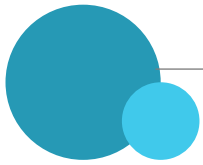


# 2020

## Corporate Social Responsibility Annual Report



Quanta Computer



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# About the report

## Boundary and Scope of the Report

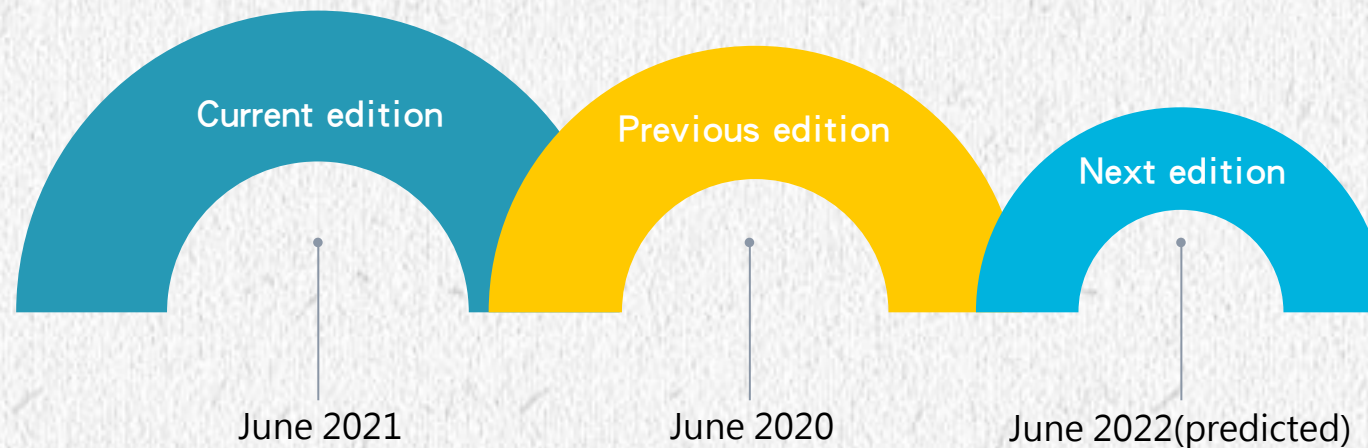
Quanta Computer Group (Quanta) CSR annual report covering CSR related information on numerous Quanta sites, including Quanta Research and Development Complex (QRDC), QTMC(Quanta Taiwan Manufacturing City ),Quanta Shanghai ManufacturingCity (QSMC), Quanta Chongqing Manufacturing City (QCMC) , Quanta Manufacturing Bangkok (QMB).

QSMC (Quanta Shanghai Manufacturing City) includes Dafeng (Shanghai) Computer Co., Ltd., Dagong (Shanghai) Computer Co., Ltd., Dali (Shanghai) Computer Co., Ltd., Daren (Shanghai) Computer Co., Ltd., Daqun (Shanghai) Computer Co., Ltd., and Dawei (Shanghai) Logistics and Warehouse Co., Ltd. Quanta Chongqing Manufacturing City (QCMC), Tech-Wave (Chongqing) Logistics Co., Ltd., and CloudTech (Chongqing) Technology Co., Ltd. (Please refer to the annual report of Quanta Computer Incorporated, under Information Related to Affiliated Businesses in Chapter VIII Special records.)

The boundary outside the organization includes supply chain management and local communities. CSMC (Quanta Changshu Manufacturing City) was excluded from the report scope and boundaries, and QMB (QMB., Co. Ltd.) was included.

## Report period

Quanta Computer has been releasing annual CSRs for 12 consecutive years. The 2020 report discloses information from January 1st 2020 to December 31st 2020 and contains few mid- and long-term projects.



## Referencing standard

This report has been prepared in accordance with the GRI Standards: Core option

## External assurance

Type 1 engagement of AA1000 (2008) is expected to be applied to the third-party assurance (Bureau Veritas Certification Taiwan). Quanta's CSR Committee members and senior executives also participated in the assurance process.

Quanta and BV Taiwan are independent companies, the disclosure indicators and independent assurance opinion statements, can refer to the comparison table and statement at the end of the report.



## Report management and public declaration

The report is written in Traditional Chinese and English. In accordance with the provisions of "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies", announcements and declarations shall be made to the Market Observation Post System before June 30th. Relevant announcements and publications have also been made on Quanta's website under the section [www.quantatw.com](http://www.quantatw.com) "CSR".

## Contact information

Ensure a consistent understanding between the external environment and the company.

For relevant information on this report or Quanta Corporate Social Responsibility events, contact windows for various operational locations are as below. In accordance with due professional ethics, Quanta Computer Inc., ( "The Company" ) has established the Media Relations Policy, regarding the Official Spokespersons, Personnel of Quanta Computer Inc., authorized to serve as the primary press spokespersons for The Company are responsible for coordinating all press and analyst communications on behalf of Quanta Computer Inc. The company's official spokesperson system may quote or clarify Quanta's external information and financial data through official or nonofficial communication channels in order to ensure a consistent understanding between the external environment and the company.

### QRDC (Quanta Research and Development Complex)



Department: Human Resource Center  
Address: No. 211, Wen-Hwa 2nd Rd., Kueishan, Taoyuan 33377, Taiwan  
Contact window: Isabella Huang  
Tel: +886-3-327-2345  
Fax: +886-3-397-3003  
Mail: [qci.hr@quantatw.com](mailto:qci.hr@quantatw.com)

### QTMC (Quanta Taiwan Manufacturing City)



Department: Human Resource Center  
Address: No. 188, No. 220, Wen-Hwa 2nd Rd., Kueishan, Taoyuan 33377, Taiwan  
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Mail: [qci.hr@quantatw.com](mailto:qci.hr@quantatw.com)

### QSMC (Quanta Shanghai Manufacturing City)



QSMC (Quanta Shanghai Manufacturing City)  
Department: Social Responsibility Management Department  
Address: No. 68, San-Zhuang Rd, Songjiang EPZ  
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### QCMC (Quanta Chongqing Manufacturing City)



Department: Social Responsibility Management Department  
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Fax: +86-23-8811-9168  
Mail: [communication.ch@quantacn.com](mailto:communication.ch@quantacn.com)



## Referencing standard

### QMB (Quanta Manufacturing Bangkok)



Department: QMB General Affairs Section  
Address: No. 238 Moo 2 Tambon Nongchak Amphoe Banbueng Chonburi, Thailand 20170  
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# Annual major progress

## Economic Category

### Economic performance

- Quanta has established highly efficient production facilities in Taiwan, Shanghai, Changshu, and Chongqing in China, as well as Thailand to support our global strategy of "Taiwan design, smart manufacturing, and global logistics and marketing" . At the same time, the Company has also established regional assembly and service facilities across the world. By dispersing production sites and increasing regional productivity and mobility, we can effectively resolve the potential risks of over-centralized production capacity and mitigate operational interference caused by the political tug-of-war between the US and China. Besides expanding production capacity in HwaYa Technology Park including the expansion of the main plant and construction of 2nd plant, Dongyuan Plant, and a 3rd plant, our Thailand production site is also expanding steadily to unleash its production performance. At the same time, we have optimized existing and service locations in Asia, America, and Europe to successfully develop an R&D and manufacturing center based in Taiwan to respond to the clients' diverse product and market needs by offering them prompt, optimal manufacturing and service solutions.
- Faced with the COVID-19 pandemic in 2020, the global healthcare and economic system have experienced monumental challenges. Isolation measures adopted by various countries in an attempt to contain the pandemic have drastically changed people' s daily consumption patterns and economic activities, in turn shaping new living and business models. The spreading pandemic coupled with major fluctuations in oil prices and exchange rates, as well as numerous uncertainties including geopolitical conflicts to test the response abilities of businesses.
- The consolidated revenue was reported at NT\$1.09 trillion, an increase of 5.95% from the previous year. The gross margin and operating profit margin were 5.86% and 2.97% respectively, both up from 4.78% and 1.84% in the previous year. Regarding profits, the net profits after tax in FY2020 and FY2019 were NT\$25.39BN and NT\$16.315BN respectively, with an annual profit growth rate of 55.63%. The net income attributed to owners of the parent were NT\$25.328BN and NT\$15.943BN; EPS was NT\$6.57, which was at an all-time high since AUO became a public company.
- For distribution of the earnings, the Board of Directors decided that NT\$5.2 would be distributed as dividend per share, and the dividend distribution rate reached 79.15%.

## Environmental Category

### ISO14064-1 Verification Statement

- Greenhouse gas inventories are conducted in each factory in accordance with ISO14064-1.
- Shanghai Factory Area has received the third-party verification statement (ISO 14061-1) since year 2011.
  - Taiwan and Chongqing Factories have received the third-party verification statement (ISO 14061-1) since year 2015.
  - Thailand Factory Area is expected to obtain a third-party verification statement(ISO 14061-1) in 2022.

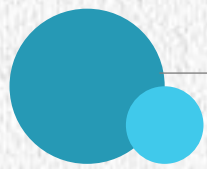
### Participate in Carbon Disclosure Project (CDP)

- Participate in the international carbon disclosure project (CDP), complete questionnaires, review performance as well as continue to identify areas for improvement.

### Work with carbon trading demo cities

- Corporate carbon emissions have been calculated annually to actively secure carbon emission allowances.
- Participate in the Chongqing Municipal Voluntary Emission Reduction Market and carry out internal inventory checks every year.





## Social Category

### Decent Work Product Responsibility

#### Human Capital Investment

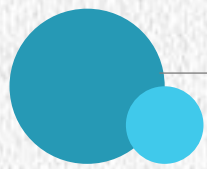
- For employees to know the scope of human rights and respect the human rights of others during work, plants in Taiwan, China, and Thailand plan and implement training on related topics, including CSR, orientation training (anti-workplace violence and sexual harassment prevention), case management, and counseling. A total of 331,860 persons received a total of 129,722 hours of training. The above training covered 100% of employees.
- Driven by a 2B focus (To be the owner, to be the leader) and a strong emphasis on technology R&D, we aim to help our employees engage in continual learning and development in different product and professional fields. Study groups are formed to encourage sharing and learning among employees, and the process has proven useful to inspire new research ideas.
- One of the goals of QES is to encourage departments and employees to engage in ongoing learning, sharing, innovation, and search for new opportunities. Quanta holds the Excellent Teacher Awards ceremony every year to commend Best Learning Individuals, Top Contributing Instructors, Best Learning Departments, Top Contributing Departments, and Best Business Partners. Due to the pandemic, we were confronted with a sterner challenge in 2020. In light of this, we have designed introductory activities including "Students' Gratitude" and "Teachers' Blessings" for the Excellent Teacher Awards, allowing students to express their words of appreciation towards the teachers, and the teachers to convey their blessings for the Company. The Vice-Chairman personally presented the awards at the ceremony to encourage the internal/external lecturers' contributions in imparting their professional knowledge and teachings to the students.
- Advanced training was introduced to the Knowledge Team in 2020 to improve team members' and frontline managers' problem-solving abilities and skills on-site. Reinforce frontline managers' skills in applying a positive management approach on-site.

#### Equality of culture and technology.



- Aimed at inspiring elementary school students' interest in the programming language, and help them develop the proper computing mindset and logical thinking. In 2020, courses were implemented in 74 schools, 94 teachers were trained, and more than 4,100 students had participated.
- The program brings "Immersed in Creativity" online so that anyone with Internet access can learn and approach art without being restricted by form, location, or time. The program has accumulated more than 1.5 million uses to date since inception.
- Quanta IIC Awards: A competition aimed at inspiring innovations in the education of aesthetics. It serves as a learning platform where students may exchange views and opinions with the teachers.
- Quanta "Design Learning" program: By engaging students in the design and planning of exhibition, the program aims to help students develop the ability to think, solve problems and learn independently. The program received participation from 54 junior high/elementary schools across 13 counties/cities in 2020, and trained a total of 100 teachers and 688 students.
- To date, since 2012 the "Quanta Creative Arts DNA Scholarship" jointly introduced by Quanta and the Taiwan Fund for Children and Families. In 2020, we assisted 71 students to pursue education. So far, 792 underprivileged students with artistic talents were given more than NT\$13.39 million.





## Social Category

We shall preserve and maintain traditions, encourage innovation, actively promote integration of technology and art.

- Despite the influence of the pandemic in 2020, Quanta Arts Foundation (QAF) organized activities in 4 different stages:
  1. Lock-down period  
In complying with the government’ s regulations in pandemic prevention, QAF canceled almost all dynamic, group, and performance activities, while the Quanta Hall was also closed to the public. Our employees adapted to the changing circumstances and learned various skills including producing the Fighting the Pandemic with Arts video collection, and the Golden Creative Award 2 event was held live via live streaming along with pandemic prevention lectures, etc.
  2. Re-Open  
The Quanta Hall was reopened in preparation for various routine art festival-related activities at Quanta. The Hsinchu Performing Arts Center, managed by Quanta, was reopened as requested by the Hsinchu City Cultural Affairs Bureau to organize various activities.
  3. Re-Build  
Performance activities were re-started, producing in-house programs such as “The Last Dinner” , winner of Silver Award at last year’ s Golden Creative Award, as well as Quanta Theatre production “A Time to Remember”, and Hsinchu Performing Arts Center play workshop, etc.
  4. Reset  
•Originally canceled, the QAF 10th anniversary event was held at the Quanta Hall in Q4.

applies on-site environmental, labor, human rights, and ethical standards for new supplier

- Quanta conducts on-site audit on new suppliers using common environmental, work rights, human rights, ethical and social standards. Other suppliers are subjected to bilateral survey. As of the end of 2020, 100% of new suppliers had completed on-site audit and participated in bilateral survey. 100% of new suppliers were found to have conformed with Supplier Management Guidelines after completing on-site audit in 2020.

Quanta Green Material Standards Conference-helping suppliers benefit from co-prosperity

- Due to COVID-19, various supplier conferences were canceled.

## Management system

Board of Directors approval

- Corporate social responsibility strategies and annual reports continue to be raised for discussion and approval at board of directors meetings

CSR performance has been included as part of performance management system

- Social responsibilities have been incorporated into employees' work duties and performance management/evaluation



## External commendation and affirmation

### QRDC

#### Award name

Ranked among the Top 5000 Largest Corporations in Taiwan  
 Received the Top 100 Major Corporation Award in Taiwan for 20 straight years - Blossoming 20 Award  
 2020 Award for International Trade - Best Trade Contribution Award (information and communication category)  
 Top 500 Excellent Taiwan Exporters and Importers in 2019

#### organizer

CRIF  
 CRIF  
 The Bureau of Foreign Trade, MOEA  
 The Bureau of Foreign Trade, MOEA



### QSMC

#### Award name

Won 2020 Dafeng (Shanghai) Computer Co., Ltd. Outstanding Charity Contributor  
 Won 2019 Dafeng (Shanghai) Computer Co., Ltd. Songjiang District Economy, and High-Quality Development Enterprise "High-Quality Development Award"  
 Won 2019 Dagong (Shanghai) Computer Co., Ltd. Songjiang District Economy, and High-Quality Development Enterprise "Economic Contribution Award"  
 Won 2019 Dafeng (Shanghai) Computer Co., Ltd. SPPA Outstanding Member  
 Won 2019 Dafeng (Shanghai) Computer Co., Ltd. Industrial Output Excellence Award  
 Won 2020 Dagong (Shanghai) Computer Co., Ltd. Industrial Output Excellence Award  
 Won 2020 Dafeng (Shanghai) Computer Co., Ltd. Industrial Output Excellence Award  
 Won 2020 Dafeng (Shanghai) Computer Co., Ltd. Export and Currency Exchange Award  
 Won 2020 Dagong (Shanghai) Computer Co., Ltd. Pandemic Control and Production Resumption Outstanding Unit  
 Won 2020 Dagong (Shanghai) Computer Co., Ltd. Tax Contribution Award

#### organizer

The Hefei Volunteer Home, Luyang District, Hefei City  
 CPC Shanghai Songjiang Committee  
 CPC Shanghai Songjiang Committee  
 SPPA  
 Songjiang Economic & Technological Development Zone Administration Committee  
 Songjiang Economic & Technological Development Zone Administration Committee  
 Songjiang Economic & Technological Development Zone Administration Committee  
 Songjiang EPZ Administration Committee  
 Songjiang Economic & Technological Development Zone Administration Committee  
 Songjiang Economic & Technological Development Zone Administration Committee



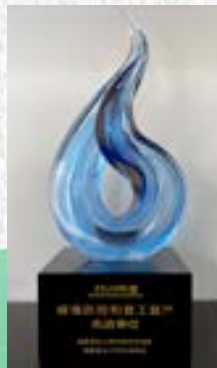
### QCMC

#### Award name

Western (Chongqing) Science City  
 First enterprise to reach 100 billion production output

#### organizer

Chongqing Municipal Commission of Economy and Informatization





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# Message from Chairman & Vice Chairman

## CSR Vision & Mission

Faced with the COVID-19 pandemic in 2020, the global healthcare and economic system have experienced monumental challenges. Isolation measures adopted by various countries in an attempt to contain the pandemic have drastically changed people's daily consumption patterns and economic activities, in turn shaping new living and business models. The spreading pandemic coupled with major fluctuations in oil prices and exchange rates, as well as numerous uncertainties including geopolitical conflicts to test the response abilities of businesses.

Over the past year, Quanta experienced delayed factory production after Chinese New Year, and once production commenced we were faced with worker and material shortages, as well as the problem of global logistics with raw materials and products caused by the pandemic. Amid the volatile environment, Quanta unleashed flexibility and teamwork to quickly respond to changes and seek solutions. Thanks to the tireless efforts of our employees, we were able to turn the crisis into an opportunity to deliver the most outstanding annual operational performance since the Company became a public company in 1999. Quanta's endeavors in management have earned the recognition of US financial magazine Fortune by being selected as one of the World's Most Admired Companies. Furthermore, we were selected as one of the Derwent Top 100 Global Innovators for 3 consecutive years.

In terms of operations integration and optimization, Quanta caters to our clients' needs in design, manufacturing, progress, schedule, and quality to ensure that everything is done right the first time in order to generate win-win opportunities. By dispersing production sites and increasing regional productivity and mobility, we can effectively resolve the potential risks of over-centralized production capacity and mitigate operational interference caused by the political tug-of-war between the US and China. Besides expanding production capacity in HwaYa Technology Park including the expansion of the main plant and construction of 2nd plant, Dongyuan Plant, and a 3rd plant, our Thailand production site is also expanding steadily to unleash its production performance. At the same time, we have optimized existing and service locations in Asia, America, and Europe to successfully develop an R&D and manufacturing center based in Taiwan to respond to the clients' diverse product and market needs by offering them prompt, optimal manufacturing and service solutions.

In addition, Quanta did not remain complacent during the uncertain conditions of the pandemic at the beginning of the year and instead raised our risk management awareness. We quickly formulated a pandemic prevention risk management plan and formed a pandemic prevention risk management team to implement pandemic prevention work. Furthermore, we expedited the purchasing and deployment of pandemic prevention resources, created contingency control processes, and SOPs to ensure the Company's sustainability and minimize the pandemic's impact.



林百雲



劉次賢



## Market environment, trends, and competition faced by Quanta

### Laptop Market

Due to the spreading of COVID-19 in 2020, people's lives and work around the world have experienced changes, resulting in the increasing need for work from home (WFH), distance learning, and home entertainment. Consequently, the notebook (NB) industry that had experienced maturity in the product life cycle was infused with new opportunities, in turn generating new growth peaks.

Generally speaking, the global demand for NBs was high in 2020. Although the strong demand was complicated by a severe shortage of key components such as 8-inch wafer IC and display panels, Quanta demonstrated remarkable delivery every quarter to set record highs. According to DIGITIMES' research report, 201 million NBs were shipped globally in 2020, setting an all-time high since 2011, exhibiting a growth of 25% compared to 2019.

Unlike traditional business models in the NB industry, distance education emerged to contain the spread of the pandemic, hence the need for educational mobile computers worldwide spiked, with Google's Chrome OS and Chromebook being the biggest beneficiaries of remote education. Google's Chrome OS has been engaged in the education market for some time; hence it possesses comprehensive cloud resources in the US education market. With diverse packages offered by telecom service providers, the shipping of Chromebook increased significantly in 2020. The most noticeable procurement project is the Japanese government's GIGA School (Global and Innovation Gateway for All), which aims to equip every elementary school and junior high school students in the country with an NB before 2024. However, due to the COVID-19 pandemic, the target was reached in advance by the Japanese government in 2021, driving the explosive growth of Chromebook in 2020.

In terms of the NB's key component, the CPU, the largest supplier, Intel, has experienced production process glitches, hence a small haphazard has developed for its mainstream products. As a result, its NB market share has declined year after year, reaching 75% by the end of 2020. Its competitor AMD, however, rose to the occasion and exhibited growth every year, reaching 20% market share by Q4 of 2020. On the other hand, MediaTek, Qualcomm, and Apple have perceived the growth potential of the cost-competitive ARM architecture CPU, developing new CPUs for the market to expand their NB market share. For example, Apple released its first M1 (ARM architecture CPU powered) NB in 2020, which proved to be very popular on the market. In general, the market gap unfilled by Intel CPU, combined with the involvement of other prominent CPU manufacturers in the market has resulted in major changes in the Intel-dominated NB CPU market. According to DIGITIMES' research, the shipping of Intel CPUs is likely to plummet below 70% for the first time in 2021 due to the large-scale adoption of AMD and ARM CPUs by the market.

Combining all of the above, in terms of the global sales pattern of NB in 2020, business NBs demonstrated a slight increase, while the shipping of educational NBs has been increased considerably. At the same time, since people are spending more time at home, coupled with the US government's subsidies in reviving the economy, consumers are encouraged to purchase more consumer electronics, particularly NBs with larger screens, therefore, consumer NBs, originally forecasted to exhibit poor performance, also increased in sales.

In terms of the NB market, different manufacturers held their respective key advantages in the consumer, business, and eSports sector, showing more maturity and stability in market segmentation and the industry chain. However, unlike previous years, the surging demand in educational NBs has led various brands to vie for market shares; hence their rankings fluctuate every quarter. In summary, the top 3 performers in the global NB market in 2020 were still HP, Lenovo, and Dell.







## Market for cloud computing businesses

In terms of the cloud market, in response to the COVID-19 pandemic prevention needs, cloud-related industries exhibited an extraordinary growth rate in 2020. According to Synergy Research Group's latest statistics, the total number of data centers for hyperscale service providers had increased to 600 by the end of 2020 Q4, doubling the 2015 figure, and it is expected to maintain strong growth in 2021. Based on global IT research and advisory firm Gartner's predictions, the investment in global data centers will reach US\$200 billion by 2021, an increase of 6% over the previous year. The US still represents 39% of the world's demand for cloud computing and Internet data centers, but areas such as Europe, the Middle East, and the Asia Pacific have all sustained high levels of growth. These products are also highly popular in China, Japan, the UK, Germany, and Australia, which aggregately account for 29% of total demand. New data centers were commissioned in 17 different countries and regions in the last 4 quarters, and most of which were located in the US, South Korea, China, Canada, United Arab Emirates, Indonesia, Italy, and South Africa. Amongst hyperscale service providers, Amazon, Microsoft, and Google accounted for more than half of new data centers, whereas Oracle, Alibaba, and Facebook are also proactively building data centers.

In light of the pandemic's impact, to reduce the risks associated with disasters in the future, both the public and private sectors are beginning to engage in Business Continuity Planning. The advantages of a cloud-based IT structure such as agility, elasticity, serviceability, and innovation are consistent with the needs of the trend. Hence, it has become a great tool for supporting continuity plans including WFH and the core of hyperscale service cloud data centers' design. Quanta has always been dedicated to improving the design of hyperscale cloud-based data centers, offering standardized, open data center products, and optimizing performance in terms of efficiency, elasticity, reliability, manageability, serviceability, and the optimization of data centers of various service nature and workload. World-renowned research institutions have identified Cloud, Analytics, Mobile and Social (CAMS) as the 4 main trends of the future. These trends will change the existing IT infrastructure, forcing businesses to adopt an AI-driven and cloud-based IT infrastructure as a means of supporting innovation and competitiveness.

The post-pandemic telecom industry will face network transformation, the emergence of Open RAN, and corporate digitization. According to GSMA's Global Mobile Trends 2021 report, the 5G popularization timeline will coincide with that of the commercialization of Open RAN technology, and over half of the telecom service providers are willing to include new suppliers in their 5G networks, thereby introducing new energy to the information technology and communication technology suppliers in the 5G market.

As the 5G standards and technology become more mature, consumers are already accustomed to using mobile communication software, social media, and live streaming video services on their smart devices such as smartphones, in turn increasing the penetration of smart devices and mobile communication networks in the global market. It is within the expectation that all future smart devices will have mobile communication features built in one way or another. Consumers also have a rising expectation for lower latency and higher bandwidth in the mobile networks they use, which telecom service providers will have to respond by introducing edge computing technologies and services and redirect computing instructions to the edge network, which in turn reduces core network load in favor of low-latency applications such as VR, AR, IoV, and IoT.







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## Major plans and key strategy in economic, environment and social aspects

Looking ahead, the diverse developments of terminal products will become more evident, and strategic alliances will occur more often. The development of AI technology has also shifted from “centralized cloud computing” in the past to “decentralized edge computing” . A diverse array of AIoT devices will be combined with the next-generation mobile communication technology to create a society interconnected by superintelligence in the foreseeable future. Quanta will continue to uphold a modest attitude to observe technology and innovation trends, learn and apply new knowledge/methods to embrace different technical integration challenges through ongoing innovation.

In the future, AI will not only exist on the cloud but also expand to edge computing and terminal devices, where multimedia, IoE, and superintelligence technology are integrated with AI, high-speed calculation and analysis by supercomputers, big data, and storage resources to materialize the infinite possibilities of innovative AI application solutions, in turn engendering new economic and business models within various application scenarios and industries. Quanta’ s growth and deployment over the next decade will be focused on supercomputing and hyper-connectivity. We will vigorously invest in the R&D of various new technologies, techniques, tools, and methods to start a new chapter of success in the world of high-speed connectivity made possible through 5G.

Regardless of the economy and technological development, as long as we persevere and persist diligently by applying a forward-looking, keen insight coupled with impeccable execution and sophisticated risk control ability, continue to refine and optimize our technical and management-related dimensions, as well as uphold Quanta’ s spirit of skilled craftsmen, innovative entrepreneurship, constant refinement, and mission-orientation, we can tap into new opportunities and seize the initiative in the field of next-generation cloud computing, super intelligence computing, and super high-speed communication.

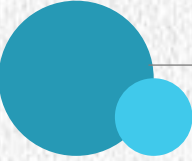
### Human-Centric

- Monitor RBA requirements and international CSR trends; conduct CSR assessments and coordinate supply chain CSR risk management according to customers' requirements.
- Continue to improve labor, ethics, occupational safety and health, environmental and management standards based on the latest SA8000 and RBA Code regulations, including risk assessment, objective development, and stakeholder communication, etc.
- Continue to improve the management system and quality of responsible mineral procurement projects.
- Continue to improve upon the quality of CSR Annual Reports, to complete external audit, to comply with relevant laws in public announcements and disclosure, and to ensure transparent information disclosure.

### Environmental protection

- Continue focusing on risks and chance of climate change and proceed relevant assessment and management.
- Continue assessing and implementing energy conservation measures, promoting EEP projects and achieving carbon emission trading according to local policies to achieve the objectives of energy and carbon reduction.
- Continue the promotion of zero-waste-to-landfill project and enact measures to reduce waste burning and landfilling in order to attain the environment protection objective.
- Continue implementation of ISO14001, ISO45001, ISO14064 and ISO50001 and obtain certification for level 2 standardization



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- Complete environment auditing procedures regarding new projects as well as the inspection and acceptance of new facility constructions, continue to monitor changes in environmental regulations to ensure their compliance with environmental protection laws.
  - Continue to reinforce VOC emission reduction and governance, implement regional spray paint waste gas online monitoring.
  - Offer diversified EHS training to raise personnel's safety awareness, environment awareness and knowledge.
  - Continue implementation of safe production standards and pass review.
  - Establish a dedicated occupational risk post to identify the risks and provide protection according to the law.

### Green Products

- Continue to focus on green policy and R&D directions for product development to fulfill customers' expectations in green policy and R&D requirements.
- Continue to focus on international standards and to ensure thorough compliance to environmental laws around the world.
- Ensure suppliers meet our standards when conducting businesses, so the Company would also take into account of suppliers' compliance in code of ethics, green products, and environmental protection requirements.

### Social Participation

- Continue to commit our corporate social responsibility (CSR) efforts in areas of culture, knowledge, and caring of wealth equality, including:

#### Public education – (Quanta Culture & Education Foundation)

- Philosophy: Equality of culture and sharing of technology.
- Two major objectives: "Bridging the gap of Chinese and foreign cultures" and "promoting education and innovation" .
- Mission Statement: "Education as roots" , "arts as foundation" , "technology as application" , and "creativity as method" .
- Promote artistic education and improve the aesthetics of the general public.
- Enforce seven main programs: Quanta "Immersed in Creativity," Quanta "Immersed in Intelligence," Quanta "Education through Gaming," Quanta "Design Learning," "Quanta IIC Awards (Immersed In Creativity Award), Quanta Global Culture Ambassador and Public Affairs.

#### Performing art – (Quanta Arts Foundation)

- Continue the support of original Taiwanese works and establish a matching service platform for performing arts.
- Promote cross-strait cultural exchange activities and promote deep partnerships among creative talents from both sides.
- Award technological art innovation and creation and push Taiwanese works onto the world stage.
- Develop the community and social building capacity of "Quanta Hall" and establish the Northern Taoyuan Performing Arts Innovation and Performance Center.
- Implement a professional talent training program and establish training facilities for theatrical performance and management

### Various Community Care and Exchange Activities



# Quanta CSR commitment

## As an official RBA (Responsible Business Alliance) member

Quanta was formally inducted as a member of the Responsible Business Alliance (RBA), formerly the Electronic Industry Citizenship Coalition (EICC), on March 1, 2006. It is the responsibility for Quanta Computer to comply with the announced RBA code of conduct in the process of product design, product manufacture, product sales, and the provisions of after-sales services to customers. Key business locations mentioned in this Report, including Taiwan QRDC/QTMC as well as the QSMC, CSMC, and QCMC sites in China, are all covered by this Report.

When suppliers supply products or services to Quanta or our affiliates, we request that suppliers support and comply with our CSR policy and the RBA code of conduct. We also audit our suppliers from time to time to realize CSR standards.



## Other associations and activities

- Taiwan Electrical and Electronic Manufacturer' s Association
- Cloud Computing Association in Taiwan
- Taiwan AI System Alliance (TASA)
- Taoyuan City Human Resource Management Association
- CDP International Disclosure Project

After signing up to CDP in 2009,Quanta began submitting CDP reports in 2010 and was honored as the "Best Chinese Supplier in Addressing Climate Change".

- Member of the Taiwan Huaya Technology Park Environmental Quality Monitoring Committee  
Quanta is part of the Huaya Technology Park Environmental Quality Monitoring Committee as a committee member.Committee meetings were held every season to discuss the collection and spending of membership fees as well as various environmental audits and measures implemented in the Park. Combined fees paid in 2020 totaled NT\$359,267.
- Member, Shanghai Songjiang Fire Safety Association  
Quanta is a member of the Shanghai Songjiang Fire Safety Association,participating in regular annual meetings and professional fire safety instruction programs.An annual fee of RMB 6,000 was required to be part of this Association.
- Managing Director of Songjiang Association of Work Safety  
Quanta is a part of Songjiang Association of Work Safety and serves as its managing director. Quanta participates in regular annual meetings and organizes safety investigations,learning programs,and other events organized by the Association.An annual fee of RMB6,000 was required to be part of this Association.



## Participation in Public Policies

Quanta Culture & Education Foundation has spared no effort in increasing education quality in Taiwan, and has been participating conferences concerning various educational issues. With years of experiences of collaborating with schools, QCEF has provided the government and the institutions it has been collaborating with numerous concrete and constructive suggestions in education policies.





## CSR policy statement

### Obey CSR

- No use of child labor, and does not accept its suppliers or subcontractors to use child labor.
- Respect employee's freedom, prohibit any forms of forced labor, and does not accept its suppliers or subcontractors to use forced labor.
- Provide safe and healthy work and living conditions, ensure employees' safety and health.
- Promote cooperation between the labor and capital, respect employees' opinions.
- Provide equal and fair working environments, and prohibit any forms of discrimination.
- Respect employees' basic human rights, and prohibit any forms of insulting behavior.
- Arrange production schedule, employee's working time and rest time reasonably.
- Provide reasonable salaries and benefits, which can at least satisfy employee's basic needs.
- Respect employee's right to associate freely and bargain collectively.
- Comply with the universal enterprise ethic standards.



### Compliance

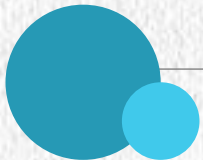
- Compliance with SA8000(Social Accountability 8000) 、RBA(RBA Code of Conduct)standards.
- Compliance with related international laws, national and local laws and regulations.
- Support and respect relevant international labor and human rights, including International Labor Organization 's Tripartite Declaration of Principles, Organization for Economic cooperation and Development's Guidelines for Multinational Enterprises, the United Nations Global Compact, etc.

## CSR Committee's structure:Identify of Quanta related economic,environmental and social issues

The General Manager's Office and highest ranking decision maker of the Chairperson's Office referred to the Social Accountability Manual and nominated the business management staff as the social responsibility management representative and agent. Any CSR-related economic, environmental, and social assessment and strategic management guidelines shall be discussed and reviewed by the Quanta CSR Committee. Decision outcomes would then be approved by the General Manager's Office and the highest-ranking decision maker of the Chairman's Office before being submitted to the Board of Directors to be presented and approved. The promotion projects will be implemented after the approval of Board of Directors is received. The implementation results shall be presented to the Committee regularly.

