relevant departments to participate in the meeting based on the content of resolutions. Accountants, attorneys, and other professionals may also be invited to the meeting when needed.
  - Innodisk's "Procedures Ensuring Operational Integrity and the Code of Conduct" clearly prohibits bribery, unlawful political donations, inappropriate charity donations or funding, providing or accepting gifts, treats, or other improper benefits, infringement of trade secrets, trademarks, patents, copyrights, and other intellectual property rights, engaging in unfair competition, and directly or indirectly harming the rights, health, and safety of consumers or other stakeholders during the research, procurement, or manufacturing of products and services.

- **Audit Committee**
  - The objective of the Audit Committee is to assist the Board in performing their supervising duties and assume the tasks regulated by the Company Act, the Securities and Exchange Act, and other relevant laws. Audited matters include: the Company's financial statements, company audits, accounting policies and procedures, internal control systems, possible conflicts of interest, trade of major assets or derivatives, the offering or issuance of securities, appointment, dismissal, or compensation of certified public accountants, appointment and dismissal of financial, accounting, or internal audit supervisors, etc. In accordance with the provisions of the Organizational Regulations for Audit Committee, the Audit Committee is authorized in conducting any audits and investigations within its scope of responsibility, and has direct access to communicating with the Company's internal auditors, certified public accountants, and all other employees. The Audit Committee also has the right to hire attorneys, accountants, or other consultants to assist in the performance of its duties. The Audit Committee holds at least four meetings a year (A total of 6 meetings were held in 2019, please refer to Innodisk's 2019 Annual Report - Audit Committee Operation for more details: http://mops.twse.com.tw) and consists of three independent directors.

- **Compensation Committee:**
  - To assist the Board in implementing and evaluating the compensation policies of the Company as well as the compensation of Directors and Management. Innodisk's Compensation Committee should hold a minimum of 2 meetings a year (A total of 3 meetings were held in 2019, please refer to Innodisk's 2019 Annual Report – Operation of the Compensation Committee for more details: http://mops.twse.com.tw and consists of three independent directors).
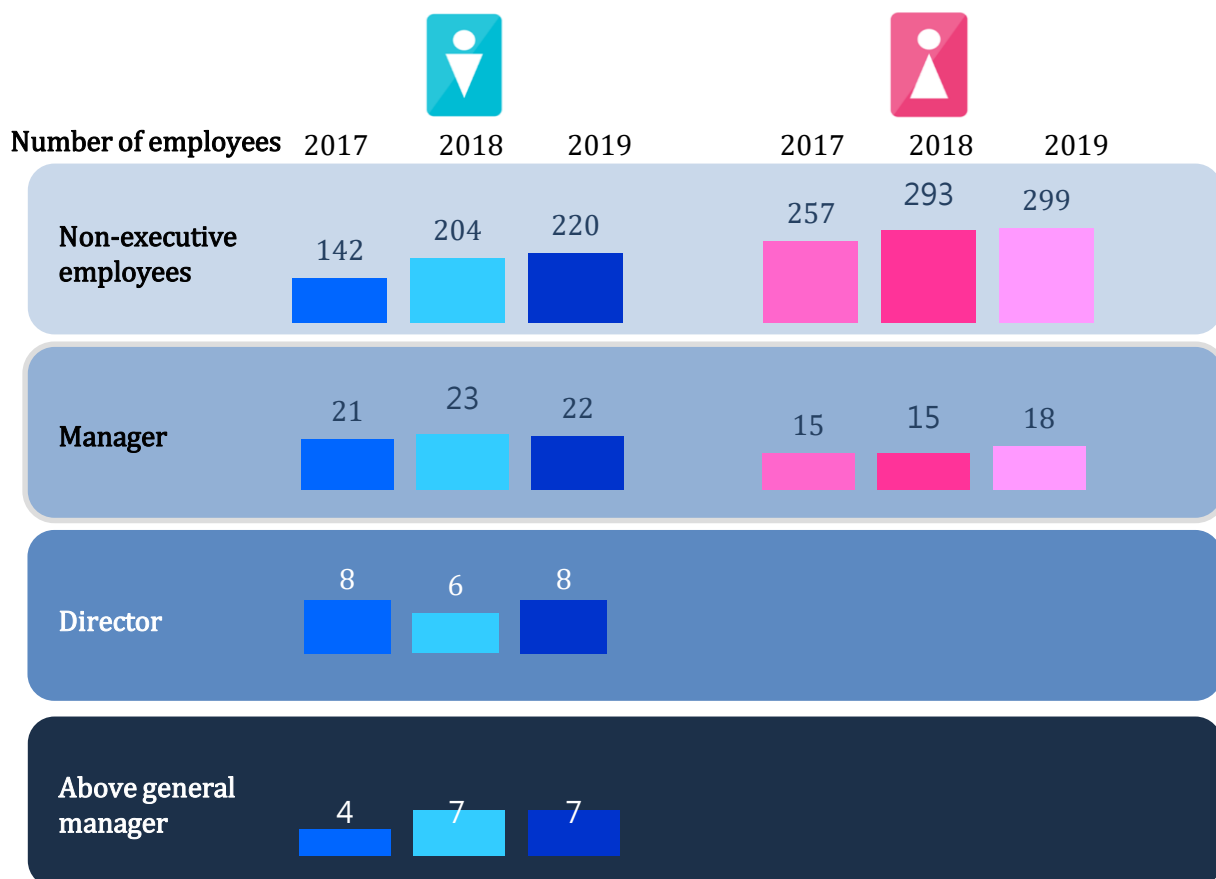
Workforce Structure

- Workforce structure of Innodisk.

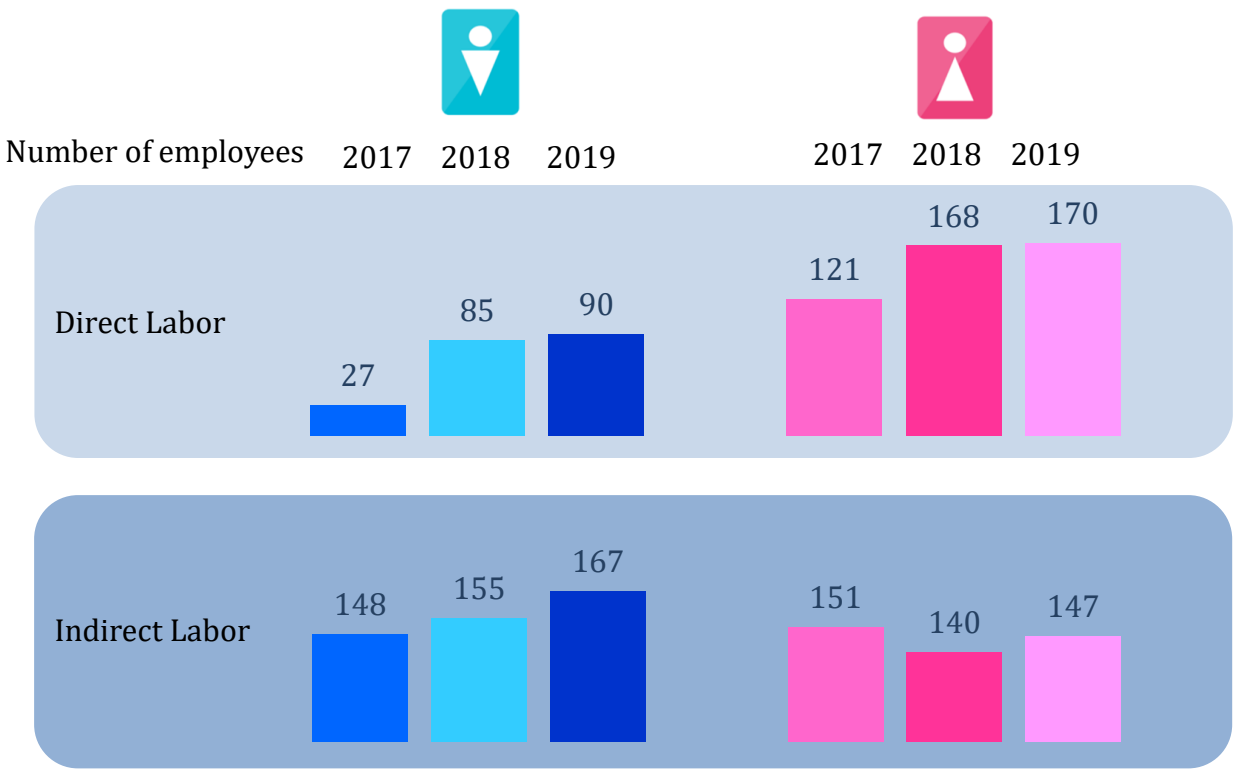| Year	Non-executive employees		Manager		Director		Above general manager		Disabled employees
Gender	♀	♂	♀	♂	♀	♂	♀	♂	♿
2019	220	299	22	18	8	0	7	0	5
2018	204	293	23	15	6	0	7	0	4
2017	142	257	21	15	8	0	4	0	5

- Innodisk had 574 employees at headquarters in 2019, including 257 male employees and 317 female employees. Female employees accounted for55.23% and female managers accounted for 30.56%.
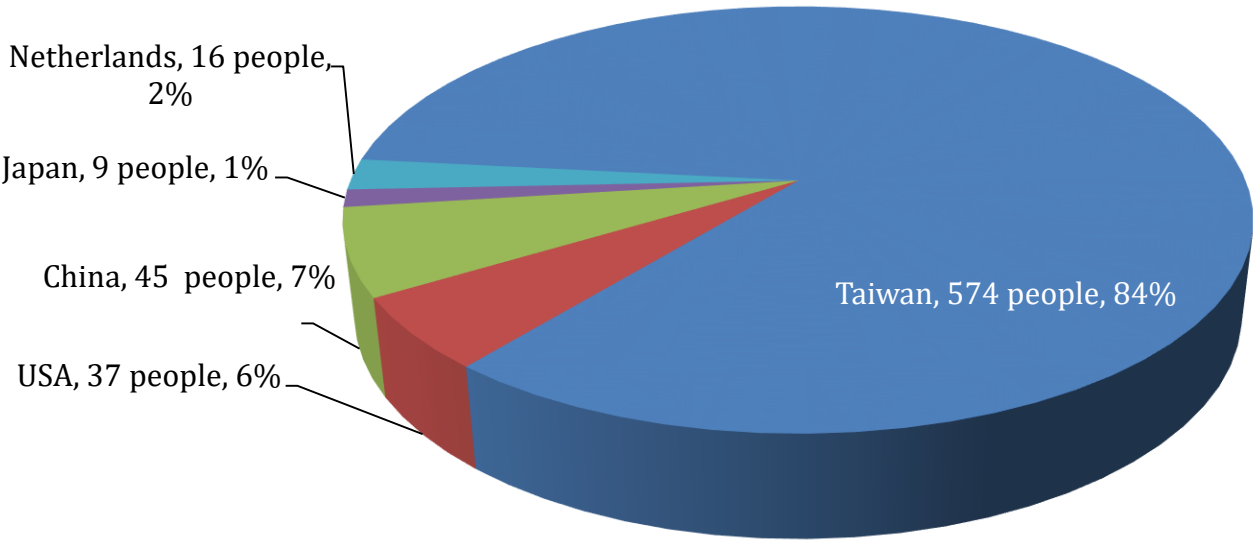
Workforce Structure – by Ranking

Workforce Structure

Workforce Structure – by Direct/Indirect Labor

Number of employees	2017	2018	2019		2017	2018	2019
Direct Labor	27	85	90		121	168	170
Indirect Labor	148	155	167		151	140	147

● By the end of 2019, Innodisk had 681 employees worldwide:

Netherlands, 16 people, 2%

Japan, 9 people, 1%

China, 45 people, 7%

USA, 37 people, 6%

Taiwan, 574 people, 84%

Workforce Structure

Workforce Structure – by Foreign/Disabled employees

- Innodisk committed to equal opportunity also commits to fair employment. We won't discriminate against applicants based on such non-job-related factors as age, disability, national origin, race and religion.

Region	Total		Disabled employees				Foreign employees			
	Male	Female	employees	%	employees	%	employees	%	employees	%
Taiwan	257	317	2	0.77%	3	0.94%	4	1.56%	56	17.67%
USA	23	14	0	0%	0	0%	18	78.26%	13	92.85%
Netherlands	11	5	0	0%	0	0%	8	81%	3	60%
Japan	6	2	0	0%	0	0%	6	100%	2	100%
China	22	23	0	0%	0	0%	13	59.09%	22	95.65%
Total	319	361	2	0.63%	3	8.31%	49	13.57%	96	26.59%

Employee Retention:

- Innodisk considers its employees to be its most important assets, which is why comprehensive benefits are provided for all employees. Innodisk actively implements educational training plans and encourages employees to improve their skills and achieve their vocational goals. Regarding termination of employment, once a resignation has been raised by an employee, the HR Department will arrange a resignation interview with said employee as needed. The HR Department aims to understand the reason for the resignation and will work toward retaining the employee.

Regional Turnover Rates in 2019:

- Taiwan 15.56%; China 13.46%; USA 22.6%; Japan 0%; Netherlands 25%. Turnover statistics for different age groups are as follows:

Gender								
Region \ Age	<30	30~40	41-50	>50	<30	30~40	41-50	>50
Taiwan	3.02%	3.33%	0.32%	0.00%	5.08%	2.86%	0.79%	0.16%
China	3.85%	1.92%	1.92%	0.00%	1.92%	3.85%	0..00%	0.00%
USA	0.00%	2.17%	4.35%	2.04%	6.52%	6.52%	0..00%	0.00%
Japan	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Netherlands	12.50%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%

Statistics of Maternity Leave in Innodisk

- Statistics of Maternity Leave in Innodisk in 2017 to 2019:

Gender	Numbers of employees applying for parental leave in 2016 to 2018 (A)		Numbers of employees being expected to return in after parental leave in 2016 to 2018 (B)		Numbers of employees applied for back to duties in 2016 to 2018 (C)		Number of employees completed one full year of service after returning from parental leave in 2016 to 2018 (D)		Return rate in 2016 to 2018: (C/B)x100%		Rater on return after parental leave in 2016 to 2018: (D/C)x100%	
2019	0	6	0	6	0	6	0	2	0	100%	0	100%
2018	0	6	1	3	1	1	1	1	100%	30.3%	100%	100%
2017	1	2	0	3	0	1	0	1	0	30.3%	0	100%

Labor Rights

- Innodisk considers employees to be its most important assets. Compliance with the law serves as fundamental principles in establishing any system.
  - Lawful Employment: Innodisk complies with the provisions of all labor laws and refuses to employ minors under the age of 15. In addition, it does not allow employees under the age of 18 to perform dangerous task work. Employees are notified of all changes in labor conditions in accordance with the provisions of the law.
  - Sexual Harassment and Discrimination Prevention: Innodisk strictly prohibits any form of sexual harassment, whether it be physical or non-physical. Aside from establishing relevant regulations, Innodisk has also set up dedicated mailboxes exclusively for employee complaints. All employees are treated as equals, regardless of race, religion, skin color, nationality, gender, etc. Thus far, Innodisk has yet to receive any complaints regarding identity discrimination.

Labor Rights

- **Communication of Performance Rating:**
  - In efforts of improving the Company's overall performance, the Individual Development Plan (IDP) is developed to help improve the performance of individual employees. The initial assessment supervisor shall hold performance meetings with the assessed employee regarding performance assessment results, directions of improvement, and future development plans to promote two-way communication between employees and Management. The Individual Development Plan emphasizes employees' autonomy, values individuals' values, encourages employees to seek independent improvement, as well as achieve the Company's goals through the employees' improvement. Innodisk plans and implements various internal training courses and provides its employees with relevant grants for taking external training courses. Employees can form their own plans when it comes to the improvement of their personal abilities and can discuss their future careers with their supervisors. The supervisors then give feedback and suggestions according to the employees' individual development goals, needs, strength and weakness, the current status of their department or organization, as well as future goals. When required, supervisors can also offer support and progress follow-ups to help employees achieve their goals.

- ## Salary
  - Innodisk deems the salary and benefits of its employees to be of great importance. The salary and compensation of employees are decided based on their credentials, working experience, professional knowledge, professional experience, and individual performances; without differences due to specific genders. Innodisk's salary policies are established according to the following principles:
    - Understanding and abiding local laws. Establishing harmonious labor-management relations under the provisions of the law so as to move toward sustainable business operations.
    - Offer salaries based on the market value of the employee's respective professional skills and the contributions of their position's responsibilities. The salary is then combined with the company's performance assessment system to motive employees in seeking better .
    - Innodisk's standard starting salaries for newly-graduates completely comply with the law and any amendments made.
    - Based on the Company's operational status and individual performance, monthly bonuses are given to employees as encouragement for better performance. The bonus sum of each employee is decided based on the Company's business status, in addition to the employee's position, contribution and performance.

Labor Rights

- **Performance Assessment Systems:**
  - Innodisk's performance management and development system aims at integrating and enhancing the performances of both individuals and the Company as a whole. By implementing two-way communication measures and employee development planning, performance is evaluated through a fair and reasonable evaluation process. The assessment itself serves as the basis for job promotion, salary adjustment, bonus distribution, employee development and training needs, etc. If an employee is incompetent for the job, the Company will provide them with appropriate counseling or help them transfer to a suitable unit. If the employee still fails to meet relevant requirements, the Company will adopt appropriate measures such as providing severance packages in accordance with relevant laws and regulations, ensuring that employee rights are accounted for.
  - Main Performance Assessment Procedures at Innodisk:
    - Goal Establishment: During the previous performance assessment (early and mid-year), employees and their department supervisors will together establish a goal for the following performance assessment.
    - Assessment of the First Half of the Year: Department supervisors and employees meet up to discuss current execution status and assess the progress in the first half of the year.
    - Annual assessment: The department supervisors and employees discuss the execution status of the annual goal and assess the progress thereof. The employee's level of performance is determined by the general manager.
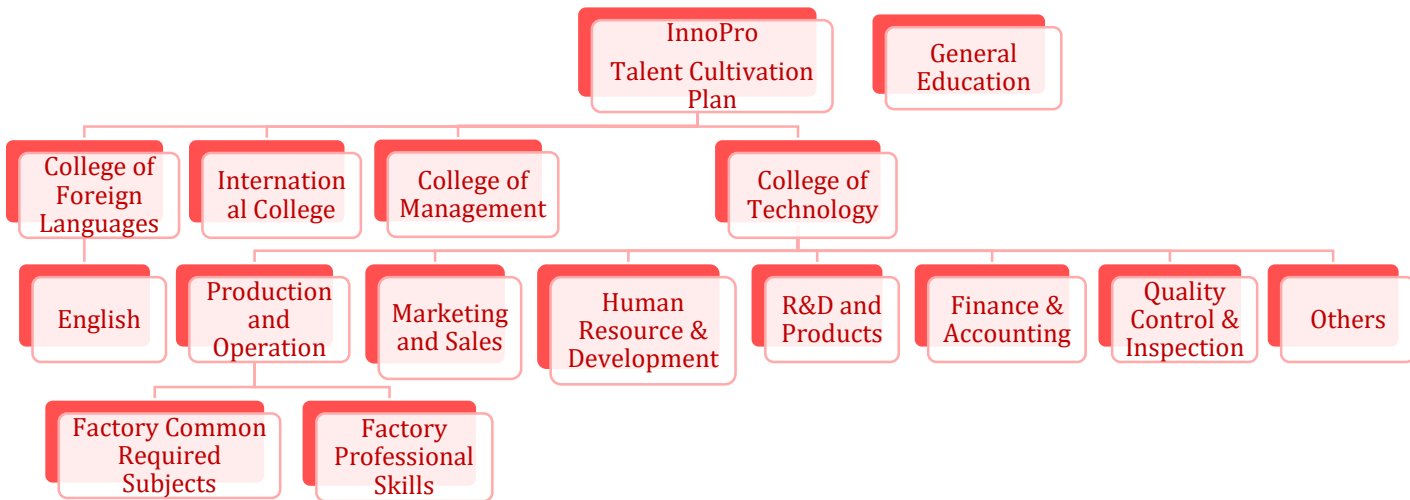
- **Average Salary Difference Ratio:**
  - The average salary difference ratio by gender is as follows (analyzed cases are limited to Innodisk 's Taipei headquarters):

Innodisk	male	female
Staff (supervisors, supervising and professional personnel, assistants, clerical support workers)	1.29	1
Technicians (production team leader, technicians, operators)	1.10	1

- In compliance with Taiwan's laws, every single one of Innodisk's employees are insured with labor and medical insurances starting from their first day at work. The Company is to also allocate funds as part of their pension plans. In addition, Innodisk also provides group insurance to its employees, the content of which, includes: Life insurance, accidental insurance, hospitalization insurance, cancer insurance, daily accident insurance, etc. We provide comprehensive medical assurance for all of our employees. Overseas employees given salaries that not only meet the local labor market conditions but are also reasonable and competitive. Innodisk also refers to local laws, industry practices, and operating performance in issuing short/long-term incentive bonuses to encourage long-term contributions and growth alongside the Company. The social insurance systems for overseas employees are also handled in accordance with local laws of the respective region.

Employee Development & Educational Training

Educational Training Structure

```
                    InnoPro
                Talent Cultivation          General
                    Plan                   Education

College of      International   College of              College of
Foreign           College      Management              Technology
Languages

           Production                    Human        R&D and    Finance &    Quality      Others
English    and        Marketing        Resource &    Products    Accounting   Control &
           Operation  and Sales        Development                            Inspection

Factory Common   Factory
Required        Professional
Subjects        Skills
```

- General Education
  One of Innodisk's main operational focuses, which provides a safe and secure working environment for its employees. Innodisk provides a series courses on the required subjects, such as fire fighting, labor safety, quality concepts, health knowledge, information security, and so on. All employees are encouraged to participate.

- College of Technology
  Innodisk organizes internal education training from time to time for employees of different professional and technical backgrounds. Innodisk also offers subsidies for external training.

- **Educational Platform in Different Schools**

  - College of Management
    In response to the developmental needs of each department, Innodisk periodically offers appropriate in-service training for supervisors of all management levels, so as to actively cultivate management talents, build team cores, and strengthen the Company's overall management skills.

  - College of Foreign Languages
    To help align with international markets, Innodisk provides scholarships for advanced study in languages and covers registration fees for relevant language exams. Furthermore, Innodisk also holds English-related courses, striving to comprehensively improve the English ability of employees across all departments.

  - International College
    As the Company operates and grows at an international level, educational training are arranged every year according to the developmental needs of the Company's branches around the globe, so as to promote growth and development of Innodisk's employees.

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Employee Development & Educational Training

- **At Innodisk, Employees Enjoy Equal Training Opportunities Regardless of Gender and Position**
  - Talent is one of Company's most important assets. At Innodisk, we care for the growth and development of every single employee. We offer training resources that contribute to individual career development and continue to improve the structure and resources of our internal training. Aside from periodically organizing internal educational training to improve employees' professional skills, Innodisk also offers subsidies as encouragement for employees to participate in in-service training and workshops held by certified external organizations.

Internal Training	2017	2018	Growth Rate
No. of Periods	365	383	5%
Hours	345.9H	322.6H	-6%
No. of Participants	4138	4597	11%
Man-hours	5523.8H	4457H	-19%
Average Training Hours (Based on the number of participants at yearend)	10.1H	7.8H	-22%

External Training	2017	2018	Growth Rate
No. of Participants	122	115	-5%
Hours	1400.55H	967H	-31%
Average Training Hours (Based on the number of participants at yearend)	2.56H	1.68H	-34%

[Educational Training for New Employees/ Training on Human Rights Policy]:

Every new employee on-board has to complete training regarding operation systems, expertise and practice, with the results inspected to make sure the employee can quickly adjust to their new positions and contribute to the Company's operations. In addition, general education courses such as "Introduction to Innodisk's Environment, Regulations and Benefits for Employees", "Regulations for Information Security", "Being an Innodisker- History and Culture of Innodisk", "Labor Safety and Health and Work Environment Maintenance", etc., are to be completed by new on-board employees to help them quickly familiarize with Innodisk's products, quality policies, background culture and corporate regulations.

Item	Batches	Hours	No. of Participants
Educational Training for New Employees/ Training on Human Rights Policy	6	34.7	83

[Training for New Supervisors]:

To help Innodisk supervisors learn and grow, Innodisk goes in depth to understand the needs of supervisors in terms of leadership and management and provides appropriate training. Through improvement of supervisors' leadership and management, the performance and satisfaction of employees are expected to increase.

Item	No. of Courses	Hours	No. of Participants
Training for New Supervisors	1	4.3	27

Organizational Principles & Code of Ethics

- Innodisk's business philosophy lies in innovation, discipline, sharing, and operation under the highest ethical standards. Innodisk has established the "Code of Ethics" to regulate the ethical standard and sense of responsibility that all employees should adopt. The Guidelines are also uploaded onto Innodisk's website for reference. In addition, anonymous complaint mailboxes are provided, offering employees a means of voicing their opinions through a free and secure communication channel. Innodisk's consensus and principles regarding ethics include:
  - All of Innodisk's personnel are to comply with the provisions listed within relevant laws and the Company's Code of Ethics, while pursing the highest ethical standards in their line of work. Directors and managers shall lead the employees by example and promote the rules within the Code of Ethics.
  - All of Innodisk's personnel should approach their line of work with a positive and responsible attitude, abandon sectionalism and focus on what benefits the Company as a whole and stay true to integrity principles.
  - Innodisk shall respect society's diversity and give all Innodisk employees equal credit and opportunities in terms of their career development. Individuals shall be treated equally regardless of factors such as gender, race, religious belief, partisanship, sexual orientation, rank, nationality, or age.
  - Innodisk shall provide a healthy and safe working environment for all its personnel. All of Innodisk's personnel should contribute to the maintenance of a healthy and safe working environment. Sexual harassment or acts of violence and threats are strictly prohibited.
  - All of Innodisk's personnel shall respect one another's personal privacy and shall not spread rumors or vilify others.
  - All confidential, non-confidential or customer information obtained in one's line of work shall be carefully managed and shall not be disclosed to others or used for purposes not relating to work unless first disclosed by Innodisk or otherwise regulated by the law. Such restriction applies even to those who no longer work for Innodisk. The aforementioned information includes all unpublished information that can potentially be exploited by competitors or information that can potentially cause losses for Innodisk or Innodisk's clients when disclosed.
  - All of Innodisk's personnel shall ensure the correctness and integrity of various documents or digital records under their management, in addition to ensuring that they are properly stored. If any document or digital record is lost, damaged, or its contents thereof concealed or fraudulent, the department supervisors shall be notified, with investigations held in determining the cause.
  - All of Innodisk's personnel have the responsibility of protecting the Company's assets, as well as ensuring that they can be used effectively and legally used by the Company, and preventing them from affecting the Company's operational capabilities. All of Innodisk's personnel should protect the Company's information, information systems, network equipment, and other resources from interference, damage or invasion in any shape or form, so as to ensure the confidentiality, integrity, and availability of the Company's information.

Organizational Principles & Code of Ethics

- Any information obtain through one's position at Innodisk that may potentially have serious influence on the trading price of securities, shall be kept strictly confidential in accordance with the provisions of the Securities and Exchange Act before being published. Such information shall not be used for insider trading.
- Personnel shall not exploit their professional position at Innodisk in seeking personal benefits. All personnel should safeguard the Company's legitimate rights and interests and avoid the following circumstances:
  - Using the Company's property, information or by exploiting one's professional position at Innodisk to seek personnel gain.
  - Unlawfully competing with the Company or engaging in actions within the Company's business scope for oneself or for others. When the opportunity for profit arises, all personnel shall strive to increase the legitimate interests for the Company.
- All of Innodisk's personnel shall avoid engaging in any acts of capital lending, major asset trading, guarantees, or other trading that conflict with the Company's interests under either their own name or that others.
- All of the Company's Directors are expected to be highly self-disciplined. Directors should avoid getting involved in resolutions of the Board in which the Director or his/her legal representatives are stakeholders, or which could potentially be detrimental to the Company's profitability. The same applies for resolutions that Directors themselves or the Board of Directors deem to be better off avoiding. When a Director believes that he or she cannot handle the matter in a just manner or in a manner beneficial to the Company, its relevant trading or if the affair can potentially cause conflict of interest, the Director shall take the initiative to clarify to the Board and handle/avoid handling the matter through a lawful and appropriate manner. If a Director or Manager has relatives, spouses, direct blood relatives, second-degree relatives or relatives whose organizations of employment have business activities with Innodisk, the Director or Manager shall take the initiative to clarify to the Board and avoid handle/avoid handling the business through a lawful and appropriate manner.
- All personnel should treat Innodisk's business partners fairly and must not have engage in unfair or unethical behavior, including:
  - Seek improper benefits from one another.
  - Disseminate false statements about clients, dealers, competitors, and employees.
  - Deliberately misrepresent the quality or content of the Company's goods or services.
  - Receive undue benefits by manipulating, concealing, abusing the information obtained from one's professional position, misrepresenting important matters, or by engaging in unfair trade.