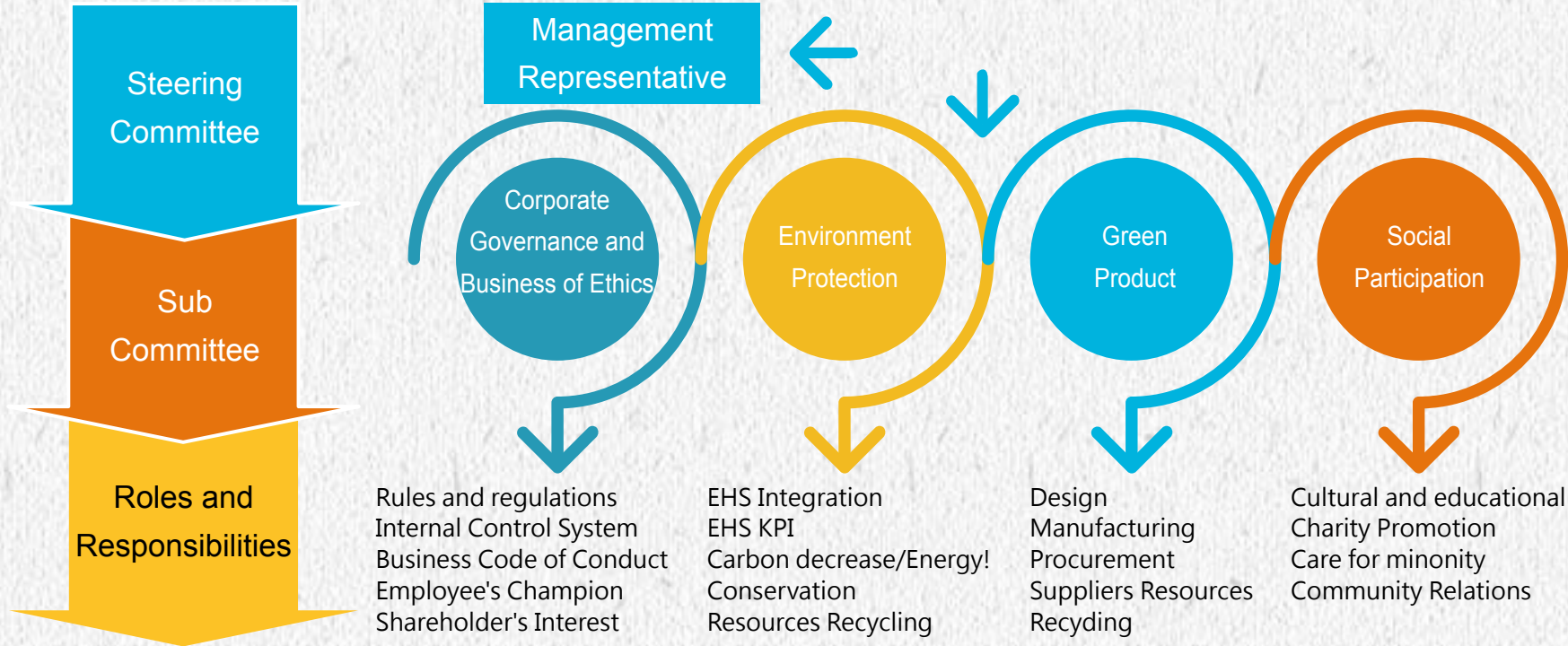
Four sub-committees are subordinate to the Quanta's CSR Committee: including Corporate Management and Ethics Committee, Environment Protection Committee, Green Product Committee and Social Participation Committee. Relevant high-ranking executives will serve as management representatives, and the human resources and social responsible management units are responsible for coordinating the operations and reports of CSR system. Each sub-committee will hold a meeting for every six months regularly in order to review the implementation results and follow-up implementation plans. Additionally, the "CSR Committee" Joint Meetings will also be held to provide a comprehensive review and discussion and to strengthen the promotion of ESG, expecting to achieve international integration.





# Quanta CSR Committee

Responsible for company-wide CSR including sustainable development objectives and directions, regularly reviews performance and goals by semi-annual board meeting.



CSR goals of the organization are divided and allocated to each functional unit and employee; they have been incorporated into individual performance evaluation to give all employees a better understanding of the scope of their responsibilities, while ensuring effective link between social responsibilities and various measures undertaken to fulfill them.

► system screenshot of social responsibility included as part of the employees' job responsibilities and performance management





# Stakeholders Identification Communication and Responsibility



## Stakeholders Identification and Communication

Stakeholder identification was performed by following the 5 main principles of AA1000 Stakeholder Engagement Standards (2015), namely responsibility, influence, tension/attention, dependency and diverse perspective. Using the above principles, members of the CSR Committee Evaluation Panel and representatives had identified shareholders and investors, customers, suppliers, employees and local communities as Quanta's key stakeholders.

All communication affairs within the Company are primarily conducted by the Governance & Business Ethics Committee in order to reinforce the communication and engagement between all stakeholders. All relevant departments are designated with specific job responsibility and work plan in accordance with its relationship with stakeholders. Quanta strives to ensure the fulfillment of responsibilities through all communication means and channels as a reference for preventive and corrective actions.

### Stakeholders Shareholders and investors

#### Important topics and aspects

- Labor-management relations
- Anti-corruption

#### Primary responsibilities for Quanta Computer

- Prompt response is made in accordance with the latest regulations and policy revisions governed by relevant authorities. Format and content of the firm's information disclosure is also adjusted in accordance with regulation requirements
- Provide real-time and accurate information in order to ensure the equality of information disclosure
- Provide sustainable and steady dividend pay-out policy and generate adequate return on investment
- Clear and steady financial strategy, uphold company creditability and strong business performance

#### Communication means and channels

- Annual general shareholders' Meetings
- Conduct conference calls and press conferences for institutional investors to announce quarterly financial reports and operational information every quarter
- Important news will be updated and synchronized on Public Information of the Market Observation Post System and the Company's official website. In addition, the press release and the press conference will be issued and held irregularly depending on the actual needs and situations
- Set up e-mail and telephone number as ways of contact on the official website of the Company
- A dedicated corporate IR (Investors Relations) department has been created
- To hold face-to-face meetings or telephone conferences with domestic and overseas institutional investors on a regular basis

### Stakeholders Customers

#### Important topics and aspects

- Child labor
- Anti-corruption
- Supplier environmental assessment
  - Economic performance
  - Environmental compliance
  - Forced or compulsory labor

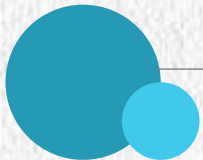
#### Primary responsibilities for Quanta Computer

- Provide the most competitive and high quality products and services
- Provide an integrated solution including service of design, production, and logistics as well as improve customer satisfaction
- Form close, long-term, and trustworthy business partnerships with customers
- Advocate employee's responsibility for confidentiality and establish rules governing employees in situations when confronted by press

#### Communication means and channels

- QBR (Quarterly Business Review)
- Conduct customer satisfaction survey every year
- Technology forum and seminar
- Meet customers' requirements and inspections on product quality, environment, and responsibility; cooperate with customers on prevention and improvement
- PIS (Proprietary Information Security) – Advocacy and training of the rules governing employees in situations when confronted by press





## Stakeholders Suppliers

### Important topics and aspects

- Child labor
- Anti-corruption
- Supplier environmental assessment
  - Economic performance
  - Environmental compliance
- Forced or compulsory labor
  - Non-discrimination
- Human rights assessment

### Primary responsibilities for Quanta Computer

- Promote legitimate and fair trade
- Understand environmental safety and health considerations and specifications
- Understand and provide assistance to Quanta for fulfilling social responsibilities

### Communication means and channels

- Request to Sign the Letter of Commitment to Environmental Protection
- Request the products must be tested by the accredited public laboratories
- Incoming inspection must be sampled and tested by the GP laboratory at Quanta
- Quanta Green Website (green.quantacn.com)
- Green supply chain annual convention
- Annual audit of suppliers and contractors

## Stakeholders Employees

### Important topics and aspects

- Supplier environmental assessment
  - Non-discrimination
- Environmental compliance
  - Economic performance
- Occupational safety and health
  - Human rights assessment

### Primary responsibilities for Quanta Computer

- Ensure and respect human rights
- Promote employee development
- Provide legitimate and fair evaluation and treatment
- Promote environmental health and safety
- Flexible benefits programs and health prom

### Communication means and channels

- Bridge communications between supervisor and colleagues through face-to face meetings from time to time
- Provide "70885 - please help me" staff service hotline and message bulletin
- "Quanta Wechat Account" - online consultation for employees' queries
- Provide "70695 - please try to understand me" Complaint of sexual harassment hotline and mailbox
- "70345" - complaint hotline for employees.
- Equipped with on-site medical care staff to provide employees with medical consultation services
- Free annual health examination and consultation for employees
- Quanta Elite School provides five major ELITE programs based on different job functions to provide occupational training, development and feedback
- Employee satisfaction survey
- Release quarterly magazine and manage regularly the information sharing platform each month.
- "Employee Assistance Program" personnel available at all production sites to provide instant support and feedback
- Conduct Labor-management Conference
- Conduct Welfare Committee Conference

## Stakeholders community

### Important topics and aspects

- Child labor
- Supplier environmental assessment
  - Environmental compliance
    - Non-discrimination
    - Customer privacy
    - Anti-corruption
  - Socioeconomic compliance
    - Economic performance
  - Forced or compulsory labor
  - Labor-management relations
    - Human rights assessment
  - Customer health and safety

### Primary responsibilities for Quanta Computer

- Effective disaster and accident prevention and support
- Continuously promoting knowledge sharing and culture affluence
- Participate in various public welfare activities

### Communication means and channels

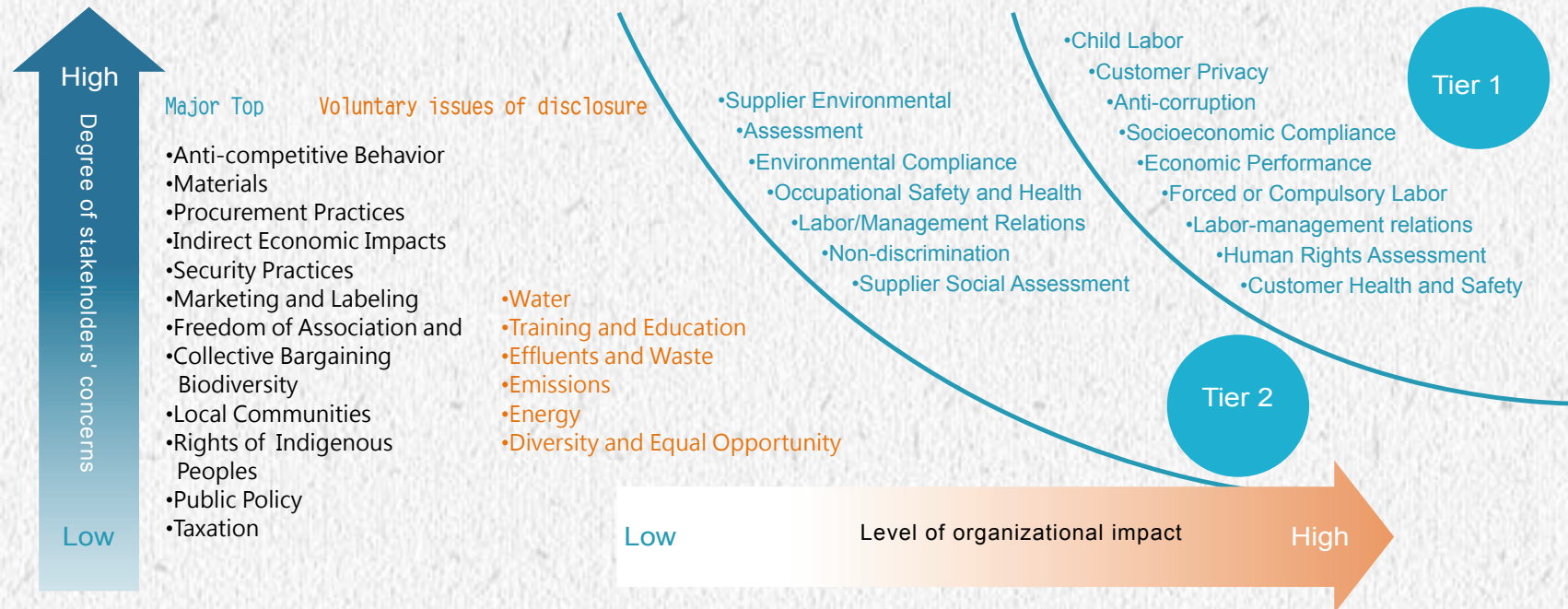
- Quanta Culture & Education Foundation
- Quanta Arts Foundation
- Charity clubs / Xinyi Community
- Environmental Quality Monitor Committee of Taiwan HwaYa Technology Park
- Participate in forums and activities organized by competent authorities
- Participation in external association activities

Note: All aforementioned communication channels are responsibilities and planned activities for each unit; except for questionnaires targeted to major issues of discussion, no specific items are conducted for the purpose of report preparation.



## Identification of scope of major topics and materiality analysis

The report contents are defined by considering GRI Standard major aspects and feedback from questionnaires in order to identify preliminary important issues. Members of CSR Committee and assessment team representatives determine the scope and topics for disclosure by identifying the level of organizational impact, degree of stakeholders' concerns, and the previous communications between functions of respective departments and the stakeholders based on materiality of the AA1000 Materiality Test standards.



### Note:

- (1) Primary issues of disclosure include: child labor, customer privacy, anti-corruption, socioeconomic compliance, economic performance, forced or compulsory labor, labor-management relations, human rights assessment and customer health and safety.
- (2) Secondary issues of disclosure include: supplier environmental assessment, environmental compliance, occupational safety and health, labour Relations, non-discrimination and supplier social assessment.
- (3) Voluntary issues of disclosure: water, training and education, effluents and waste, emissions, energy and diversity and equal opportunity.
- (4) In this chart, the horizontal axis represents level of impact to the organization (scored by the CSR Team) whereas the vertical axis represents level of stakeholder's concern. Both axes were scored on a scale of 1-5 (1 being the lowest), and the results were analyzed using cross-impact matrix.
- (5) Average score for the two axes was calculated at 3.92, hence any issue that scored 3.8 or above was considered material. Based on score distribution, issues in the

score range of 3.92-4.27 were classified as secondary material issues whereas those in the score range of 4.27 and above were classified as primary material issues.

- (6) When determining material issues for the year, we engaged the following stakeholders and gathered information through the use of questionnaire: shareholders & investors, customers, suppliers, employees, the general public, local communities, government agencies and others.

Through the report, it is hoped to pertinently explain the significant influence that the company has on economy, environment, and society. Furthermore, the report aims to communicate Quanta's CSR strategy, action plans, execution progress and management performance in a more comprehensive way to the interested parties such as investors, customers, employees, suppliers, local communities, and local government who keep a close watch on Quanta.



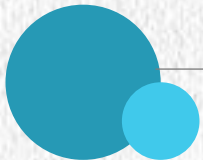
## Description of material aspects in specific standard disclosures

Category	Aspect	Border (within the organization)				Border
		QRDC	QSMC	QCMC	QMB	Outside the organization
Economics	Economic Performance	●	●	●	●	
	Anti-corruption	●	●	●	●	
Environmental	Environmental compliance	●	●	●	●	●
	Supplier Environmental Assessment					●
Social	Labor-management relations	●	●	●	●	
	Labour Relations	●	●	●	●	
	Occupational Health and Safety	●	●	●	●	●
	Non-discrimination	●	●	●	●	●
	Child Labor	●	●	●	●	●
	Forced or Compulsory Labor	●	●	●	●	
	Human Rights Assessment	●	●	●	●	
	Supplier Social Assessment					●
	Customer Health and Safety					●
	Customer Privacy					●
Socioeconomic Compliance	●	●	●	●		

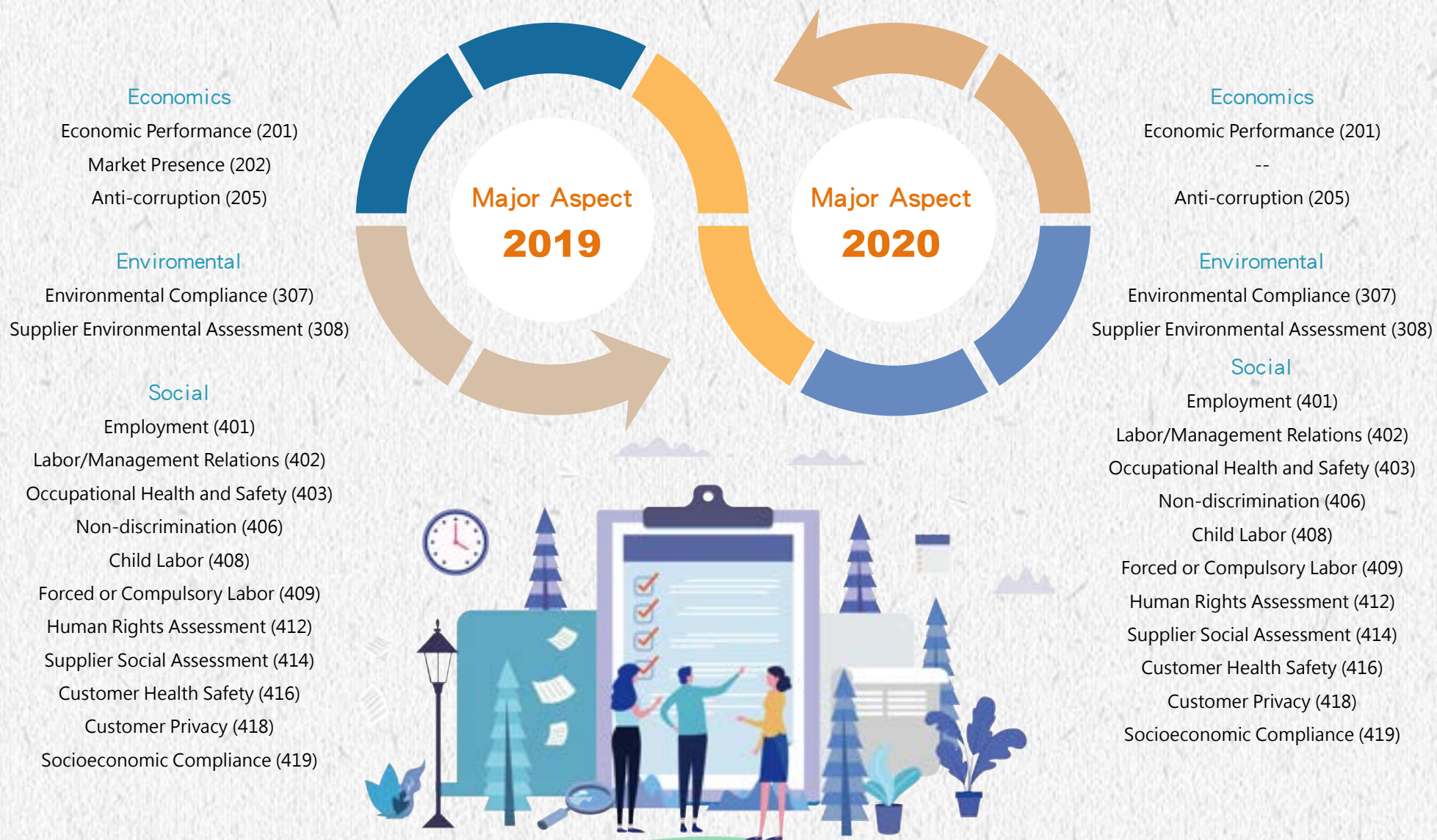


Economic performance and socioeconomic regulation compliance disclosures are determined within the organization; in terms of environmental and social dimensions, labor and human rights topics include external supply chain management.





## Reporting changes: Change of material issues from the previous year







## **Quanta Profile & Corporate Governance**

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Corporate Governance  
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# Profile of Quanta computer

## Company Introduction & Business Profile

Founded in 1988, Quanta Computer has grown to become a Fortune 500 company and the global leader in NB research, development, design and manufacturing. In addition to securing a dominant position in the NB market, Quanta also invests, expands and explores opportunities actively in new areas of expertise including cloud computing, corporate network solutions, mobile communication, smart home products, auto electronics, smart medicine, Internet of things and AI. Quanta Computer has consistently impressed customers with its R&D capacity through various projects; Three consecutive years from 2019, the Company was recognized among Derwent Top 100 Global Innovators for two consecutive years, which is a testament of its ability to innovate, develop and commercialize patents for new business opportunities.

Based on the users' needs and future development trends of technology applications, the Company has focused on "mobile computing needs", "cloud computing and enterprise network system needs", "home entertainment and smart network needs", "IoT application solutions", "smart healthcare solutions", "telecommunication Next Generation Central Office (NGCO) solutions", "smart manufacturing and smart factory", and AR/VR to develop new products.

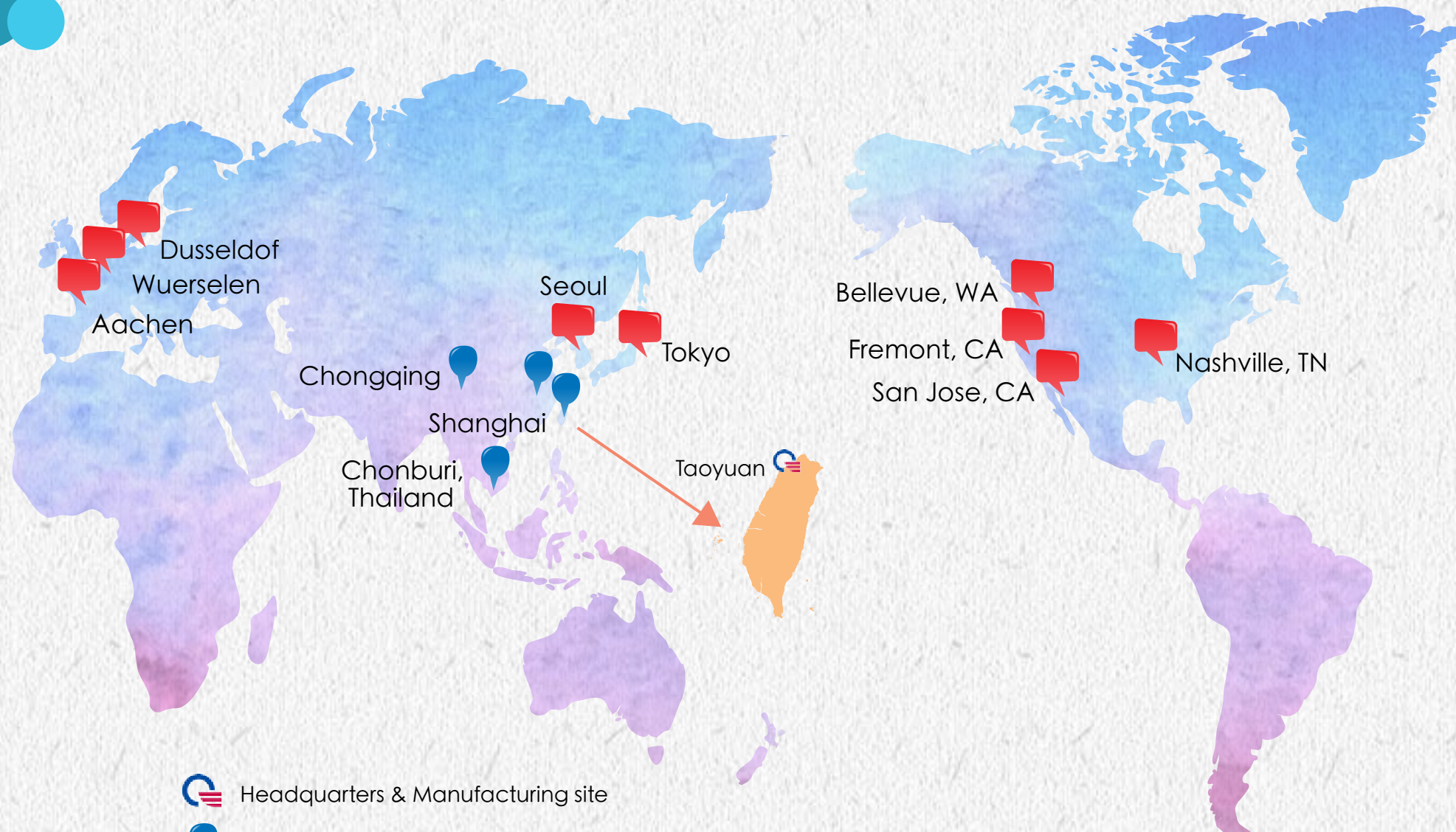
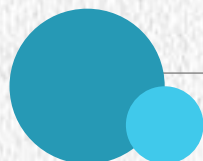
Quanta product portfolio stretching from IT, communication, consumer electronics to cloud computing. Backed by strong competitive advantage in innovative R&D, Quanta has targeted "Cloud Computing," "Connectivity Technology" and "Client Device" as the new applications to invest resources in. By exploring the potentials of big data management, we aim to develop a comprehensive range of artificial intelligence tools that make us the key system solution provider in major AI applications. We actively develop innovative technologies to achieve "service automation with a people focus." Through advanced/high-performance server technology integration, quality enhancement and integration of IoT products and technologies, we have successfully extended our business reach to cloud computing solutions, AI applications, 5G communication, smart wearables, smart home application, smart mobile, smart health care and smart manufacturing, and developed the capacity to explore new customers with customized solutions and deliver better satisfaction with the best products and services.




Quanta has established highly efficient production facilities in Taiwan, Shanghai, Changshu, Chongqing and Thailand to support its global strategy of "Taiwan design, smart manufacturing, and global logistics and marketing." In addition to the above, Quanta also has regional manufacturing and service facilities deployed in Taiwan, USA and Europe. To maximize the benefits of mass production and just-in-time delivery, Quanta has committed extensive efforts to integrate its upstream and downstream and increase the level of automation and intelligence within factories. Over time, these efforts have enabled the Company to achieve more effective cost control and develop the capacity needed to produce higher quality products at larger volume and better efficiency. Meanwhile, overseas production facilities are being developed to serve customers up close; these facilities also provide added benefits including flexible product customization, shortened production time, reduced transportation cost and better satisfaction of customers' needs.

World-renowned electronic brands continue to innovate in line with market demand, and their efforts have contributed to the technology upgrade of the entire supply chain. As a smart manufacturer and service provider for electronic products, it is necessary for Quanta to adopt technological upgrades in line with product innovations around the world in order to provide high quality, flexible and responsive manufacturing services and maintain strong, beneficial relationship with customers, which are critical to future business growth. For this reason, Quanta has committed significant amount of resources not only to improve R&D capacity, but to refine production technology as well. Through equipment renewal, automation, product quality enhancement and yield improvement measures, the Company is able to continually advance its production technology while ensuring the consistency of products manufactured, and thereby secure its leadership position in the industry.

The 2020 issue of this report covers approximately 86,000 employees in total (including employees of QRDC - Quanta corporate headquarter, QTMC - Quanta Taiwan Manufacturing Center, QSMC - Quanta Shanghai Manufacturing City, QCMC - Quanta Chongqing Manufacturing City, and QMB - Quanta Manufacturing Bangkok). Quanta Computer Inc. was listed for trading on Taiwan Stock Exchange Corporation (code: 2382) in 1999. No acquisition, merger or issuance of new shares in exchange for shares of another company had taken place in 2020. See the following chart for details on sources and categories of share capital and shareholder structure. No additional capital was raised publicly in the last 3 years. For related information, please refer to chapter "Four. Capital Overview" of Quanta's 2020 annual report.





-  Headquarters & Manufacturing site
-  Manufacturing site
-  Services and BTO CTO center

Its production and service facilities are primarily deployed in

- Taiwan
- China
- USA
- Germany
- Korea
- Japan
- Thailand



## Source of capital and category

Authorized Capital			
Share type		Common	Total
Outstanding Shares	2018	3,862,627,432	3,862,627,432
	2019	3,862,627,432	3,862,627,432
	2020	3,862,627,432	3,862,627,432
Unissued Stock	2018	737,372,568	737,372,568
	2019	737,372,568	737,372,568
	2020	737,372,568	737,372,568
Total	2018	4,600,000,000	4,600,000,000
	2019	4,600,000,000	4,600,000,000
	2020	4,600,000,000	4,600,000,000
Remarks		Note	

Note : 1. Above shares have been publicly offered.  
2. Include 100 million shares for employee stock warrants.  
3. No preferred share was issued.



## Shareholders' structure

Item		Number of shareholders	Shareholdings	Percentage (%)
Government Agencies	2018	0	0	0.00%
	2019	2	660,100	0.02%
	2020	1	8,750	0.00%
Financial Institutions	2018	51	526,482,851	13.63%
	2019	59	629,674,441	16.30%
	2020	64	567,509,133	14.69%
Other Institutional Investors	2018	307	1,106,617,830	28.65%
	2019	336	1,151,913,212	29.82%
	2020	336	1,095,242,965	28.35%
Foreign Institutional Investors	2018	867	1,062,120,169	27.50%
	2019	925	1,007,675,496	26.09%
	2020	1,189	1,191,995,056	30.87%
Domestic Natural Persons	2018	91,750	1,167,406,582	30.22%
	2019	79,820	1,072,704,183	27.77%
	2020	75,850	1,007,871,528	26.09%
Treasury Stock	2018	0	0	0.00%
	2019	0	0	0.00%
	2020	0	0	0.00%
Total	2018	67,003	3,862,627,432	100.00%
	2019	81,142	3,862,627,432	100.00%
	2020	77,440	3,862,627,432	100.00%



## Economic Performance

2020 was a fruitful year for Quanta. Driven by the demand in distance learning and WFH, there is a surging need for NB and server products. Combined with our employees' collective endeavors in overcoming multiple challenges including material supply, logistics, and production bottlenecks, we not only continued our outstanding achievements in improved gross profit margin, operating profit margin, and net profit margin, our annual NB shipping volume, gross profit, net operating income, profit before tax, and net income after tax also reached all-time highs.

The consolidated revenue was reported at NT\$1.09 trillion, an increase of 5.95% from the previous year. The gross margin and operating profit margin were 5.86% and 2.97% respectively, both up from 4.78% and 1.84% in the previous year. Regarding profits, the net profits after tax in FY2020 and FY2019 were NT\$25.39BN and NT\$16.315BN respectively, with an annual profit growth rate of 55.63%. The net income attributed to owners of the parent were NT\$25.328BN and NT\$15.943BN; EPS was NT\$6.57, which was at an all-time high since AUO became a public company. For distribution of the earnings, the Board of Directors decided that NT\$5.2 would be distributed as dividend per share, and the dividend distribution rate reached 79.15%. Concerning the financial balance, the non-operating income was NT\$1.981BN.

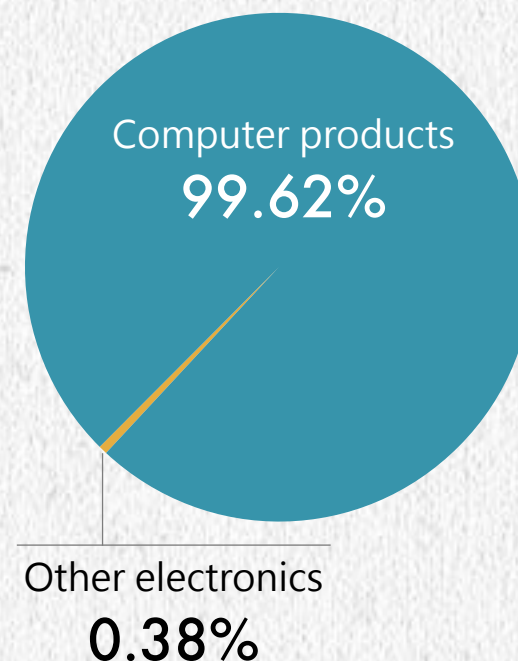
Currency:NT\$

Category	Consolidated revenues	Gross margin	Net profits after tax	Earnings per share	Cash dividends distribution
2014	Around 926.3 billion	4.51%	Around 19.24 billion	4.90元	4.00元
2015	Around 1007.3 billion	4.61%	Around 17.75 billion	4.62元	3.80元
2016	Around 894 billion	5.21%	Around 15.41 billion	3.93元	3.50元
2017	Around 1021.2 billion	4.47%	Around 14.52 billion	3.73元	3.40元
2018	Around 1028 billion	4.27%	Around 15.33 billion	3.92元	3.55元
2019	Around 1029.6 billion	4.78%	Around 16.31 billion	4.14元	3.70元
2020	Around 1090.9 billion	5.86%	Around 25.39 billion	6.57元	5.20元(*)

Note: Plans for 2020 earnings distribution has been resolved by the 2021 Board of Directors' Meeting and is subject to approval from the General Shareholders' Meeting.

### Revenue breakdown by categories

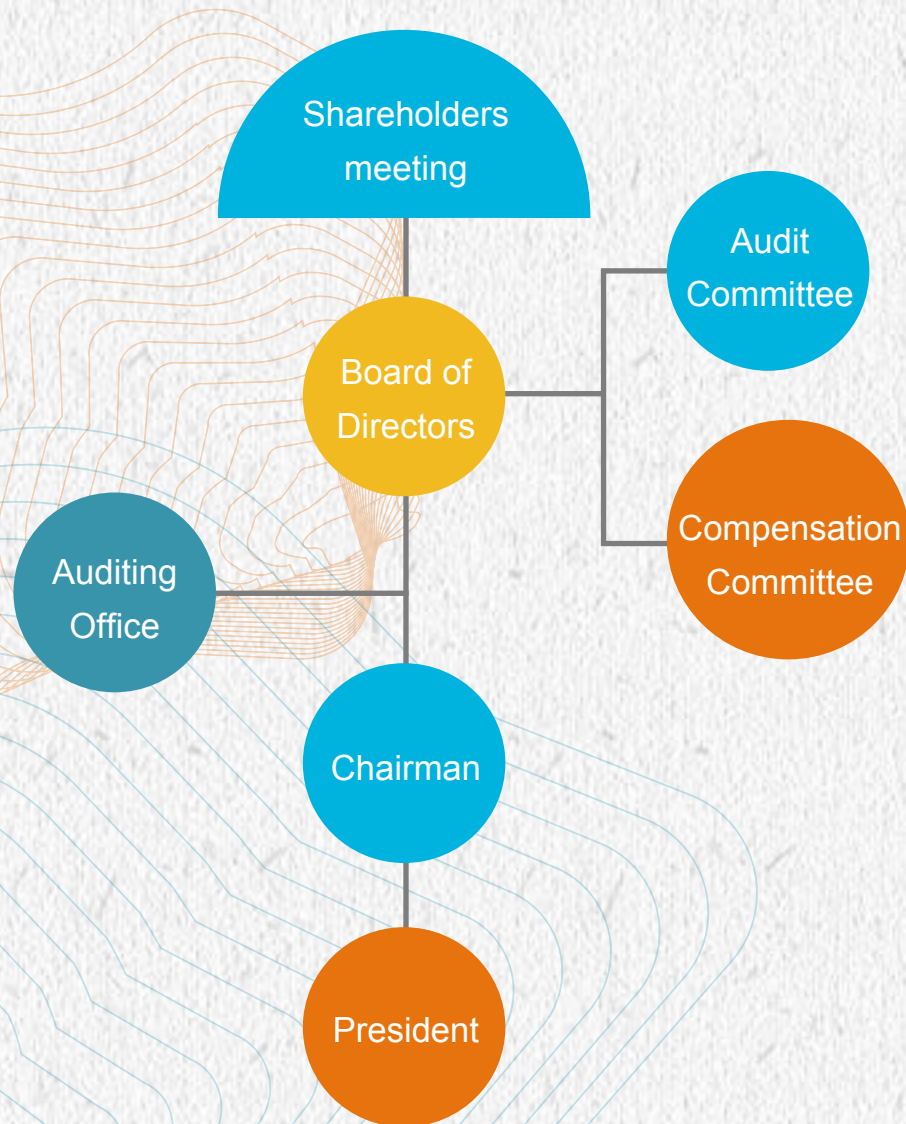
FY2020 major products revenue contribution is tabulated below:





# Corporate Governance and Ethics

## Corporate governance organizational structure




## Board of Directors

Quanta's Board of Directors is one of two main units in corporate governance structure. According to the Company's regulations, five to nine directors are in the Board of Directors. Shareholder director nomination is adopted as the electoral system, and directors shall be elected from the nominators. There are seven seats of directors (including three independent directors) in the current term, and the Audit Committee is established; these three independent directors serve as ex officio member performing Board of Supervisors' duties. The aggregate shareholding percentage of all of the directors of a securities firm shall comply with the laws and regulations.