Organizational Principles & Code of Ethics

- When engaging in transaction with a related party or an affiliated company, personnel at Innodisk shall act in accordance with the principle of fair treatment, comply with the laws and the regulations of the competent authority and the relevant regulations of Innodisk. Preferential behavior is not allowed.
- All Innodisk personnel should refrain from demanding, offering, delivering, or receiving gifts, treats, rebate, bribery, or other undue benefits in one's self, the Company, or a third party. However, the gifts or treats permitted by social etiquette or the Company's regulations are not limited to this.
- Personnel at Innodisk who trade with other parties to perform their duties shall accurately report the contents of the trade in accordance with the principle of honesty and integrity, and shall not conceal or falsely reports that will lead to damage to the Company's rights and interests.
- Personnel at Innodisk shall respect the rights to and legally use the intellectual property of others when performing their duties.
- Innodisk's employees shall not engage in any political activities in the workplace or during work hours, nor shall they use the Corporate's resources to engage therein. However, certain public relation activities for public relations personnel are not limited to this restriction. The Directors and Managers of Innodisk shall not influence employees into donating to political parties, supporting certain political parties or candidates, or participating in political parties in the workplace or during work hours .
- Personnel at Innodisk shall comply with the provisions of laws, including the Securities and Exchange Act, Money Laundering Control Act, Fair Trade Act, and other laws and regulations.
- The Directors and Managers of Innodisk shall at all times, promote ethical behavior and encourage the Company's personnel to immediately report any discovery or reasonable suspicion of violations of the Code of Ethics or other relevant laws but should refrain from malicious false accusations. One who has been reported or lodged shall not retaliate or threaten the reporting personnel. In case of retaliation, threat, or harassment, the supervisor, internal audit supervisor, or other appropriate personnel should be immediately notified. The Company should then immediately handle the matter as appropriate.

Organizational Principles & Code of Ethics

– For personnel involved in major violation of relevant laws and regulations, the Company shall take appropriate legal actions and hold the personnel responsible for civil and criminal liabilities in protecting the interests of the Company and the shareholders. All Innodisk's employees are subject to the provisions of the Company's personnel regulations, with the Company implementing appropriate punishments. The same applies for unit/department supervisors that are informed but do not take correct actions or handle the situation in accordance with the Company's regulations. If the Company's personnel violate the Code of Ethics, the responsible unit shall report punishment according to the Company's procedures. Should the Company punish the party involved, the party may provide evidence for filing complaints. The Company should then take the complaint into consideration and handle the matter as appropriate. If a Director or Manager violates the Code of Ethics, punishment will be implemented after being given guilty verdict or deemed in the wrong by the court of law or Innodisk's the Board of Directors. The Company shall promptly disclose date of violation, act of violation, violated regulations, the handling of the situation, etc. on public websites available to the public.

# Supply Chain

- **Supplier Management**
  - Ever since its establishment, Innodisk's business strategy has revolved around "Development in Taiwan while focusing on the international market". Our procurement policies have also been established according to this approach. In order to meet the characteristics of industrial products in being diverse but few in numbers, not only is our production line based in Taiwan, but we also adopt diversified product portfolios and flexible production strategies to meet the diverse needs of global clients. To this end, locally registered manufacturers in Taiwan are first considered when choosing suppliers. After ten years of growth, Innodisk has gradually become an international corporation. At the same time, we have made adjustments to our supply chains in order to meet the strict requirements of our numerous international clients. Aside from cost competition, production process, product quality and technical services, Innodisk is now concerned with issues such as labor rights within our supply chains, environmental protection, as well as safety and health risk control; we have therefore adopted a multitude of measures that help suppliers improve their management. The goal is to lower operational costs and risks for Innodisk and its suppliers, achieving a common growth partnership. All suppliers of Innodisk are selected in accordance with the Guidelines on Supplier Management established by our ISO, and all suppliers are required to fully comply with all relevant laws and regulations in Taiwan or in their registered countries when running their businesses. In addition, suppliers are also required to pay special attention to issues like business ethics, labor rights, work environment, safety and health, and so on.

- **Type of Supply Chains and Procurement Localization**
  - As mentioned above, Innodisk's products are very diverse in order to meet the different needs of clients around the world. For this reason, Innodisk needs a considerable number of suppliers to assist in the provision of a wide range of products. In 2019, Innodisk had a total of 135 suppliers. Our supplier come from a variety of sources, ranging from top tier, internationally renowned, electronic component manufactures, to local manufacturers that offer special production services. The parties from which Innodisk purchases from, are mainly distinguished by the relevance of production materials, divided into manufacturers of production materials, agents that do not directly produce products but indirectly provide production materials, and subcontracted factories that provide production services.

Supply Chain

- Count by amount, manufacturer account for 8.3%, agent account for 91.3% and subcontractor is 0.4%.

0.4% 8.3%

- Manufacturer
- Agent
- Subcontractor

91.3%
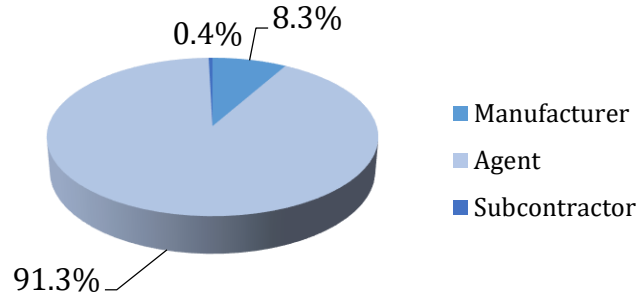
- Count by number of manufacturer account for 53.3%, agent account for 43.0% and subcontractor is 3.7%.

3.7%

43.0% 53.3%

- Manufacturer
- Agent
- Subcontractor
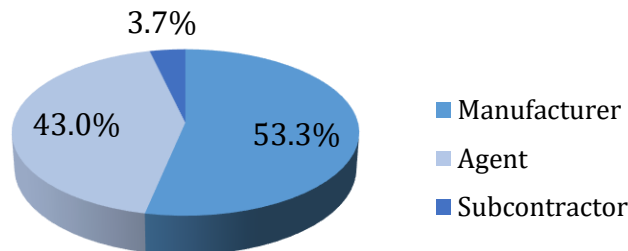
- Innodisk expect to promote the growth of local economy, always try to procure from local suppliers first. The number of local suppliers we procure is 124, account for 91.9%.

8.1%

91.9%

- Local Suppliers
- International suppliers
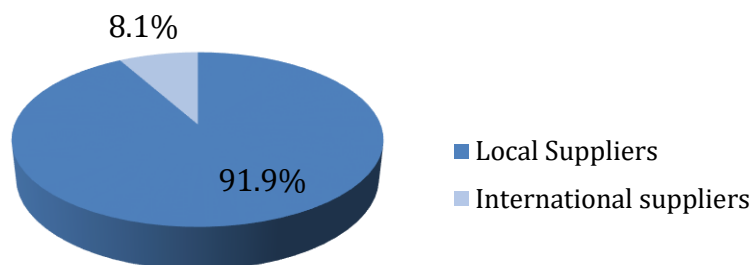
- **Rating of Suppliers**
  - Innodisk has strict supplier screening standards and inspection management policies. To ensure that suppliers comply with Innodisk's standards, the selection of new suppliers must be conducted through Innodisk's first-time on-site audit as well as the supplier's own self-evaluation. When a supplier passes the aforementioned, relevant internal departments at Innodisk will carry our further evaluation.
  - Besides the strict screening standards, Innodisk performs periodic documental and on-site inspections on key and qualified suppliers every year, and analyzes their multiple financial status every five years. Suppliers that pass every inspection and have excellent performance therein can become Innodisk's long-term partners.

Supplier Management

Preliminary Evaluation

- Preliminary Evaluation Sheet for Suppliers: Suppliers are screened based on quality/delivery time/price/service. The delivered samples are then checked to make sure they comply with Innodisk's quality requirements.

Periodic Documental Inspection

- Procurement and quality control officers evaluate suppliers based on their delivery performance. The evaluation results are used to decide whether the suppliers are listed as qualified suppliers for future purchases.

On-Site Inspection

- Quality Assurance /Engineering/Quality Control officers will visit the suppliers' factories and inspect their documents and production site in deciding whether the suppliers will still be listed as qualified suppliers.

Incoming Inspection Records

- Record the conditions of every incoming inspection and provide feedback to the suppliers as a basis for continuous improvement.

Qualified Suppliers

- All aforementioned measures are even applied to qualified suppliers in monitoring the quality of their products and services.

- **Supplier Risk Management**
  - To ensure steady supply of raw materials, virtually all raw materials purchased by Innodisk come from more than two suppliers. For special materials in which Innodisk only has one supplier, Innodisk will negotiate a long-term supply guarantee with the supplier. Should the suppliers plan to cease their supply of products, they are required to notify Innodisk a year prior and are obligated to providing six months to two years worth of products in ensuring smooth material transitions.
  - Innodisk has preventative measures in place which respond to cases where suppliers are unable to deliver their products in time, or if unexpected situations occur. As a general rule, Innodisk's inventory includes at least two month's worth of supplies for most raw materials, as well as a month of external orders for smooth dispatch.

Supplier Management

- Besides evaluating the quality, costs, delivery time, service and techniques of suppliers, Innodisk also manages procurement based on the concept of green supply chains. The following fundamental principles are used to evaluate suppliers:

  – All of Innodisk's suppliers shall fully comply with relevant local laws and regulations and clearly state their risk control measures.

  – All of Innodisk's suppliers shall establish a dedicated management system for the environment, employees' health and safety, and hazardous substances.

  – Compliance with Innodisk's "substance-limited components management plan" by providing proper and periodically updated statements or certification documents. Innodisk has incorporated environmental protection principles into its supplier management mechanism. For some items such as raw materials, packaging or pollution emitted by suppliers, Innodisk strictly demands that its suppliers comply with environmental regulations.

  – Suppliers must pledge and guarantee that their products do not include "substances prohibited by environmental management" and provide the following information:

    • Inspection reports for environmental management substances within their products.

    • Collection of knowledge and understanding regarding related components in materials and parts.

    • Collection of information on toxicity and prohibition (Material Safety Data Sheet) of related chemicals (Material Safety Data Sheet).

    • Show results from inspections implemented by the supplier's management system.

- Inspection and Guidance of Suppliers' Social Responsibility

  – Innodisk has established supply chain management procedures and has introduced RBA (Responsible Business Alliance) into our supply chains to perform inspection and guidance regarding "human rights, environment, safety, health, and management systems" of our suppliers. Innodisk is constantly aware of the measures implemented by suppliers in areas such as environment, safety and health. We continue to encourage suppliers to reinforce business ethics, protection of labor rights, attention to the working environment and safety of workers and the development of materials and operational procedures that reduce environmental impact.

- Guidelines on Ethical Behavior of Procurement and Suppliers

  – To avoid fraudulent behavior between any personnel and the suppliers, procurement personnel at Innodisk are periodically rotated and are strictly prohibited from accepting money or any form of rebate form suppliers. Procurement personnel are also prohibited from dining and gathering with suppliers unless having acquired their supervisor's approval.

Sustainability Management

Communication Mechanisms for Stakeholders

Subject	Topics and Modes of Communication	Channel and Frequency of Communication
Clients	◆ Complete annual satisfaction survey as requested by clients. ◆ Complete annual conflict mineral source survey as requested by clients; do not use minerals from the conflict areas. ◆ Employ relevant confidential information protection measures as requested by clients. ◆ Issue statements regarding prohibition of child labor and the place of origin for products as requested by clients. ◆ Client inspection of Innodisk's suppliers. ◆ Clients' tour on the manufacturing process of Innodisk's factories.	◆ Annual Google survey on customer satisfaction. ◆ Real-time meetings for unexpected issues. ◆ Teleconference for certain issues. ◆ Regular annual client visits. ◆ Quarter QPR. ◆ Mailbox for external communication. ◆ Computex VIP meetings. ◆ On-site inspection/tour for clients.
Employees	◆ Set up a mailbox in the cafeteria, allowing employees to voice their opinions at all times. ◆ Hold labor-management meetings.	◆ Once every quarter and representatives of both parties being present at the conferences.
Investors/ Shareholders	◆ General Shareholder Meetings are held, in which the Chairperson, Directors, and senior Managers report the Company's financial statements and status of operation to the general shareholders. Surplus distribution is ratified at the meeting and important resolutions passed. ◆ All of the Company's financial statements and other important financial & business information are announced and disclosed on "MOPS" (Market Observation Post System) platform.	◆ General shareholder meetings held once a year. ◆ Periodic disclosure of financial and business information. ◆ Irregular disclosure revealing major information on MOPS. ◆ Establishment of spokesperson system to reply to shareholders' questions.
Suppliers	◆ Qualified supplier certification. ◆ Green supply chains GPM. ◆ IQC Inspection Status.	◆ Ratification of new products. ◆ Update of quality related documents. ◆ Irregular communication via phone and e-mail. ◆ On-site inspection/year. ◆ Questionnaire/6 months.