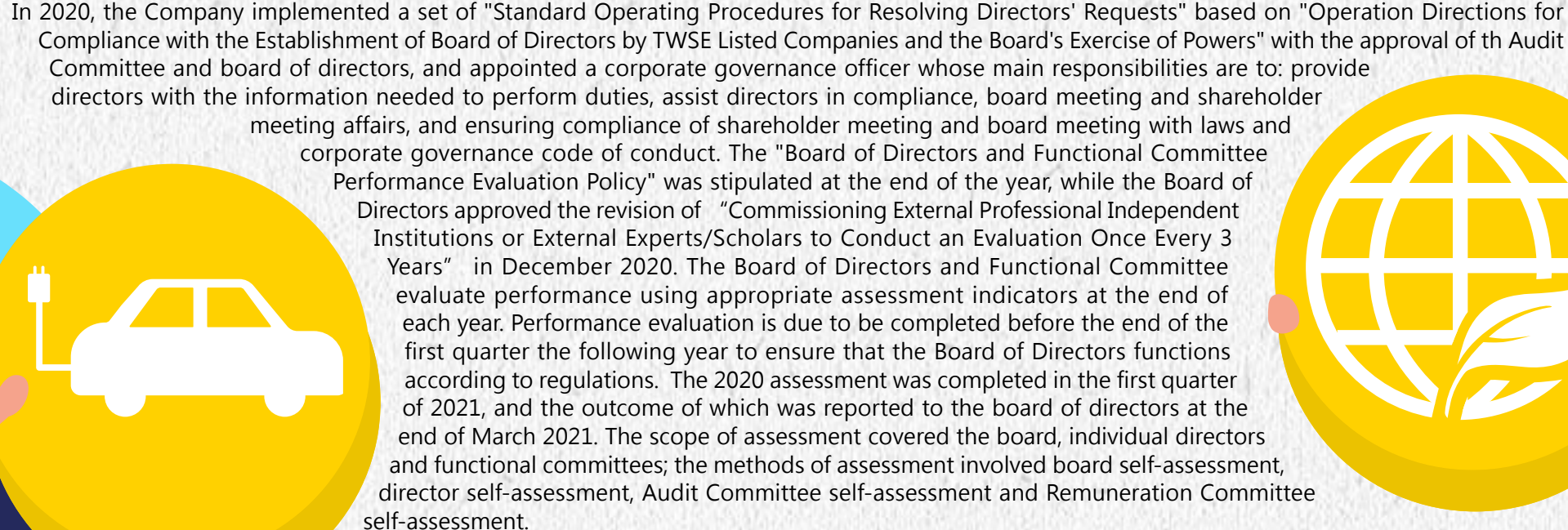
Quanta's liability insurance covers all the directors, and the insurance information shall be presented in the Board of Directors. All current members of the Board of directors possess abundant corporate management and academic experience; most of them are still engaging in relevant professional fields. In accordance with the regulations of "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies", they shall participate in relevant training programs and obtain its certificates.

The three independent directors are: Wei-Ta Pan - Ph.D. and President of Soochow University, Pisin Chen - Ph.D. and Professor of National Taiwan University, and Mr. Hung-Chin Li - person of professional accounting background. The board convenes meetings at least once a quarter, and a total of 7 meetings were held in 2020. Major resolutions made during board meetings are disclosed on Market Observation Post System and the Company's website.





Quanta has established a set of board meeting conference rules based on "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" to enforce sound corporate governance, supervision and administrative practices. Board of Directors' occupational competency and operations shall comply with relevant regulations and laws, and they shall supervise company's managers and be responsible for corporate overall business operations. If any resolution involves the interests of Directors or of the Company, responsible directors shall follow the principles of interest avoidance, avoiding according to law stipulation and no vote shall be taken, to protect the interests of the Company and its shareholders.



In 2020, the Company implemented a set of "Standard Operating Procedures for Resolving Directors' Requests" based on "Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers" with the approval of the Audit Committee and board of directors, and appointed a corporate governance officer whose main responsibilities are to: provide directors with the information needed to perform duties, assist directors in compliance, board meeting and shareholder meeting affairs, and ensuring compliance of shareholder meeting and board meeting with laws and corporate governance code of conduct. The "Board of Directors and Functional Committee Performance Evaluation Policy" was stipulated at the end of the year, while the Board of Directors approved the revision of "Commissioning External Professional Independent Institutions or External Experts/Scholars to Conduct an Evaluation Once Every 3 Years" in December 2020. The Board of Directors and Functional Committee evaluate performance using appropriate assessment indicators at the end of each year. Performance evaluation is due to be completed before the end of the first quarter the following year to ensure that the Board of Directors functions according to regulations. The 2020 assessment was completed in the first quarter of 2021, and the outcome of which was reported to the board of directors at the end of March 2021. The scope of assessment covered the board, individual directors and functional committees; the methods of assessment involved board self-assessment, director self-assessment, Audit Committee self-assessment and Remuneration Committee self-assessment.

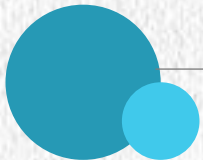
Audit report and tracking report are prepared by the chief auditor; once approved, they are presented to each independent director for review before the end of the month following the audit. Independent directors may contact the chief auditor at any time if they require further insight into the audit progress or wish to follow up on certain outcome. The chief auditor is present at board meetings to report and discuss audit-related issues.



## Important Decisions by the Board of Directors:







## Audit Committee

The Audit Committee is another key unit in Quanta's corporate governance framework. On March 31, 2016, the board of directors approved a set of "Audit Committee Foundation Principles" that outlines the purpose of the Audit Committee as well as its supervisory duties over fair presentation of financial statements, appointment (dismissal), independence and performance of financial statement auditors, effective implementation of internal control, compliance with laws and rules, and control over existing or potential risks. In addition to reviewing annual business reports, financial statements and earnings appropriation proposals and issuing audit reports, the chief auditor also engages CPAs and audit personnel in necessary communication to gain insight into the Company's audit policies and procedures. The chief auditor participates in and performs necessary reviews on critical work tasks.

The 1st Audit Committee was assembled on June 24, 2016 to replace supervisors. The Audit Committee comprised three independent directors, who elected Wei-Ta Pan to serve as convener and meeting chairperson. The 2nd Audit Committee was re-assembled on June 21, 2019 following a director re-election. The three new independent directors, namely Wei-Ta Pan, Pisin Chen and Hung-Chin Li, succeeded as members of the committee while Mr. Wei-Ta Pan continued his role as committee convener and meeting chairperson. The new independent directors have been appointed to serve a term of three years from June 21, 2019 until June 21, 2022, which coincides with terms of the current board of directors. The committee convened a total of 5 meetings in 2020.

### Annual work highlight of the Audit Committee:

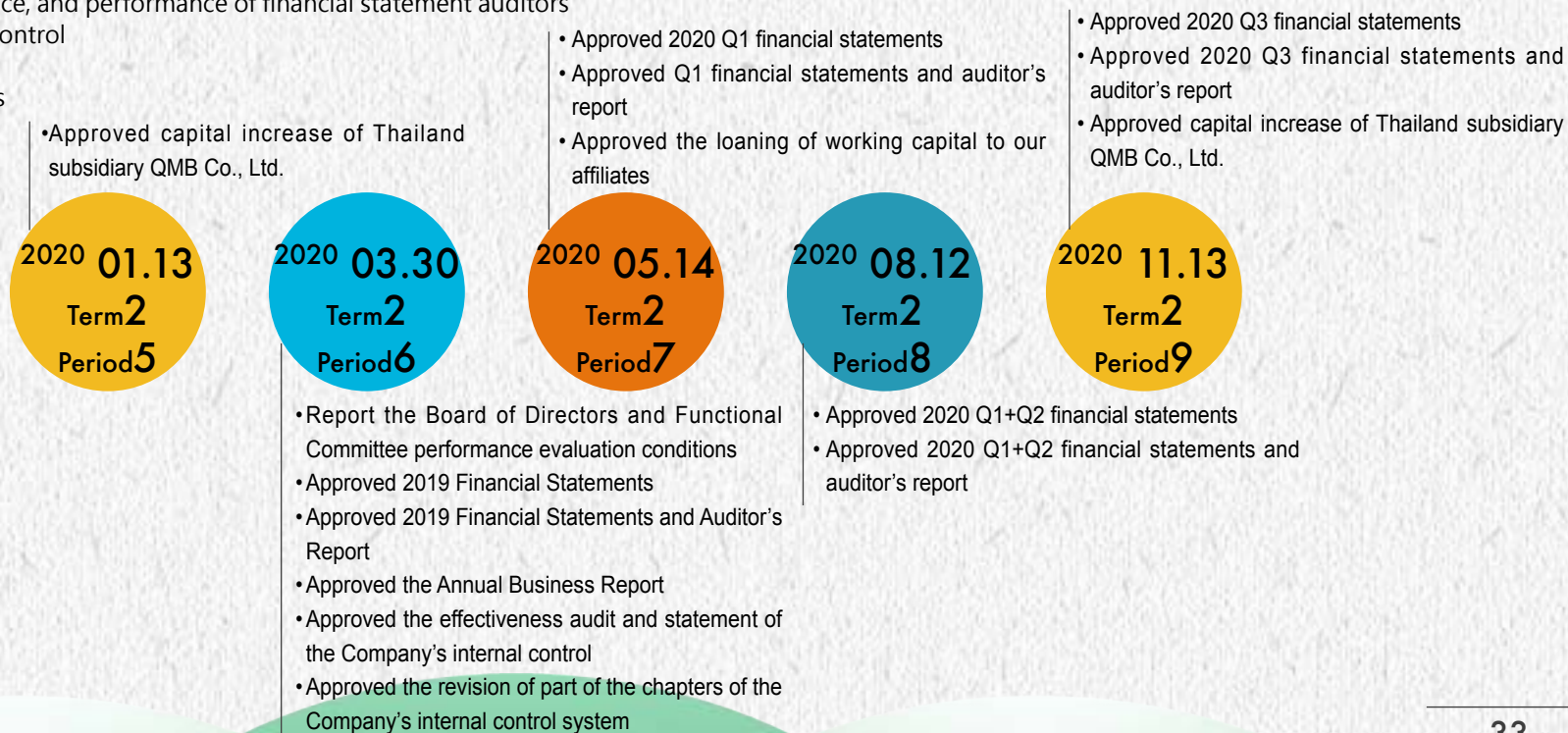
(1)The Audit Committee is responsible for the supervision of the following tasks, which are also the work highlights of the year:

- Fair presentation of financial statements
- Appointment (dismissal), independence, and performance of financial statement auditors
- Effective implementation of internal control
- Compliance with laws and rules
- Control over existing or potential risks

(2)Work summary: In addition to reviewing annual business reports, financial statements, and earnings appropriation proposals and issuing audit reports, the chief auditor also engages CPAs and audit personnel in necessary communication to gain insight into the Company's audit policies and procedures. Partake in and review important tasks

(3)Important Decisions by the Audit Committee:

**Unanimously approved by all Independent Directors**







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## Internal control

Quanta has designed and established its internal control system under the approval of the board of directors and in accordance with "Regulations Governing Establishment of Internal Control Systems by Public Companies" after taking into consideration the Company's overall business activities. The internal control system exists to support business operations and to provide reasonable assurance over matters such as operational result, efficiency, reliability of financial report and compliance.

An Audit Team has been established according to regulations to oversee effectiveness and completeness of the internal control system. Supervision and audits are conducted on an ongoing as well as case-by-case basis. The hiring and dismissal of the chief auditor and auditing personnel are conducted in accordance with the Company's Recruitment (Hiring) Management Regulations and relevant laws. The internal auditing personnel has obtained all the necessary qualifications, and their hiring, dismissal, performance evaluation, and remuneration are conducted once a year. These are submitted by the chief auditor for the Chairman's approval. The hiring and dismissal of the internal chief auditor first obtain consent from the Audit Committee before submitting it to the Board of Directors for the final decision.

The Audit Team devises its audit plan on a yearly basis and seeks board of directors' approval before execution. All audit reports are subject to review and approval of the Audit Committee. Any defects discovered over the course of audit are followed up and improved upon until rectified. The chief auditor is invited to report execution of audit tasks and present summaries of audit report at board meetings. Owing to Quanta's robust internal control practices, no major defect concerning the Company's internal control was found in 2020.

## Remuneration policy

The Company's remuneration policy (including Directors, managers, and employees) is outlined below:

To materialize corporate governance, and to enhance the remuneration system of the company directors and managers, the Company has established the Remuneration Committee per the Remuneration Committee Foundation Principles, which must fulfill the following duties:

Stipulate and review regularly the compensation policies, systems, standards and structures, and performance of directors and managers.

Regularly review and adjust directors' and managers' compensation.

The remuneration of the managers and employees including cash remuneration, stock options, stock bonus, retirement benefits, or severance pay, various allowances, and other tangible reward measures.

The remuneration policy is outlined below:

### 1. Board of Directors

- (1) The Company's board remuneration policy is stated in Articles of Incorporation, and the Board of Directors and Functional Committee Performance Evaluation Policy has been stipulated, applicable to the Board of Directors and individual directors.
- (2) The Board of Directors and Functional Committee's performance is evaluated using appropriate assessment indicators at the end of each year. Performance evaluation is due to be completed before the end of the first quarter the following year to ensure that the board functions according to regulations. The evaluation outcome is submitted to the Remuneration Committee and used as a reference for remuneration allocation.
- (3) The directors' remuneration is implemented according to the Articles of Incorporation, while the Board of Directors' performance evaluation and conventional evaluation used in the industry are taken into consideration along with the Company's business performance. After it is reviewed and approved by the Remuneration Committee, it is submitted to the Board of Directors for final approval and execution. The information is also presented to the shareholders' meeting and disclosed in the annual report.



## 2. Managers

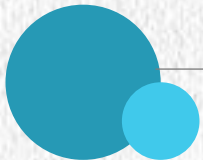
The managers' remuneration is determined based on the Company's relevant regulations, taking into consideration position, education, experience, and industry conditions, as well as their performance, achievement of long and short-term goals to make adjustments depending on the Company's profitability and risks. Furthermore, the manager performance evaluation standards, year, and long-term performance goals, as well as the remuneration policy, system, standards, and structure are reviewed regularly and submitted to the Remuneration Committee for review in conjunction with the annual remuneration plan. The managers' remuneration is submitted to the Board of Directors for approval and paid accordingly.

## 3. Employees

- (1) The employees' remuneration policy is based on relevant laws and regulations, while the current remuneration conditions on the market, the overall economy, industry fluctuations, and business conditions are taken into consideration when formulating the remuneration standards.
- (2) Employees' remuneration is determined by their education, work experience, expertise, skills, professional experience, as well as the functions needed by various jobs, responsibilities, and complexity. It is not determined based on age, gender, race, ethnicity, religion, political stance, marital status, and union affiliation.
- (3) Year-end bonus and employee remuneration: The year-end bonus and employee remuneration are decided by the Company's business performance, as well as the employees' performance evaluations.
- (4) Annual salary adjustment: To incentivize and retain talents, the Company's annual salary adjustment takes into consideration the Company's business performance, domestic economic growth rate, industry hiring, and employment market remuneration standards, and employee performance evaluation.







## Remuneration Committee

### Remuneration Committee members:

The Remuneration Committee comprises three members; its current members include Mr. Wei-Ta Pan, Mr. Wei-Bin Li and Mr. Hung-Chin Li, with Mr. Wei-Ta Pan serving as convener and meeting chairperson for the committee.

### Functionality of the Remuneration Committee:

On August 31, 2011, the board of directors passed "Remuneration Committee Foundation Principles" in accordance with relevant laws to serve as compliance guidelines for related matters. Under the foundation principles, committee members' term of service are identical to that of the board of directors.

The committee's responsibilities are to exercise the care of a prudent manager, fulfill the following duties, and offer recommendations for discussion by the board of directors:

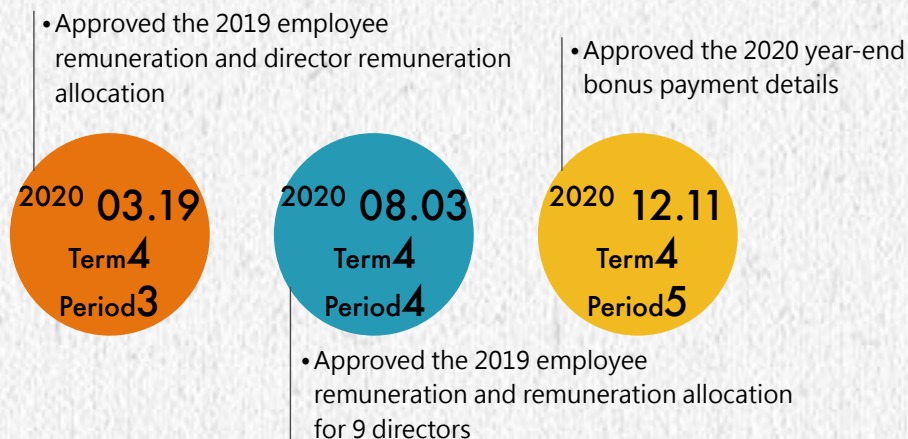
- Stipulate and review regularly the compensation policies, systems, standards and structures, and performance of directors and managers.
- Regularly review and adjust directors' and managers' compensation.

The Company assembled its first Remuneration Committee on September 30, 2011 and the 4th committee is currently in duty. Members of the 4th committee were appointed on July 12, 2019 following the re-election of board of directors; they were appointed to serve a term of 3 years from July 12, 2019 to June 20, 2022, which ends on the same day as directors of the current board. A total of three meetings were convened in 2020.

Important decisions by the Remuneration Committee:

### Committee members' opinions and the Company's responses

Unanimously approved by all attending committee members



## Business Ethics

Quanta has created, Guidelines for Ethical Corporate Management, Corporate Governance Best Practice Principles, and Guidelines for Codes of Ethical Conduct that can be reviewed at Quanta Computer's official website/ corporate governance / Major Internal Policies.

The Company's "Work Ethics Policy" requires all employees to uphold integrity and outlines behaviors that corporate governance staff and employees are bound to follow. The Human Resource Center conducts annual reviews of the ethics policy to determine whether any adjustment, amendment or addition is needed given the prevailing circumstances. The updated version, once approved by the President, is published on Intranet and any recusal of conflicting interest is reported over the appropriate webpage.

Furthermore, corporate governance staff and employees are reminded to comprehend the "Work Ethics Policy" and sign a compliance commitment on a yearly basis. In addition to ensuring compliance from all our employees, we also seek understanding and support from our customers, suppliers, business partners and all we have business dealing with on related matters. Quanta has been asking selected suppliers to sign "Quanta Supplier Statement of Compliance with RBA Behavior Guidelines" since 2018. The target was to let 27 suppliers complete the audit in 2020. So far, 165 suppliers have already completed. At the same time, we also require high-risk suppliers to obtain RBA VAP/Non VAP Audit or arrange an on-site audit.



## Business Ethics Communication

All of the employees shall be alert to any activity against the Code of Conduct. Should they have any questions or find any activity against the Code of Conduct, they shall be obligated to report to their executive officers. If necessary, they may report to the HR executive officer or internal audit manager, or via the employees' complaining channel. Quanta will protect the complainant from unfair retaliation or treatment in the process of the investigation in which the complainant participates upon his/her complaint about the misconduct.

Stakeholders can use the Quanta official website / CSR / Stakeholders Communication to submit their opinions or inquiries for CSR or business conduct, which are offered in three languages: traditional Chinese, simplified Chinese, and English.

•Corporate social responsibility (responsible CSR contact window in each site)

[https://www.quantatw.com/Quanta/chinese/service/contact\\_csr.aspx](https://www.quantatw.com/Quanta/chinese/service/contact_csr.aspx)

•Ethical business conduct (independent window at the HQ)

[http://www.quantatw.com/Quanta/chinese/service/contact\\_bc.aspx](http://www.quantatw.com/Quanta/chinese/service/contact_bc.aspx)



尊敬的供應商：

作為 RBA 會員，廣達電腦承諾遵守 RBA 的行為準則並為之付出努力。為確保廣達所有的合格供應商都將遵守 RBA 的行為準則，廣達特此要求各供應商閱讀並簽署下面的符合性聲明。煩請收到通知後，供應商的權責管理層或代表線上閱讀並簽署。此聲明必需於 2018/09/25 前完成。屆時仍未完成者，我們將通知相應採購單位，感謝您的大力配合。

懇請：

1. 點擊以下連結直接進入 RBA 符合性聲明閱讀簽署頁面。
2. 認真閱讀相關內容。
3. 于最下方同意處打勾，並完成個人相關資訊的填寫。
4. 點擊“Submit”。

[Survey link](#)

Supplier's RBA Compliance Statement and Notification for Quanta

聯絡我們

- 企業社會責任
- 供應商
- 法人/投資人關係
- 員工
- 企業道德

企業道德

首頁 > 聯絡我們 > 企業道德

堅持高品質與道德一直是廣達公司奉行不違之最高指導原則。凡廣達員工，無論在公司內外，均應自我要求保持高水準的個人行為素養及從業道德，維護公司聲譽，以獲得顧客、供應商及其他各界人士的尊重與信任。

如您有任何問題請聯繫我們，請填寫以下表格，我們將有獨立聯絡專人接收處理：

標示 \* 號為必要填寫項目，請您務必填寫，謝謝！

姓名 \*

公司名稱

聯絡電話 \*

電郵地址 \*

主管 \*

訊息 \*



## Anti-corruption and Avoid conflict of interest

Employees must avoid causing any conflict of interest or potential influence between personal interest and corporate interest. Therefore, employees must fully report and explain the conflict of interest between personal interest and corporate interest voluntarily and immediately upon the occurrence of the following: Employees or their family dependents/close relatives hold an employment relationship with Quanta's suppliers, customers, or competitors, or there is a direct or indirect financial interest in existence, or, employees or their family dependents/ close relatives cause direct competition against Quanta in business with their activities outside the company, or, any work or responsibility that may interfere with their job performance in the company, or, utilize the Company's resources without authorization to conduct private activities outside the company. The receipt and transfer of gifts or entertainments by direct blood relatives, spouses, or family members shall also be prohibited.

The work regulation stipulates "employees should not use their office positions to seek profit for themselves or others; they may also not accept kickbacks, inappropriate gifts, invitation or other unlawful benefits". Every year, the colleagues need to fill in the "conflict of interest avoidance declaration", which clearly states the employment ethics regulations. The declaration requests all employees to perform their duties by upholding the spirit of honesty, meticulousness and dedication. No bribes in any form may be demanded, accepted or offered by the employees.

In instances when necessary acceptance of courtesy gifts or entertainment must not exceed US\$100 (400 RMB for Mainland China/2000 THB for Thailand) in value. The cumulative annual value of all gifts an employee may receive from same gift giver must not exceed US\$200 (800 RMB for Mainland China/4000 THB for Thailand). The Code also states where the value exceeds said limit, the said item shall be, by principle, submitted to the relevant personnel for subsequent handling. To ensure better understanding of company policies, Quanta also requires employees to undergo training for anti-corruption, which forms part of the orientation program for new recruits. Furthermore, the recusal online reporting system is viewed on a yearly basis for knowledge update.

In regards to conflicting interest reporting, all managers and indirect personnel with computer access are required to complete reporting of conflicting interest within two weeks, except for those who are on leave of absence or extended unpaid leave during this period. 2,790 managers from Taiwan plants (2019: 2,934) and 1,004 managers from Mainland plants (2019: 708) have completed their reports in 2020, which represented 100% of applicable employees. In addition to conflicting interest reports, we also distribute posters and deliver email to communicate with employees. During the year, 9,567 employees from Taiwan Plant and 74,210 employees from Mainland plant had completed the relevant training, which represented 100% of applicable employees. (Data as of 2020/12/31)

2018

Declaration Rate  
(\*note)

100%

2019

Declaration Rate  
(\*note)

100%

2020

Declaration Rate  
(\*note)

100%

Note: Aside from colleagues who are on leave or temporary leave without salary, 100% colleagues with indirect labor who can access to computers in various sites, all filled in the conflict of interest avoidance declaration. The period of declaration statistics is September 1st to September 16th.

Note: Officers refer to positions between assistant managers and assistant vice presidents.

In regards to the conflict of interest-related system, no relevant measures have been established at the new plant in Thailand yet, and it is expected to be introduced in 2021.

## 2020年 迴避利益申報



- 堅持職業道德一直是廣達秉持的最高指導原則，希望廣達人共同維護公司的聲譽，以獲得顧客、供應商及其他各界人士的尊重與信任。
- 迴避利益是從業道德規範的一環，為避免同仁或其眷屬、近親的個人利益與公司利益之間產生衝突或可能的影響，請同仁主動申報個人利益與公司利益相抵觸的情況。
- 申報日期：9/1(二)~9/16(三) 請務必在期限內完成申報囉！
- 申報人員：全體廣達同仁

開始申報  
請點我

申報Q&A  
請點我

HR Center 廣達  
You are in the center

聯絡窗口：王堂煒 #16901

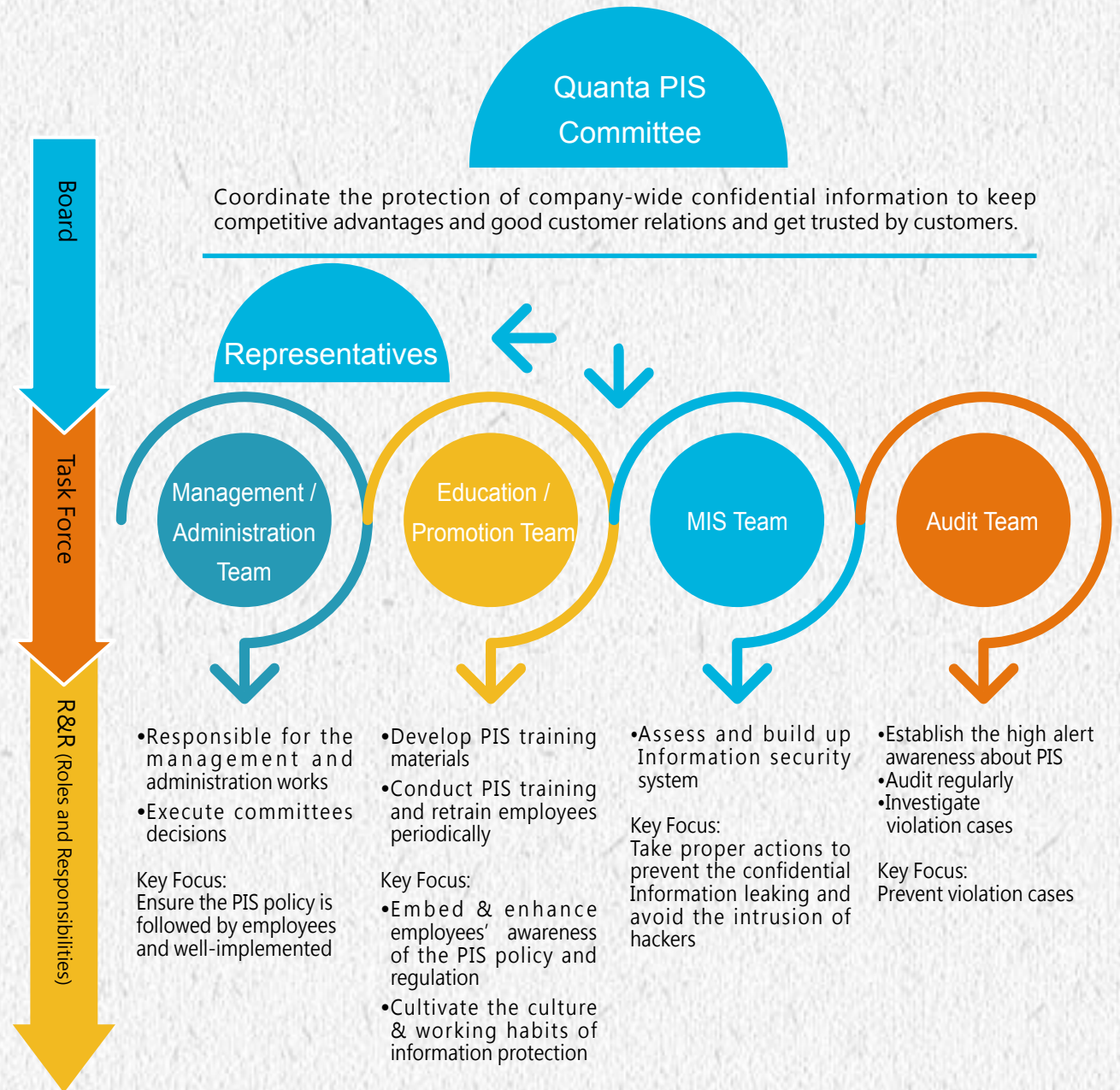


In the communication and training of our anti-corruption policy, in addition to arranging training in relation to the working rules and the avoidance of conflicts of interest for new employees in the orientation training, we have announced the need for avoidance of conflicts of interest and the code of employee ethics in the orientation training handbook. Furthermore, we communicate and arrange training for our anti-corruption policy in training programs/courses for officers. For example, we combine the core competencies of "self-motivation, proactivity, and high self-demand" in our 2B culture with courses including management case studies, selection of the talented and appointment of the honored, target setup and performance management, and the officer handbook to communicate anti-corruption. For plants in China and Thailand, we communicate and arrange training for the anti-corruption policy in the CSR orientation training, CSR annual training, and Quanta Online CSR videos. 9,567 employees from Taiwan plants and 74,210 employees from Mainland plants had completed the training, representing 100% of employee size. This Company also has the Regulations for Board of Directors' Meetings as well as principals for recusal by directors. If a director or artificial person has a personal stake in a proposal presented at the meeting, and there is a reasonable likelihood this could prejudice a decision with regard to the best interests of the Company, the director may represent his or her opinion and answer inquiries, but may not participate in the discussion or vote on that proposal. The said director shall also recuse himself or herself from any discussion and voting, and may not exercise proxy voting rights on behalf of another director.

### Proprietary Information Security

The confidential information of the Company and customers must be kept in confidential. Quanta has had a Proprietary Information Security (PIS) Committee, convenes a review meeting biannually, expects our employees and supply chain to fully understand and comply with the emphasis on and request of confidential information. The meeting was not convened in the first half of 2020 due to COVID-19, it was only convened in the second half of the year.

PIS committee meetings in 2020 were primarily held to discuss, promote awareness and train employees on issues including: rules and permit for restricted items, access control and permit, protection of business secret, computer and internet security regulations, intellectual property rights regulations and cargo release rules. Total number of substantiated complaints regarding breach of customer privacy and losses of customer data in 2020 was 0.





### PS 不傳遞不當訊息

公司提供同仁使用網路之主要目的，在於協助同仁完成職務分內之工作。請同仁使用網路資源務必「公私分明」，必要時，公司有權檢視同仁公務電腦網路使用狀況及內容。

**請遵守相關規範**

- 不使用公司網路於私人用途
- 不傳遞私人事務訊息
- 嚴禁下載未經申請許可的軟體來安裝使用
- 不將私人檔案及資料放置在公務電腦，或將工作相關資料任意攜出、轉傳



### PS 不洩漏機密資訊

請善盡保護公司機密之責，保護公司也是保護自己！

嘿！

- 每位同仁報到當天，都請迅速**保密同意書**，請謹守保密義務！
- 特殊檔案或商業機密，僅提供給必須知道的業務相關人員！機密物件請妥善存放在櫃上鎖。
- 未經許可不得擅自對媒體擅自或提供資料。
- 公司公告、文件等不得對外洩漏，不得在社群媒體隨意發布！
- 不得讓業務相關人員討論工作內容，結果及客戶資訊。



### PS 不剽竊智慧財產

智慧財產是一個企業最重要的商業秘密，也是競爭力得以領先的關鍵，更是每一家公司致力捍衛的資產。

根據新聞報導，每年都有一些人，因為竊取所屬公司商業秘密，致使面臨被公司免職、高懸求償，甚至是牢獄之災的新聞，同仁要引以為戒。

**所有同仁到職時都簽署過保密協議** 請記得下列重點，並嚴格遵守：

- 任職期間，所產生或創作之構想、概念、標語、發明、改良、公式、程序、製造技術、製作、或製造資訊等，無論有無取得智慧財產權，其他智慧財產利益均歸公司所有
- 離職時，不得下載公司所有的機密資訊，或將所經手之訊息資料或私人郵件外洩
- 不得將公司商業機密外洩，不得將商業機密到別公司

**竊賊公司恕不待，竊賊則一公司恕不待！**



### PS 不違反公司規定

請遵守公司PIS規定，保護公司也是保護自己。若違反將依工作規則懲處。

- 對於公司公告、相關文件等，都有保密的義務，不得對外洩漏。
- 以下這些物品進出公司都要填寫出入申請，並請配合警衛物檢呢！提醒同仁，除了自己要做到，也務必提醒所屬廠商及訪客。

 平板電腦/iPad <small>(進出需向警衛室申請)</small>	 主機板/電腦板	 研發中(準)成品	 RAM/CPU	 容量500G 以上 <small>行動硬碟/隨身碟</small>	 相機、攝影機
--	--	---	--	---	---

**※使用手機時也請遵守PIS原則，若需進入QTMC機房，請依照規定申請許可。**

PIS promote

## Compliance with company regulations

In operation, Quanta has been working in compliance with the domestic and foreign related laws and regulations, pays attention to the addition and changes of business operation regulations in order to ensure that Quanta strictly upholds the obligation of complying with regulations and reduces the risk of direct finance and indirect loss of goodwill. On the positive side, we hope to achieve the goal of expanding Quanta's operating capacity through compliance with the laws.