Communication Mechanisms for Stakeholders

Subject	Topics and Modes of Communication	Channel and Frequency of Communication
Subcontractors	◆ Subcontracted products quality control. ◆ Trial production of new machinery. ◆ Confirmation of delivery time for subcontracted products & production. ◆ Technology exchange.	◆ Quality Meetings/month. ◆ Factory on-site inspection/year. ◆ Irregular communication via phone and e-mail.
Government	◆ Declaration of "guidelines for work safety" and "occupational safety and health personnel". ◆ Declaration of waste disposal plans.	◆ Irregular official documents from Environmental Protection Bureau and Labor Standards Inspection Office.
Local Residential Buildings	◆ Notification of certain situations such as power outages, construction, engine room, fire drill, etc. ◆ Serve as a member of the management committee to participate in the public affairs of the community.	◆ Irregular communication via phone and e-mail. ◆ Frequent participation in meetings and activities.
Media	◆ Release of new products information (including new products and technology). ◆ Disclosure of company information (relocation, awards received, social welfare, etc.).	◆ Irregular interview and lunch/dinner meetings with the media. ◆ Once-a-month press release to relevant media on average.

CSR Org Chart

The CSR team is composed of communication channels with stakeholders.
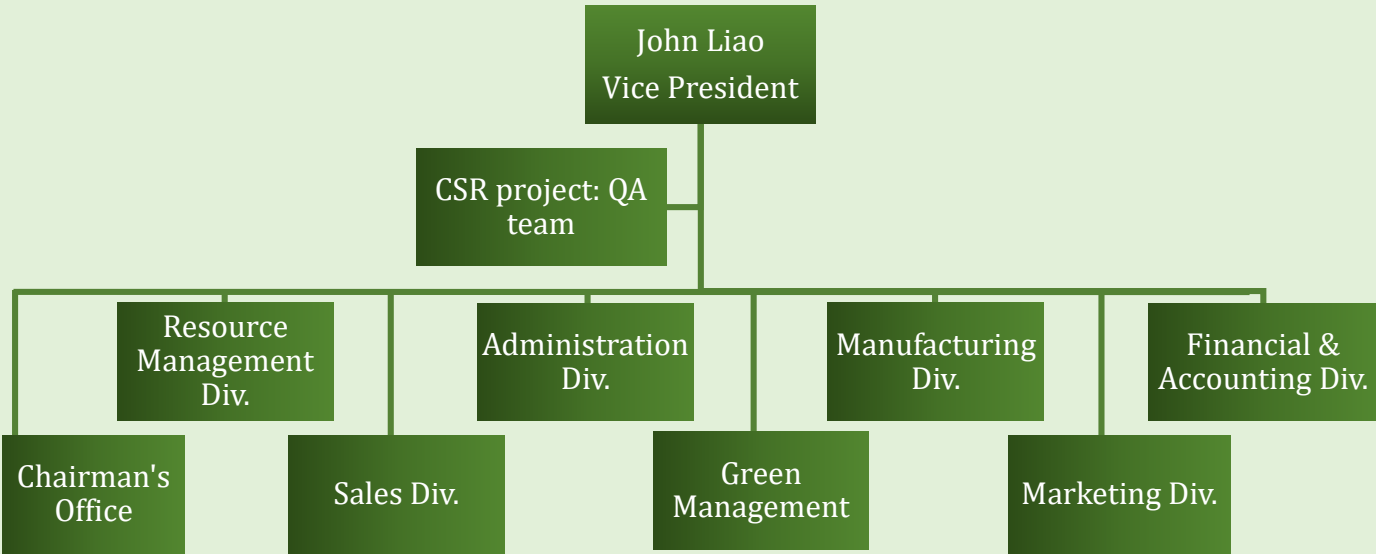
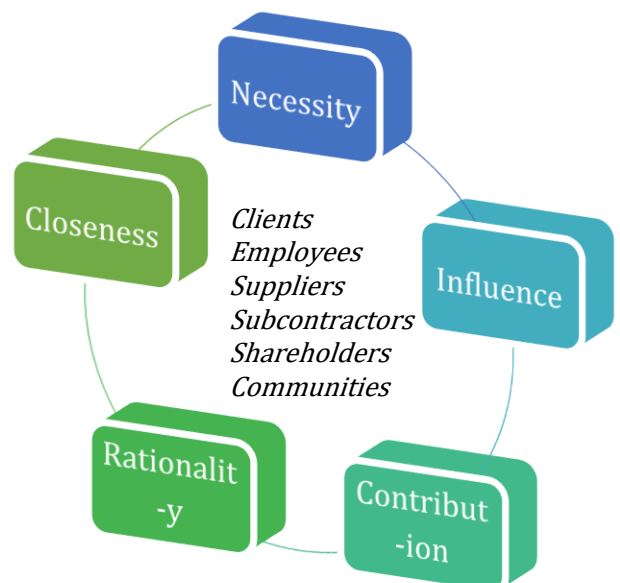# Identifying Stakeholders & Relevant Negotiation

- Innodisk hopes to achieve sustainable development through effective communication and negotiation . Innodisk has established a CSR team, whose members are selected from the departments that conduct daily communication with various stakeholders. Through questionnaires, Innodisk can grasp a better understanding of the issues of concern as well as their respective priorities for Innodisk's stakeholders. Systematic identification can be used as basic references for information disclosure within the Company's reports. The following is a systematic explanation on the negotiation process with stakeholders:

1. Establishing a Communication Goal

- Innodisk sees the CSR reports as a strategy for sustainable management. Three issues and a total of nine goals were set after discussions held by the CSR team. The goal this CSR Report is to achieve the communication through disclosure of relevant information.
  - Corporate sustainability in terms of management: Strengthen corporate management / strengthen risk management / improve customer satisfaction.
  - Corporate sustainability in terms of the environment: Dedication to achieving green management / dedication to energy conservation and carbon reduction / paying attention to environmental protection issues.
  - Corporate sustainability in terms of the society: achieving two-way communication / taking care of employees / seeking to contribute to the society.
- Combining the nine goals, Innodisk has raised 31 communication issues

## 2. Identifying Stakeholders

- Based on our communication goals, the five major indicators, and daily communication with stakeholders, Innodisk has identified six stakeholders that require constant communication according to the business operations types, including: clients, employees, shareholders, suppliers, subcontractors, community buildings.

Necessity

Closeness

Influence

Clients
Employees
Suppliers
Subcontractors
Shareholders
Communities

Rationalit-y

Contribut-ion

Identifying Stakeholders & Relevant Negotiation

3. Collection of issues on Corporate Social Responsibility

– "CSR Reports" cover a wide range of issues. Innodisk conducted a questionnaire survey (regarding the 31 communication issues, with the CSR team handing out questionnaires to stakeholders) to understand and analyze the issues of concern for each category of stakeholders. The survey serves as basic reference for the information disclosed in Innodisk's CSR reports. The following is the distribution of the responses from stakeholders:

1%
1%
3%
2%
80%

■ Supplier

■ Client/Trader

■ Employee/Collaboration Personnel

■ shareholder
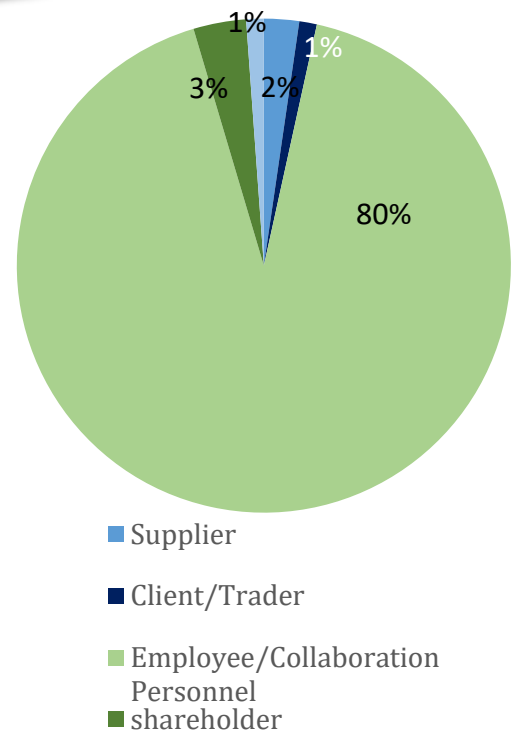
4. Analyzing issues on Corporate Social Responsibility

– Innodisk hands out questionnaires to different stakeholders regarding the issues of concern. The responses are then analyzed after taking into consideration the scores and distribution of each issue under different assessment criterion from different stakeholders.

– In addition, questionnaire surveys on the Company's supervisors are used to identify the substantial issues that the Company is concerned with.
The two above surveys are used to identify the major issues of the concern for the Company and its stakeholders, which will then be disclosed in the Company's CSR reports.

5. Examination & Results

• Range of the major consideration defined in this Report mainly focuses on Innodisk's Xizhi headquarters, the operation of factories, and upstream and downstream of the Company's headquarters. This does not fully cover data from affiliated companies and oversea branches.

– After factoring the influence of distribution, Innodisk identifies 17 important issues according to the results of substantive analysis on the degree of concern from stakeholders on major issues:

Identifying Stakeholders & Relevant Negotiation

- Corporate sustainability in terms of management: corporate management, sustainability strategies, product quality/technology R&D, business operation and financial performance, risk management, privacy policy, customer satisfaction survey, customer service management, supply chain management, guidelines for ethical/moral behavior
- Corporate sustainability in terms of the environment: green supply chain management, green product/service design and development, and management of hazardous substances
- Corporate sustainability in terms of the society: occupational safety and health, labor-management relations, employee rights, employee benefits and salary

Innodisk collected questionnaires for materiality analysis to identify stakeholer's concern, and listed in the materiality matrix.

Stakeholder

H		
Career Development and Training	Recruitment and the Ability to Attract and Keep Outstanding People Satisfaction Survey of Employee	Product quality / technical research Occupational Safety and Health Labor Relationships Employees' Rights Employee Welfare and Salary
	Green Supply Chain Management Green Product / Service Design and Development Hazardous Substance Management Supply Chain Management Moral / Ethical Conduct	Corporate Governance Sustainable Development Strategy Operating Financial Performance Risk Management Privacy Policy Satisfaction Survey of customers Customer Service Management
Participation in Community and Society's Activities Stakeholders Communication Waste Management and Recycling The use of raw materials and recycled materials	Environmental Policy / Management System Greenhouse Gas Emissions Product Carbon Footprint Energy Management Water Use and Waste Water Discharge Control Air Pollutant Control Social Performance Management of Suppliers	

L

L   **Innodisk**   H

Sustainable Development

- Our sustainable development strategy as below:

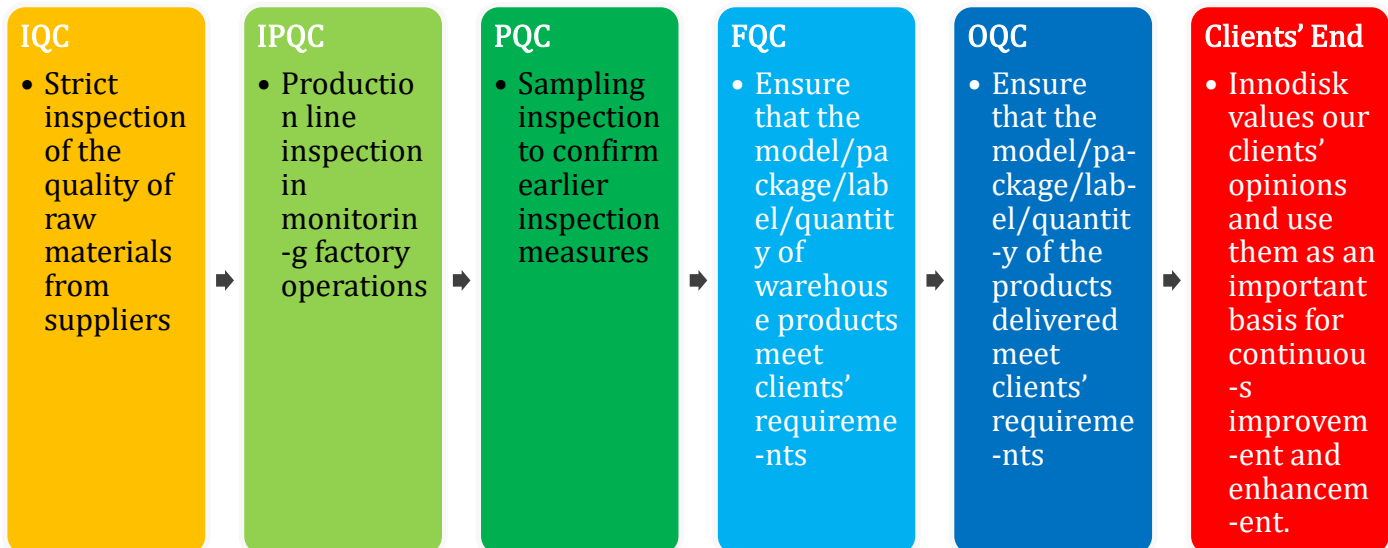| Quality Policies ISO9001	HSF Policies IECQ:QC080000	Environmental Health Safety Policies ISO14001+ISO45001
Innovative and Reliable Design Professional and Dedicated Services Satisfactory and Trusty Quality Fast and Accurate Delivery	To have effectiveness monitoring To compliance the policy To use green products To satisfy customers	To strengthen eco training To reduce carbon emission To run sustainable management To promote safety awareness To promote employee health To control harm risk To compliance the policy To continue improvement To reduce the pollution To get zero disaster target

ISO9001 X ISO14001 X IECQ QC080000 X ISO45001
Quality Management System X Environmental Management System X Hazardous Substance Process Management System X Occupational Safety and Health Management System

Product Quality

- Innodisk strongly believes that good quality comes from multiple inspections at various stages of production. From design and development to production and delivery, Innodisk is committed to maintaining good quality in all stages of production. Moreover, Innodisk also actively pursues relevant certificates.

IQC	IPQC	PQC	FQC	OQC	Clients' End
• Strict inspection of the quality of raw materials from suppliers	• Production line inspection in monitoring factory operations	• Sampling inspection to confirm earlier inspection measures	• Ensure that the model/package/label/quantity of warehouse products meet clients' requirements	• Ensure that the model/package/label/quantity of the products delivered meet clients' requirements	• Innodisk values our clients' opinions and use them as an important basis for continuous improvement and enhancement.