The Quanta Corporate Governance and Business of Ethics Committee under the CSR Committee regularly reviewed various plants' legal compliance and convene a biannual meeting. In 2021, no environmental and product safety-related violations occurred. In 2020, Taiwan plants were fined a total of NT\$1.75 million for one count of violation against Article 21-2 of the Act of Gender Equality in Employment, one count of violation against Article 24-2, and 2 counts of violation against Article 32 of the Labor Standards Act. In total, all 4 violations have been communicated internally for improvement.





## Human-Centric

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# Employee overview

## Employee diversity and equal opportunities

Quanta is a human-centric company, which means we are committed to creating a non-discriminatory work environment and culture. Corporate management in Quanta may not discriminate against employees

in recruitment process and career-related affairs (such as promotion, rewards, or offering of training opportunities) in terms of ethnicity, skin color, age, gender, sexual orientation, race, disabilities, pregnancy, religious /political beliefs, membership in social groups, or marital status with the hope of ensuring that every employee could maximize their potential and skills. Various management policies must comply with statutory regulations stipulated by local governments. These policies would also be promptly revised and modified accordingly to changes of government regulations.

## Employee Structure

Region	Gender	Employment Contract								Subtotal and Grand Total					
		Full-Time & Contract				Agency/Workers		Interns		Subtotal				Grand Total	
		2019		2020		2019	2020	2019	2020	2019	2020	2019	2020		
		Non-Fixed Term	Fixed Term	Non-Fixed Term	Fixed Term										
QRDC	Male	5,903	0	6,215	0	48	208	0	0	5,951	67.57%	6,423	67.14%	8,807	9,567
	Female	2,788	0	2,946	0	68	198	0	0	2,856	32.43%	3,144	32.86%		
China	Male	4,515	34,511	4,744	37,424	1,624	5,784	1,909	3,296	42,559	67.44%	51,248	69.06%	63,105	74,210
	Female	2,234	16,331	2,379	17,015	443	1,634	1,538	1,934	20,546	32.56%	22,962	30.94%		
Thailand	Male	0	0	272	0	0	484	0	0	0	0.00%	756	39.21%	0	1,928
	Female	0	0	409	0	0	763	0	0	0	0.00%	1,172	60.79%		
Subtotal	Male	10,418	34,511	11,231	37,424	1,672	6,476	1,909	3,296	48,510	67.46%	58,427	68.17%	71,912	85,705
	Female	5,022	16,331	5,734	17,015	511	2,595	1,538	1,934	23,402	32.54%	27,278	31.83%		
	TTL	15,440	50,842	16,965	54,439	2,183	9,071	3,447	5,230	71,912	100.00%	85,705	100.00%		

\*\*Statistics conducted at the end date of each year (12/31); this report provides statistics from 2019 to 2020.

\*\*Recruitment in all factories sites does not discriminate based on race. Hence, no statistics on ethnic minorities were disclosed in this report.

\*\*\*No part-time employee in all factories.



## Age categorization and analysis

### Taiwan

#### Governance Team Members

Age Group	2018	2019	2020
Under 30	0.00%	0.00%	0.00%
30~50	0.00%	0.00%	0.00%
Over 50	0.02%	0.04%	0.04%
Subtotal	0.02%	0.04%	0.04%

#### General Members

Age Group	2018	2019	2020
Under 30	1.39%	3.30%	3.04%
30~50	4.98%	8.03%	7.25%
Over 50	0.51%	0.87%	0.84%
Subtotal	6.87%	12.21%	11.13%

\*\*Members of organizational governance refer to personnel that are of higher ranking than vice presidents (VPs included)

### China

#### General Members

Age Group	2018	2019	2020
Under 30	67.14%	62.42%	59.65%
30~50	25.91%	25.26%	26.85%
Over 50	0.05%	0.07%	0.08%
Subtotal	93.10%	87.75%	86.58%

### Thailand

#### General Members

Age Group	2018	2019	2020
Under 30	The factory is under construction, so the data cannot be disclosed.		1.90%
30~50			0.35%
Over 50			0.00%
Subtotal			2.25%



## Ratio of employees protected by the Collective Agreement Act

Quanta values communication with employees. Despite absence of unions in Quanta (including QRDC, QTMC, QCMC, QMB), the Company convenes quarterly labor-management / welfare committee meetings and has communication channels such as opinion box, hotline, grievance email etc. in place. Employees are also encouraged to use the above channels for communication.

In QSMC, Quanta has unions established, and all employees are union members. Quanta and the union (QSMC) signed a number of collective bargaining agreements on April 25, 2019 to address matters relating to union, wages and female workers, and thereby protects interests of both the Company and its employees.





## Ratio of Base Wage between Male and Female Employees

In order to take good care of economic and social benefits for employees, all employees of entry level of all genders, ratios of the standard salary compared with the local minimum salary are all 100% or higher(QRDC/QTMC:100%、QSMC: 100%、QCMC: 103%、QMB:100%).

In QRDC/QTMC, according to the Labor Standards Act and Act of Gender Equality in Employment, gender discrimination is strictly prohibited, while the starting salary for male and female employees is equivalent to the base wage. According to the Labor Law in QSMC and QCMC, workers are entitled to equal rights to receive remuneration; besides conforming to the minimum wage stipulated by local governments, men and women are offered identical starting salaries. QMB complied with the Thai Labor Law, where workers share equal rights to remuneration. Besides complying with minimum wages around the country as stipulated by the government, male and female employees are hired with identical starting salaries. The highest guiding principles for compensation and welfare policies would need to comply with local government regulations and laws. Quanta shall review trends in local compensation and welfare laws and the effective dates of any change in regulations to make timely modification and adjustments to company policies.

## No child labor and protection of young workers

Various plants conducted risk assessments on banning child labor and underage workers, and risk control measures have been formulated. According to the International Labour Organization (ILO)'s expert report QMB, Quanta's new plant in Thailand, is exposed to a higher risk of hiring child labor and underage worker. As a member of RBA, Quanta's QMB plant follows the identical CSR policy, regulations, and protocols as other plants.

The Risk measures include:

- To comply with international human rights and local regulations, as well as to hold ourselves accountable in regards to our stakeholders such as our clients, the Company prohibits the hiring of child labor and engaging underage workers in dangerous works. If underage workers are hired, their rights will be protected by the law.
- In the event that employees under 16 years of age have been recruited, or when employees under 18 have been recruited but the site failed to identify his/her age in time, these incidents must be disclosed accordingly. Once verified, the HR supervisor and social responsibility management units must be notified as soon as possible. The HR supervisor shall then notify the relevant authorities accordingly. HR must stipulate a fallback plan for upper management and decision makers (the plan must include: termination of contract, contacting the minor's family members to take him/her home, providing necessary compensation, trainings for recruiters on identity verification, and enhancing the function of identity verification systems). The plan shall be implemented and records shall be maintained accordingly.
- Relevant control measures may include: clearly stating minimum age restrictions in the recruitment rules; stipulation of Child Labor Management Procedure and Young Worker Management Procedure, regular training for HR recruiting personnel, and improving the competency in verifying the age and identity of employees. The social responsibility management department shall carry out checks and audits at recruitment sites to ensure that no child labor has been intentionally or unintentionally recruited, and to ensure proper identification of under-age laborers or employees. Graduation from senior high (vocational) schools is the minimum requirement of QTMC, which examines the ID card and education certificates of accepted candidates on their arrivals to eliminate unintended use of child labor and young labor. Quanta had no child labor in any of its plants in 2020; no significant violation concerning underage workers was found in customer audit or internal audit.

Under-aged laborers who have been recruited shall be given proper protection of their rights and interests as required by law. Various departments shall provide support in regulating the registration of minors, work positions, working hours, health examinations, and other activities. These measures include:

- Establish a HR database that records and tracks under-aged laborers
- Register under-aged laborers by HR units in compliance with local rules
- Under-aged laborers are prohibited to work night shift and work overtime, and a system is established to keep their working hours under control.
- Review information of under aged laborers on a monthly basis by HR units. The list of names shall then be provided to the infirmaries of operation departments to provide under-aged laborers with health examinations as required by law
- Health and safety departments shall refer to local laws to update and maintain a list of hazardous job positions, and have a Line Inspection Task Force conduct daily patrols to prohibit under aged laborers from working in these hazardous positions.
- Company compensation shall be directly issued to the employee to prevent any form of legal violations, reductions, or disputes



# Employee Relationship

Employees are the basis of every corporation. Continuing excellence in corporate development are dependent on the support and hard work of the employees. Stakeholders also expect Quanta to focus on human rights and practices, and to fulfill CSR obligations during everyday operations.

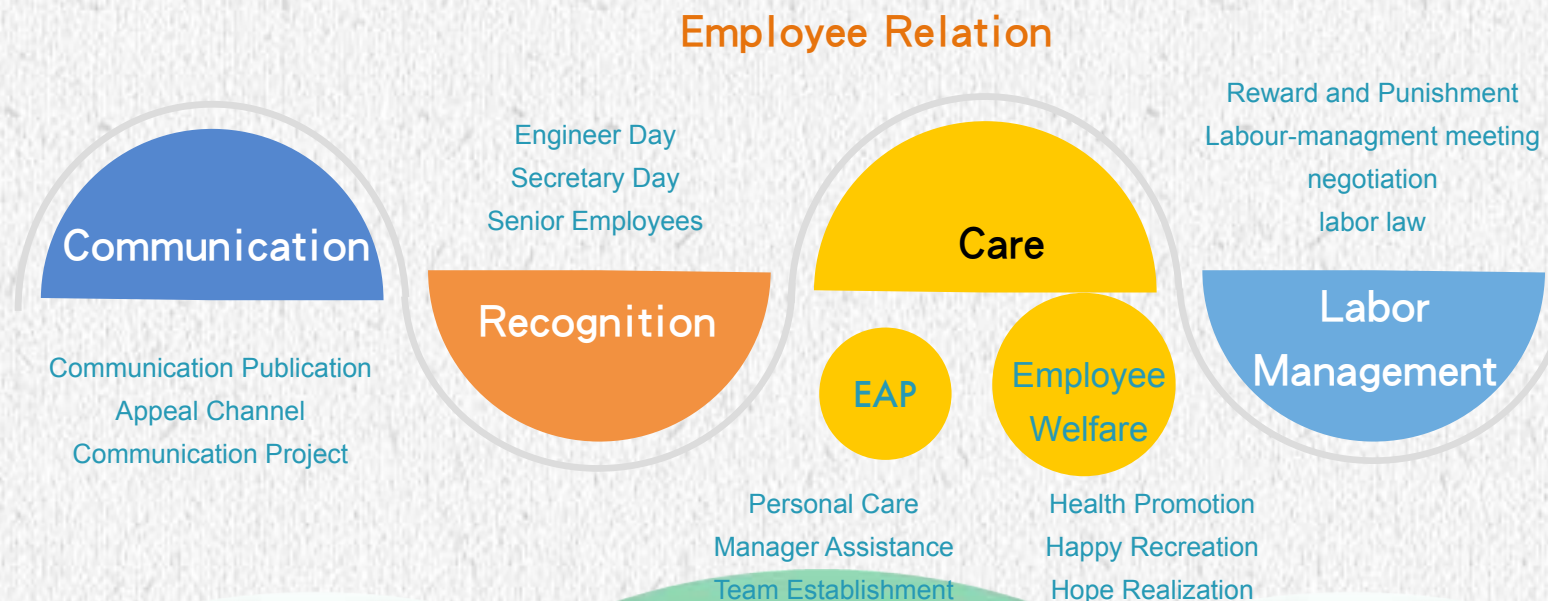
Quanta has made the commitment not to discriminate employees for their ethnicity, skin color, age, gender, sexual orientation, race, pregnancy, religion, political association, union membership or marital status, whether during recruitment, employment, promotion or training. The Company also refrains from judging employees' work ability, willingness and performance based on the above factors.

Motivated by people-oriented values, Quanta strives to maintain harmonic relationship with employees and constantly coordinates across departments and utilizes channels available at disposal to unite employees in a fair and transparent relationship. Quanta has CSR manual, procedures against forced labor, procedures against discrimination, procedures on disciplinary measures, employee complaint and reporting procedures, sexual harassment prevention policy and retaliation preventive statement in place to enforce its corporate social responsibility system. Appropriate internal processes and risk preventions have been adopted to support employment relation, and any termination of employment due to significant change in operations is notified in advance in compliance with related laws.

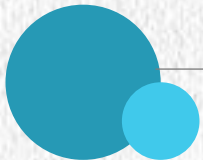
Not only has each plant developed internal audit and management procedures based on individual requirements, they also engage outside parties to perform audit on issues concerning workers, health and safety, environment, management system and commercial ethics. Based on the audit outcome, pro-active actions are taken to eliminate and prevent possible risks. To source adequate number of employees for production activities, plants may recruit either directly or through reputable and sizable workforce service providers. To this end, the Company has stipulated several measures to bolster the supervision and management of workforce service providers, while reviews are conducted regularly to protect the legal rights of relevant employees.

## Employee relation structure

We pay a great deal of attention to appropriate care and safe keeping of personnel working in Quanta. We also try very hard through all kinds of communication channels to recognize incentive measures, care and assistance, multiple activities and new knowledge of laws, and to ensure that employees not only enjoy high-level hardware facilities, but also gain physical and mental satisfaction as well as full development in team interaction!







## Management assistance

Believing that management plays an essential role to develop sound employee relations, Quanta arranges a series of training activities for management, including communication, care expression, and knowing labor laws and regulations. By familiarizing managers with the range of management relationship tools available at disposal, we hope to help them develop productive relationship with subordinates, and encourage them to exercise compassion, reason and discipline as part of their management activities. Furthermore, in response to the plant's management, we have formulated plans to implement more diverse training courses for production line executives in 2021.

## Communication platform

Labor-management meetings are held regularly to serve as means of communication between the employer and employees. Through information sharing and opinion expression, the meeting makes labor-management relations more harmonious. The employee welfare committee (EWC) also determines matters in relation to employee benefits through the supervision of committee members. EWC also expresses the expectations of employees at EWC meetings and other channels. There are also various channels for the well communication and address of and response to the opinions or ideas of employees.

### Union committee

Since October 2011  
Promote work harmony,  
Promote corporate development

### Important benefits

- Participate in stipulating joint contracts for employee salary, supervise employee punishment, and promote employer-employee relationships
- Develop and establish House for Moms offers free training
- Exclusive applications for severely illness employees

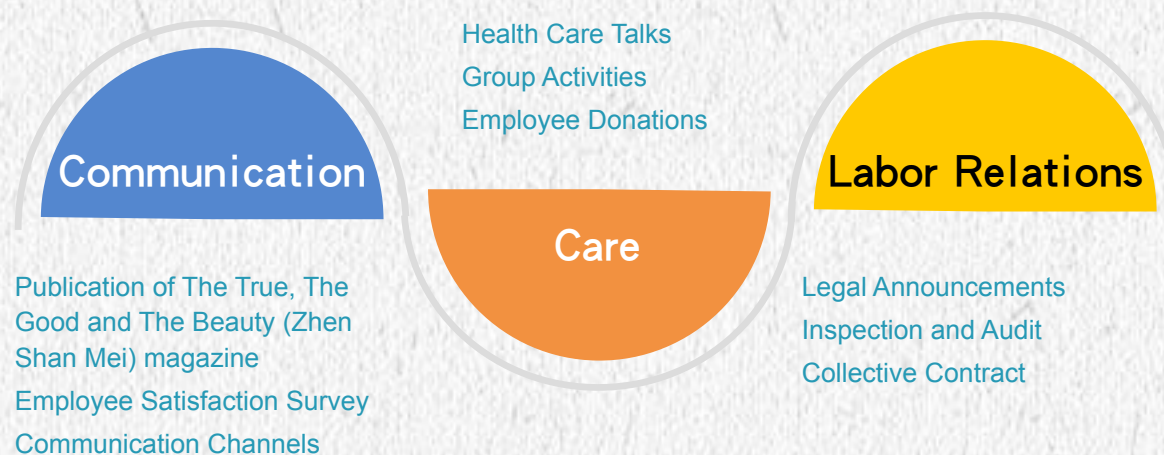
### Morale Support Team

Since November 2011  
Promote corporate culture, Improve management, Opinion feedback and communication, Facilitate improvement of employee skills, Creating a healthy work atmosphere, Creating a better world for all

### Important benefits

- Utilize the platform's constant communication with employees to organize group activities, promote Quanta's corporate culture, engage in project promotions, create a sound work environment, promote and improve upon the 5S values, initiate various social
- responsibility surveys, including surveys on social welfare and salary, collect employees' opinions, and ensure timely feedback as well as handling employee opinions and appeals.

## Employ Relations (China)



### Factory Management Office

Since December 2000  
Increase personnel's safety consciousness in workplace, help them to solve problems and establish friendly internal communications.

### Important benefits

- Provide personnel with occupational health and safety training to increase their safety consciousness in workplace and minimize the risk of occupational hazards.
- Establish 70885 "Help me, please" Hotline to assist personnel in dealing with their problems in life and workplace. It's also considered as a communication bridge between managers and employees.
- Conduct annual employee satisfaction surveys to continue elevating service quality.



## Group Insurance

To look after employees' lives, and ensure safety of the employees, we purchase insurances ranging from the life insurance, critical illness, injury insurance, injury medical insurance, hospitalization and medical insurance, cancer medical insurance and family dependent group insurance at their own expense.

## Occupational Accident Insurance

Enhance the salary income compensation in the event of when employees suffer from occupational accidents resulting in death, disability, injury or illness, or loss of working ability.

## Business Travel Insurance

Enhance the insurance applied when employees encounter accidental injuries or sudden illness resulting in death, disability and medical expenses while on business travel abroad.

# Full-time Employee benefits

QRDC

## Other Quanta benefits

### Employees

Every year Quanta offers benefits including cash gifts on major folk festivals and employees' birthday; allowances for weddings, funerals, and childbirths; employee selected benefits; education allowance and scholarships for children; nursery allowance; and elderly care allowance.

### Activities and others

Quanta organizes activities to promote health, happiness, and hopes, such as irregular summer camps, gatherings, outdoor activities, and healthy lifestyle talks. Quanta also promotes club development and funds department activities, fitness centers, company bus, health examinations, and the employee assistance program (EAP), hoping to help employees balance work and life and promote labor-management harmony.

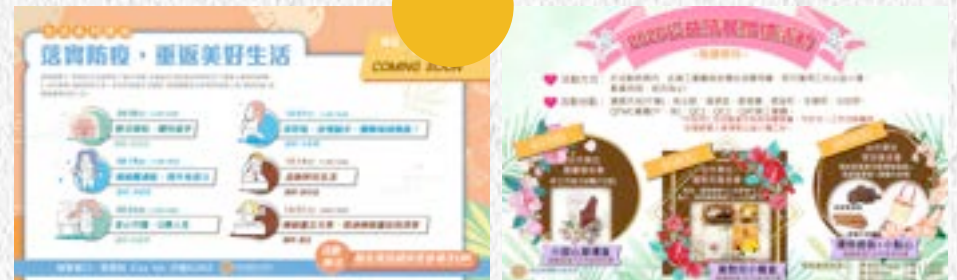
### Happiness



### Health



### Hope



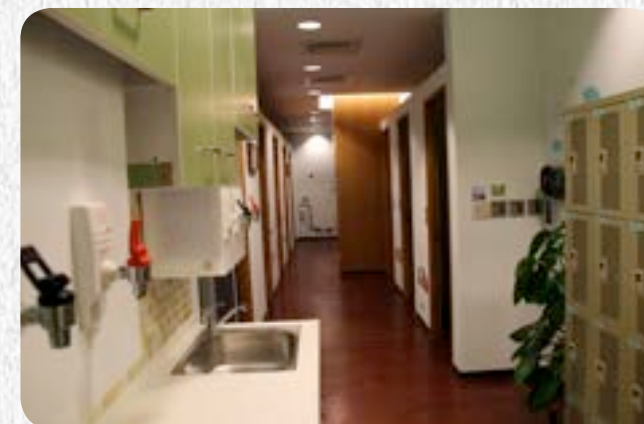


## China

- Social insurance: With respect to related regulations of the social insurance authority of different areas, we arrange corresponding social insurance for employees, including endowment insurance, medical insurance, unemployment insurance, work related injury insurance, maternity insurance, and housing provident fund.
- Group insurance: To look after the life and protect the safety of employees, Quanta arranges accidental medical insurance, accidental disability, accidental hospitalization insurance, and accidental death insurance for employees.
- Occupational accident insurance: Salary compensation for deaths, disabilities, injuries or diseases, incapacity to work resulting from occupational hazards.
- Retirement bonus: A bonus for employees retiring at the statutory retiring age calculated based on the service length.

## Thailand(QMB)

- For insurance and benefit of QMB, the factory stands a line with a benchmark of Thai local law. All QMB employees must have social insurance and also responsible for government requests for an unusual situation. For example, QMB follows the rule of the government for a recovery plan for the COVID-19 epidemic to adjust social security contribution.



Nursing room

## Return to work and retention rates after parental leave

Lactation rooms were provided for female employees who need to breastfeed their children. The Employee Welfare Committee also signed contracts with quality nurseries in the area to provide day care services for employees at discount prices. To uphold the government's policy for providing unpaid childcare leave, employees may apply for unpaid childcare leave under provisions of Act of Gender Equality in Employment and may be allowed to apply for further extensions or early return to her position as required.

With respect to the Act of Gender Equality in Employment, employees meeting the requirements are entitled to apply for the parental leave without pay (PLWOP). In 2020, a total of 8,340 QRDC employees were qualified (working for QRDC for six months or longer) for the entitlement. In 2019, applicants of PLWOP included 24% of male and 76% of female, and the return to work rate was 80%.

### 2019

Number of employees applying for PLWOP	♂13 ♀26	Subtotal	39
Number of employees due to return to work after taking PLWOP	♂15 ♀32	Subtotal	47
Number of employees that did return to work after PLWOP	♂11 ♀21	Subtotal	32
Total number of employees returning from PLWOP in the prior reporting period(s)	♂11 / 79% ♀20 / 80%	Subtotal	31 / 79%

### 2020

Number of employees applying for PLWOP	♂10 ♀31	Subtotal	41
Number of employees due to return to work after taking PLWOP	♂5 ♀26	Subtotal	31
Number of employees that did return to work after PLWOP	♂5 ♀20	Subtotal	25
Total number of employees returning from PLWOP in the prior reporting period(s)	♂8 / 73% ♀20 / 95%	Subtotal	28 / 88%

\*The number of employees due to return to work and the number of employees did return to work were subject to the number of employees applying for PLWOP in the year.

\*Reasons for non-disclosures of plants in China and Thailand : With respect to the laws and regulations of China and Thailand, women employees are entitled to maternity leave, and there is no parental leave.





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## No Forced Labor

Various plants conducted risk assessments on banning forced labor and risk control measures have been formulated. According to the International Labour Organization (ILO)' s expert report QMB, Quanta' s new plant in Thailand, is exposed to a higher risk of hiring forced labor. As a member of RBA, Quanta' s QMB plant follows the identical CSR policy, regulations, and protocols as other plants.

Quanta ensures that all employees are voluntary to provide labor service and specifies the following in the CSR Manual:

- The company shall not hire or support the use of forced labor or request employees to pay a "monetary guarantee" or confiscate their any identity documents as hires begin.
- The Company adopts a zero-charge policy. We do not charge any recruitment-related fees to the applicants, and we thoroughly investigated migrant workers coming to Taiwan through due diligence.
- The company shall not transport, harbor, recruit, transfer or receive persons by means of threat, force, coercion, abduction or fraud for labor or services.
- The company respects the freedom of employees, including freedom of choosing employment, freedom of leaving work, freedom of working extra hours, and freedom of movement. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities.

## Management policies and activities

- No personnel shall be required to lodge deposits, identity papers, graduation or degree certificate upon commencing employment with the company
- Any worker that the company hires should be voluntary. The company prohibits any compulsory, fraudulent measure to hire anyone.
- Nobody can restrict others' freedom of movement during the work break and the meal break. All departments should work out the procedure on leaving one' s position temporarily (including using toilet and drinking) during the working time to ensure labor' s freedom of movement.
- When overtime is required by the business operation, the employees can choose to work overtime voluntarily. If one chooses not to work overtime, nobody shall discriminate, threaten, intimidate, insult him/her or reduce his/her salary.
- The security personnel are responsible for maintaining the plant' s working order and protecting the property and employee safety. They must not beat or abuse workers, frisk workers by force or restrict workers' freedom of movement. In case of emergencies, they should report to the local police immediately.
- All supervisors are responsible for work support, instruction and appraisal, but they can not use any kind of inhumane treatment such as restricting movement, beating, oral abuse, starvation, or threat.
- No punishment shall include penalty; individual punishment records shall not reveal the identity and personal information of the employees when announced.
- Prohibits any means of delaying an employee' s resignation. Upon completion of the legally required resignation procedure, the employee is free to leave his or her position or terminate his or her employment contract with the company. Termination of the employment contract shall not result in any penalty or loss on the employee.

Moreover, specific measures implemented for more effective risk control include:

- The request for a labor dispatch agreement, charged investigation before HR' s employment, HRD' s publication of the Company' s policy to the labor agency, publication of the company' s policy on the CSR bulletin, orientation training for new employees, publication of the corporate credit investigation number, unannounced onsite audits of the labor agency, CSR supervision, annual interviews with internal CSR auditors, discrimination and commission collection investigations on new workers and foreign employees by CSR, description of the definition of forced labor and the consequences of hiring forced labor in the management competency training courses, and a range of grievance channels for reporting related problems. In addition, the Company has planned plant-specific risk assessment procedures on the bonds and fees charged by the labor agency, offsetting debts with wages as a term of hiring, confiscation of identity documents, involuntary extra hours work, and exit procedures.





## Non-Discrimination

Quanta specifies the following approaches to ban discrimination:

- No engagement in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, rewards, access to training, promotions, dismissals or retirements.
- No interference with employees' rights of religions, beliefs and customs. Fulfillment of the employees' rights involved with race, social class, nationality, religion, disability, gender, sexual orientation, union membership, and political affiliation. Workers shall be provided with reasonable accommodation for religious practices, where necessary.
- Recruitment is subject to the education attainment, conduct, competency, and experience, and elimination of the possibility of discrimination through internal training and education and labor agency management.

In 2020, no discrimination-related complaints were received in various plants, and external client audits did not reveal any discrimination-related topics.

## Strengthen Supervision and Management of Labor Agencies

Recruitment companies and staffing agencies must sign Labor Affairs and Labor Agency Contracts to ensure that contract laborers are given similar wages, social welfare payments, work environment, and work safety protection as regular employees. Any possible risks related to labor affairs shall be minimized by conducting internal audits, audits of partnering suppliers, continuing investigations of employee recruitment and resignation as well as social insurance and compensation directly paid to employees. Furthermore, since foreign migrant workers are hired in plants in Taiwan, as far as recruitment fees paid by migrant workers are concerned, besides stipulating the "Zero Charge Policy", the Company has also devised comprehensive due diligence procedures to ensure that migrant workers coming to Taiwan do not pay any recruitment-related expenses.

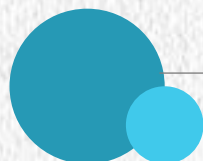
Other management measures including onsite audits, employee interviews, and documentary investigations are performed to audit the effectiveness of implementation of policies regarding non-discrimination and non-forced labor. In practice, labor agency supervision and management including the announcement of various reports and grievance channels. China factories require anti-discrimination posters to be posted in labor dispatch companies, non-discrimination survey on newcomers by the CSR department in collaboration with the Morale Support Team, and employee interviews and training are adopted to protect employees against discrimination unrelated to work competency.

## Communication and appeals for labor practice and human rights issues

Employees are encouraged to use suitable channels to respond the problems encountered during work. Those who feel the need to reflect labor practice or human rights issues in the work place may provide the relevant facts and reflect these facts through the following channels:

- QRDC/QTMC employees can reflect their problems through the Quanta guestbook, and HRD helpline, QTMC grievance line at 70345. In addition, employees may file grievances through the labor-management meeting representatives and EWC members.
- QSMC/QCMC employees can file grievances through the following channels:
  - Email box: communication.ch@quantacn.com or WeChat
  - Employee feedback mailbox, opinion mailbox, Employee rights helpline and Quanta message board
  - HR office in each site, office of the morale team, and the CSR office
- The production line is equipped with its exclusive morale team to care and assist the employees in a timelier manner.
- In QMB, with the participation of the general affairs department, human resource department, and CSR unit, the SOP of the employee suggestion box was built also the employee suggestion box was arranged at headquarters and F6 building to make sure that the area of boxes location can cover for all employee work which convenience to an employee for sending. For the mechanism, the CSR coordinator of the factory reviews the comment for every week cooperate with related department to solve the case and report for all of the employees for the progressive process. Therefore, all implementation of employee suggestion boxes will be recorded for checking and recording for statistics.
- Statistics of the number of complaints in the whole plant





\* Labor practices: employment practice, health and safety practice, harassment or abuse, employment relations, wages and compensation  
 \* Human rights issues: including non-discrimination, gender equality, freedom of association, collective bargaining, child labor, forced and compulsory labor, and rights of indigenous people

According to the above chart, complaints received in 2020 were mainly labor practice-related. These include personnel management, leave of absence, attendance communication, and company system, etc. Upon receiving opinions and feedback from various responsible units, employees with conflicts of interest are asked to recuse themselves. Cause analysis of the case was carried out, and verbal, digital, or written feedback was provided to the said parties to ensure that the problem has been suitably received, clarified, handled, responded to, and recorded to ensure the employees' right to work and continue to promote a friendly workplace.

The number of workers' complaints increased in 2020 compared to 2019. This was mainly due to the complaints received by QMB in Thailand in 2020; all complaints were processed and fed back to the parties involved.



# Talent Development

For many years, the Company has perceived great importance in talent cultivation. Under the influence of COVID-19 in 2020, many offline courses have been conducted online, where live, interactive live streaming online courses were introduced. The Company continues to introduce diverse teaching approaches and classes to let our employees learn various professional skills and new knowledge without being interrupted by the pandemic.

In Quanta's AI movement declaration course in 2020, the Chairman outlined Quanta's prospects and used examples to explain the necessity of AI developments worldwide. AI applications in manufacturing, mobility, healthcare, AR display and 5G connection all require additional investment of human capital to ensure satisfactory service to customers of different technology and professional background. During the recruitment process, it is important to respect and notify employees of their rights and make sure that they are familiar with relevant policies and responsibilities. Quanta has devised training roadmaps for managers and new recruits that outline the mandatory courses they must complete. For R&D personnel, the Company has implemented a mandatory credits system that encourages employees to grow in multiple directions depending on their needs. Meanwhile, the Company is adopting smart manufacturing in response to changes in the global commercial environment. Given the ongoing expansion and upgrade of smart manufacturing, production line workers are subjected to classroom-based orientation and given access to APP-based mobile learning for up-to-date knowledge and information.

As one of RBA members, Quanta not only complies with the RBA code of the conduct and human rights related norms such as SA8000, but also requests our suppliers to comply. We regularly review the completion rates and the results of satisfaction survey of training courses. Annually, technical credit mandatory policy is announced. In addition, proficiency in English and managerial competency courses combined with performance appraisals and individual development plans are all vital to the Quanta's sustainable growth of human capital.

## The structure of talent development

Quanta ELITE School (QES) has been established under the Taiwan headquarter and entrusted with the mission of developing human capital. QES offers courses in five major categories and has a comprehensive and diverse range of learning solutions to address skill requirements outlined for each role:

- Expertise : Develop 2B(To be the owner, to be the leader) concept , and technical R&D competencies to help employees to learn continuously in different product and expertise fields. Study groups are formed to encourage sharing and learning among employees, and the process has proven useful to inspiring new research ideas.
- Leadership : Develop management competency and corresponding mandatory courses in order to facilitate cultivating company's management talents. In addition, HiPo (High Potential talent) & MA(Management Associate) talent pools are established to build up Quanta's leadership pipeline.
- Innovation, Thinking and Entrepreneurship : ICE (Innovation, Creation, and Entrepreneurship) Program covers topics of design, brain power, and entrepreneurship to enhance employees' capability of nnovation, design thinking, entrepreneurial spirit.

		2018	2019	2020
Average training hours received by each employee	QRDC/QTMC	23.6	26.4	26.2
	QSMC	24.7	30.6	22.1
	QCMC	19.9	28.5	33.6
	QMB	-	-	25.1
Average training hours received by each female employee	QRDC/QTMC	18.8	18.1	19.6
	QSMC	20.8	24.4	20.5
	QCMC	18.0	22.4	27.3
	QMB	-	-	25.6
Average number of training hours received by each male employee	QRDC/QTMC	25.7	29.1	29.4
	QSMC	26.4	33.3	22.8
	QCMC	20.9	31.5	36.7
	QMB	-	-	24.2
Supervisor (Associate manager to Associate Vice President, including Project track and Technical track)	QRDC/QTMC	28.5	36.2	27.3
	QSMC	29.8	20.3	18.8
	QCMC	18.9	30.5	16.1
	QMB	-	-	8.0
Indirect Labor (Non-manager) Direct Labor	QRDC/QTMC	27.1	25.0	34.1
	QSMC	10.9	13.0	13.2
	QCMC	8.8	17.9	21.0
	QMB	-	-	9.1
Direct Labor	QRDC/QTMC	3.2	4.6	2.7
	QSMC	28.3	37.7	24.1
	QCMC	22.5	30.8	35.6
	QMB	-	-	28.0

## The promotion of Human Rights Training

For employees to know the scope of human rights and respect the human rights of others during work, plants in both Taiwan, China and Thailand plan and implement training on related topics, including CSR, orientational training (antiworkplace-violence and sexual harassment prevention), case management, and counseling. In 2020, a total of 331,860 persons in Taiwan, China and Thailand received a total of 12,972 hours of training, and the employee training rate is 100%.



## Human Capital Investment



### 【2B-To Be】2B Labor exercises to promote Quanta's growth

2B (To Be) Initiative - 2020 marked the 5th year of Quanta's 2B initiative, and "pro-activeness" and "high standards" remained the main themes of the Company's efforts during the year. Due to the pandemic, the "2B Mini Sharing" activity was held online in 2020, encouraging our employees to share their knowledge of partaking in the filming process, helping Quanta's employees to absorb new know-how online. At the 2020 Excellent Teacher Awards, the 2B Contribution Award was presented to outstanding lecturers. The course theme encompasses language learning, new technology, communication skill, and presentation skill, etc. The rich content of the event also encouraged the employees to share and exchange new knowledge.



### 【Break through evel up!】Quanta 32st Anniversary Excellent Teacher Awards

To encourage departments and employees in ongoing learning, sharing, innovation and search for new opportunities. Quanta holds Excellent Teacher Awards ceremony on a yearly basis to commend Best Learning Individuals, Top Contributing Instructors, Best Learning Departments, Top Contributing Departments and Best Business Partners. Due to the pandemic, we were confronted with a sterner challenge in 2020. In light of this, we have designed introductory activities including "Students' Gratitude" and "Teachers' Blessings" for the Excellent Teacher Awards, allowing students to express their words of appreciation towards the teachers, and the teachers to convey their blessings for the Company. The Vice-Chairman personally presented the awards at the ceremony to encourage the internal/external lecturers' contributions in imparting their professional knowledge and teachings to the students.

## 2020 QSMC Elite Project



## 2020 QCMC Elite Project



### 【Elite Project】Innovation, Change and Excellence

In 2020, "Elite Project" progressed with "Innovation, Change and Excellence" in mind. Inspired by the 2B (To Be) Initiative, Quanta employees not only seek "Innovation, Change and Excellence" in work activities, but also explore small, individual changes that would amass to major changes for Quanta on the organization level.

## 2020 QSMC lecture



## 2020 QCMC lecture



### 【Course of lectures】Face-to-face discussion with senior managers on Quanta's future directions

Senior executives were eager to share their management practices and work experience and would go to a great extent to explain the Company's policies and listen to employees' opinions. QSMC also hosted English-learning lectures in 2020, inviting English teachers and students who have demonstrated excellent achievements to share their learning experiences. In the amateur lectures, more employees shared their expertise with others, and Quanta kept up with the latest developments to be part of the AI revolution. AI-related lectures were conducted to let our employees understand the future development directions of the Company.



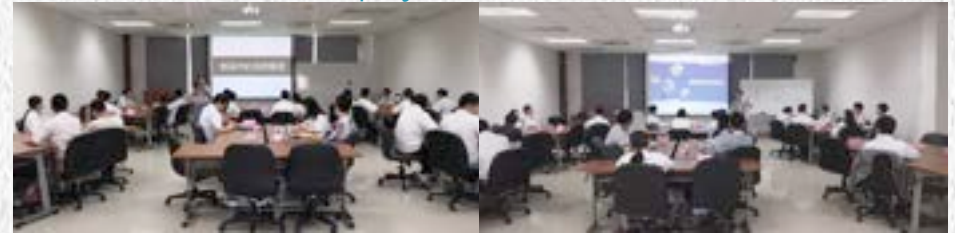


**[ Quanta Online & foreign language Learning Challenges ] helps personnel to acquire knowledge on spot and receive instant messages**

[Quanta Online] is a mobile learning APP, as a means for Quanta employees to learn the latest announcements, knowledge and news. The APP provides information on six main aspects to satisfy employees' working, learning and lifestyle needs. A number of training courses have also been developed and delivered over the APP to help team leaders and entry-level managers develop the necessary skills. [Quanta Online] is also being used to distribute information concerning corporate policies and deliver general training courses that are targeted at all employees, and thereby ensure more direct and faster access to complete resources that are relevant to employees' career development.

The Quanta English Learning Center (QELC) saw increased participation from our employees in 2020, inspiring their interest and passion in learning English. The business English course (BEC), TOEIC training, online training, and salon training were conducted, while Thai training courses were designed for our employees traveling to Thailand for business to create a better learning environment for employees who have an interest or need to learn. Furthermore, study competitions and rewards were arranged as incentives for the employees to improve their English skills. Many English salon activities were held for 2020 QCMC to improve our employees' English expressions.

**2020 QCMC team leader project**



**[ Morale Support Team & frontline leaders ] Problem solving and conflict management training programs**

To fortify the correctness of first-line managers' management competency and improve employees' capability and techniques dealing with existing problems in workplace, the advanced intimate team training program was organized in 2020. The intimate team was formed to fortify employees' capability and techniques dealing with existing problems in workplace and teach first-line managers to use correct management on site.

**2020 QMB Training Courses**



**Systematic Training at the Thailand Plant - Offline and Online Course Implemented Concurrently**

To endow our Thailand plant employees with the necessary knowledge and skills, QMB used the training system to conduct classes and manage training records in 2020. Besides orientation training, offline and online courses were developed for the plant, such as Excel, business etiquette, emotion and stress management, etc. to strengthen our plant employees' core competence and skills at work.





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# Occupational Health & Safety Management

Quanta formulates the Occupational Safety and Health Policy in accordance with ISO 45001:2018 occupational safety and health management system stipulating “Compliance with laws, risk assessment, total participation, continuous improvement, zero hazard” as important goals and spirit. In addition, the occupational safety & health promotion team and specialists from various departments promote the occupational safety and health management system. To ensure the system works effectively, follow-up reviews and audits are conducted every year on a regular basis to achieve system certification. Apart from implementing occupational safety and health management system as per Article 12-2 of the Occupational Safety and Health Management Regulations, no other plants were required to do so by law.

Conduct risk identification and assessment based on the occupational safety and health management protocol. The risk assessment must be carried out by auditing personnel within the occupational safety and health management system. The main impacts include occupational injury, accident, and disease prevention including chemical, mechanical, electrical, equipment, and traffic. After evaluation, traffic injury was considered as the most common risk, hence promotional materials were issued to reinforce our employees’ risk awareness and minimize occupational injuries because they not only cause personnel and property loss to the Company but also damage our positive image in corporate social responsibilities. Occupational safety and health management concern the interests of the Company and employees to generate direct or indirect economic benefits for the Company.

Consequently, Quanta’s occupational safety and health system constantly emphasize the implementation of execution guidelines and risk management. We regularly conduct emergency response education and training to bolster our employees’ training and response capability. The Company encourages total participation from our employees, and by observing labor safety regulations to protect our employees’ health, we also intend to strengthen their awareness of occupational safety and health, as well as responsibilities and accountability. Through ongoing improvement of occupational safety and health, the aim is to minimize risks and dangers within the work environment. To prevent and improve the occupational safety and health of our suppliers, we have applied the supplier questionnaire and supplier audit to determine the various occupational risks and dangers.

The management department conducts unannounced plant inspections, upon the discovery of an unsafe environment or conducts, the operation will be immediately stopped to ensure personnel safety and eliminate the safety hazards on-site. When employees discover imminent danger while conducting their duties, they may stop their operations and retreat to a safe place without endangering other workers.

The implementation of occupational safety and health services based on the labor health service plan includes health examination, health management, and doctor’s outcall service. To foster our employee health, we have implemented initiatives such as oil-free Monday at the restaurant, weight-loss activity, and employee assistance by the Welfare Committee. The Company has offered our employees services to resolve their problems at work and home; these include psychological health service and female care, etc.

After the health examination, diseases causing occupational risks and abnormal workload are categorized according to different levels for management purposes, where on-site physician consultations and promotional materials are applied, and assessments are conducted for special high-risk operations to monitor the environment of hazardous operations. Furthermore, special operations personnel are required to wear protective gear and receive physical examinations regularly. Construction protection measures are installed at the workplace, while hazard awareness promotions are carried out every day to minimize the risk of hazards.

Formulated the environmental and occupational safety and health communication, consultation, and participation plan to accommodate the Company’s internal/external communication, consultation, and participation needs in environmental safety and health management-related affairs, to let the stakeholders obtain important environmental safety and health system-related information. Moreover, the aim is to facilitate interactions between the Company and the stakeholders and participate in environmental safety and health affairs.



## Taiwan- Occupational Health and Safety committee

According to provisions of occupational health and safety regulations, the Company shall establish the occupational health and safety committee. The highest ranking supervisor of the General Administration Office shall serve as the chairperson, while the members shall include OHS Personnel and Labor Representatives. To hold quarterly occupational health and safety committee meeting and to discuss items listed below, decision is made by the highest-ranking supervisor of the General Administration Office

1. Proposition of on occupational health and safety policies and suggestions
2. Recommendations on and coordination for occupational health and safety plans
3. Safety and health education and training implementation plan
4. Monitoring plans, inspection results and measures to be adopted for operation environment
5. The health management, prevention of occupational diseases and improvement relevant subjects
6. Health and safety proposals
7. Automatic inspection and health and safety auditing items by business units
8. The preventive mechanism for mechanic, equipment or material, and substance damages
9. Reports on the occupational hazard survey
10. Assess field health and safety management performance
11. Health and safety management items on outsourced business
12. Other relevant occupational health and safety management items

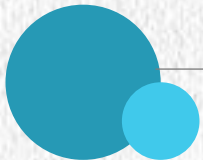
## China-Organization of EHS Management Committee

An EHS, the abbreviation of Environment, Safety and Health, management team and committee, chaired by the Chairman and led by department heads. Each department is assigned with EHS liaison offices to ensure environment, safety and occupational health relevant tasks are fully enforced in every sector and level of the unit. Decision is made by the highest-ranking supervisor, the Chairman

The Committee has been conducted meetings every month to review the environment and the implementation of measures, promote environmental protection principles, and improve employee knowledge of safety and health. Annual meetings were held to summarize the implementation of EHS measures and determine the objectives and plans for the following year.







## Ratio of labor representatives for the occupational health and safety committee of each site (%)



## Occupational Safety and Health Management Program

### QRDC/QTMC

#### 1. Dormitory ventilation improvement project

Due to the high humidity and poor ventilation of dormitory no. 3, molds and odors have developed in the rooms and hallways, affecting our colleagues' health. To address this issue, our Maintenance Section colleagues installed extractor fans, industrial wall-mounted fans, and circulation fans in the public areas. Every room is equipped with vented doors and ventilation fans to increase ventilation, while the bathrooms are installed with wall-mounted fans, extractor fans, and the windows are equipped with extractor fans to improve ventilation.







## 2. Stairway anti-slipping solution

Incident reports reveal that slip and accidents frequently occur at stairway no.3; after an investigation was conducted, it was revealed that the anti-slipping performance of the stairway's anti-slip grooves is limited and the risk of slipping still exists. Consequently, anti-slip tapes are applied to the top of the anti-slip grooves to offer our colleagues a safe work environment.



## QSMC

### 1. Bolstering the hazardous waste warehouse safety

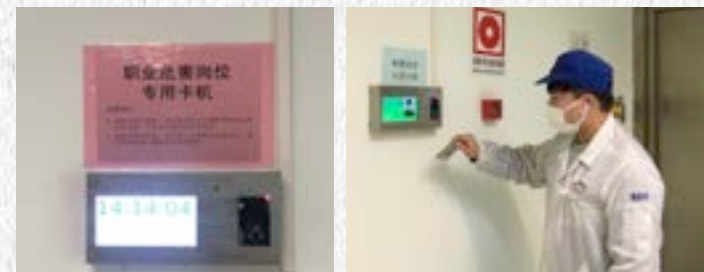
To increase the utilization rate of the hazardous waste warehouse, QSMC has stored various hazardous wastes according to different categories and waste generation conditions. The storage safety of hazardous wastes such as solvent barrels has been improved by installing explosion-proof lights and flammable gas warning system to reduce risk.



## QCMC

### 1. Safety interlock installed on the turner

In March 2020, since some turners in the plant are not equipped with door opening alarm and shutdown mechanism, resulting in higher injury risk, hence a joint inspection was conducted to make improvements by installing an interlock alarm and shutdown device. This prevents our colleagues from injuries, dangers, and accidents caused by moving parts of the machine due to the unintentional opening of the cover.



### 2. Reinforce employee occupational health management

A card reader exclusive for personnel working in areas prone to occupational hazards was installed in 2020 to ensure that they swipe their cards daily and monitor their statistics at all times, This is to ensure the convenience of updating the data and its accuracy



### 2. Cover installed on the activation button of the semi-automatic screw machine

The reset and activation buttons on the semi-automatic screw machine are often accidentally pressed by the employees during production, causing the machine to activate and injure our colleagues. After the cover was installed, the problem was eliminated and occupational accidents were reduced.







**3. Cover plates were installed on both ends of the**

automatic solder paste screen printer  
Both ends of the automatic solder paste screen printer have exposed high-speed moving parts that may potentially cause injury to our colleagues. After the cover plates were installed, the employees are protected from the high-speed moving parts to effectively prevent and minimize occupational accidents.



**4. The Molding Section installed a cover and interlocking**

mechanism for the self-fabricated stud welding machine  
The upper component of the self-fabricated stud welding machine poses a danger for nearby personnel during operation, while the opposing movement of the product work holder and the weld head can cause the risk of pinching. To prevent injuries, a protective cover and door were installed on the self-fabricated stud welding machine, separating the moving parts from the surrounding environment and preventing personnel injury. At the same time, an interlocking mechanism was installed on top of the protective door, while light curtains were installed on both sides of the protective door to stop the operation of the self-fabricated stud welding machine when technicians open the door or enter the protective door. This is to prevent the technicians from accidents during equipment testing or adjustment.

## Occupational Health and Safety Statistic

### Accident statistical records and reporting mechanism

The investigation and management mechanism prevents the escalation of accidents and damages thereof. In order to facilitate effective preventive measures in the future and prevent the occurrence of accidents, the accident investigation and management operation instruction manual has been compiled. In event of an accident in an operational area, it should be reported by following the accident reporting protocol so that the occupational safety & health unit can launch an accident investigation and management operation. Any aspect that is found to be non-compliant with occupational safety & health regulation will need to be improved based on "environmental and occupational safety & health prevention protocol".

Below are the statistics for the occupational health & safety, accidents and illnesses of various sites:

- 2020 employee occupational accident and illness statistics (total number of workers includes fulltime employees and dispatch employees). Quanta plants' resident workers include security contractors, cleaning staff, restaurant personnel, and waste recycling personnel, etc.
- Data collection on some of the workers such as external contractors and maintenance personnel was difficult and hence they were excluded from the statistics.

3. According to the International Labour Organization (ILO)'s code of practice on "recording and reporting of occupational accidents and diseases", injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and total number of fatalities annually are shown in the following table.

Item	Calculation rule
Injury rate (IR)	$(\text{Total \# of injuries} / \text{Total working hours}) \times 200,000$
Absentee rate (AR)	$(\text{Total \# of missed (absentee) days over the period} / \text{Total working hours for same period}) \times 200,000$
Lost day rate (LDR)	$(\text{Total \# of lost days} / \text{Total working hours}) \times 200,000$
Occupational diseases rate (ODR)	$(\text{Total \# of Occupational diseases cases} / \text{Total working hours}) \times 200,000$
Annual fatalities	Fatalities



## 2018-2020 employee occupational accident and illness statistics

### Injury rate

Site	Gender	Occupational accident category	Injury rate/Year		
			2018	2019	2020
QRDC /QTMC	Male	Traffic injury, laceration, and crushing injury	0.51	1.05	1.00
	Female	Traffic injury, collision, and crushing injury	0.82	1.27	1.56
QSMC	Male	Machine-related injury, sprain, and battering	0.25	0.31	0.26
	Female	Battering, and traffic injury	0.04	0.25	0.22
QCMC	Male	Traffic injury, fall injury, crushing injury, and laceration	0.65	0.47	0.31
	Female	Traffic injury, fall injury, crushing injury, and laceration	0.34	0.25	0.21
QMB	Male	traffic · collision · crushing · laceration · sprain · chemical spill	-	-	2.31
	Female	collision · crushing · laceration	-	-	0.50

### Work hour statistics of employees from 2018-2020

Site	Gender	Year		
		2018	2019	2020
QRDC /QTMC	Male	10,191,072	11,854,392	12,846,000
	Female	4,406,304	5,689,152	6,288,000
QSMC	Male	53,752,128	38,394,000	58,632,000
	Female	22,754,616	17,138,000	23,694,000
QCMC	Male	33,886,000	35,620,000	43,864,000
	Female	16,242,000	17,788,000	22,230,000
QMB	Male	-	-	1,820,448
	Female	-	-	2,822,176

### Absentee rate and Lost day rate

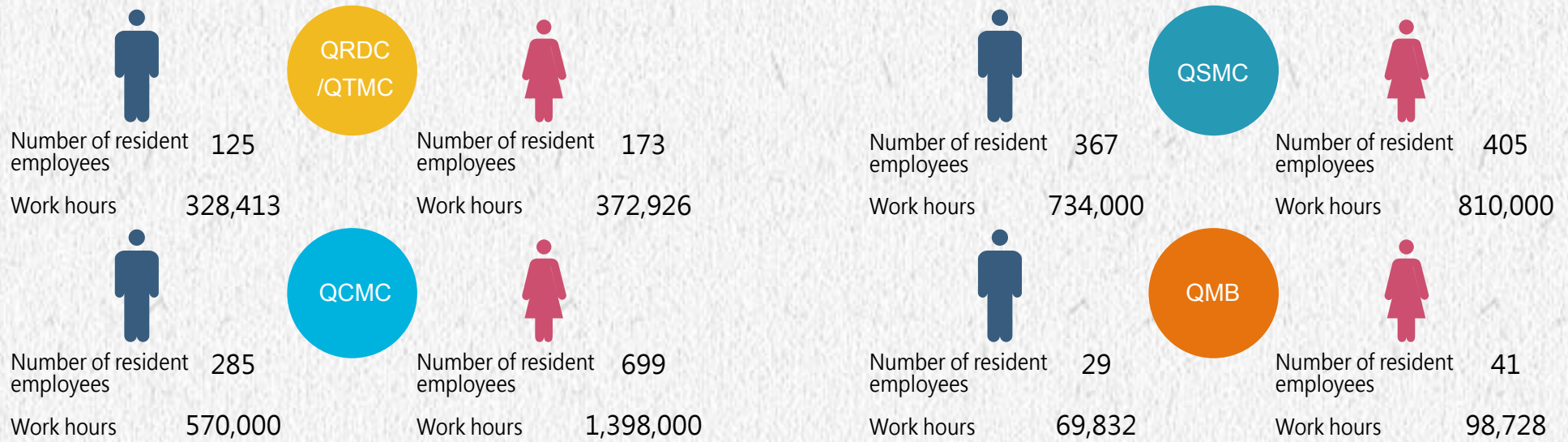
Site	Gender	Absentee rate/Year			Lost day rate/Year		
		2018	2019	2020	2018	2019	2020
QRDC /QTMC	Male	150.36	217.74	234.96	1.84	5.32	6.76
	Female	234.08	322.97	316.90	3.10	11.74	11.75
QSMC	Male	212.90	1,128.96	986.74	10.58	477.97	334
	Female	355.87	1,552.00	1558.61	5.31	186.45	139
QCMC	Male	222.43	116.44	99.80	12.12	10.21	10.68
	Female	94.15	170.16	153.96	7.82	11.01	8.89
QMB	Male	-	-	161.55	-	-	1.87
	Female	-	-	49.82	-	-	0.21

#### Note:

- 1.Occupational diseases rate (ODR) between 2018 and 2020 was zero.
- 2."Working Day Loss" shall be calculated by the loss of estimated business days, and it shall be counted starting from the day of accident.
- 3.Minor injuries shall be counted in "Injury Rate" as well.
- 4.Traffic injury refers to the injury sustained by our employees traveling to or from work. There were zero traffic injuries caused by transportation arranged by the Company during commuting.
- 5.Work hours are calculated based on 8 hours of work daily.



### Number of plant resident employees and work hours in 2020



### Number of occupational accidents and diseases for plant resident employees in 2020

#### Injury rate

Site	Gender	Occupational accident category	Injury rate/Year
QRDC /QTMC	Male	Traffic injury	1.83
	Female	Traffic injury, laceration, crushing injury, and sprain.	2.15
QSMC	Male	Contusion and crushing injury	3.31
	Female	Contusion and crushing injury	1.71
QCMC	Male	Crushing injury, fall injury, and laceration	4.91
	Female	Crushing injury, fall injury, and laceration	3.58
QMB	Male	N/A	0
	Female	N/A	0

#### Absentee rate and Lost day rate

Site	Gender	Absentee rate (AR)	Lost day rate (LDR)	occupational disease rate (ODR)	Number of employees killed in the line of duty
QRDC /QTMC	Male	20.71	0	0	0
	Female	80.18	24.13	0	0
QSMC	Male	108.82	69.48	0	0
	Female	94.59	41.88	0	0
QCMC	Male	123.51	53.68	0	0
	Female	168.81	121.74	0	0
QMB	Male	0	0	0	0
	Female	0	0	0	0

1. "Working Day Loss" shall be calculated by the loss of estimated business days, and it shall be counted starting from the day of accident.
2. Minor injuries shall be counted in "Injury Rate" as well.



# Effluents and Waste

## Environmental Management System

Under the influence of global climate change, in pursuit of a sustainable earth, Quanta Computer focuses on the reduction of production wastes since the design phase. By repeated use of relevant packing materials, the Company is devoted to reducing the impact on the environment as a whole in accordance with provisions of relevant laws and regulations. Through total participation and commitment, the environmental protection and enterprise sustainability is achieved.

Every site of Quanta gradually launched the ISO 14001 environment management system and completed verification. Adopting the model of Plan-Delivery-Check-Action (P-D-C-A), the Company continuously promotes improvement.

The Company will assess each environmental aspect and its impact through identifying the environmental aspects created from the Company' s production, activities and services. In addition, comprehensive comparison of the severity and other factors will be conducted in order to identify any important potential factor in advance with good improvement measures and operational procedures to reduce and prevent impact from the important potential factors.

## Environmental Management Policy

Quanta Computer is a company that designs and assembles professional portable computers, laptop computers and other products. The Company' s main impact to the environment is waste gas emission, daily effluent, and waste. Upholding the belief of co-existence with the Earth, all employees promise to accomplish the following environmental policies with full effort in order to achieve the spirit of preventing pollution and progressing improvement continuously.

1. Through the staff education and implementation of the ISO 14001 system, employees or individuals who represent the organization understand that environment protection is our responsibility and obligation
2. Reduce the air and water pollution and production wastes to lessen impact on the environment
3. Each product shall strictly comply with relevant and applicable laws and regulations as well as other necessary requirements during the design and production stages
4. Set the target for the continuous environment improvement
5. During the product design stage, take into consideration the environmental issues with implementation toward lower energy consumption and lower pollution





## Water Resource Management

### Total water acquisition

QRDC is a research and development building and QTMC is used by the production line and affiliated business in Taiwan, while all manufacturing sites in China feature is production operation. Our water supply comes mainly from public sources. We do not use underground aquifers, stored rainwater, or surface water. Most of the water is used for domestic purposes, air conditioning, and canteens.

To reduce water resource consumption, our management reviews water conservation plans and waterutilizing equipment every year. Restrooms in QRDC and QTMC facilities were furnished with sensor-based taps to ensure that the volume of output is conserved. Green belt irrigation systems around the QRDC facilities were furnished with rainwater sensors. Artificial irrigation systems were installed at QCMC to prevent unnecessary water use. Moreover, QCMC facilities even diverted wastewater from cooling towers into lavatories located on the production floor to recycle and reuse the water. QRDC and QTMC adopted the detention pond upstream of Nankang River from the Taoyuan City Department of Water Resources to create an eco-park and achieve the objective of water resource conservation.

The following lists the water usage quantities at various sites during 2018~2020:

	2018	2019	2020	Source of water
<b>Taiwan sites</b>				
Quanta Research and Development Complex(QRDC)	187,611	187,886	184,903	Taiwan Water Corporation
Quanta Taiwan Manufacturing City(QTMC)	44,865	106,410	153,382	
<b>China sites</b>				
Quanta Shanghai Manufacturing City(QSMC)	1,322,812	1,325,616	1,173,791	Shanghai Songjiang Public Water Company
Quanta Chongqing Manufacturing City(QCMC)	612,216	777,693	887,774	Changshu Municipal Water
<b>Other site</b>				
Quanta Manufacturing Bangkok(QMB)	-	-	43,201	Provincial Waterworks Authority, Chonburi

\* Source: Water acquisition based on public water meters and utility bills



### Water consumption of various plants from 2018 to 2020 (million liters)

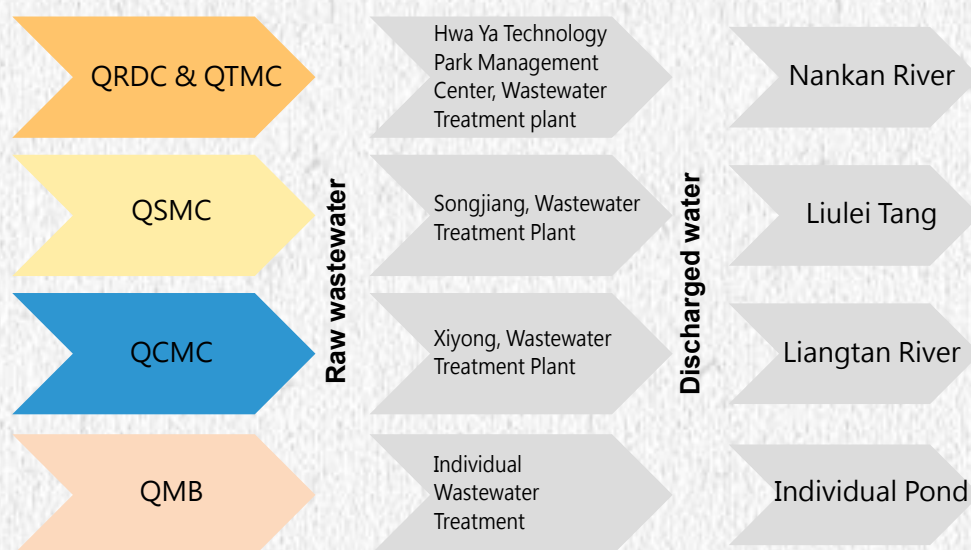
Water consumption (million liters (ML))		All regions			Water shortage regions		
		2018	2019	2020	2018	2019	2020
Water consumption by source	Surface water (total)	0	0	0	0	0	0
	Freshwater ( $\leq 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Other water ( $> 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Groundwater (total)	0	0	0	0	0	0
	Freshwater ( $\leq 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Other water ( $> 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Sea water (total)	0	0	0	0	0	0
	Freshwater ( $\leq 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Other water ( $> 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Generated water (total)	0	0	0	0	0	0
	Freshwater ( $\leq 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Other water ( $> 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0
	Third-party water (total)	0	0	0	0	0	0
	Freshwater ( $\leq 1,000$ mg/L total dissolved solids)	2167.50	2397.61	2,443.05	0	0	0
Other water ( $> 1,000$ mg/L total dissolved solids)	0	0	0	0	0	0	
Third-party water consumption by source	Surface water				0	0	0
	Groundwater				0	0	0
	Sea water				0	0	0
	Generated water				0	0	0
Total water consumption	Surface water (total)+groundwater (total)+sea water (total)+generated water (total)+third-party water (total)			2167.50	2397.61	2,443.05	

Wastewater generated at various sites includes domestic and canteen effluent. There is no process wastewater. Hence, this Report only covers voluntary disclosures of domestic effluent within the plant.

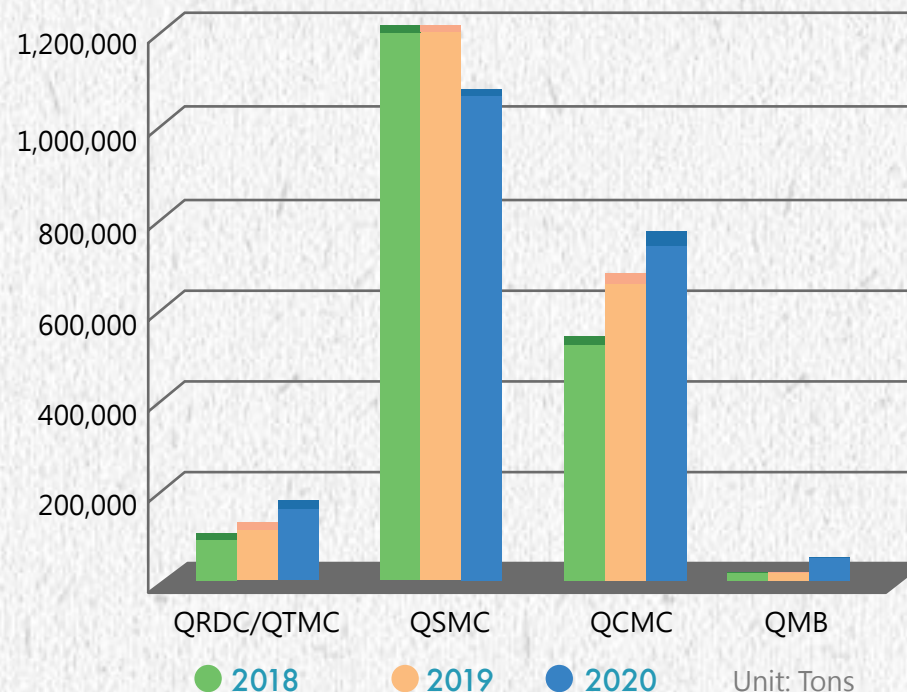
Domestic wastewater contains nutrients which include organic pollutants and nitrogen phosphorus, causing water eutrophication. To ensure the wastewater produced will not cause pollution to the environment, each factory is installed with primary wastewater treatment equipment. The equipment are periodically inspected and maintained to keep the systems in normal operation. To warrant that the released water quality meets the discharge standard, wastewater samples are regularly submitted to qualified testing companies for analysis.



## Effluent discharge diagram



## Volume of effluent water at various sites



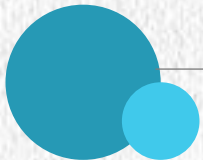
## 2018-2020 effluent volume at Various Sites (ton)

Site		2018	2019	2020
Taiwan sites	Quanta Research and Development Complex(QRDC)	92,315	87,463	119,348
	Quanta Taiwan Manufacturing City(QTMC)	9,131	33,616	46,867
China sites	Quanta Shanghai Manufacturing City(QSMC)	1,190,531	1,193,054	1,056,412
	Quanta Chongqing Manufacturing City(QCMC)	520,384	661,039	746,108
Other site	Quanta Manufacturing Bangkok(QMB)	-	-	34,561
	total	1,812,361	1,975,172	2,003,296

### Note:

1. QAT (Dongyuan Plant) was the only facility in Taiwan that calculated domestic wastewater volume as: volume of fresh water used \*0.85 (a self-estimated domestic wastewater coefficient); all other Taiwan plants measured domestic wastewater at the discharge outlet.
2. The formula of wastewater volume at QSMC factory is Domestic Wastewater=Volume of Tap Water Consumed\*0.9(Discharge Agreement)
3. QCMC household effluent volume=tap water volume\*0.85 (household effluent coefficient)
4. QMB household effluent volume=tap water volume\*0.8 (Thai standard)





### Water discharge of various plants from 2018 to 2020 (million liters)

Water consumption (million liters (ML))		All regions			Water shortage regions
		2018	2019	2020	
Water discharge by destination	Surface water	0	0	0	
	Groundwater	0	0	0	
	Sea water	0	0	0	
	Third-party water	1,812.36	1,975.17	2,003.30	
	Third-party water supplied to other organizations	0	0	0	
Total water discharge	Surface water+groundwater+sea water+third-party water (total)	1,812.36	1,975.17	2,003.30	0
Water discharge by fresh water and other water	Freshwater ( $\leq 1,000$ mg/L total dissolved solids)	1,812.36	1,975.17	2,003.30	0
	Other water ( $> 1,000$ mg/L total dissolved solids)	0	0	0	0

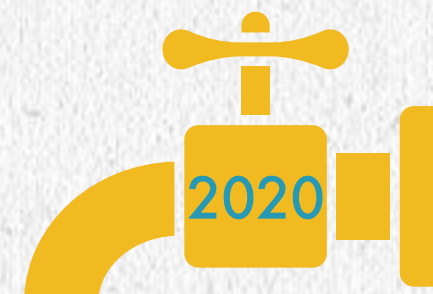
### Water consumption of various plants from 2018 to 2020 (million liters)



Total water consumption  
**558.04**(million liters ML)



Total water consumption  
**422.43**(million liters ML)



Total water consumption  
**439.76**(million liters ML)



## 2020 Taiwan discharge standard and test results

Item	Standards	QRDC		QTMC						
		(Quanta RD Center)		QC1(Production building)		QC1(R&D building)		QC2		QAT
		I	II	I	II	I	II	I	II	-
BOD(mg/L)	200	58.7	29.0	139.0	162.0	43.8	60.1	23.0	2.9	-
COD(mg/L)	350	291.0	290.0	257.0	314.0	164.0	191.0	82.3	21.7	25.0
SS(mg/L)	200	149.0	104.0	83.0	25.2	35.0	18.5	18.2	<1.0	38.0
pH	6-9	7.8	7.5	8.3	7.7	8.3	7.8	8.2	7.9	7.21
Temperature°C	Below 45	22.6	26.6	20.7	23.2	20.4	23.7	20.5	23.3	-
Grease(mg/L)	10	2.7	4.9	-	-	-	-	-	-	-

Note:

1. According to 《wastewater treatment plant intake limit of Hwa Ya Technology Park Management Center》
2. Sampling technique: EPA's industrial effluent discharge standard sampling method (NIEA W109.51B)
3. QRDC has a dining area whereas, which is why additional devices have been installed to detect grease.
4. For water quality, the plant intake limit of oil was revised from 20 mg/L to 10 mg/L on November 24, 2020, and it was implemented on January 1, 2021.
5. The test is conducted semiannually by a third-party certification institution approved by the EPA

I Test date 2020/04/15

II Test date 2020/10/20

6. QAT (Dongyuan Plant) is situated on rented property and occupies two floors in an eight-story building. For this reason, effluent volume is calculated based on the water quality test report prepared by Hwa Ya Technology Park (test date: 2020/11/01).

## 2020 QSMC effluent discharge standard and test results

Item	Standards	F1	F2	F3	F4	F5	F6	F7	Q-BUS
pH	6-9	7.69	7.78	8.45	8.37	8.63	7.72	7.73	7.84
SS(mg/L)	400	50	66	53	66	69	19	193	70
COD(mg/L)	500	13	9	125	87	112	46	65	20
BOD(mg/L)	300	3.1	2.9	51.1	35.6	43	18.8	29.2	7.9
Total Nitrogen(mg/L)	70	4.67	6.36	20.4	12.6	32.7	16.7	9.57	2.76
NH3-N (mg/L)	45	0.77	3.77	5.98	3.03	31.2	4.46	8.26	0.662
Total Phosphorus (mg/L)	8	0.31	0.71	1.84	1.74	3.02	0.87	0.56	0.21
Grease(mg/L)	100	0.09	1.28	4.17	0.93	0.09	0.65	2.55	1.28
Petroleum (mg/L)	15	0.69	0.33	0.11	0.10	0.22	0.18	0.15	0.12

Note:

1. Based on level 3 standards shown in Table 2 of "Shanghai Integrated Wastewater Discharge Standard" (DB31/199-2018)
2. The Company engages independent third parties to conduct tests once a quarter. The above data was taken from the 2020 4th quarter test report, and the tests were dated 2020/10/26-2020/11/12.