- Innodisk strives to provide optimal service for our clients. Absolute Service™: "Service is not just what we do. It is who we are." This is our motto. To serve our clients from around the world and to promote real-time information exchange and positive interaction, we have developed the Myinnodisk online service platform. Clients can view the real-time status of the processing, delivery, maintenance of their orders and the handling status of their complaints 24/7. Clients can also download the latest product information and agent marketing tools for agents at any given time.

innodisk MyInnodisk Management

Welcome

| Home | My Orders | My Shipment | My RMA | My FAE | Downloads | Inbox / Send | Web Inquiry |

Home

News: 2016/02/04 : Innodisk Announces New Industrial SSDs Equipped with AES Encryption

Resources Updates

2016.03.25
- Innodisk_USB_Drive_3ME_Technical_Product_Specification_Re...

2016.03.24
- iSMART API_V5.1.5(Windows).rar
- InnoDisk_iSMART_Linux_EXE_3.9.7.pdf

2016.03.23
- M3DT-2GSJ2C0E-F.pdf
- iSMART_V5.1.5.zip

2016.03.22
- iCoverX v1.1.0.zip
- iSMART_V3.9.7.tar.bz2
- EGPL-G201_Datasheet.pdf

My Profile

View all your customers.

You have **109** registered users.

You have **0** waiting for approval.

Inbox

View letter from your customers

0 new messages.

My Order

View your customer orders and delivery status.

33 updated status.

My RMA

View and manage all customer RMA and delivery status.

0 updated status.

Customer Satisfaction Survey

- Innodisk conducts product quality, regulations and management on hazardous substances (HSF), delivery speed, after-sales service, price, technical service, information availability, etc. customer satisfaction surveys annually and automatically sends questionnaires through the system. Deducting the clients whose annual transaction is less than NT$500,000, the recovery rate should at least be 50%. If a client gives less than 3 points on an individual survey item or if the total average given less than 3 points, Innodisk's relevant departments will hold internal discussions and provide our clients with an appropriate response.

- In 2019, we had a total of 1,356 trading partners. Not counting the 769 clients whose annual transaction falls below NT500,000. The number of valid questionnaires was 300, and the total average score was 4.6 (out of 5). The highest average score for an item is 4.9 points (Group Response Rate), while the lowest average score is 4 points (Product Price).

Diagram of Customer Satisfaction Score Curve
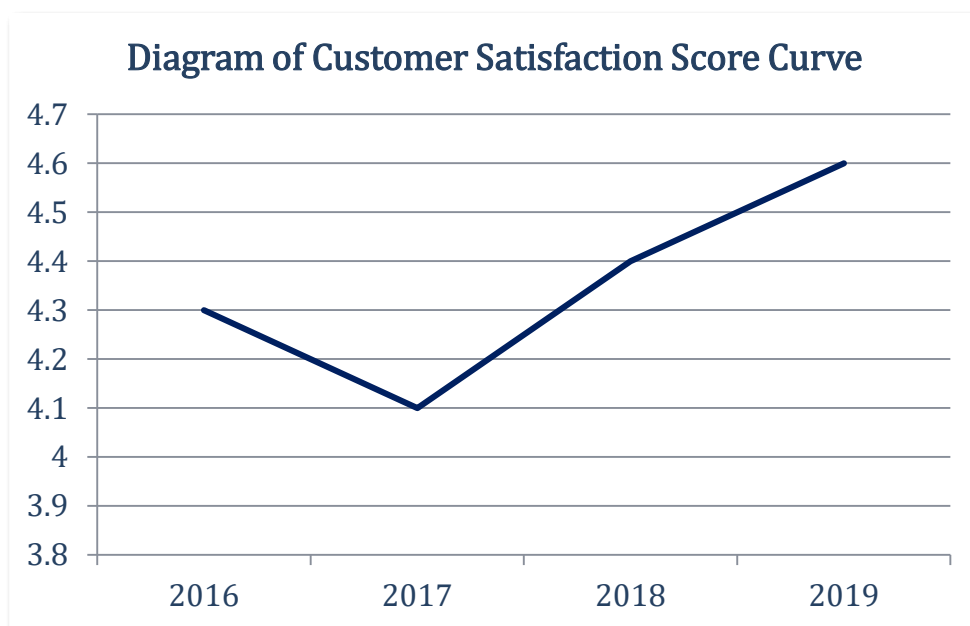
- **Customer Privacy Policies (Non-disclosure Agreement)**
  - Strict compliance to our non-disclosure agreement is one of Innodisk's fundamental commitments to our clients. Any confidential information provided by our clients, whether it be software technical documents or clients' information provided by agents, will be securely protected in accordance with pre-signed non-disclosure agreements tailored to the clients' needs. We make sure that our clients' information safety needs are attended to.

Business Continuity Plan

- Innodisk has identified every possible risk, and make the Business Continuity Plan to ensure the continuous support for our value customers. If there is any major accident makes our factory shutdown, Innodisk can transfer the data to the Yi-Lan site within one hour.
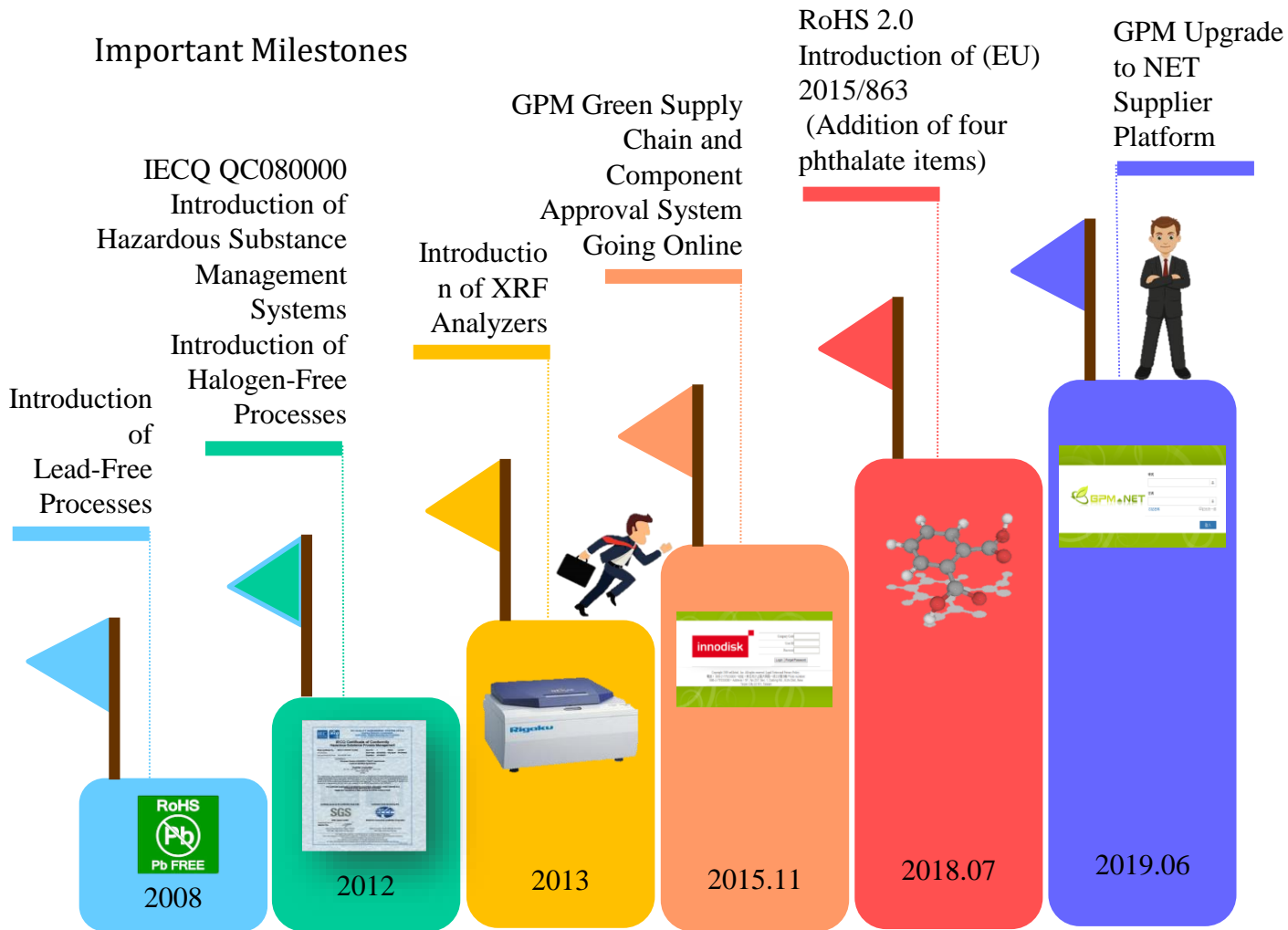
Data Backup every hour	Copy the data to warm site	Annual DR drill	Doing the drill	Saving record
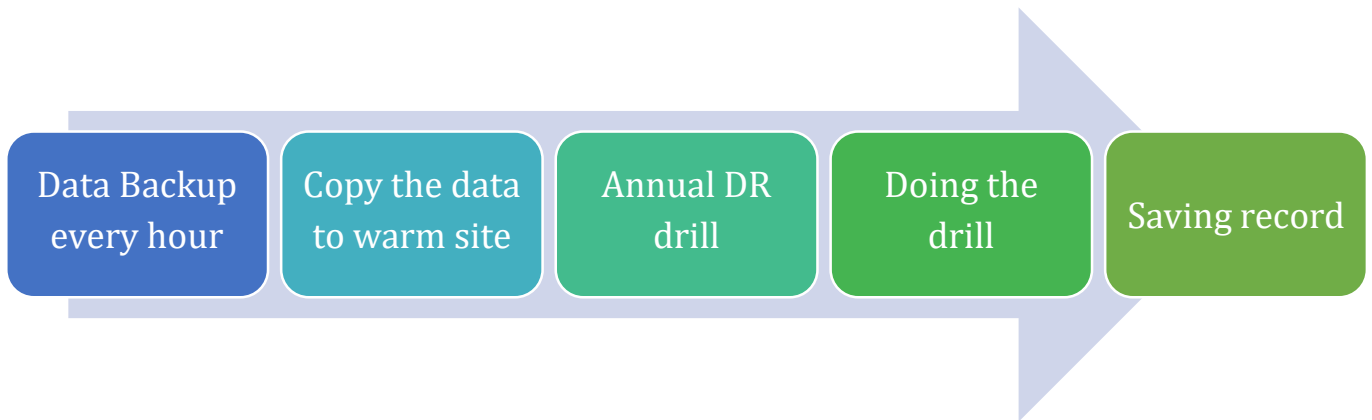
- Apply the PDCA cycle to monitor our BCP, and continue to improve it.

Act

Plan

Check

Do

Hazardous Substance

Innodisk's Hazardous Substance Management

Important Milestones

Introduction of Lead-Free Processes

IECQ QC080000 Introduction of Hazardous Substance Management Systems Introduction of Halogen-Free Processes

Introduction of XRF Analyzers

GPM Green Supply Chain and Component Approval System Going Online

RoHS 2.0 Introduction of (EU) 2015/863 (Addition of four phthalate items)

GPM Upgrade to NET Supplier Platform

2008

2012

2013

2015.11

2018.07

2019.06

Hazardous Substance Management

Effective Monitoring

Implement Regulations

Hazardous Substance Management

Green Product

Customer Satisfaction

Hazardous Substance Policies

Monitor

RD and component engineer

Relevant Department   Green Management   DCC
                       Received approval sheet   Save document

√ **Component Approval**

Resend   Reject

Supplier

√ **Incoming Quality Control**

Receiving Materials   Reject

Pass   Sample receiving

Warehouse   IQC

Implementation

- Declaration of Conformity and CE Label: All electrical and electronic products should be marked with a clearly visible CE label, stating that these products comply with all applicable EU regulations (including EU machinery safety, electromagnetic interference, and RoHS). After products are put on the market, the manufacturer shall keep the above Declaration of Conformity and relevant technical documents for a period of 10 years.

Conformite Europeene

Compliance with the European Standards

✓ **Complying with RoHS**

CE

EverGreen Plus 2.5 SATA SSD
P/N : D2SL-64GJ20AW2EN
BCA1130724050002   64GB
Made in Taiwan   FC CE RoHS

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Hazardous Substance Policies

RoHS

REACH-SVHC

Banned Use of Conflict Mineral

DMF

PFOA

- **Produce products that are environment-friendly, thereby reducing impact to the environment.**
  - Green Design - Maximize the possibility of recycle and reuse.
  - Green Procurement - Raw materials provided by suppliers must comply with international regulations and clients' requirements.
  - Green Database Management - Effective storage and management of technical files.
  - Green Supply Chain - upstream and downstream should be adequately connected.
  - Green Certification -IECQ: QC080000/ISO14001.

| Proposal | CDR | DRM | PTR | EPR | PPR | MPR |

Development - Develop Green Product

Supplier - Green Components

Produce - Produce green products

System - Green product application

Establishment of the Green Product Management System

- Innodisk has established HSF MS (HSF Management System) and introduced the green supply chain platform GPM. GPM combines aspects such as materials and components, international regulations, clients' standards, suppliers, etc., and allows suppliers to directly file for green product examination, access control status and specification drawings, etc. After Innodisk's inspection units have inspected, analyzed and confirmed the degree of compliance with green product regulations, the green design requirements of multinational enterprises can then be combined to provide clients with information on green product management and also incorporate clients' regulations. Moreover, the green product client requirements are then integrated into our management system to serve as references for our daily green product designs.

- Hazardous substance management system enhances the efficiency, convenience and prudence of Innodisk's green product management policies, and thus contributes to our overall green competitiveness. The GPM platform allows supply chains to be more effectively managed. It allows the screening of competent suppliers in providing electronic and mechanical parts that meet required specifications. Innodisk can thus produce green products, improve international clients' satisfaction, and increase their level of trust. Since the official launch of the GPM platform toward the end of November in 2015, Innodisk's machinery part approval procedures have been introduced to the platform and our machinery part submission rate is still on the increase. In 2017, Innodisk' supply chain has been fully incorporated into this platform. Regarding the management of hazardous substance within our products, Innodisk has established the "HSF Product Operation Standards", which cover the Restriction of Hazardous Substances Directive (RoHS), Hlogen free requirements and Registration, Evaluation, Authorization and restriction of Chemicals (REACH), to ensure that the parts and materials used in our products meet the environmental requirements of both our clients and the law. From R&D, design, to supply chain management, suppliers are strictly required to restrict their use of controlled substances for every stage of production or ban the restricted hazardous chemicals all together. This will reduce environmental pollution caused by the waste electronic products as well as impact on human health.