### 2020 QCMC effluent discharge standard and test results

Item	Standards	F0	F1	F2	F3	P1	P2	P3	F5
COD (mg/L)	500	94	346	361	202	184	184	230	484
SS (mg/L)	400	82	52	231	76	87	87	60	132
NH <sub>3</sub> -N (mg/L)	-	74.9	82.6	105	84.6	84.7	84.7	92.7	37.1
Grease (mg/L)	100	2.96	4.42	4.97	2.19	4.18	4.18	2.06	1.88
Oil(mg/L)	20	0.38	0.17	0.5	0.2	0.23	0.23	0.14	-
BOD(mg/L)	300	-	-	-	-	-	-	-	156

Note:

1. Based on Table 4 Maximum Discharge Intensity of Category III Pollutants, China' s GB8978-1996 "Integrated Wastewater Discharge Standard" .

2. Sampling method: 《National water quality testing standard》 (GB11914、GB11901、HJ537)

3. Measurement data was taken from the test report prepared by an independent third party. Plant F5 was tested in 2020/12 while other plants were tested in 2020/03. Since the F1, F2, F3, P1, P2, and P3 plants were consolidated under one discharge outlet, hence their monitoring data are identical.

### 2020 QMB effluent discharge standard and test results

Item	Standards	QMB Results	
		I	II
BOD(mg/L)	20	12	15
COD(mg/L)	120	50	82
Color	300	25	18
pH	5.5-9	8.1	7.9
Temperature°C	40	34.3	32.3
TSS(mg/L)	50	41	44
TDS(mg/L)	3,000	161	628
TKN(mg/L)	100	4	6
Oil and Grease(mg/L)	5	ND	ND

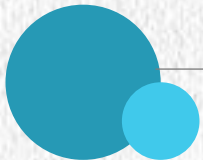
Note:

1. Limit value announced by the Thai factory effluent control standards B.E.2560

2. Monitoring data was derived from a test report supplied by a third-party test company dated 2020/07/31





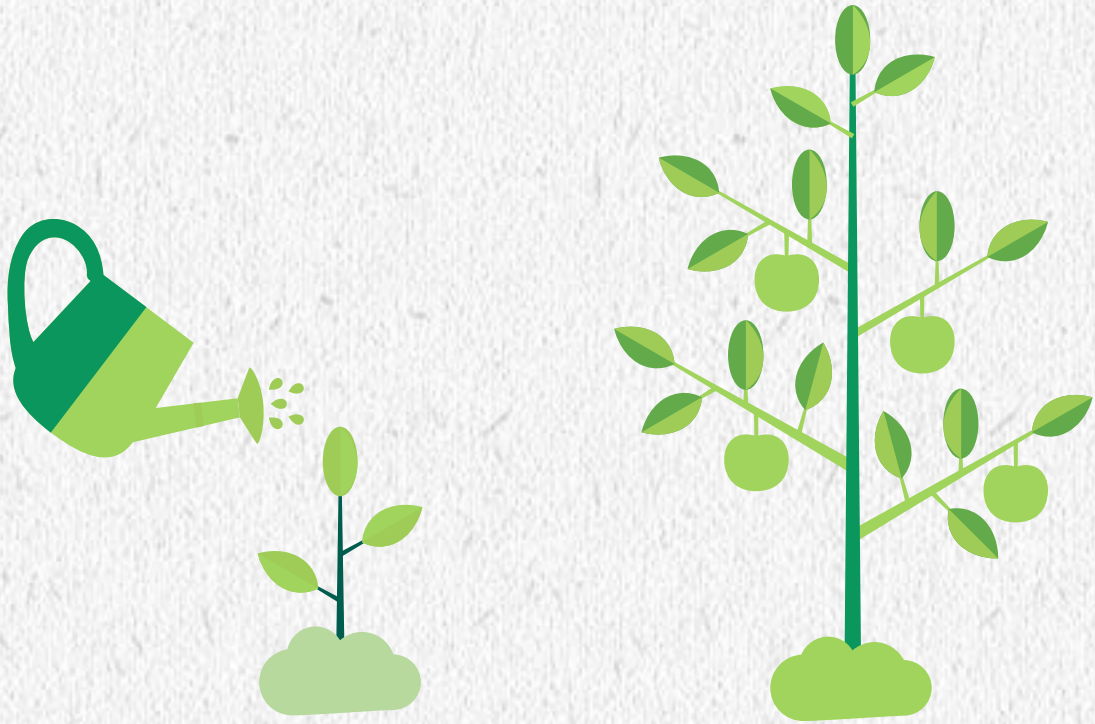
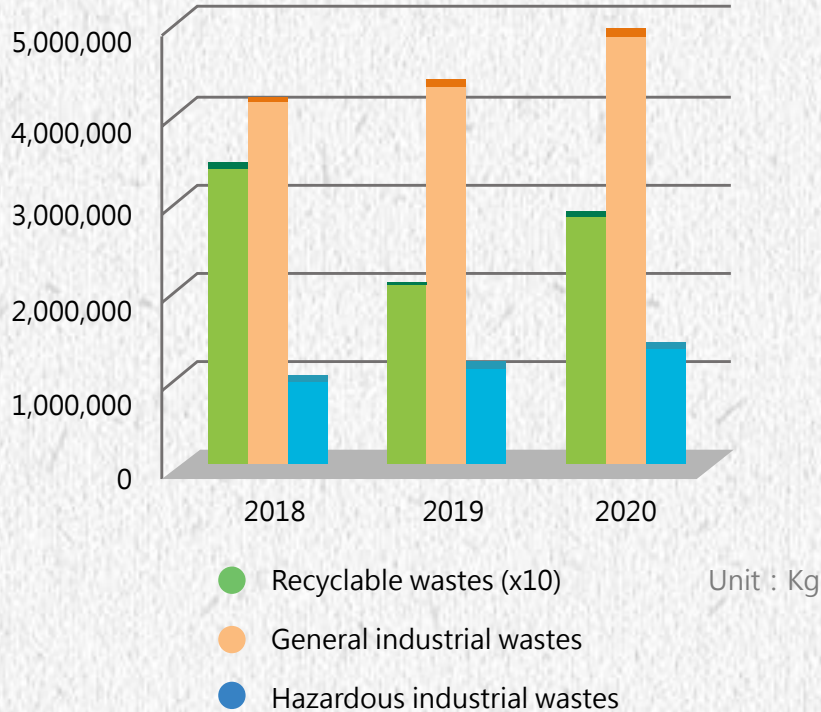


### Industrial Waste Management

The industrial wastes generated can be divided into 3 major categories, including the general industrial wastes, hazardous industrial wastes, and recyclable wastes. Electronic parts and waste used in Quanta's operations, products, or services may contain hazardous materials that have potentially negative long-term effects. Improper treatment would lead to varying degrees of secondary pollution in the water, soil, and air.

Quanta achieve the goal of waste reduction effectively, and sets zero waste as the ultimate goal of waste management. The removal, transshipping, process, and recycle are performed in accordance with the local regulations. Qualified cleaning companies were commissioned to provide proper processing of such waste and document treatment. Quanta's environmental protection units carry out unannounced audits of processing suppliers to ensure that they perform their tasks in compliance with the law.

The ratio of Category 3 waste for all factories over the years is displayed in the following diagram.





## General industrial waste

2018-2020 Analysis Table of General and Recyclable Waste Production in Various Sites

### General waste

Site	General waste (kg)			Treatment
	2018	2019	2020	
QRDC	245,560	303,580	343,300	Incineration
QTMC	125,500	459,120	1,044,186	Incineration
QSMC	2,630,548	1,168,860	1,066,462	Incineration
QCMC	730,000	730,000	730,000	Burial
QMB	-	-	102,928	Burial
Total	3,731,608	2,661,560	3,286,876	

### Recyclable waste

Site	Recyclable waste (kg)			Treatment
	2018	2019	2020	
QRDC	180,889	181,367	86,113	Recycled and reused
QTMC	4,170	2,264,812	4,406,526	
QSMC	30,365,842	25,459,960	31,052,240	
QCMC	6,109,660	7,330,250	11,231,040	
QMB	-	-	1,465,571	
Total	36,660,561	35,236,388	48,241,490	



Note:

1. QRDC and QTMC: General waste statistics consist of weight registered through EPA's Industrial Waste Report and Management System, recyclable waste statistics consist of the total weight of recycled resources.
2. QSMC: General waste statistics consist of quantity removed from various plants (weighing and fee data); third-party waste management companies recycle all recyclable wastes.
3. QCMC: Use the number of transshipment every day in 2020 to calculate the average volume. On an average, there are 4 boxes of general wastes everyday (including holidays). The waste in each box is mainly the daily waste. According to the estimate, each box weights 500 kg. Therefore, the weight of QCMC general wastes being processed in 2018 is about:  $4 \times 500 \times 365 = 730,000$  kg. All recycling and processing of resource waste have been processed by third-party subcontractors. The following data is based on statistics provided by the subcontractors.
4. QMB: General waste and recyclable waste statistics consist of weighing and fee data; third-party waste management companies recycle all recyclable waste.



2018-2020 Statistics of Hazardous Wastes in Various

Site	Category	Treatment method	Quantity (kg)		
			2018	2019	2020
QRDC/QTMC	Waste electronic components, leftover and defective products	Recycled and reused / Physicochemical treatment	350	2,714	22,968
	PCB waste and powder which containing metals		353	158,748	253,652
	Flash point of waste fluid below 60°C		-	18,935	20,910
QSMC	Waste oil cloth	Incineration	23,370	20,600	20,650
	Organic waste solvents		10,360	11,600	8,600
	Waste adhesive (rubber hose)		1,200	3,000	5,011
	Waste acid	Physicochemical treatment	6,000	5,760	4,080
	Lead-acid battery waste		Recycled and reused /Physicochemical treatment	-	24,000
	Waste fluorescent tubes	400		-	-
	Waste activated charcoal	Incineration	-	4,200	5,750
	Waste fluid container	Incineration	-	24,800	14,940
	Chemical drums	Incineration	-	-	4,500
	Waste emulsifier	Incineration	-	-	3,320
QCMC	Waste UV rubber hose	Incineration	2,090	2,555	2,870
	PCB leftover	Recycled and reused /Physicochemical treatment	710,480	733,348	530,000
	Paint slag waste	Incineration	162,065	123,110	193,105
	Used paint basket	Recycled and reused /Incineration	46,915	57,070	52,985
	Organic solvent waste	Incineration	-	11,770	20,269
	Waste activated charcoal	Incineration	40,420	3,000	40,083
	Waste oil	Physicochemical treatment	11,510	8,115	8,919
	Lead-acid battery waste	Incineration	7,255	7,400	15,360
	Waste cloth	Incineration	-	6,970	30,719
	Waste filter	Incineration	-	2,165	6,745
	Washing ball	Incineration	-	5,040	0
	Scrap metal shavings	Incineration	-	-	1,100
	Waste hangers	Incineration	-	-	153,280
QMB	leftover	Recycled and reused			22,062
	Waste glue	Incineration			2,785
	Waste oil	Incineration			1,342
	Waste fluid container	Recycled and reused			1,616
	Waste cloth	Incineration			2,907
Total			1,022,768	1,234,900	1,470,528

Note:

1. QRDC hazardous industrial waste statistics are derived from the industrial waste co-treatment control triplicate forms.
2. QSMC and QCMC hazardous waste statistics are derived from the "hazardous waste electronic manifest" filed after transshipment and treatment.
3. QMB: Statistics is derived from weighing and fee data



### Waste categorization based on composition (in metric tons)

Waste composition	Waste generation	Waste removed from the waste	The final treatment of waste
Daily waste	3,286.88	0	3,286.88
Waste cardboard	20,825.82	20,825.82	0
Waste plastic	17,529.35	17,529.35	0
Waste plank	8,135.35	8,135.35	0
Other general waste	301.35	301.35	0
PCB leftover	805.71	805.71	0
Waste electronic components, leftover and defective products	22.97	22.97	0
Waste UV rubber hose	7.88	0	7.88
Paint slag waste	193.11	0	193.11
Used paint basket	52.99	47.99	5.00
Organic solvent waste	28.87	0	28.87
Waste activated charcoal	45.83	0	45.83
Waste oil	10.26	0	10.26
Lead–acid battery waste	35.36	20.00	15.36
Waste cloth	54.28	0	54.28
Waste filter	6.75	0	6.75
Scrap metal shavings	1.10	0	1.10
Waste hangers	153.28	0	153.28
Waste acid	4.08	0	4.08
Waste fluid container	22.98	8.04	14.94
Chemical drums	4.50	0	4.50
Waste emulsifier	3.32	0	3.32
Flash point of waste fluid below 60°C	14.50	0	14.50
Waste glue	2.79	0	2.79
<b>Total waste</b>	<b>51,549.28</b>	<b>47,696.57</b>	<b>3,852.71</b>

### Waste removed during the recycling process (in metric tons)

	Inside the plant	Outside the plant	total
<b>Hazardous waste</b>			
Reuse	0	6.42	6.42
Recycle	0	898.28	898.28
Recovery	0	0	0
<b>total</b>			<b>904.70</b>
<b>Non-hazardous waste</b>			
Reuse	0	11,250.42	11,250.42
Recycle	0	35,541.45	35,541.45
Recovery	0	0	0
<b>total</b>			<b>46,791.86</b>

### Waste categorization based on final treatment (in metric tons)

	Inside the plant	Outside the plant	total
<b>Hazardous waste</b>			
Incineration (including energy recycling)	0	486.85	486.85
Incineration (excluding energy recycling)	0	63.62	63.62
Landfill	0	0	0
Other treatment processes	0	15.36	15.36
<b>total</b>			<b>565.84</b>
<b>Non-hazardous waste</b>			
Incineration (including energy recycling)	0	1,387.49	1,387.49
Incineration (excluding energy recycling)	0	730	730
Landfill	0	1,169.39	1,169.39
Other treatment processes	0	0	0
<b>total</b>			<b>3,286.88</b>



## Environmental Management Plans in 2020

### QRDC & QTMC

#### Reinforcing solvent room management

Since the solvent room and emergency, showers are not equipped with overflow dikes, chemical spillages can cause environmental pollution, hence overflow dikes and wastewater recycling mechanisms were installed to prevent secondary pollution.



### QSMC

#### 1. Automated control of equipment ventilation

F5, F7, and QBUS plants implemented the automated control of equipment ventilation solution, where ventilation pressure values are configured, and logical calculations are applied to automatically adjust the fan speed, saving 2,102,682 kWh of electricity.



#### 2. Air compressor replacement energy-saving solution

Replaced old air compressors at the F5 and F7 plants with 2-stage air compressors to save 2,324,169 kWh of electricity.





### 3.AC inverter energy-saving solution

The AHU at F2 and F7 plants operate around the clock throughout the year, resulting in waste. In spring and winter, the frequency is changed to 30HZ, saving energy by 78%, equivalent to 1,105,453 kWh.



## QCMC

### 1. Automated control of equipment ventilation at F1 plant

Originally, the exhaust fan of the SMT reflow oven was turned on all the time (even if the reflow oven has been switched off), causing the fan to idle and waste energy. Now, an electric air valve has been installed at the SMT reflow oven exhaust, and a relay was installed inside the control cabinet of the SMT reflow oven to regulate the exhaust fan speed via the on and off switch of the reflow oven, thereby decreasing the exhaust fan's power consumption and conserve energy.



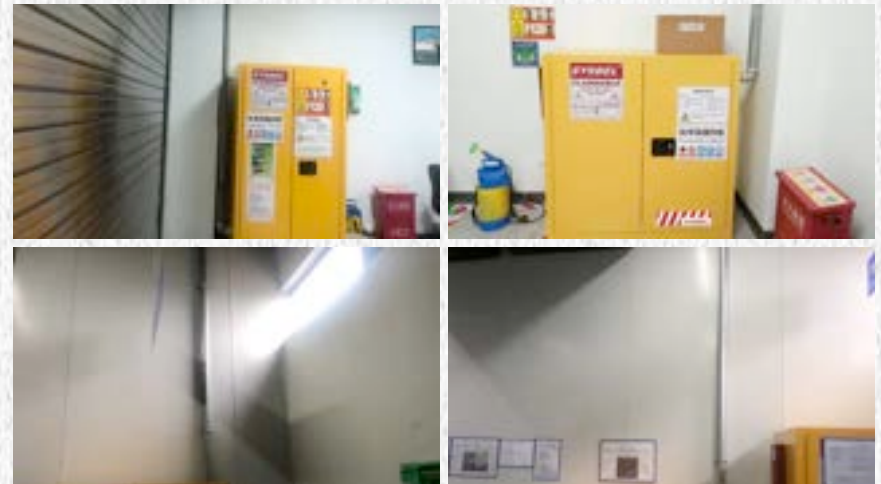
### 2. Ultrapure water and drinking water wastewater reuse solution

Wastewater generated by the ultrapure water and drinking water systems in the F3 plant was discharged directly into the sewage system, causing a waste of water. Now, the system has been modified to channel the wastewater generated by the ultrapure water and drinking water systems into the water tank for reuse in the bathroom, in turn saving water.



### 3. Solder smoke exhaust consolidation and energy-saving solution at F5 plant

- Originally, one solder smoke ventilation equipment was turned on for each explosion-proof cabinet. As per the management regulations, the fan speed of the explosion-proof cabinets should be  $\geq 2\text{m/s}$ , and tests revealed that the minimum fan speed reached  $6.13\text{m/s}$ , more than sufficient to meet the requirements.
- Now the solder smoke exhausts of both explosion-proof cabinets are consolidated to use one less ventilation equipment and in turn lower energy consumption.





# GHG management

## Risks and opportunities of focusing on climate change

With the increasing greenhouse gases, in order to contribute efforts and fulfill the responsibility in environmental protection and caring about the Earth, Quanta has formulated the carbon managements strategies and guidelines. The environmental and occupational safety & health promotion team strives to minimize carbon emission and the consumption of energy and resources. Furthermore, Quanta is also a participant in the carbon disclosure project (CDP) and reviews questionnaires to improve energy-saving and carbon-reduction measures so as to achieve its sustainable development objectives. These include:

- Commitment to greenhouse gas inspection in order to monitor the emission of greenhouse gases.
- Based on the inspection results, voluntary greenhouse gas reduction related programs will be implemented.
- Continue to promote and support carbon reduction measures to foster sustainable operations and fulfill our CSR.
- Abide by government environmental laws, customer requirements and other related regulations.

Close monitoring and management of climate change Risks and Opportunities:

### Material disaster

#### Risk identified

Climate change has led to a higher frequency of floods and droughts, increasing risks for business operations.

#### Opportunities and response

Natural disasters were analyzed and the risks assessed. Corresponding emergency response measures and drills have been implemented as well. Water and power-saving measures to improve resource use efficiency.

### International conventions and local regulations

#### Risk identified

Business operations will be impacted by increasingly stringent international conventions and regulations, carbon and energy taxes, greenhouse gas performance standards and emission controls, as well as carbon trading market systems.

#### Opportunities and response

Greenhouse gas inventory checks were implemented at various sites in accordance with ISO 14064-1.

- The Shanghai site has been certified with ISO 14061-1 since 2011.
- The Taiwan and Chongqing sites have received third-party certification ISO 14061-1 since 2015.

Identification of legal compliance and monitoring regulatory developments.

### Changes to corporate reputation as well as customer and product consumer behaviors

#### Risk identified

Environment, Social, and Governance (ESG) has recently attracted investor interest. Management' s performance in handling climate change issues is also a key area of concern for many investors. Moreover, customers are increasingly focused on these topics requirements. As a member of the Responsible Business Alliance (RBA), Quanta must initiate practical control measures. Both the RBA and CDP emphasize disclosure and management of supply chain. Such requirements pose a significant challenge to Quanta in terms of the depth and scope of carbon emissions, carbon management, and energy management.

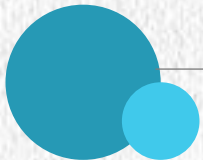
#### Opportunities and response

As a participant of the CDP international disclosure project, Quanta has completed the relevant questionnaires to review its performance and identify areas that require improvement. Annual CSR reports also serve as a means for communicating with stakeholders and disclosing information on management activities and reflect its performance with regards to responding to climate change. An Environmental Protection Committee was established to review project implementation and set targets on an annual basis. Voluntary Emission Reduction Market: Participate in the Chongqing Municipal Voluntary Emission Reduction Market and carry out internal inventory checks every year. Focus on the carbon emissions and trading market: Corporate carbon emissions have been calculated annually to actively secure carbon-emission allowances. Actively participate in various energy projects supported by customers.









### Work with carbon-trading demo cities

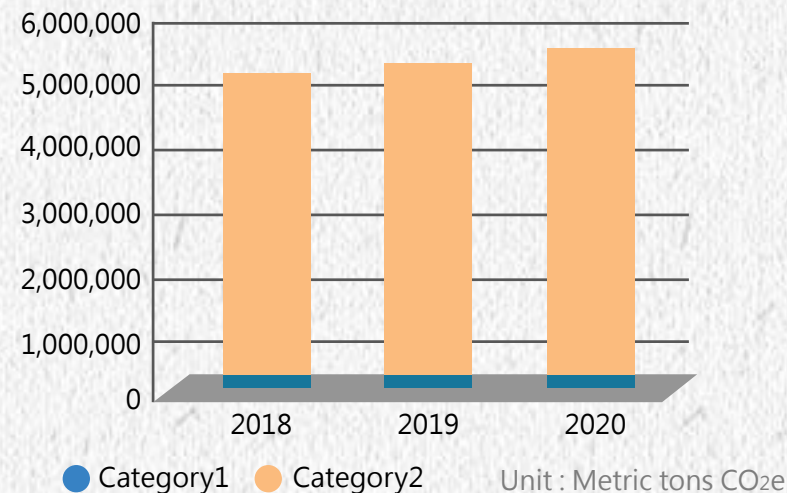
Both Shanghai and Chongqing have been listed as carbon-trading demo cities, extensive reviews have been carried out to assess the impact, including energy consumption levels and compliance with government requirements of carbon-trading processes. Quanta is compliant with carbon-emission rights and trading policies, and submits estimates of its own emissions to government departments every year. Government departments then distribute carbon-emission allowances and work with third-party verification agencies that conduct on-site verification of actual emissions versus allowance limits.

### Outcome of greenhouse gas inventory checks at various sites

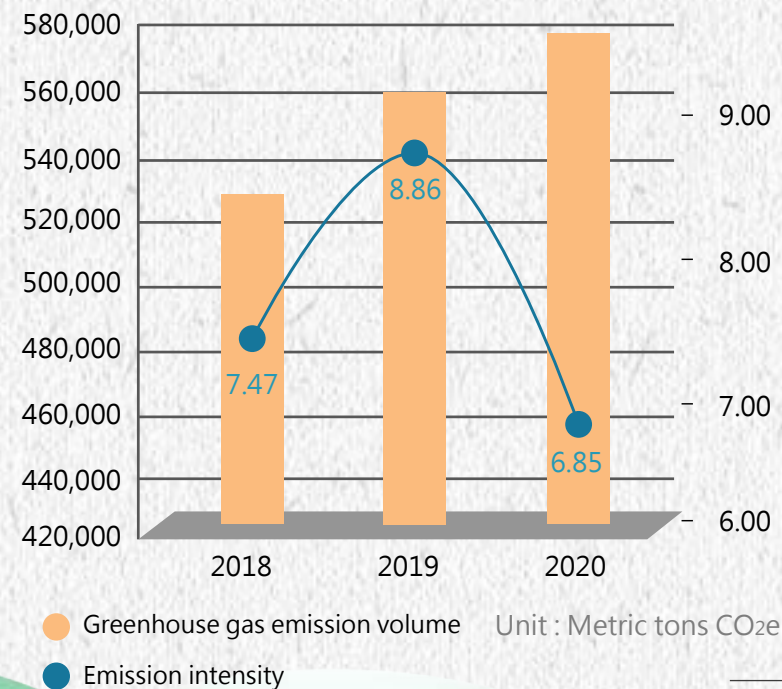
QRDC have complied with the Regulations for Energy Saving Objectives and Implementation Plan for Energy Users published by the Ministry of Economic Affairs (MOEA) according to the Energy Administration Act. Overall, annual energy savings of 1% or more have been achieved. As well as the autonomous regulations on developing Taoyuan City as a low-carbon-emission and green city, the site utilized more than ten percent of contract volume in solar power, wind power or other means of green energy and energy conservation equipment as its target.

Sites in China have complied with the following regulations and policy prescriptions: the Energy Conservation Law of the People's Republic of China, China's Policies and Actions for Addressing Climate Change, the Working Plan for Greenhouse Gas Emissions Control of the 12th Five-Year Plan, and the Energy-Saving and Carbon-Reduction Measures of the 12th Five-Year Plan. We have proactively responded to evolving government policies by gradually promoting energy-conservation projects and replacing old equipment with energy-saving facilities.

Greenhouse gas emission statistics of Category 1 & Category 2 during 2018-2020



Greenhouse gas Emission intensity during 2018-2020



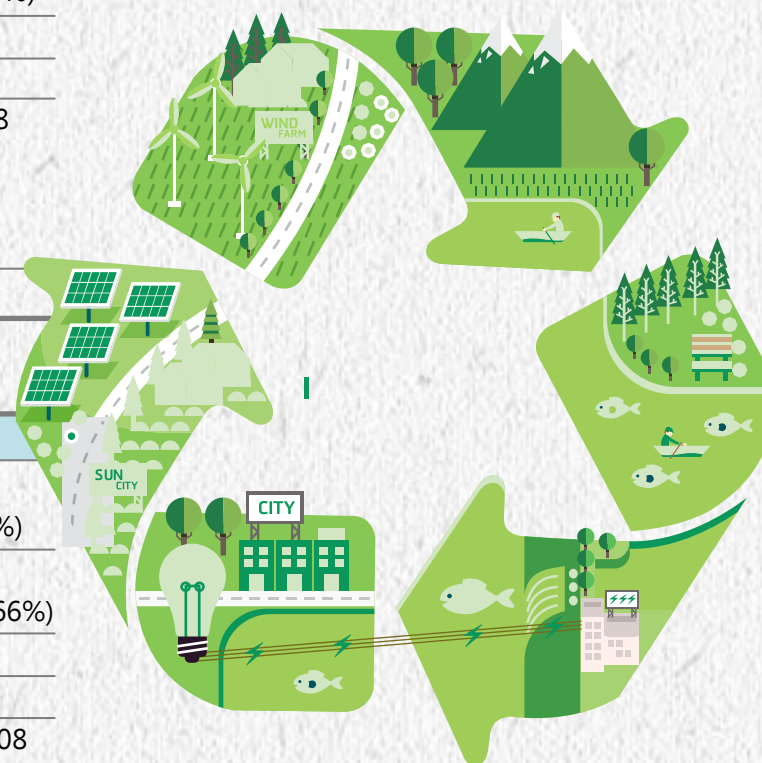


### Greenhouse gas emission statistics of Taiwan site

Year	2018	2019	2020
Greenhouse gas emission - Category 1 (Tons of CO <sub>2</sub> e)/ Ratio (%)	428/(1.98%)	531/(1.54%)	748(1.70%)
Greenhouse gas emission - Category 2 (Tons of CO <sub>2</sub> e)/ Ratio (%)	21,233/(98.02%)	33,966/(98.46%)	43,240/(98.30%)
Tons of CO <sub>2</sub> e	21,661	34,497	43,988
Emission intensity	2.96	3.92	4.60
Greenhouse gas emission volume by type	CO <sub>2</sub> :21,416.55 CH <sub>4</sub> :113.60 N <sub>2</sub> O:0.18 HFCs:130.89	CO <sub>2</sub> :34,166.30 CH <sub>4</sub> :193.30 N <sub>2</sub> O:0.24 HFCs:137.66	CO <sub>2</sub> :43,432.08 CH <sub>4</sub> :262.34 N <sub>2</sub> O:0.21 HFCs:293.61
CO <sub>2</sub> emission volume produced by biomass burning	0	0	0

### Greenhouse gas emission statistics of QSMC

Year	2018	2019	2020
Greenhouse gas emission - Category 1 (Tons of CO <sub>2</sub> e)/ Ratio (%)	13,840/(4.19%)	14,570/(4.24%)	14,436/(4.34%)
Greenhouse gas emission - Category 2 (Tons of CO <sub>2</sub> e)/ Ratio (%)	316,521/(95.81%)	328,786/(95.76%)	318,225/(95.66%)
Tons of CO <sub>2</sub> e	330,361	343,356	332,661
Emission intensity	8.60	12.37	8.09
Greenhouse gas emission volume by type	CO <sub>2</sub> :325,923.76 CH <sub>4</sub> :1,568.80 N <sub>2</sub> O:19.13 HFCs:2,755.02 PFCs:94.68	CO <sub>2</sub> :338,153.04 CH <sub>4</sub> :1,372.33 N <sub>2</sub> O:18.48 HFCs:3,647.48 PFCs:137.90	CO <sub>2</sub> :326,970.08 CH <sub>4</sub> :1,252.06 N <sub>2</sub> O:20.61 HFCs:4,714.59 PFCs:4.08
CO <sub>2</sub> emission volume produced by biomass burning	0	0	0



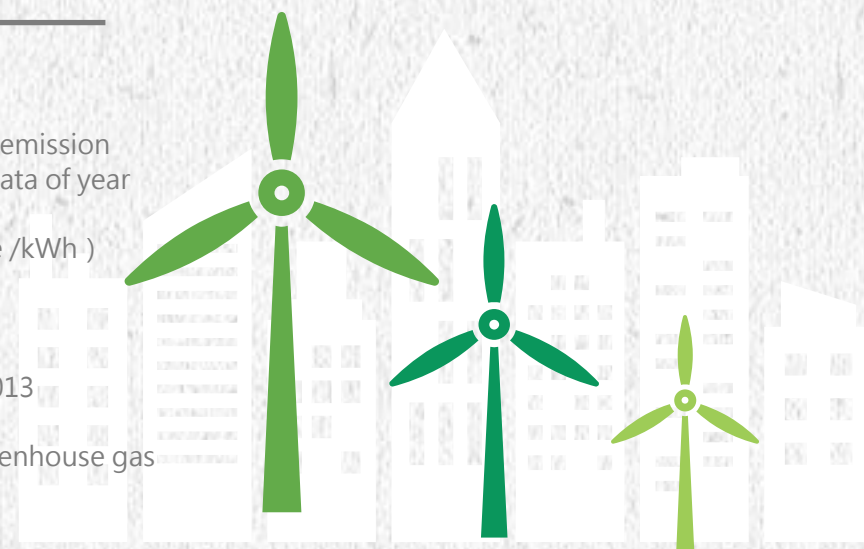


## Greenhouse gas emission statistics of QCMC

Year	2018	2019	2020
Greenhouse gas emission - Category 1 (Tons of CO <sub>2</sub> e)/ Ratio (%)	12,821/(7.25%)	11,251/(6.15%)	12,491/(6.33%)
Greenhouse gas emission - Category 2 (Tons of CO <sub>2</sub> e)/ Ratio (%)	164,018/(92.75%)	171,705/(92.63%)	184,741/(93.67%)
Tons of CO <sub>2</sub> e	176,839	182,956	197,232
Emission intensity	7.06	6.85	5.97
Greenhouse gas emission volume by type	CO <sub>2</sub> :169,626.67 CH <sub>4</sub> : 4,359.92 N <sub>2</sub> O: 117.92 HFCs: 2,728.76 SF <sub>6</sub> :5.87	CO <sub>2</sub> :177,084.87 CH <sub>4</sub> :2,081.01 N <sub>2</sub> O: 59.15 HFCs: 3,724.83 SF <sub>6</sub> :5.88	CO <sub>2</sub> :190,299.47 CH <sub>4</sub> :2,568.08 N <sub>2</sub> O: 57.55 HFCs:4,300.86 SF <sub>6</sub> :5.88
CO <sub>2</sub> emission volume produced by biomass burning	0	0	0

### Note:

- The greenhouse gas emission is calculated based on the operational control method
- Sources where the purchased power emission coefficient derived from: (Due to the fact that the emission coefficient of year 2020 is not published, Taiwan factory's data of year 2019 and China factory's data of year 2019 were used in the report.)
  - Taiwan factory: Bureau of Energy' s 2019 power purchase emission coefficient ( 0.509Kg CO<sub>2</sub>e /kWh )
  - China factory: 2019 Baseline Emission Factors for Regional Power Grids in China
    - QSMC : emission coefficient for Huadong region (0.7921Kg CO<sub>2</sub>e /kWh)
    - QCMC : emission coefficient for Huazhong region (0.8587Kg CO<sub>2</sub>e /kWh)
- The greenhouse gas emission GWP is derived from: IPCC's 5th assessment report published in 2013
- Emission intensity per capita
- With the exception of QC2 and QAT, all other plants in Taiwan and Mainland have completed greenhouse gas survey for 2020 and had results certified by third parties according to ISO 14064-1:2018.





Fuels used by Quanta included non-renewables, such as petroleum and diesel for company vehicles, natural gas for boilers, liquid petroleum gas (LPG) for staff canteen, diesel for emergency generators, and externally purchased power. All data were based on the 2020 greenhouse gas inventory checks at each site. Heat value data was based on the list of per unit heat value of energy products provided in the 2015 Bureau of Energy Manual. The following describes the calculations:

$$\text{Energy consumed} = \text{Energy used} \times \text{heat value} \times \text{energy unit conversion}$$

### Categories of energy consumption

Event types			QRDC&QTMC			QSMC			QCMC			QMB
			2018	2019	2020	2018	2019	2020	2018	2019	2020	2020
Fuel	Diesel	Kiloliter(KL)	2.08	0.44	0.50	82.19	94.06	75.94	2.40	7.61	8.23	-
		Gigajoule(GJ)	73.16	15.48	17.59	2,890.69	3,308.17	2,670.87	84.41	267.61	289.28	-
	Petroleum	Kiloliter(KL)	1.33	1.65	1.51	175.82	164.257	207.99	105.96	155.088	91.12	-
		Gigajoule(GJ)	43.44	53.89	49.31	5,742.04	5,364.40	6,792.66	3,460.51	5,064.96	2,975.72	-
	Natural gas	Cubic meter (M <sup>3</sup> )		-	-	4,067,728.59	4,048,971.15	4,325,264.00	2,412,200	2,288,100	2,433,763	-
		Gigajoule(GJ)		-	-	136,252.64	135,624.34	144,879.04	80,799.05	76,642.20	81,521.33	-
	LPG	ton	53.93	60.02	57.52		-	-			-	-
Gigajoule(GJ)		2,675.81	2,977.98	2,853.94		-	-			-	-	
Electricity	Power consumed	Megawatt hours (MWh)	38,326.50	63,727.13	84,952.09	387,600.88	408,633.04	404,830.31	189,294.33	199,184.83	225,836.59	17,131.33
		Gigajoule(GJ)	137,975.39	229,417.69	305,827.52	1,395,363.17	1,471,078.95	1,457,389.12	681,459.59	717,065.38	813,011.72	61,672.79
Total energy consumption		Gigajoule(GJ)	140,768	232,465	308,748	1,540,249	1,615,376	1,611,732	765,804	799,040	897,798	61,673





## **Green Supply**

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# Green Supply Chain Management

## General Background of the Supply Chain

Quanta is an electronics product R&D and manufacturer that designs or assembles final products according to our clients' requirements and ship the products to an area designated by the client for sale.