- After introducing the GPM system at the end of 2015, the original method of combining paper and electronic processing methods for machine part approval and green supply chain management has transitioned into an online system that runs both the operation and examination procedures. Not only does it lower paper output, reduce resource consumption, but provides an excellent platform that promotes communication between supply and demand.
  A year after its introduction, Innodisk has focused on the development of the system's customized optimization process by separating the examining process for part specifications and green documents, optimizing the restart time items are returned.

GPM NET

In		Outside	

SMTP Server

DB Server

NET system

Supplier

GPM Light

QA/PUR

Customer Service
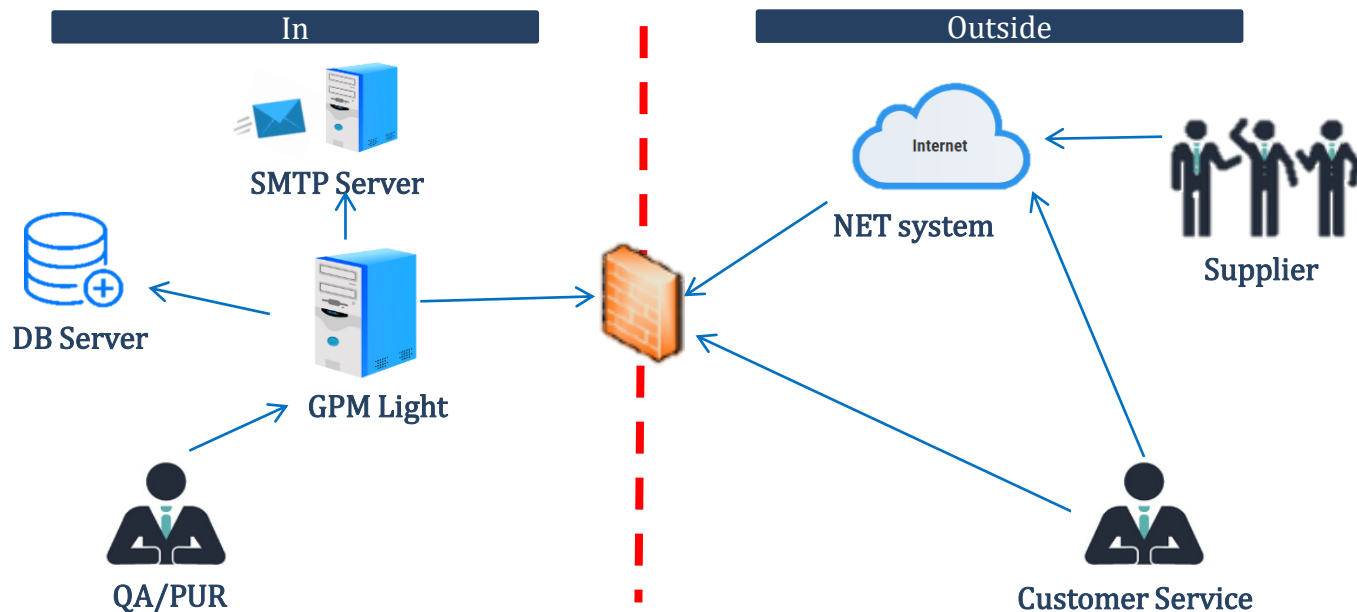
- The European Commission published Directive (EU) 2015/863 on 4 June 2015 adding 4 phthalates to the list of restricted substances in Annex II to Directive 2011/65/EU (RoHS 2). European Union member states shall apply their adopted provisions from 22 July 2019. Innodisk has requested to our supplies provide relevant document and raw material by 1 July 2018 .

Restriction of harmful substances	Max limit	Recast
Pb	0.1% (1000ppm)	2011/65/EU (RoHS 1)
Cd	0.01% (100ppm)	
Hg	0.1% (1000ppm)	
Cr6+	0.1% (1000ppm)	
PBBs	0.1% (1000ppm)	
PBDEs	0.1% (1000ppm)	
DEHP	0.1% (1000ppm)	2015/863/EU (RoHS 2)
BBP	0.1% (1000ppm)	
DBP	0.1% (1000ppm)	
DIBP	0.1% (1000ppm)	

Old
Total
New

Non-Use Conflict minerals

- Using CMRT (Conflict Minerals Reporting Template) to investigate our suppliers. This ensures that the gold (Au), tantalum (Ta), tin (Sn) and tungsten (W) contained in parts provided by suppliers do not come from "conflict mining zones"

Cobalt Reporting Template (CRT)

- In recent times, improper excavation of cobalt (Co) gradually gained global attention. The Democratic Republic of Congo (DRC) is the world's largest producer of cobalt, with more than 50% of the world's cobalt reserves. Cobalt is used for materials such as lithium-ion batteries which constitutes parts from electric cars, mobile phones and laptop computers. Demand for cobalt is estimated to greatly increase in the next few years. Cobalt is extracted through mechanical and manual mining operations, with recent reports highlighting the unsafe working conditions in manual mining and concern for child labor.

- As part of the supply chain, it is our duty to complete relevant investigations. Innodisk hopes to work with its suppliers in achieving corporate sustainable development, as well as ensure that its products do not contain conflict minerals and conduct comprehensive cobalt investigations.
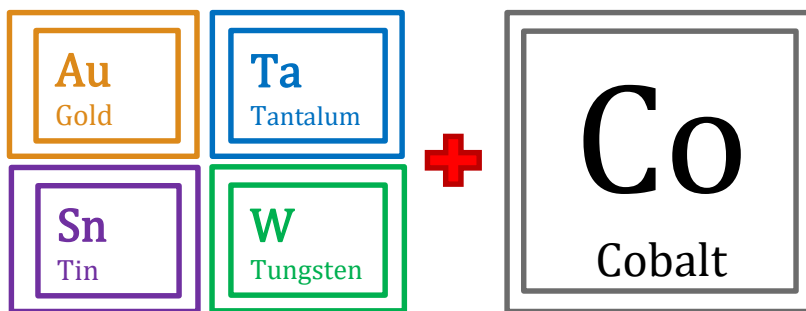
Innodisk's Internal Value Chain and Effects of Non-Hazardous Substances

Value Activities	Development and Design	Prototype Creation	Component Approval	Receiving Orders	Incoming Inspection
Responsible Authority	Project Management/R&D	Project Management/R&D	R&D/Procurement/Quality Assurance	Sales	IQC
Affected Operations	Designing Green Products	Material Selection	Approval Review	Customer Demand Report	Audit Sampling

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Environment & Health
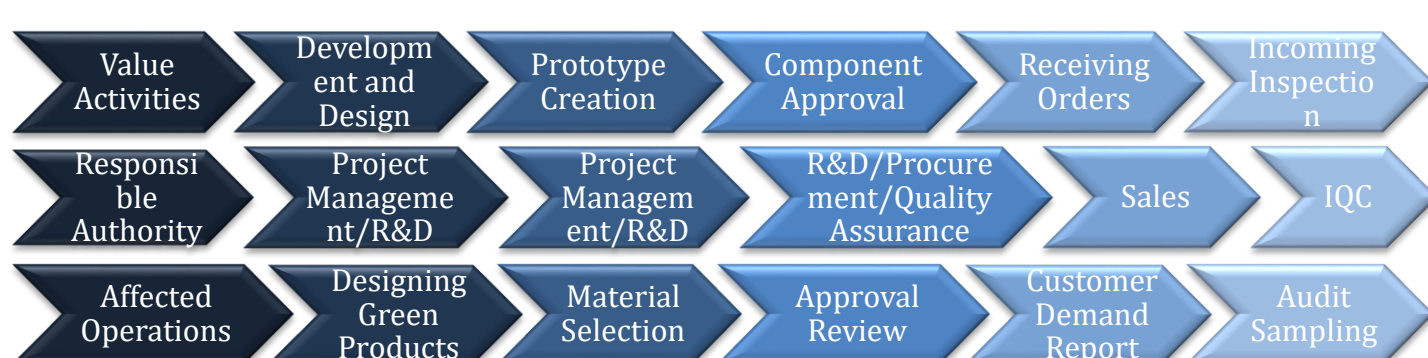
Environment/Occupational Safety/Health Management

- **Commitment to the Environment, Occupational Safety, and Health Management**
  - Environment management
  - Environmental policy
  - Waste management
  - Air pollution management
  - Water management
  - Environmental laws conformity
  - Expenditure on environmental safety & health
  - Occupational safety & Health
  - Energy management

- **Environment Management**

  - Since its establishment, Innodisk has not only devoted itself to researching and developing industrial control products but also strives to becoming a leading corporation of the industry. As environment preservation as our biggest responsibility, Innodisk pursued and successfully obtained ISO14001 certification in 2012 and is constantly committed to achieving sustainable development for our planet.

- **To save energy, we have long encouraged our colleagues to adopt the following energy-saving measures.**
  - Sign appropriate power capacity contracts with Taiwan Power according the nature of Innodisk's power usage.
  - At the end of each month, confirm the power usage of each power-using site to ensure safety.
  - Use T5 energy-saving lamps throughout the factory.
  - Use LED light for fire indicator light.
  - Cut off unnecessary public power consumption during lunch breaks.
  - Air conditioning in the factories are parallelly connected to reduce the number of water chillers in operation.
  - Uniformly set the on and off time of air conditioners to save power.
  - Set air conditioning at 24-26 degree Celsius in summer, and 26-28 degree Celsius during non-summer periods.
  - Cut off the power supply during consecutive holidays to reduce standby power consumption.
  - Regularly check the switchboard to maintain good power efficiency.
  - Eliminate old equipment and use products with energy-saving stamps.
  - Use curtains to reduce power consumption.
  - Provide employees with environment-friendly utensils to reduce the use of disposable utensils.

Waste Management

- **Waste Management**
  - There are 3 main types of industrial waste from Innodisk- general industrial waste, hazardous industrial waste, and the recyclables. General industrial waste consists of domestic garbage and is handled by the qualified cleaning company entrusted by the site's management center. The hazardous industrial waste includes printed circuit boards containing metal components, as well as its refined powder, and liquid waste that has flash point lower than 60 °C. The recyclables include waste plastic, scrap iron, waste tin, waste dry cells, waste paper, waste plastic bottles, and waste aluminum and foil packaging.