Main supply chain are electronic or mechanical components suppliers, offering main products including electronics products such as notebook computers, servers etc., majority of the supply chain consists of worldwide suppliers with advantages in this type of products. The materials supply chain consists of more than 2,000 firms throughout Taiwan, US, Japan, Korea, China and Europe. Supplier categories include original manufacturers, authorized distributors, dealers etc. The characteristics of the supply chain are capital intensive, technology intensive and labor intensive etc.

Supply chain strategy is mainly based on its competitiveness, including price, R&D capability, manufacturing capability, quality advantage, shipping process management, on-site service etc. Within the duration of the report, changes in supplier relationships are part of normal operations strategy, and there are no major, unique transformations.

## Supply chain management strategies and objectives

### Management strategies and objectives

For business transactions, Quanta checks records to see if suppliers have violated any environmental or social regulations. Contractual terms allow for Quanta to terminate the contract if it is found that the supplier has violated policies that resulted in a significant negative impact on the environment or social community.

### Early warning policies and practices

Quanta has a composite supply chain in place, whereby we can conduct unannounced on-site audits, or promptly initiate an audit of a supplier if major work-related or environmental incidents occur in certain areas or industries.

## Supplier Management Criterion

### Selection of Green Suppliers

Suppliers are important business partners of Quanta, and their compliance with regulations pertaining to the environment, labor practices, human rights, and social impact aspects directly and indirectly affects our business stability, product quality, on-time delivery capability, and business reputation. This is why Quanta has put in place stringent supplier management standards so as to select, audit, and manage our suppliers. New candidate suppliers' selection, the environment, ethics and green product management are indispensable items.



## Categories of qualifications for ratifying candidate suppliers

	SECTION	Self Actual %	Quanta Actual %
A. Generic Quality System (GQS)	1. Quality System	NA	NA
	2. Customer Requirement Review	NA	NA
	3. Design Control	NA	NA
	4. Document Control	NA	NA
	5. Sub-Supplier Quality Mgmt.	NA	NA
	6. Inspection & Testing	NA	NA
	7. Calibration	NA	NA
	8. Nonconforming Product Control	NA	NA
	9. Quality Matrices	NA	NA
	10. Environmental and Ethics	NA	NA
	Average (%)	0.0%	0.0%
B. PC	11. Process Control	0.0%	0.0%
C. GPM	12. Green Product Management	0.0%	0.0%
D. APM	13. Automotive Product Management	0.0%	0.0%
<b>Criteria:</b>			
Qualified		GQS ≥ 70, and GPM ≥ 85 & PC ≥ 75	
Conditional Qualified		60 ≤ GQS < 70, and GPM ≥ 85 & PC ≥ 75	
Unacceptable		GQS < 60 or GPM < 85 or PC < 75 or Section Score < 60	
<b>Automotive Product Management Criteria:</b>			
Qualified		GQS ≥ 70, and GPM ≥ 85 & PC ≥ 75, and APM ≥ 80	
Conditional Qualified		60 ≤ GQS < 70, and GPM ≥ 85 & PC ≥ 75, and 60 ≤ APM ≤ 80	
Unacceptable		GQS < 60 or GPM < 85 or PC < 75 or ARM < 60 or Section Score < 60	



Note: To modify our supplier qualification criteria timely, Quanta always paying close attention to the progress of related laws and regulations.

## Suppliers recognized standards

Criteria:	
Qualified	GQS ≥ 70, and GPM ≥ 85 & PC ≥ 75
Conditional Qualified	60 ≤ GQS < 70, and GPM ≥ 85 & PC ≥ 75
Unacceptable	GQS < 60 or GPM < 85 or PC < 75 or Section Score < 60
Automotive Product Management Criteria:	
Qualified	GQS ≥ 70, and GPM ≥ 85 & PC ≥ 75, and APM ≥ 80
Conditional Qualified	60 ≤ GQS < 70, and GPM ≥ 85 & PC ≥ 75, and 60 ≤ APM ≤ 80
Unacceptable	GQS < 60 or GPM < 85 or PC < 75 or ARM < 60 or Section Score < 60



Note: GQS=Generic Quality System; PC=Process Control; GPM=Green Product Management The standard is adjusted in accordance with customers' demands and changes of laws and regulations. Standards recognized in 2020 are similar to those in 2014. New quality audit items and acceptance criteria for automotive products were added.





## Assessments and impact

The assessment results can be communicated via audit review and two-way participation etc. Once SCAR (Supplier Corrective Action Request) is issued after the audit report, the supplier must respond with relevant improvement plans and achievements before the deadline. If longer time frame is required due to amendments in regulations or equipment purchase, the case can be discussed separately. If the supplier fails to take action within the stipulated time, actions such as rejection or termination of contract will be taken. Our procurement system prevents us from placing orders with suppliers who fail to qualify for the recognized standards reviews. Assessments show that there is no high-risk suppliers of engaging child labor or minimum age labor in dangerous work at high-risk suppliers, nor is there high-risk supplier of forced or compulsory labor. Suppliers found violating labor practices, human rights and ethics in the audit and failing to make corrections by a time limit will be rejected and disqualified for being a quality vendor of Quanta.

## Number of on-site audits for new suppliers

Quanta performs onsite audits on general new suppliers with environmental, labor, human rights, and ethics, and social impact indicators and surveys them with the two-way participatory survey as used on other suppliers. By the end of 2020, Quanta completed the onsite audit and two-way participatory survey on all new suppliers. In addition, all suppliers audited onsite in 2020 complied with the "Supplier Management Standard" , with a compliance rate of 100%.

## Supplier annual CSR RBA audit

Quanta is an official Responsible Business Alliance (RBA) member. Comply with the resolutions of Quanta Corporate Governance and Business of Ethics Committee to perform the supplier annual CSR audit. The following describes the standards adopted and the overall status of supplier audits:

### Contents assessed and standards

- RBA Validated Audit Process Operations Manual 6.0.1 (Rev.3)
- Statutory regulations

### Overall observations

#### Labor & Ethics

- For ethical standards, most suppliers demonstrated compliance with the standards and requirements.
- For labor and human rights, requests for systematic improvements to management have been made for issues such as overtime work, underaged labor management, breastfeeding female personnel's working hour management, establishment the content and management of labor contracts, and availability of a religious venue management policy, reasonableness of salary deductions, insufficient paid leave, and discriminatory practices.

#### Health & Safety Environmental

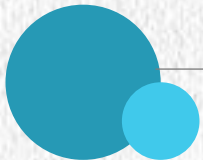
- Environmentally, most suppliers comply the standards.
- In OHS, systematic management is required for the emergency response plan, dangerous chemicals management, fire equipment check, use of personal protective equipment at special stations, safety labeling defects, and drinking water testing.

#### Management System

- For management systems, the review showed that suppliers have largely complied with the relevant standards and requirements.

Overall, there is no report of serious violation of the CSR Code of Conduct as revealed in the 2020 Supplier Audit results. There is also no report of the phenomenon and risk of the use of child labor or forced labor in suppliers.





## 2020 Quanta Green Standards Conference-helping suppliers benefit from co-prosperity

As usual, Quanta hosts 4 green material regulation seminars in Taiwan, Shanghai, and Chongqing every year. However, the seminars were canceled in 2020 due to COVID-19.

# 2018

No. of registrations		Attendance		Attendance rate (%)	
Quanta-Taiwan	384	Quanta-Taiwan	321	Quanta-Taiwan	83.59%
Quanta- Shanghai A	109	Quanta- Shanghai A	87	Quanta- Shanghai A	79.82%
Quanta- Shanghai B	460	Quanta- Shanghai B	366	Quanta- Shanghai B	79.57%
Quanta-Chongqing	320	Quanta-Chongqing	273	Quanta-Chongqing	85.31%
total	1,273	total	1,047	total	82.07%

# 2019

No. of registrations		Attendance		Attendance rate (%)	
Quanta-Taiwan	414	Quanta-Taiwan	350	Quanta-Taiwan	84.54%
Quanta- Shanghai A	87	Quanta- Shanghai A	67	Quanta- Shanghai A	77.01%
Quanta- Shanghai B	600	Quanta- Shanghai B	422	Quanta- Shanghai B	70.33%
Quanta-Chongqing	377	Quanta-Chongqing	339	Quanta-Chongqing	89.92%
total	1,479	total	1,178	total	80.43%

# 2020

No. of registrations		Attendance		Attendance rate (%)	
Cancelled due to COVID-19		Cancelled due to COVID-19		Cancelled due to COVID-19	



# Responsible minerals due diligence and management

## Summary of global trends and customer requirements

Non-governmental military forces and armed groups have seized control of gold (Au), tantalum (Ta), tungsten (W), tin (Sn), and cobalt (Co) mineral resources in the Democratic Republic of the Congo and 9 other neighboring countries. This has negatively affected local social, environmental, and human rights issues. In response, international laws, legislative directives, and brand customers are implementing increasingly stringent requirements for investigating the sources of conflict minerals, as well as declarations for smelters and refiners. These requirements were set up to ask suppliers to complete 100% of the investigations, and 100% of declared smelters shall obtain audit certifications including Responsible Minerals Initiative (RMI) (formerly known as Conflict-Free Sourcing Initiative) and The London Bullion Market Association (LBMA). As part of the global trend, RMI and customers have made specific due diligence and risk management requirements on cobalt (Co) throughout the supply chain, and the Company plans to have 100% cobalt smelters certified in 2021.

## Quanta's position on responsible minerals procurement

Quanta continues to adopt responsible minerals procurement policy to support the OECD's mineral due diligence guidance and RMI's policies and practices regarding conflict minerals. In addition, the Company has adopted the Conflict Minerals Reporting Template and management tools published by RMI to investigate if its suppliers have implemented the aforementioned policies.

## Summary of Quanta's due diligence investigations in 2020

### 1. Preparations

The Company works with an extensive number of suppliers and has undertaken a number of measures in the preparation stage to ensure more efficient investigation of conflict minerals; these measures include: identifying and verifying supplier's correspondent for the due diligence investigation and person in charge of procurement.

### 2. Investigation stage

The CAMP system sends URL for due diligence questionnaire to suppliers and notifies the person in charge of procurement to follow up on investigation in a more efficient manner. Suppliers are required to disclose information using the latest CMRT published on the RMI website. Quanta Group has dedicated department in place to review suppliers' responses in a timely manner and to engage them in ongoing communication, thereby achieve risk control and satisfy customers' requirements. Survey results are kept on the CAMP system for at least 5 years.

Systems Page Instruction Update:

### 3. Consolidation and reporting stage

The Company uses internal resources to verify suppliers' due diligence response, and reports survey outcomes depending on the needs of different customers.

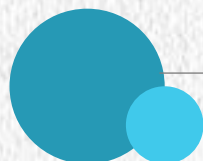
Not only did the Company complete the due diligence investigation for the year, but we also upgraded the management system by upgrading the original conflict minerals questionnaire system to a responsible minerals report and management system. This is to ensure ongoing and more effective exchange of relevant information with our suppliers. This level of open communication allows timely support and guidance to suppliers for more comprehensive and robust risk control.

## Supplier report analysis and reports

The responsible minerals report and management system will analyze the due diligence report submitted by the suppliers and generate a master report that includes the suppliers' overall responses and due diligence information disclosed. After the Company's units responsible for these tasks analyzed and improved the potential problems, they will compile the data and provide CMRT due diligence investigation reports based on the needs of clients.

Quanta will strive to enhance the responsible mineral reporting system on an ongoing basis! We are committed to solving social, environmental, and human rights issues to fulfill our obligations as a member of the supply chain!





Please login to Submit Responsible Minerals reports

check [SOP](#) for operations

User ID

Email

Login

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**廣達供應商負責任礦物採購符合性聲明**

作為廣達電腦及其附屬公司（下稱「廣達」）的供應商，本公司謹代表本公司及附屬子公司（下稱「供應商」）出具此聲明，以確認將符合廣達負責任礦物採購政策要求。

**Conflict Minerals Reporting Template (CMRT)**

供應商應於三  
**1. 廣達負責任**  
 廣達電腦負責任礦物採購政策，並支持（OECD礦物due diligence指南）與RMI在衝突金屬（黃金（Au）、錫（Sn）、鈦（Ti）、鎢（W）、鎢（Ta）、鎢（W）、鎢（Ta）、鎢（W））上的無縫跟做法。如您知道，負責任礦物計劃（RMI）採用「衝突礦物報告範本（CMRT）」，用於定義一個組織公司的負責任礦物採購策略與供應鏈中的金屬來源跟蹤情況。該範本「過去數十年以來都是多個行業為標準的、通用的工具。廣達電腦未來仍將利用之對供應商調查。一如既往，此處供應商是指：所供應的物料用於廣達產品中的供應商，而其他的，如倉庫、設備等供應商不在調查範圍。

對於這項工作Quanta的要求是：  
 1. 供應商須於範本內容，涵蓋、登錄、報告其供應礦物材料所涉及的任何供應商資訊。請特別注意的是，某些供應商可能擁有多個 vendor code，這些供應商所提交的部份CMRT須涵蓋其屬下所有 Vendor code。  
 2. 供應商報告中所提交的立場必須是「符合（Compliant）」，其網址為：  
 RMI: <http://www.responsiblemineralsinitiative.org/>  
 LBMA: <http://www.lbma.org.uk/good-delivery-list>  
 3. 新收到通知的供應商須於5個工作日提交衝突金屬報告。已提交的供應商，若之前報告不符合要求或現在實際已變化，請維持保持更新，且每年至少更新一次。

**Conflict Minerals Reporting Template (CMRT) to be Provided/Updated**

Dear Valuable Supplier,

Quanta upholds responsible minerals sourcing policy, and in particular OECD due diligence guidance for minerals and Responsible Minerals Initiative (RMI) common strategy & approach for conflict minerals (they are Gold(Au), Tin(Sn), Tantalum(Ta), Tungsten(W), short as "3TG"). As you may know, RMI maintains "conflict minerals reporting template (CMRT)", which targets an organization's responsible mineral sourcing strategy and smelters/refiners in its supply chain. The "template" has been standard and common tool in a variety of industries in the past years. Quanta Computer will continue to do survey with it on its suppliers in the future. Again here, "supplier" means a company who supplies Quanta with a part/material that is used in Quanta's products (but service provider or equipment provider are not included).

Quanta requirements:  
 • Supplier will survey, consolidate and report all its sub-suppliers, who contribute any materials or parts to its merchandises that are supplied to Quanta. Especially, those Suppliers (or also called as "Vendor") who have more than one vendor code, shall submit one CMRT that covers all its vendor codes.  
 • All the smelters/refiners reported by a supplier in the CMRT are marked as "Compliant" in RMI or LBMA.  
 RMI: <http://www.responsiblemineralsinitiative.org/>  
 LBMA: <http://www.lbma.org.uk/good-delivery-list>





# Green Quality Management

## International trends and customer requirements Overview

Quanta Computers is the global leader in ODM/OEM industry for its R&D, design, manufacture and service capabilities. The Company has built its reputation and leadership in the technology industry through its outstanding R&D capabilities and sophisticated manufacturing services. Quanta is responsible for the research and development, certification, and manufacturing processes of the product life cycle. With regards to product health and safety concerns, we have adopted the following systems-based approach for managing these issues.

Quanta conducts health and safety impact assessment in each phase of life cycle on all its products and services to efficiently keep a close eye on the health and safety impact in each phase of life cycle of products and services.

Product life cycle stages	Assessment required?
Development of product concept	Yes
Research and development	Yes
Certification	Yes
Manufacturing and production	Yes
Marketing and promotion	Quanta is an ODM / OEM and professional R&D and design manufacturer. Assessment for subsequent phases would therefore not apply.
Storage distribution and supply	
Use and service	
Disposal, reuse, or recycling	

## Green Product Management System(GP Management System)

Recently, many stakeholders have highlighted the importance of green products development, especially due to the implications of the compliance with laws and regulations. Quanta regards "Fulfill green enterprise" as one of its quality policies. To embed the concept of the green enterprise deeply in Quanta's green product management system, customers' demands of green products shall be satisfied and the international regulations shall be met. Quanta continually contributes its share to the environmental protection and social responsibility.

In accordance with the standards announced by the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC), Quanta implemented the green product management, based on the fundamental structure of the ISO 9001 quality management system. Quanta also obtained the certificate of IECQ QC 080000 management system. We have therefore established a Green Product Management Committee and a systematic management approach in accordance with the requirements of QC 080000. With the management structure, the green product management process is linked to the areas of research and development, procurement, manufacture and customer services. All products developed within the company (including computer peripherals, communication networks, multimedia, automotive electronics, medical equipment and other relevant products) meet the requirement of hazardous material free.

- During the product's research and development period, suppliers shall update third-party material test reports on Quanta Environment System website and declare prohibited and restricted substances to make material procurement process meet the requirements of green product control.
- Risk assessment shall be performed on ancillary materials used in the manufacturing process. Suppliers of controlled ancillary materials to submit a material composition declaration (MCD) to ensure compliance.
- In terms of product control, Quanta uses proprietary laboratory to test the quality of purchased materials and shipped goods.

Quanta conducts annual internal audit and management review to verify effectiveness of the above activities. Processes are certified by third parties to ensure that all produced goods conform with environmental protection laws worldwide and customers' green product requirements.



## Product safety regulations

Required safety tests prescribed in the International Electrotechnical Commission regulations (IEC62368-1) were conducted on Quanta' s products. All were found to be compliant with the requirements of these safety regulations. Certification from certifying bodies were obtained as proof.

## User safety

Quanta' s safety regulation laboratory complies with the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC) ' s standards and our clients' demands to conduct product safety certification by applying standardized techniques. This is to effectively ensure Quanta' s product quality and the users' safety. This is mainly to prevent injuries caused by 7 major types of dangers including:

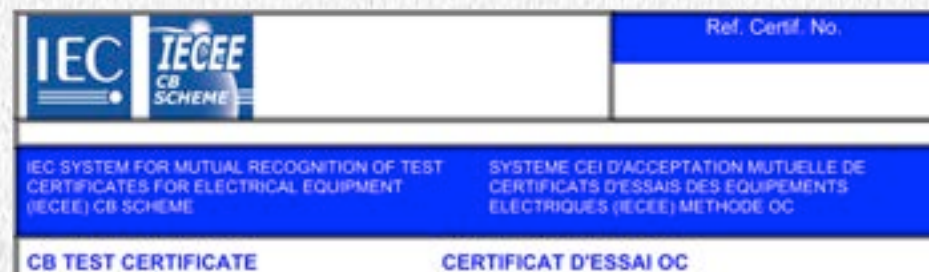
- Electric shock: Sometimes referred to as electrocution, this is a danger caused by excessive voltage or current;
- Energy: High energy causes products to overheat and catch on fire, particularly unexpected electric arcs created by loose contacts;
- Fire: Any electronic product with poor design such as excessive energy or lithium-ion batteries can easily catch on fire;
- Heat: Product overheating not only causes burn injuries but also product fires;
- Chemicals: Battery electrolyte leakage or accidental ingestion by children often cause danger;
- Mechanicals: Products that have sharp edges or oversized products that topple over easily due to a loss of balance;
- Radiation: Products with powerful laser or LED can cause damage to people' s eyes;

Regular exchanges between safety regulation personnel and various international certification institutions allow laboratories to support one another in terms of certification, allowing the identification and verification of the 7 major dangers during the product development stage, thereby increasing their effectiveness and cycle time.

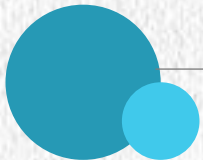
## Green Product Laboratory (GP Lab)

To achieve effective management, Quanta established GP laboratories in QTMC, QSMC, QCMC, and QMB respectively. The detection methods are based on the IEC 62321 and the international testing standards. Tests and inspections on materials, parts, sub-materials, and finished products are performed to detect hazardous materials, including lead (Pb), cadmium (Cd), mercury (Hg), hexavalent chromium (Cr6+), polybrominated biphenyls (PBBs), poly brominated diphenyl ethers (PBDEs), chlorine (Cl), bromine (Br) and phthalate ester according to the laws and regulations as well as customers' requirements. Meanwhile, Quanta proactively introduced 2 quick screening equipment (PY-GC-MS) in response to RoHS regulations on phthalate in 2018 to ensure quick verification of material compliance.

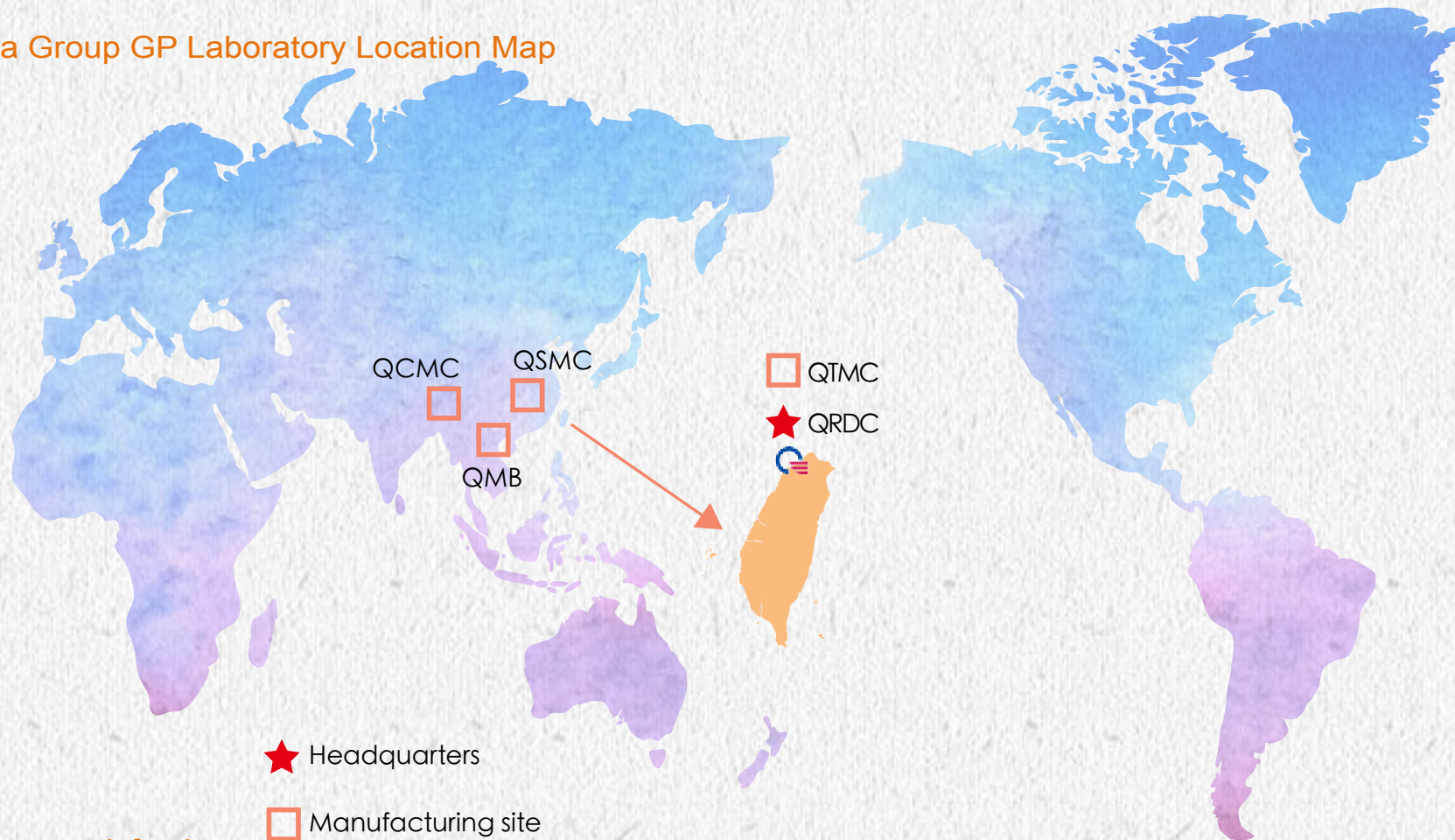
In terms of laboratory management, the QSMC laboratory passed the laboratory accreditation standards (CNAS-CL01)(equivalent to ISO 17025) issued by the China National Accreditation Service (CNAS) and obtained the accreditation certificate for chemical laboratory. GP Laboratories in QTMC, QCMC, and QMB was established in 2010, 2011, and 2020, respectively, equipped with XRF and chemical detection equipment. Furthermore, a quick communication workflow with the laboratory in QSMC was established, where materials tested in the laboratories in QTMC, QCMC, and QMB that require further verification can be delivered quickly and timeously to the laboratory in QSMC, which is equipped with comprehensive analysis capability, to effectively control the quality of Quanta' s products.







## Quanta Group GP Laboratory Location Map



## Customer satisfaction

Ensure customer satisfaction” has always been a key part of our quality policy. We constantly focus on whether our products and services are capable of fulfilling the customers’ expectations.

In addition to quarterly business reviews (QBR), we also implement customer satisfaction surveys during the fourth quarter of each year. Various business departments issue questionnaires via a Customer Satisfaction Survey System to their corresponding customers. The feedback is then used as the basis for initiating continuous improvements.

According to the 2020 customer satisfaction survey conducted by Quanta Group, which covered quality management and green product control, our customers gave a slightly more favorable overall response compared to 2019. Any aspect requiring improvement and any suggestion raised by customers in the questionnaire are addressed proactively with the underlying causes analyzed and discussed for improvement. At the same time, outcomes of customer satisfaction surveys from various business segments are reviewed as part of the annual management meeting. Survey responses are analyzed using a broad range of indicators to highlight areas of improvement and support decisions such as quality system upgrades and next year’s goals.

Through the above product management processes, no non-compliance with customer health and safety was reported in 2020.





## **Social Participation**

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Charity Club	115



# Social Participation Introduction

Rapid advancements are being made in the field of technology applications. Future social structure requirements should not only be diverse, but also account for aspects of uncertainty as well. Quanta believes that constant investment in social and human capital will provide both short-term and long-term benefits to all stakeholders in Quanta and areas influenced by Quanta.

Quanta has 4 main operational locations throughout Taiwan and China, including Taiwan R&D headquarters and manufacturing city, Shanghai Manufacturing City, Changshu Manufacturing City, Chongqing Manufacturing City, and Thailand Manufacturing City. The aforementioned locations are not within any specific reserved area and there are no documents of community collective bargaining announcements. Quanta's CSR Committee comprises a sub-committee of Social Care Committee, through commercial activities, non-cash property endowments, volunteering service or other charitable professional services to participate in events relating to community development and charities. In Taiwan, related activities are carried out by the Company, Quanta Culture & Education Foundation and Quanta Arts Foundation; in the Mainland, activities are primarily handled by volunteer clubs of the respective plants. The Thailand plant was founded in 2020, hence no relevant organizations have been established yet.

Taiwan serves as the starting point to develop skills among students they can use and go anywhere. Art is used as a medium to create a diverse selection of learning platforms. With the hope of inspiring creativity, we also promote social connection and exchange with Mainland China and Southeast Asia as well. Factories also place focus on environmental conservation, social support for the elderly, as well as special education requirements, knowledge seminars, health counseling, and other community exchange projects. Every man and woman residing in these communities could be part of these activities. Quanta also celebrated several festivals such as Mother's Day, Father's Day, Double Ninth Festival, and organized various events such as family activities with the goal of improving happiness while promoting health and development. Quanta's operational locations are all 75% committed to local community participation, benefit assessments, and development projects.

## Benefit assessments, and development projects

Organization		Invested Fund (Unit: NT \$ 10,000)			No. of Participants(persons)Other Resources			Invested (materials, equipment, venues etc.
		2018	2019	2020	2018	2019	2020	
Quanta Culture & Education Foundation		Approx 5,204	Approx 4,460	Approx 4,438	Approx 1,125,000	Approx 1,734,000	Approx 5,15,500	Exhibits, guidebooks, learning objects, programming education toolkits, and tablets.
Quanta Arts Foundation		Approx 5,347	Approx 4,154	Approx 4,185	Approx 131,050	Approx 100,000	Approx 100,000	Quanta Hall Chiayi Performing Arts Center Hsinchu Performing Arts Center National Kaohsiung Center for the Arts (Weiwuying) Playhouse Rainbow Hymn Culture & Creativity Tainan Xinying Cultural Center TCCC Taiwan Culture & Creative Center Huashan 1914 Creative Park
Charity Club	QSMC	Approx 115.4	70.20	10.60	Approx 7,724	5,419	3,058	QSMC donations include sympathy gifts, fruits, and commodities.
	CSMC		6.77	#		194	#	-
	QCMC		10.18	6.84		706	121	QCMC charity labels, donation of children's playground facilities, stationery and paper, quilted slippers for the elderly, food, fruit, and daily necessities.
	QMB	The plant was inaugurated in 2020 and no relevant organizations have been established yet						
	TTL	115.4	87.15	17.44	7,724	6,319	3,179	

# : The plant was disbanded due to operational planning



# Quanta Culture & Education Foundation

## Our Vision

Equal opportunity to explore in culture and technology



## Our Mission

"Education as a foundation," "Art as an essence," "Technology as an instrument," and "Creativity as a principle."

## Our Goal

Facilitator for innovation in education. Bridge of culture across time and space



## Action plan

Art and technology are like the left and right hemispheres of our brain: they coordinate without conflicting each other. Art and technology represent two keys through which a society develops its cultural and technological strength, and the force that turns the keys is "education." An artistic mindset helps bring aesthetics to new technology, making them more easily acceptable and more appealing to general users. Much of what Quanta Culture & Education Foundation does revolves around education and campus; its "Immersed in Creativity" program focuses on "Art as an essence" whereas the "Immersed in Intelligence" program emphasizes on "Technology as an instrument." Only when "art" and "technology" work in complement may our children develop the "soft power" needed to support growth of the nation and mankind.

----- Chairman Barry Lam



## Overview of the 2020 main programs



### Quanta "Immersed in Intelligence" Program

Aimed to arouse interest among elementary school students in programming language, and help them develop the proper computing mindset and logical thinking. In 2020, courses were implemented in 74 schools, 94 teachers were trained and more than 4,000 students had participated.



### Quanta "Education through Gaming" Program

The program brings "Immersed in Creativity" online so that anyone with Internet access is able to learn and approach art without being restricted by form, location or time. The program was launched and has accumulated more than 1.5 million uses to date.



### Quanta "Immersed in Creativity" Program

The program aims to bring art exhibition onto campus and make art accessible to teachers and students. Between 2004 and 2020, schools from 22 counties and cities participated in the program and a total of 2,873 exhibitions were held. In 2020 alone, 260 exhibitions were held across 22 counties and cities, which received a total of 205,313 visits.



### Quanta IIC Awards

A competition aimed at inspiring innovations in the education of aesthetics. It serves as a learning platform where students may exchange views and opinions with the teachers.



### Quanta "Design Learning" Program

By engaging students in the design and planning of exhibition, the program aims to help students develop the ability to think, solve problems and learn independently. The program received participation from 54 junior high/elementary schools across 13 counties/cities in 2020, and trained a total of 100 teachers and 688 students.



### Public affairs

The foundation actively participates in public affairs through multiple approaches such as "Creative DNA Scholarship," volunteer program, sponsorship and subsidy to artistic and cultural groups and institutions, engagement in public policy debate and offering of education-related advices.





## Activation of Quanta "Immersed in Intelligence" Program

### —Connecting with world's education trends

The program aims to "help elementary students develop an interest in programming language and build up the ability to communicate with the world." Through modularized teaching tools and teacher's workshop, the program brings programming language into the classroom and helps students develop understanding toward digital technology, computing and logical thinking through practice.

Quanta "Immersed in Intelligence" program introduces a 3-phase course that even teachers without IT background are able to quickly adopt and apply in classes. These courses have been designed for students to experience programming and application of new technologies, and progressively expand their vision toward smart lifestyle.

The program received participation of more than 4000 students from 74 junior high and elementary schools which located in Miaoli and Chiayi counties/cities in 2020, and 5 teacher's workshops were organized to train 94 instructors. To ensure accomplishment of program goals, the program was divided into two phases: the basic phase that aims to increase popularity of programming education in Taiwan and the advanced phase that aims to inspire innovative teaching through technology. The two phases had progressed simultaneously.



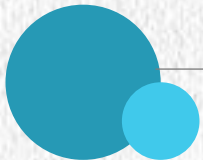
### Inaugural Quanta Immersed in Intelligence creative programming competition

Through the competition and creative process, students can understand digital technology application via a hands-on approach, thereby improving their computing skills and logical thinking ability. The cooperation and exchanges during the competition encourage more schools to implement programming-related courses, in turn fostering a programming-oriented education and learning atmosphere throughout Taiwan.

2020 competition theme - UN' s SDG 15: Life on Land

A total of 710 students and 112 teachers from 98 schools across 22 municipalities participated in the event, resulting in a diverse and exciting array of submissions. Whether in terms of creative presentation, theme interpretation, game presentation, and interface design, the students all garnered positive feedback from the judges. Throughout the process, the students have demonstrated unique thoughts and creativity towards the environmental topic.





## Quanta "Education through Gaming" Program

### —Game-based learning without restrictions

Quanta "Education through Gaming" Program - PaGamO learning platform transcends forms and school walls to engender a brand new art learning model inspired by a strategy game platform that features exhibitions and art aesthetics contents from Quanta's Immersed in Creativity program, allowing art education to transcend the limitations of time and space. In doing so, we can inspire the children's self-learning ability, elevate their aesthetics and artistic cultivation, and let them fall in love with learning through games!

Activated since December 2017, the program has successfully attracted the attention of online players and expanded students' study horizon with its exclusive virtual museum, which inspired a new trend of online art learning across schools in Taiwan. By December 2020 more than 1500,000 attempts had been made to complete the quiz.

Since 2018, we have organized the national aesthetics esports competition "Quanta Art-Sports National Museum Art Esports Competition", which is open to the public. The 3rd national competition in 2020 saw the participation of over 2,500 contestants from different age groups, kicking off a national aesthetics revolution.