Xizhi Factory
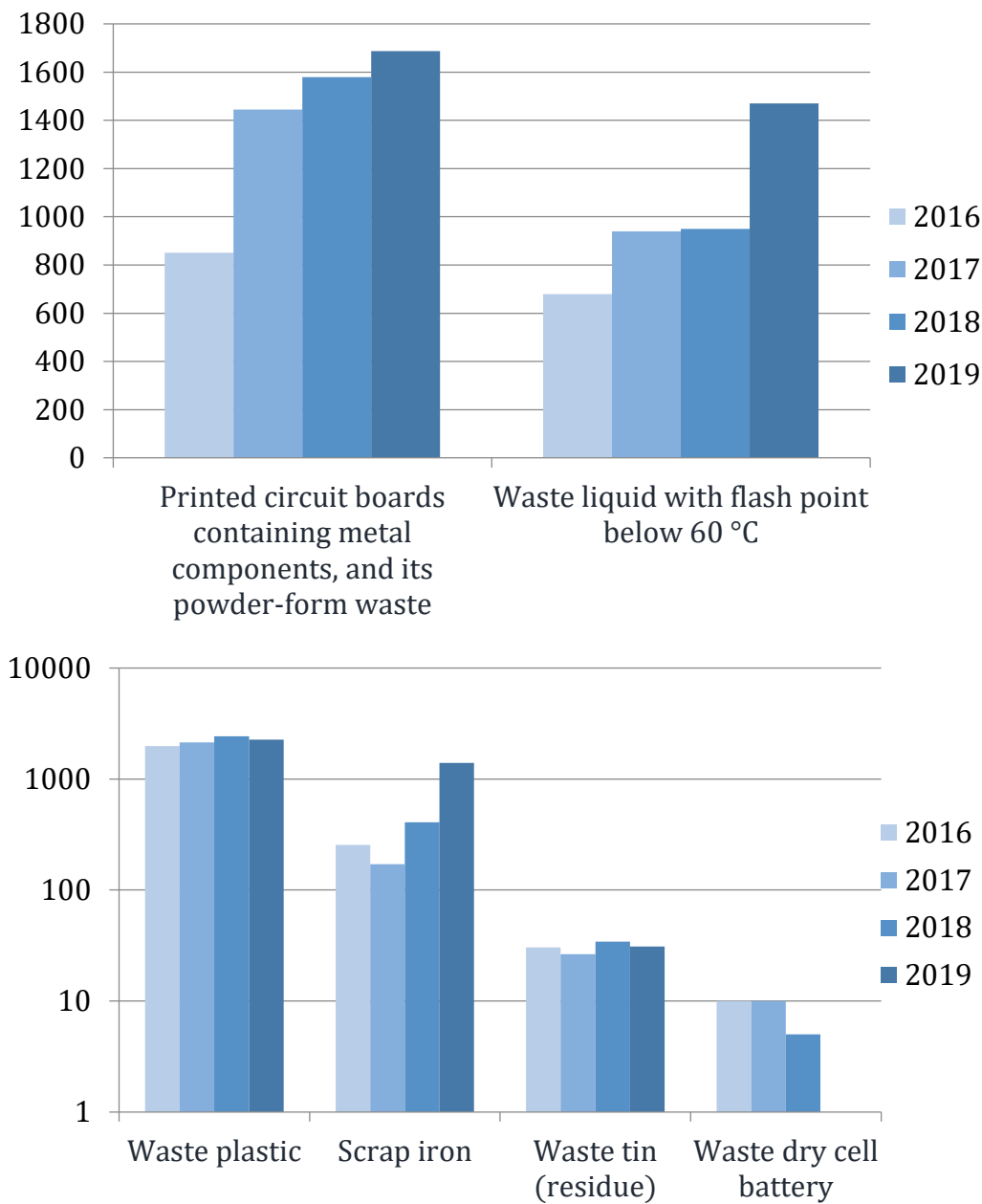
Waste Management

Yi-Lan Factory
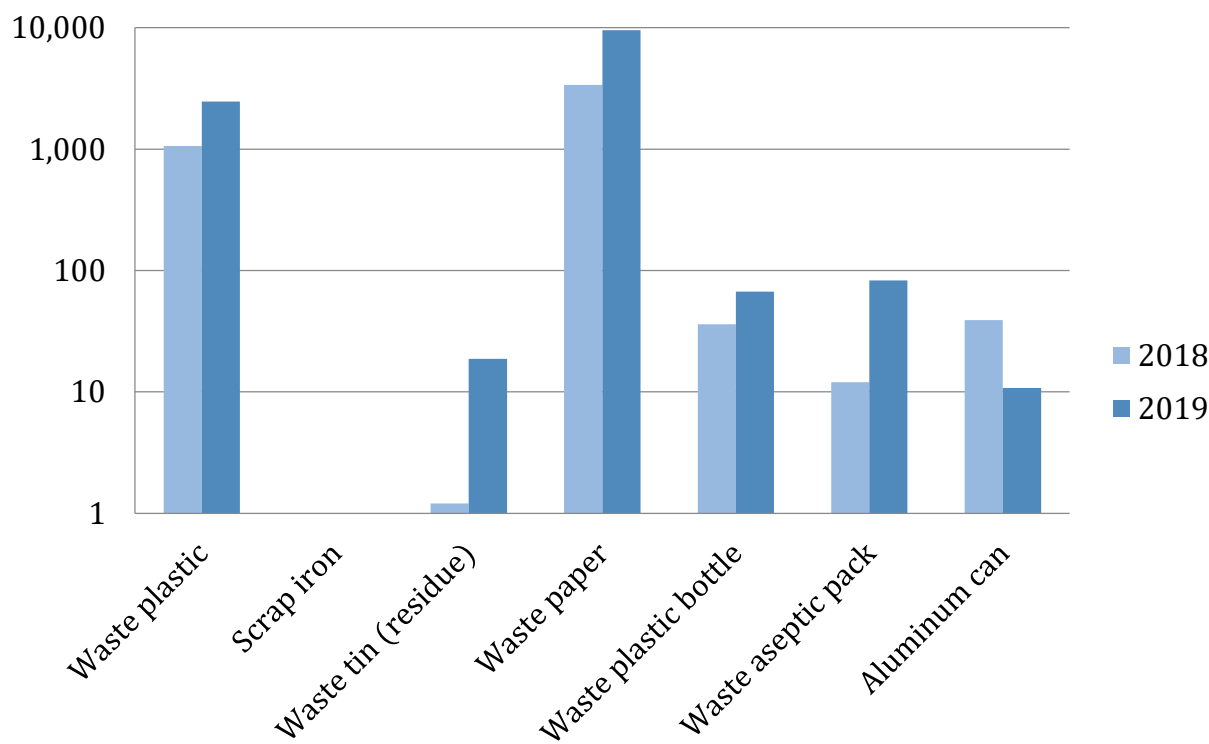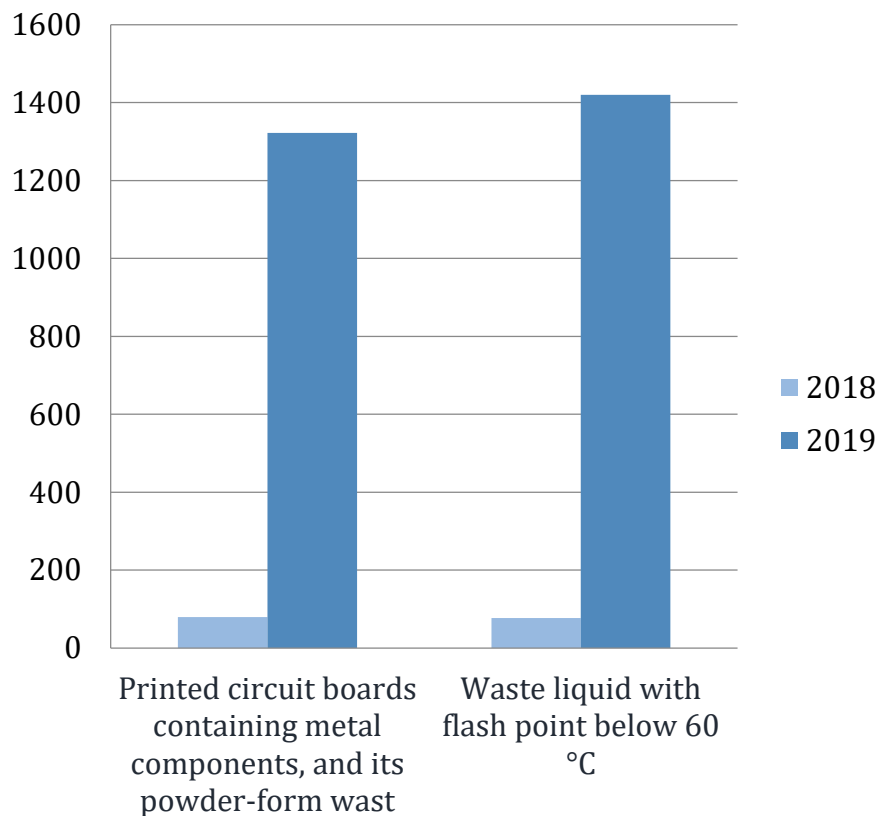
Environment/Occupational Safety/Health Management

- **Air Pollution Management**
  - Waste gases produced from Innodisk's manufacturing process do not contain significant air-polluting particles and are not restricted by the Environmental Protection Administration. As we are committed to environmental protection, Innodisk insists on entrusting qualified examination institutions in conducting pollutant particle tests on our emissions every year. The test results every year all comply with the restrictions set by the Environmental Protection Administration.

Xizhi Factory	2016	2017	2018	2019
TSP ($\mu g/m^3$) Test Results	28	62	41	37
Restrictions	500	500	500	500
Conformity	P	P	P	P

Yilan Factory	2018	2019
TSP ($\mu g/m^3$) Test Results	79	61
Restrictions	500	500
Conformity	P	P

- **Water Resource Management**
  - Innodisk does not use water in our manufacturing process. All our water usage comes from employees' daily usage with the water source coming from tap water. All water readings are gathered from the buildings public water meters since Innodisk does not install private meters. The registered amount is calculated by applying proportionate calculations on to the amount recorded on the public meters. As the number other building users have increased, public water usage has significantly increased. This has resulted in the calculated water usage of Innodisk to have increased over the years. Innodisk has installed inductive faucets are installed in washrooms to save water and hand dryers are also used to reduce the use of paper towels.

Xizhi Factory	2016	2017	2018	2019
Total CBM	1834	8419	5984	5902
Average CBM/person	4.6	20.2	13.2	13.1

Notes: divided by a total of 450 people

Yilan Factory	2018	2019
Total CBM	3,695	4,227
Average CBM/ person	28	28

Notes: divided by a total of 150 people

- **Occupational Safety and Health laws conformity**
  - No non-compliance with environmental laws and regulations happened.

- **Occupational Safety & Health Expenditure**

	Xizhi Factory				Yilan Factory	
	2016	2017	2018	2019	2018	2019
Waste Disposal Information	68,500	99,750	84,000	222,800	115,720	387,000
working environment monitoring	19,200	17,640	19,740	32,000	18,480	45,045
air pollutant detection + noise	11,000	11,000	11,000	9,450	15,000	15,000
drinking water quality testing	10,800	10,800	13,800	10,800	7,200	3,600
PPE procurement(including first-aid kit)	3,700	13,968	46,150	24,437	8,000	22,232
GHS label printing	500	0	0	6,000	0	0
total	113,700	153,158	174,690	174,690	164,400	164,400

Energy Management

- Our main energy source production process is from purchased electricity. The indirect greenhouse gases as below:

Xizhi Factory

Legend: 2016, 2017, 2018, 2019

Y-axis: 1,000,000 / 10,000 / 100 / 1

Categories: purchased electricity (kWh), indirect greenhouse gases (t/CO2e)

Yilan Factory

Legend: 2018, 2019

Y-axis: 1,000,000 / 10,000 / 100 / 1

Categories: purchased electricity (kWh), indirect greenhouse gases (t/CO2e)
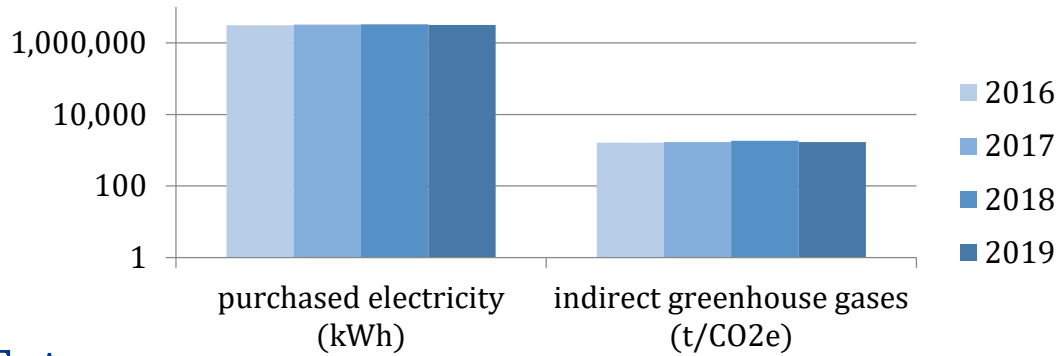
Note: Reference to Taipower 2016, per kWh release 0.533kg CO_2

- To prevent occupational injuries, Innodisk periodically examines our machines and conducts educational training on general occupational safety and health and fire fighting to increase employees' awareness on safety and health. Danger signs are also installed in the factory to prevent occupational injuries. In addition, in order to ensure that the working environment meets the safety and health standards, measurements on the quality of drinking water, noise, organic solvent concentration, carbon dioxide concentration, illuminance, etc. of employees' working are regularly conducted to ensure the quality of our working environment, as well as to protect the employees' health, and to prevent occupational health problems.

- Distribution board is locked and regulated to prevent electric shocks due to accidental activations of the board.

Occupational Safety & Health

- Apart from traffic accidents occurred when commuting to and from work, no occupational accidents occurred at Innodisk in 2018. In addition to occupational safety issues, Innodisk pays even more attention to the employees' health and invites specialists to provide consultation at the factory every month.

- Innodisk also organizes lectures on health every quarter to discuss issues on safety and health for the employees. Innodisk provides our employees with biyearly medical examination, which is better than required by the Labor Standard Act. Innodisk also successively holds activities to promote health, implements smoke-free policy at work, provides nursery rooms for female colleagues, and create a safe and hygienic dining environment. To increase colleagues' knowledge on safety and health and prevent occupational accidents, educational training on general labor safety and health, lectures on fire fighting, lectures and exercises on organic solvent leakage, and on-job training on external safety and health for supervisors are organized every year.

- Statistics on Occupational Injuries
  - To achieve higher standard management of occupational safety and health management, Innodisk has in March 2014, filed application for the accumulative records on the occupational-accident-free working hours. As of December 2019, we accumulated more than 5.5 million hours. In November, 2017, Innodisk received its third record certificate for occupational-accident-free working hours from Industrial Safety and Health Association (ISHA) of the R.O.C. With the above achievements, Innodisk unites our colleagues to work in a safe and secure manner as we strive to achieve our goal in creating an occupational-accident-free working environment.
  - In 2019, no occupational accidents occurred to any of our contractors.
  - No occupational accidents or incidents regarding industrial safety occurred in our factories. Hence, the disabling injury frequency rate (DIFR) and disabling injury severity rate (DISR) counted are both zero. (The eight traffic accidents that occurred to our employees when commuting to and from work in 2019, are not counted.)

	year	No. of people involved in disabling injuries	No. of days involving disabling injuries	Total working hours	FR	SR	FSR
Xizhi	2016	0	0	794512	0	0	0
	2017	0	0	815036	0	0	0
	2018	0	0	983009	0	0	0
	2019	0	0	954395	0	0	0
Yilan	2018	0	0	80,000	0	0	0
	2019	2	4	261,656	7.64	15.29	0.34

Notes on definitions:
FR= number of people involved in disabling injuries x a million working hours/total working hours
SR= number of days involving disabling injuries x a million working hours/total working hours

Work-Life Balance

◆ In Compliance With
- Four Major Projects of the Occupational Safety and Health Act
- Occupational Safety and Health Training

◆ We Provide
- AEDs
- First Aid Kits
- Lactation Rooms

Law & Regulations

Health Management

Environment

Health Promoting Activities

WORK LIFE

◆ We Provide
- Arrangement for Physical Exams
- Assessment and Analysis of Exam Reports
- Healthcare Consultation
- Follow-Up Care

◆ We Provide
- On-Site Physician /Occupational Health Nurses Services
- Health Promotion Events
- InnoLife Health Magazines
- InnoLife Music
- Services from Blind Masseurs

• Four Major Projects of the Occupational Safety and Health Act

  ☐ **Workload Management**

  – Monthly Evaluation and Analysis of Employee Overwork Hours

  – Filling Out Burnout Inventories

    • Suspected At-Risk Cases

    • Healthcare Consultation with Physicians, 53 Under Evaluation

    • Physical Examinations, 474 Under Investigation

    • Provide Monthly Evaluation and Analysis of Employee Overwork Hours

  ☐ **Maternity Protection**

  – Filling Out Maternity Health Risk Assessments and Workplace Environment/Operation Assessments

  – 8 Under Maternity Protection

  ☐ **Human Factors**

  – Filling Out Musculoskeletal Self-Awareness Assessments

  – Assessment Criteria

    • Investigation for Newcomers for Fitness-for-Work Assessments

    • Suspected At-Risk Cases

  ☐ **Wrongful Harm at Workplaces**

  – Filling Out Workplace Wrongful Harm/Hazard Recognition Risk Assessment

  – 35 Under Investigation

  – 1~2 Employees Randomly Chosen from Each Department

Health Management

☐ **On-Site Physician Services**

– 72 Accepted Physician Consultations
– On-Site Frequency:
  - Xizhi: Once per month, 3 hours per session
  - Yilan: Once per quarter, 2 hours per session
– On-Site Services
  - Employee Health Consultation, 15~20 minutes per person
  - Operation Site Hazard Recognition and Risk Assessment

Operation Site Hazard Recognition

☐ **Employee Physical Examinations**

– On-site health exams
– Once every two years, better than law required
– Special Examinations
  - Noise and Ionizing Radiation Operations
  - Nighttime Operations
– More items than legally required
  - Ultrasound Exams: Thyroid, abdominal, urology, gynecology (2 out of 4)
  - Phlebotomy: Cardiovascular and Thyroid Exams
  - Cardiological Screening – Resting ECG
  - Cancer Screening: Colon Cancer, Cervical Cancer, Mammography

Health Management

- ☐ **Physical Exams for Newcomers**
- – NTD $600 examination subsidy.
- – Assessment of exam reports for fitness-for-work evaluations.

- ☐ **Health Management**
- – Physical exam report analysis.
- – Healthcare – abnormal items, illness/injury cases, providing instructions on health education and relevant follow-up.

- ☐ **Health Promoting Events**
- – Holding health promoting events – Sports competitions, weight loss events, occupational injury prevention, and workplace safety, 15 events in total with as many as 546 participants and achieving 93.6% satisfaction rate among participants.
- – Event Giveaways – Massage balls with the Innodisk Logo printed on them, facilitating teambuilding and letting employees know that the company cares about their health.

2019 年 健康促進活動				
No.	時間	主題	參與人數	滿意度調查
1	2019/1/11	安全與健康知識問答	182	
2	2019/1/21	馬路虎口騎乘機車安全	31	94.3
3	2019/2/21	CPR+AED 急救課程訓練	23	94
4	2019/2/22	肌力重量訓練教學	30	95.1
5	2019 3/11~6/20	挑戰自我 雕塑完美體態	70	
6	2019/3/14	動起來！體態雕塑肌力訓練	17	98.5
7	2019/3/20	飲食諮詢 醫師教你如何吃得對	6	
8	2019/3/27	學會使用筋膜球 當自己的按摩師	28	97.1
9	2019/4/11	動起來！體態雕塑肌力訓練	15	100
10	2019/4/17	各式減肥法剖析 外食怎麼吃	18	98.6
11	2019/5/15	運動營養	19	94
12	2019/5/22	夢幻來襲 微光星球	21	86
13	2019/6/14	Innodisk 登高接力賽	60	
14	2019/9/26	談手機攝影 影片製作並不難	26	78.4
15	2019/11/29	交通安全宣導		
		Total	546	93.6

- ☐ **Relaxing Massages**
- – Providing relaxing massage services by blind masseurs. Frequency: Twice a week, 30 minutes per person. Eliminates fatigue and releases stress.
- – Small donation of NTD $50 to the Innodisk Education Foundation in helping children learn and develop.
- – Total number of participants has reached 732.

Health Management

❑ **Weight Control and Body Fat Reduction Activities**

– Number of Participants: 70.

• Three-month program.

– Provides: Diet and exercise plans drawn by physicians, exercise programs, nutrition programs, and purchase of healthy meals.

– Effects:

• 5131 kilograms before, 5018 kilograms (-113 kilograms).

• Average body fat percentage 29.6% (before) → 28.4% (after) (-1.2%).
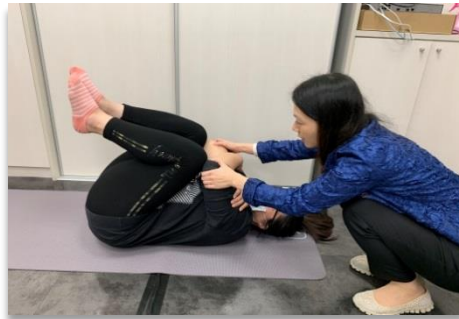
❑ **Health-related Activities**

Learning how to use massage balls

Bodybuilding and muscle power training

Climbing relay race

First aid courses

Corporate Responsibility

Innodisk Love, A Better Future for Our Children

- In embracing its "charity" and "responsibility" business philosophy, Innodisk established the "Innodisk Education Foundation" in 2015.

  – With "Public welfare" as the starting point, Innodisk encourages employees, friendly firms and the public to donate blood, help farmers and commit to charity work.

  – The foundation believes that children are the future, and its operation focuses on the two main goals – maintaining education stability and encouraging learning. Through a variety o events, it fosters positive outlooks on life and promotes positive learning attitude. Innodisk accompanies children from elementary to high school in identifying their learning goals and future development direction.

Elementary School	Junior High School	High School

Maintaining Education Stability — Aid for Education for Childhood Misfortunes

Maintaining Education Stability — 9th Grade Dream-Building Programs for Future Masters / 7-8th Grade Electronic Maker Club — Value-Creation-by-Hand Events

  – With support of Innodisk, the foundation has within 4 years, enhanced vocational training in Xizhi and Ruifang, as well as promoted technological education in Yilan. Having contributed to society and made a difference, Innodisk was awarded with certificates of appreciation in 2019 from New Taipei City Mayor – Hou Yu-Ih and Yilan County Magistrate – Lin Zi-Miao, respectively.

  – Everyone at Innodisk works with the foundation in creating a better future, whether its through their expertise, actual participation or cash donations. Together, we achieve innovation and breakthrough in our charity operations.

Certificate of Appreciation for Excellence in Vocational Training from New Taipei City

Certificate of Appreciation for Promotion of Technological Education from Yilan County

Innodisk Charity Work, Benefits to Self and Others

- **1cc From You, $2 Dollars From Me**
  - Under joint planning by the "Innodisk Education Foundation" and "Innodisk" in recent years, "Blood Donation Events" were held in respective "Taiwan Science Parks" during winter and summer, the two seasons in which blood banks face the greatest shortage. In the process of encouraging learning collaboration, Innodisk discovered that schools face shortage of funds, and therefore invited colleagues in science parks to be hosts in contributing to education.

  - Three blood donation events were held in 2019. Innodisk lead close to 100 employees in collecting donations from two winter blood donation events and donated the funds to dedicated schools. With eye-catching school decorations and students delivering excellent performances, our colleagues were eager to participate and provided concrete encouragements. A total of 156,000 cc of was collected as well as NTD $240,000 in funds. The money was donated to Qingshan Elementary and Junior High School and Ruifang Junior High School to facilitate diverse learning.

Innodisk Charity Work – Diverse Mutual Prosperity

- **Buying to Help Others**
  - Eat Good and Do Good: Climate change in recent years has resulted in unstable crop production cycles and frequent instances of overproduction. To protect farmers and prevent food waste, Innodisk makes timely purchase of agricultural surpluses to share with its employees and partners.
  - Product Fundraising Stalls: Inviting charity organizations such as Yu-Cheng and Libertas to manage stalls at Innodisk, with proceeds going to charity.
- **Participation**
  - Charity was combined with employee benefits in 2019. Innodisk's employees participated river cleanups and charity runs.
- **Goods Donation**
  - Innodisk participated in the "Old Shoes Save Lives" event, donating a total of 16 boxes of goods.
- **Education for Children of Employees**
  - Aside from daily interaction with employees, the foundation reached out to the children of Innodisk employees as well as those of partner firms (a total of 12 children) through its technology education program.

Innodisk Stabilizes Education: Empowerment and Care

- The "Childhood Misfortune Scholarship" was established allows students who suffered childhood misfortunes to continue their education and become a core part of society.

- In 2019, 37 students were granted the scholarship. In addition, 5 regular events and 111 group activities were held, servicing a total of 89 students. By implementing customized services, organization of mutual aid among students, enhancement of self-care abilities and government work programs, students were encouraged to keeping in touch, even after graduation.

- This year, four junior high school graduates entered into public and vocational high schools, reducing the financial strain on their families, with 2 high school students successfully entering college. One student requested early access to the scholarship fund for registration in the 2019 TSIA International Beauty Industry Competition, and even acquired first place!

- Innodisk employees actively participate in events that contribute to education. With 171 donations made, a sum of NTD $597,000 was donated. Moreover, 13 volunteers helped ensure children education stability.
Our employees' love make sure more children are supported, cared for, and looked after.

Innodisk Encourages Learning – Establishing a Solid Foundation and Strengthening the Roots I

- **7-8th Grade Electronic Maker Club**
  - As junior high school students currently lack opportunities to get hands-on experience in fundamental electronics, Innodisk collaborated with NTNU, Yilan University and Er Xin High School, etc. to establish PowerTech, self-powered car and solar vehicle clubs in junior high schools located in New Taipei & Yilan. The program cultivated a total of 38 local teachers, formed 15 clubs, and reached out to 231 students.

- **Holding Inter-school Competitions**
  - This year, five schools in Xizhi and Ruifang were invited to participate in "Robots – Three Pointer" and "Solar Vehicle" inter-school competitions. These competitions not only exhibit the students' work from their club activities, but also allows for mutual learning and growth.

- **Participating in National Competitions**
  - Xizhi Junior High School of New Taipei City acquired third place in their first ever entry into the 2019 PowerTech Nationals

- **Promotion of Rural Technology Education**
  - Towards the end of 2019, Innodisk cultivated 11 PowerTech instructors and formed clubs for 4 schools in Taitung county, in efforts to promote technological education.

Innodisk Encourages Learning – Establishing a Solid Foundation and Strengthening the Roots II

- **9th Grade Dream-Building Programs for Future Masters**

  – This project is integrated within 9th-grade vocational courses. In 2019, Innodisk collaborated with 5 junior high schools in Xizhi and Ruifang. Covering 9 vocational groups and 34 classes, over 500 students benefitted from this program.

  Commencement Ceremony: Videos from the WorldSkills Competition were used to encourage students to find their own futures through vocational training, with a total of 5 sessions held.

  Dream-Building Handbooks: Reflection and feedback on courses, with 410 provided over the course of two semesters.

  Master Saloons: Invited masters of different fields to share their vocational learning processes and learning attitude as well as the discovery of personal features and interests. A total of 5 sessions were held, with 345 participants.

  Industry Fieldtrips: Understanding the workplace. A total of 8 sessions were held.

  Reward for Excellence: Rewarding those with exceptional performance

  Charity Missions: Using the vocational skills they learned to engage in charity work. A total of 7 sessions and 144 student participants.

- **The foundation awards the New Taipei Vocational Competition Scholarship to students, with number of students awarded rising to 40. Among them, 5 items came in at 1st place, giving students with exceptional performance in vocational skills a chance to shine on stage.**

Innodisk Encourages Learning – Establishing a Solid Foundation and Strengthening the Roots III

- "Value-Creation-Craftmanship, Restoring Household Appliances" at Vocational High Schools
  - The 2019 camp was held at 5 vocational high schools in the Taipei-New Taipei-Yilan region, with a total of 89 student participants and 179 appliances restored.

- Mentoring by Teachers from Industry
  - Leading students from vocational high schools in gaining practical hands-on experience. Repairing second-hand household appliances and donating them to local charities such as Taiwan Fund for Children and Families, Ruifang Center, Tzu Chi Yilan and Nangang Solitary Elders.

- Development of School Features
  - Ruifang Industrial High School develops smart switches for household appliances, National Taiwan University of Science and Technology leads clubs in National Su'ao Marine & Fisheries Vocational High School and Xiehe Youde High School, Chih-Kuang Vocational High School of Business & Technology undergoes development of computer repairs, and Zhang-Shu International Creative Tech. High School invites children of Innodisk employees and scholarship-winning students to participate. Each school focuses on its own area of development.

- "Innodisk Repair Avengers"
  - A student from Ruifang Industrial High School (who participated in the value-creation craftmanship program) went to Su'ao after graduation to teach household appliance repair. The student called upon students from National Kaohsiung University of Science and Technology to promote education, environmental protection and the willingness to help others during their service learning courses.

Innodisk Expertise, Powerful and Comprehensive

- **Innodisk Employees Engage in Education/Charity Services for 2019**
  - 104 sessions and 391 hours.
  - Everyone at Innodisk contributes in their own way. The Management Division actively participates in the company's events, the Quality Assurance Division engages in event management and the Smart Peripheral Department offers assistance based on their expertise.

- **Masters at School**
  - Innodisk's engineers and international business salespersons make campus visits in holding "Profession Exploration Seminars" aimed at 7-8th graders. The goal is to spark a yearning to learn among the students by sharing their past experience and personal development.

- **Professional Visits to Innodisk**
  - Lettings students visit Innodisk's operating grounds, helping them better understand Innodisk as well as relevant operations and industry developments.
  - 8 sessions held in 2019, a total of 26 volunteers and 286 student visits (55 from elementary school/16 from junior high/200 from senior high/15 from college & universities)

- **Qingshan Village**
  - Introduced Innodisk's image recognition system to Qingshan Elementary and Junior High School. This not only helps students understand contextual applications, but also combines technology with everyday life.

- **Seminars for Professional Empowerment**
  - President Huang and engineers of Innodisk share their personal experiences in hopes that both teachers and students at Ruifang Industrial High School can enhance their capabilities.

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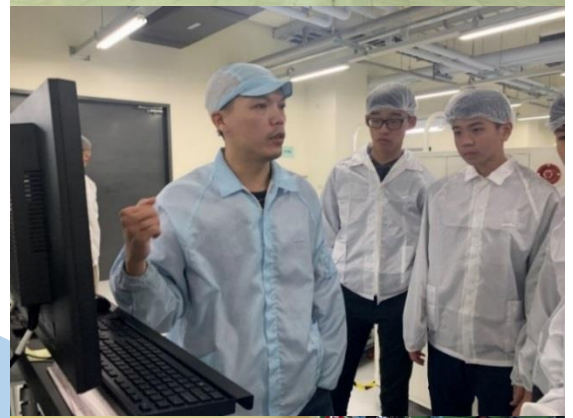
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