## Quanta "Immersed in Creativity" Program

### - Bringing museum to campus

In collaboration with local and overseas museums, the foundation designs educational exhibitions that are suitable for junior high and elementary school students and presents artworks in replica at campus, thereby giving students and teachers easy access to art. Through art observation and study, we hope to bring balance to students' growth and inspire them in ways that would benefit them later on in life.

In 2020, Quanta hosted 20 exhibitions comprising 17 main themes under its "Immersed in Creativity" program in 22 counties and cities nationwide. These exhibitions were divided into three main series: Eastern Culture, Western Arts and Environmental Arts.

#### ◎ **Eastern Culture - 6 exhibitions**

- 01 Max Liu - Forever a Child at Heart
- 02 Sung Dynasty Cultural Exhibition
- 03 A Tide of "Song" Fun - the Song Dynasty that is!
- 04 Huang Gongwang - Dwelling in the Fuchun Mountains
- 05 This is My Hometown: Exploring the Eternal Dialogue Across Generations
- 06 Time Transgressive Innovation - How Qi Bai-shi, Xu Bei-hong, Chang Dai-chien and Zao Wou-ki Became the Classic of Chinese Art

#### ◎ **Western Arts - 7 exhibitions**

- 01 The Dream World by Niki de Saint Phalle
- 02 Touring Exhibition - Millet
- 03 Embracing Van Gogh, Exploring Life's Palette
- 04 The Beauty and Love of Marc Chagall
- 05 An Italian Renaissance Sampler
- 06 Joan Miro's Fantastical Universe
- 07 Baroque - Master of Light and Shadow

#### ◎ **Environmental Arts - 4 exhibitions**

- 01 Singing Insects
- 02 It's Our Future, Make the Save
- 03 Space - A Door to Imagination
- 04 A Visionary Perspective: Beauty in the Micro



In 2020, 260 exhibitions were held in schools across 22 counties and cities, which received a total of 205,313 visits

Municipality	Exhibition	Number of exhibitions
Keelung City	A Visionary Perspective: Beauty in the Micro	6
	Baroque Masters of Light and Shadow	8
Taipei City	Time Transgressive Innovation	4
	Space - A Door to Imagination	6
New Taipei City	Millet	5
	The Beauty and Love of Marc Chagall	4
	A Visionary Perspective: Beauty in the Micro	6
	Singing Insects	6
Taoyuan City	Max Liu - Forever a Child at Heart	6
	The Beauty and Love of Marc Chagall	10
Hsinchu City	A Visionary Perspective: Beauty in the Micro	
	Embracing Van Gogh, Exploring Life' s Palette	5
	Huang Gongwang - Dwelling in the Fuchun Mountains	7
Hsinchu County	This is My Hometown: Exploring the External	
	Dialogue Across Generations	5
	Max Liu - Forever a Child at Heart	9
Miaoli County	It' s Our Future, Make the Save!	8
	米勒Millet	10
Taichung City	Baroque Masters of Light and Shadow	5
	An Italian Renaissance Sampler	7
	Singing Insects	5
Nantou County	A Tide of "Song" Fun - the Song Dynasty that is!	7
	A Visionary Perspective: Beauty in the Micro	
	Embracing Van Gogh, Exploring Life' s Palette	8
Changhua County	Space - A Door to Imagination	4
	NIKI	8
Yunlin County	Huang Gongwang - Dwelling in the Fuchun Mountains	5
	Joan Miro' s Fantastical Universe	7

Municipality	Exhibition	Number of exhibitions
Chiayi City	It' s Our Future, Make the Save!	4
	Song Dynasty Cultural Exhibition	7
Chiayi County	An Italian Renaissance Sampler	5
	A Visionary Perspective: Beauty in the Micro	
Tainan City	Embracing Van Gogh, Exploring Life' s Palette	8
	The Beauty and Love of Marc Chagall	6
Kaohsiung City	This is My Hometown: Exploring the External	
	Dialogue Across Generations	8
Pingtung County	NIKI	4
	Time Transgressive Innovation	9
Yilan County	Joan Miro' s Fantastical Universe	5
	A Tide of "Song" Fun - the Song Dynasty that is!	7
Hualien County	Singing Insects	5
	The Beauty and Love of Marc Chagall	5
Taitung County	Millet	7
	A Visionary Perspective: Beauty in the Micro	
Kinmen County	Embracing Van Gogh, Exploring Life' s Palette	4
	A Visionary Perspective: Beauty in the Micro	4
Lienchiang County	It' s Our Future, Make the Save!	6
	Baroque Masters of Light and Shadow	1
Penghu County	An Italian Renaissance Sampler	1
	Time Transgressive Innovation	1
	NIKI	2



## Quanta IIC Awards



### —Sharing and commendation of creativity

In an attempt to inspire teachers' creativity and help children develop pro-active learning, creative thinking and verbal skills, Quanta hosts "IIC Awards" and introduces two competitions: "Creative Teaching" and "Distinguished Guide" for artistic inspiration.

Due to COVID-19, pandemic prevention measures were implemented for the competition activities and award ceremony of the 11th Quanta IIC Awards, while the Quanta Overseas Explore Reality Mission rewards were canceled. Instead, cash rewards and online library vouchers were handed out.

## Winners of the 11th Quanta IIC Awards



### Distinguished Guide

The purposes of this competition are to help students develop confidence, communication skills and the ability to share creative ideas, improve students' observation and art appreciation skills, inspire students' curiosity, judgment, problem-solving skills and passion in learning, and enhance students' character and leadership skills in a team environment. This live competition is divided into Elementary Division and Junior High Division, and progresses over three rounds (preliminary, secondary and final) to conclude 6 winning Distinguished Guides.

#### Distinguished Guide winners - Junior High Division

Chinese Taipei School Kuala Lumpur	Li Hsuan-Tse
Keelung's Girls Senior High School	Shih Ya-Chi
Keelung Municipal Ding Nei Junior High School	Chuang Shu-Yu

#### Distinguished Guide winners - Elementary Division

National Nanke International Experimental High School	Chiu Yu-Cheng
Kinmen County Duonian Elementary School	Chen Ting-Yu
Keelung City Zhonghe Elementary School	Huang Ting-En



## Winners of the 11th Quanta IIC Awards



### Creative Teaching Award

This award is intended to recognize teachers who try to incorporate ideas of the "Immersed in Creativity" program into their respective fields of teaching and adopt fun yet insightful course designs in an attempt to inspire children's learning interest and diverse thinking.

**First prize:**

Keelung City Zhongzheng Junior High School

**Award of excellence:**

Kaohsiung City Fushan Elementary School  
Taitung County Xinsheng Elementary School



### Administrative Support Award

Quanta "Immersed in Creativity" program not only recognizes teachers' participation, but also the administration team's support for maximizing the teaching yield. For this reason, an "Administrative Support Award" was created to recognize the administration team's efforts on 5 aspects: knowledge transfer, creative strategy, education through games, arts in education, and resource integration.

Kaohsiung City Fushan Elementary School Principal Li Chin-Shih  
Teacher Chen Li-Hsu  
Teacher Chang Nai-Ching





## Quanta "Design Learning" Program



### —Stimulating hunger for knowledge within students

The purpose of this program is to "redesign education" to incorporate elements such as logical thinking, creative thinking, peer cooperation and action, so that students are able to develop the 4C skills (Critical thinking, Communication, Collaboration and Creativity) over time.

The "Design Learning" program was launched in 2019 in response to the global movement toward AI, and is intended to help students develop a digital mindset on top of their integrated learning for history, culture and arts.

In 2020, we combined art with technology to launch the "New Opportunities for Senior Citizens" mission theme categorized into art (curatorial mission) and technology (digital mission). Furthermore, we encourage schools to incorporate the program into their curriculum for all students or students across different grades. School alliances were formed between 54 elementary schools and junior high schools to cultivate 100 teachers as well as 688 little talents in the field of curating and digital technology.

## Public Outreach



The foundation actively participates in public affairs through multiple approaches such as "Creative DNA Scholarship," volunteer program, sponsorship and subsidy to arts and creativity, engagement with international organizations and schools, participation in public policy debate and offering of education-related advices. Through these actions, the foundation hopes to rally support from a greater number of organizations and individuals, and convey the beauty of arts and culture as well as their potential contributions to the society.





## Quanta Creative DNA Scholarship —Wings for children's dreams

### Quanta Creative DNA Scholarship

Year	Education Level	Creative DNA / persons	TFCF / persons	Number of persons	Grand Total
2012	Primary School	87	27	114	1,368,000
	Secondary School	2	17	19	570,000
2013	Primary School	48	22	70	840,000
	Secondary School	12	11	23	690,000
2014	Primary School	25	23	48	576,000
	Secondary School	6	12	18	540,000
2015	Primary School	41	20	61	732,000
	Secondary School	12	12	24	720,000
2016	Primary School	32	20	52	624,000
	Secondary School	8	12	20	600,000
2017	Primary School	41	10	51	612,000
	Secondary School	12	16	28	840,000
2018	Primary School	33	19	52	624,000
	Secondary School	8	20	28	840,000
2019	Primary School	32	15	47	564,000
	Secondary School	7	14	21	630,000
2020	Primary School	92	15	107	642,000
	Secondary School	18	14	32	480,000
Total				815	12,492,000

Since 2008, Quanta employees have been donating part of their monthly salaries to support underprivileged students with artistic talents, so that their learning is not disrupted by financial distress. Since 2012, the Quanta Creative DNA Scholarship has received recommendations for students with needs from school teachers; furthermore, Quanta collaborated with Taiwan Fund for Children and Families to look after disadvantaged families. In 2020, we assisted 139 students to pursue education by offering scholarships (NT\$12,000 for elementary school and junior high school students, NT\$30,000 for senior high school students). So far, 815 underprivileged students with artistic talents were given more than NT\$12.49 million.

## Actual scholarship beneficiaries



### Ren Ren/Grade 4

I'm Ren Ren, a single-parent child. My mother is an elementary teacher's assistant with a meager and unstable income, but she has always been generous in loving us. I love art very much, especially 3D creations. Thanks to Quanta's scholarship to let me study with peace of mind. I believe that I will do my best to overcome the difficult challenge!



### Xiao You/Grade 10

Tools for studying design are extremely expensive. The scholarship not only allows me to purchase art supplies but also endows me with tremendous confidence and recognition. Thank you Quanta employees for assisting me in my art career.



### Xiao You/Grade 10

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## Collaborative projects of the foundation

Driven by its mission "inspire creativity and explore the world through art," the foundation has been cooperating with art and cultural organizations to support artistic and cultural activities locally and abroad. By integrating and sharing globally accepted, innovative and effective teaching resources with schools in Taiwan, the foundation hopes to bring seeds of art and culture into campus and help children develop aesthetics and global vision that will ultimately contribute to Taiwan's soft power.



The History of Ukiyo-E Opening press conference



Van Gogh Alive Taiwan Opening press conference

## Quanta volunteer program

"Aesthetics is a spiritual ascension that everyone should have a chance to enjoy."

— Barry Lam, Chairman



2020/07 Quanta volunteers giving a tour to residents from Taipei Happy Mount

"Technology on hand, culture at heart."

— Barry Lam, Chairman



2020/11 Quanta volunteers at Rueisiang Primary School Conducting programming education service



2020/10 Quanta volunteers at Gongpu Elementary School Conducting programming education service

## Engagement in public affairs



Quanta Culture & Education Foundation has always been devoted to improving the quality of education in Taiwan, and is a long-time participant of education-related topics. Backed by extensive experience working with academic institutions, the foundation is able to provide government agencies and partnered institutions with practical and constructive advices on the topic of education.



## The mission of QAF

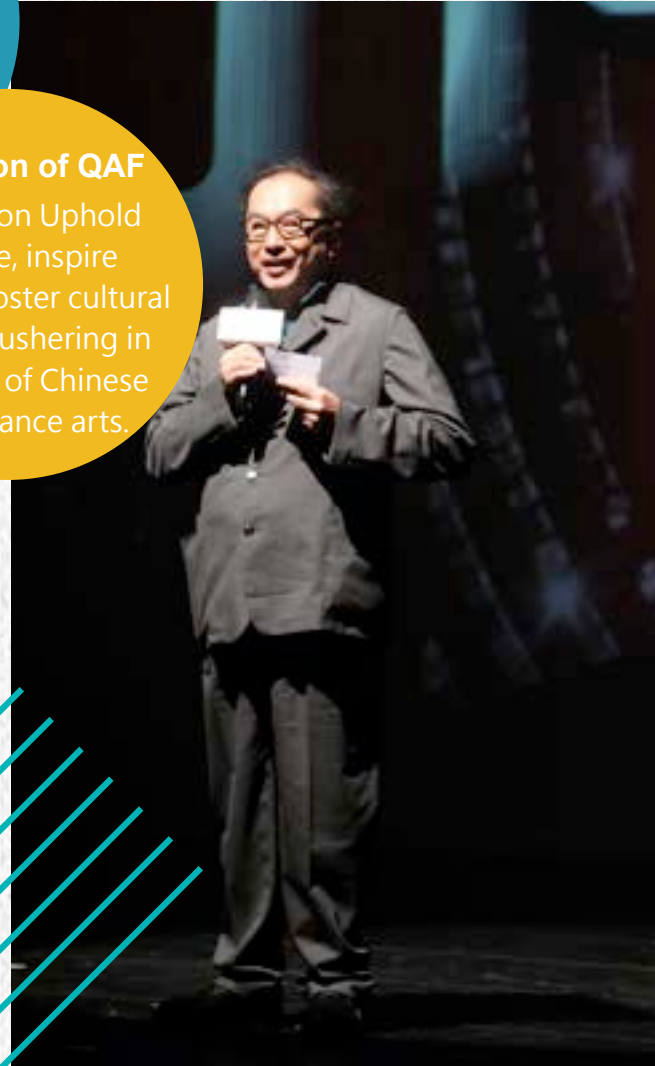
An empowerment hub of original Taiwanese performing arts

## Four core strategies of QAF

Encourage and Promote Creation, technology art, overseas exchange, talent cultivation.

## The vision of QAF

Foundation Uphold heritage, inspire creativity, foster cultural creatives, ushering in a new era of Chinese performance arts.



Foreword: Despite the influence of the pandemic in 2020, QAF organized activities in 4 different stages:

### 1. Lock-down period

In complying with the government's regulations in pandemic prevention, QAF canceled almost all dynamic, group, and performance activities, while the Quanta Hall was also closed to the public. Our employees adapted to the changing circumstances and learned various skills including producing the Fighting the Pandemic with Arts video collection, and the Golden Creative Award 2 event was held live via live streaming along with pandemic prevention lectures, etc.

### 2. Re-Open

The Quanta Hall was reopened in preparation for various routine art festival-related activities at Quanta. The Hsinchu Performing Arts Center, managed by Quanta, was reopened as requested by the Hsinchu City Cultural Affairs Bureau to organize various activities.

### 3. Re-Build

Performance activities were re-started, producing in-house programs such as "The Last Dinner", winner of Silver Award at last year's Golden Creative Award, as well as Quanta Theatre production "A Time to Remember", and Hsinchu Performing Arts Center play workshop, etc.

### 4. Reset

Originally canceled, the QAF 10th anniversary event was held at the Quanta Hall in Q4.



## QAF achievements in 2020 (One) Creative performances:

### 1. Quanta Theatre Production No. 4 - "A Time to Remember"



- 3.0 upgraded version - 2020 itinerant performances
- ▲ 7/4 Chiayi Performing Arts Center
- ▲ 9/4 Hsinchu Performing Arts Center
- ▲ 9/25-9/27 National Kaohsiung Center for the Arts (Weiwuying) Playhouse
- ▲ 12/4 Rainbow Hymn Culture & Creativity



### 2. QAF x Voleur du Feu Theatre "The Last Dinner"

- 2019 1st Performing Arts "Golden Creative Award" Silver Award and Popularity Award
- 2020 Tainan Arts Festival - Debut in Taiwan
- ▲ 11/5 Quanta Hall
- ▲ 11/22 Tainan Xinying Cultural Center



### 3. 2nd Performing Arts Golden Creative Award

- Gold award - Kingkongwave "Moonlight Is Always Shining Down on Us"
- Silver award - Voleur du Feu Theatre "Bang! Bang! My Baby Shot Me Down!"
- Bronze award - House Peace "Apartment Story"
- Honorable mention - Eye-Catching Circus Island Collection "Ghost Island Legends" Part One, The Party Theatre Group "Father and Mother"
- ▲ 1/16~8/17
- ▲ TCCC Taiwan Culture & Creative Center
- ▲ Quanta Hall VIP room
- ▲ Quanta Hall

### 4. Best of Quanta Theatre

- The Gala Musical performance during the C Musical press conference in 2019 consisted of 9 songs from the Quanta Theatre collection including 3 in-house productions (Quanta Theatre No. 1 "Beautiful Mistake", NO.3 "Thinking of You Every Day", and No. 4 "A Time to Remember").
- In 2010, it was upgraded and transformed to produce the 2nd "Performing Arts Golden Creative Award" rehearsal and "QAF 10th Anniversary Performance" opening program.
- ▲ 8/17 Quanta Hall FB, YT
- ▲ 12/18 Quanta Hall





### 5. Sing & Play - Symphonic Taiwan Musical Highlights 2020 - Complementing theater with music in Taiwan

- Classic songs from the last 2 decades of Taiwanese plays were presented in the form of offline and online concerts.
  - Conductor Huang Tung-Han led the Quanta Philharmonic Orchestra to stage the performance. QAF Executive Director Mel Yang, VMTheatre Company Art Director Tseng Hui-Cheng, as well as musicians including Ran Tien-Hao, Chang Hsin-Tzu, and Kao Tien-Heng served as the panelists.
  - Triple Golden Melody Awards recipient Johnny Yin, prince of musicals Berson Wang, avid singer Chairman Chen He-Chia, as well as premier musical performers Chiang I-Jui, Lin Tzu-Yin, Yu Hao-Wei, Chen Ping-Ling, Tamula Chouyouchi, Lai Pei-Ju, Chen Yu-Hsin, and Chang Hung-Cheng all took to the stage to sing.
- ▲ 10/14 Quanta Hall



### 6. 2020 Hsinchu Performing Arts Center management professional service project

- Includes 3 major themes: "Creative exhibition", "talent cultivation", and "audience management".
  - Creative exhibition achievements
    - One performance of the local musical "The Big Chimney Under the Dipper" was attended by 420 persons.
    - Two musical performances:
      - Quanta Theatre "A Time to Remember" was attended by 565 persons.
      - Punctum Drama "One More Dream" was attended by 355 persons.
    - Collaborated with Hsin-Chu Community University to organize 10 musical workshops. The course was attended by 21 students and an audience of 28.
    - Three musical lectures were attended by 103 persons.
    - One educational rehearsal observation was attended by 11 persons.
  - Talent cultivation achievements
    - Twelve talent cultivation classes were attended by 292 persons.
    - Two Inter-venue exchanges were attended by 10 persons.
    - Four remote township classes were attended by 18 persons.
    - Two guided tours were attended by 48 teachers and students from 2 schools (Dahu Elementary School and Jiadong Elementary School).
    - Front-end hourly workers were recruited, trained, and hired. A total of 10 official hourly workers were hired.
  - Audience management achievements
    - Audience management philosophy
    - Hsinchu art, Hsinchu products, Hsinchu fun - Venue marketing strategy
    - Social media management
    - Membership system optimization
- ▲ 5/26~11/30  
▲ Hsinchu Performing Arts Center/International conference room

### 7. 2020 "Cross-strait Young Playwright and Original Script Creation Platform"

- Phase 1: 500-word story call for submission (7/1 - 8/10)
- Phase 2: Script outline writing (8/24 - 9/20)
  - Phase 3: Script writing (10/10 - 12/10)
  - Award ceremony: 110/1/15
- ▲ 7/1~2021/01



## QAF achievements in 2020 (Two) Quanta Hall:



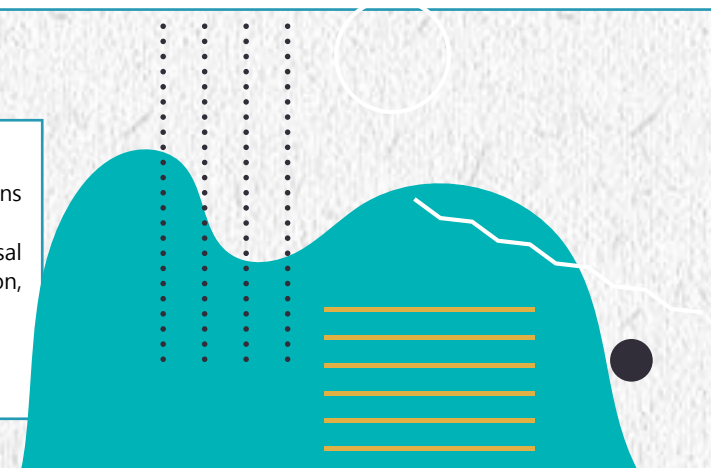
### 1. Performance list

- 17 performances were held over 13 occasions in the Quanta Hall this year to let our employees enjoy an artistic feast after work.
- 9/3 M.O.V.E. Theatre "Wonderful"
- 9/17, 9/19 VMTheatre Company "The Last Night of Beauty Karaoke"
- 10/7 Story Works "The Voice Hunter"
- 10/14 Sing & Play - Symphonic Taiwan Musical Highlights 2020
- 10/17 Longtan Philharmonic Orchestra "A Di Gu and Tuba"
- 10/24 Six Arts Theatre "A Southeast Asian Encounter" and family theater workshop
- 11/5 Voleur du Feu Theatre "The Last Dinner"
- 11/12 Action Corporation "Daughter-in-Law's Kitchen 101"
- 11/26 C MUSICAL "My Shanghai Sweetheart"
- 12/3~4 NTNU GIPA Musical
- 12/16 Julian Moreen Quartet Star Concert
- 12/18 QAF 10th Anniversary Performance
- 12/23~25 Gan Ma Jiang Zhi Creative Studio



### 2. QAF Chorus

- 9/1 A student recruitment lecture was held in Quanyi Hall, 34 persons signed up for the event.
- 9/8 First chorus session was held in Quanta Hall, and group rehearsal is conducted every Tuesday in the same venue to train their diction, singing, and chorus practice.
- ▲ 9/1 Quanyi Hall, 34 persons
- ▲ 9/8-12/29 Quanta Hall, 20 persons





## QAF achievements in 2020 (Three) Talent Cultivation:



### 1. 4th Yisi Shu Academy Technical Talent Training Course

- Applied for the Ministry of Culture's "MOC Subsidies for Businesses Affected by COVID-19" to lower the tuition fee threshold and encourage students to study.
- 17 students participated in 184 hours of systematic training (lighting, stage, sound, visual) over 5 weeks, and 16 students completed the course.
- ▲ 7/27-8/28 Quanta Hall, 17 persons

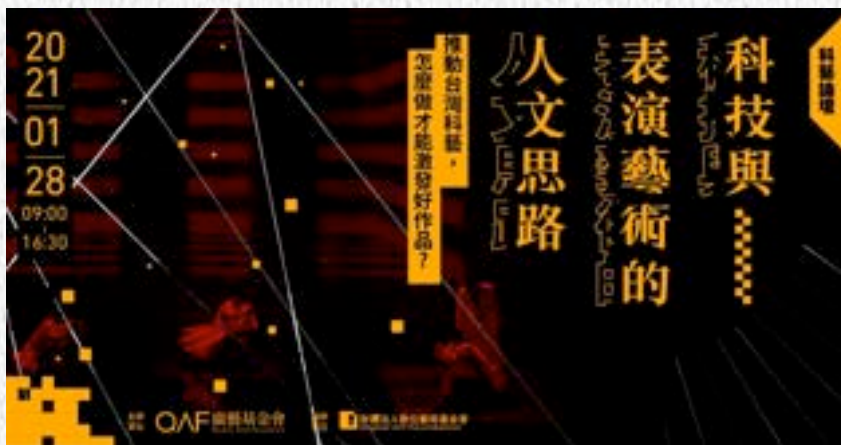


### 2. Yisi Shu Academy's 2020 QLab beginners' course

- QLab is a professional multimedia playback software used for theaters, concerts, and performance activities domestic and abroad. However, no QLab courses have been developed outside of relevant university departments or faculties.
- The 2-day course received plenty of positive feedback, and the students all hoped the Yisi Shu Academy will design more advanced software classes in the future for different groups and categories.
- ▲ 9/8-9/9 Quanta Hall, 19 persons



## QAF achievements in 2020 (Four) Digital Arts:



- The QAF “Technology and Performing Art Cultural Thinking Forum” was held at the Huashan 1914 Creative Park in Taipei on December 27 under the theme of “Technology and Performing Art Cultural Thinking - Promoting Taiwan’s Digital Arts - How to Inspire Great Creations? ”, inviting important digital arts-related figures from the industry, government, and academia to explore how to inspire great digital artworks. At the same time, QAF also announced the brand new “Quanta Digital Performing Arts Awards” in 2021 to foster “digital performing arts” development.
- Speakers invited include Ting Hsiao-Ching, Wang Wen-I, Wang Chun-Chieh, Wang Po-Wei, Chiu Chih-Yung, Lin Yu-Chieh, Yao Li-Chun, Chun Hsiu-Mei, Sun Ping, Huang Wen, Huang Wan-Hua, Huang Wen-Hao, Su Wen-Chi.
- ▲12/27 Quanta Hall
- ▲Co-organizer: Digital Art Foundation



## QAF achievements in 2020 (Five) New Media Art Platform:

●QAF has applied various network technologies to create new ways to read and view performances. Besides managing 2 Facebook pages including the QBO Here We Art and QAF and the Quanta Arts Foundation on YouTube, QAF also designed a new official website interface in 2020 for the convenience of the users. Articles were also written to make the performing arts industry' s voice heard.

●Efforts have been bolstered in terms of video content. Faced with the pandemic, QAF has not stopped our endeavors but instead planned a series of Fighting the Pandemic with Arts videos that have garnered an outstanding click-through rate. During the crucial transition of the Arts Ticket system, QAF also produced videos and wrote articles to explore the impact of the OPENTIX system on future art-viewing behavior. In addition, our musical features also received professional recognition, earning QAF a chance to collaborate with the National Taichung Theater.



●I Can See platform: When the National Theater & Concert Hall developed the OPENTIX AI ticketing system with Quanta Research Institute, it not only provides art enthusiasts with comprehensive information services, QAF is also in the process of planning the I Can See network platform to help the audience find quality plays through "critiques" and "exchanges" . Furthermore, great performances can also be revealed to more people through word of mouth and improve their box office performances.

### ●QBO Here We Art



- ▲ Reach: 69,372 persons/month
- ▲ Post interactions: 7,769 posts/month
- ▲ Videos viewed: 38,700 views/month
- ▲ Number of fans: 47,077
- ▲ Number of followers: 46,867

#### QAF

- ▲ Reach: 12,920 persons/month
- ▲ Post interactions: 1,650 posts/month
- ▲ Videos viewed: 2,685 views/month
- ▲ Number of fans: 10,788
- ▲ Number of followers: 11,108

#### YOUTUBE: Quanta Arts Foundation

- ▲ Number of subscribers: 945





QAF achievements in 2020 (Six) Cross-Strait Exchange  
Spending the last decade together - Blessings and expectations from our friends in China



● **Start of a new chapter for cross-strait exchange in theater**  
--77 OMG founder Wang Lei



● **Brand new path for cross-strait cultural and art exchange**  
--Daolue Performing Arts Industry Research Institute Chairman Mao Hsiu-Ping



● **Rooted in Taiwan, cross-strait benefits, tapping into Asia**  
--China Association of Performing Arts President Chu Ke-Ning



● **"Years of devotion has borne fruition"**  
--China Shanghai International Arts Festival Center Director Li Ming



● **Most spectacular flower in summer**  
--SMGLIVE Director Ma Chen-Cheng



● **A decade of dedication - History in the making**  
--CPAA Theatres Executive Director and President Chang Li



● **Acquaintance is fate**  
--Fun Age Entertainment Co., LTD. founder Chang Chen



● **Much obliged for the profound affection and heartfelt sentiments.**  
--SAIC Shanghai Culture Square President Chang Chieh





●Cultural exchanges between Shanghai and Taiwan have culminated in thriving cross-strait opportunities

--Shanghai Grand Theatre President Chang Hsiao-Ting



●Creating a milestone in the era of cultural & creatives

--Poly Theatre President Kuo Wen-Peng



●Unwavering commitment over the last decade has come to fruition

--Talent Organization President Fu Jo-Yen



●Transcending time and location - Reaching the roots of humanity

--SAIC Shanghai Culture Square Vice President Fei Yuan-Hung



●Falling in love through an acquaintance

--HK KANTELE Fun Music Chairman Pan Hsiao-Fen



●Let's set sail together embark on an incredible voyage through the high seas

--Banlam Grand Theater President and Quanzhou Grand Theatre President Lo Yen





## QAF's performance in 2020

Continue to support original Taiwanese creations  
Established a performing arts matching platform

Quanta Theatre production No. 4 "A Time to Remember" Five performances Viewed by 3,327 persons

Inaugural Performing Arts Golden Creative Award performance QAF x Voleur du Feu Theatre "The Last Dinner" Two itinerant performances Viewed by 714 persons

2nd Performing Arts Golden Creative Award (call for submission, award ceremony, rehearsal) An estimated 54 troupes submitted their entries, and 5 troupes were selected: 1 x gold/silver/bronze, and 2 honorable mentions Award ceremony and rehearsal were attended by 15,000 persons (including live stream viewers).

Best of Quanta Theatre, performance production Two performances by one troupe Viewed by 420 persons, FB and YT online viewers (1,000)

Sing & Play - Symphonic Taiwan Musical Highlights 2020 One performance Viewed by 350 persons, FB and YT online viewers (1,000)

Event and forum-related external collaboration projects Six partners Participated by 25,000 persons

Promotes cross-strait culture exchange

2020 Cross-strait Young Playwright and Original Script Creation Platform Performance: 1 Entries: 1,041 cross-strait entries, 10 complete scripts were selected

Performing arts talent cultivation

4th Yisi Shu Academy Technical Talent Training Course (in-house course) 128 hours of courses and 56 hours of practice Recruited students: 17 Yisi Shu Academy's 2020 QLab beginners' course 16 hours of courses Recruited students: 19

Developed Quanta Hall's community-building function  
Established the Northern Taoyuan Performing Arts Innovation and Promotion Center

Quanta Computer's internal art activities (performed in Quanta Hall) Number of troupes: 13 Performance: 12 (3 performances were canceled due to the pandemic) Audience: 4,868

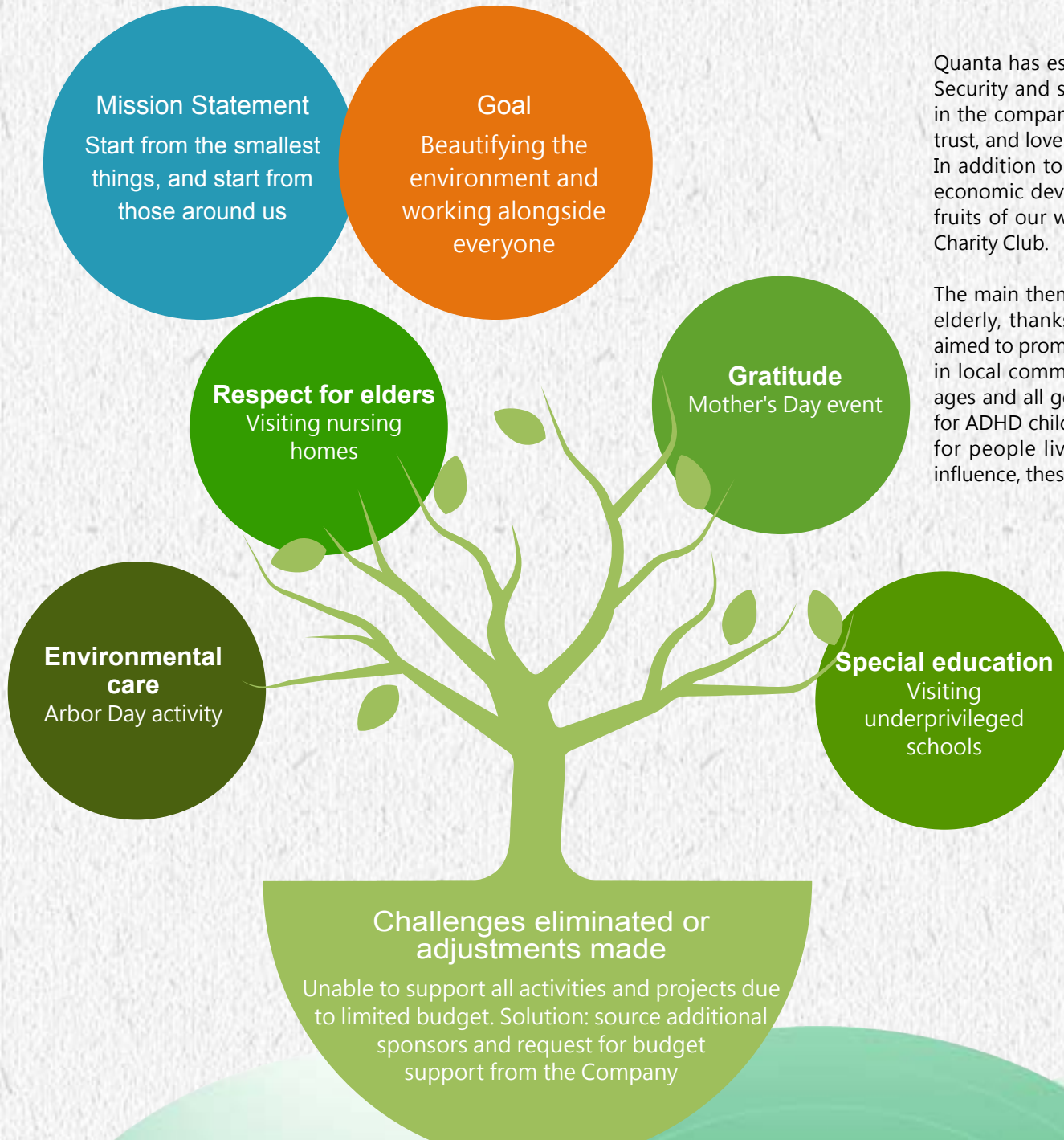
Hsinchu Performing Arts Center upgrade project Expected number of troupes: 3 Performances: 3 Other activities: 34 (3 lectures, 12 classes, 10 workshops, 4 educational courses, 2 inter-venue exchanges, 2 theater guided tours, 1 educational rehearsal observation) Participated by: 1,881 persons

Giving back to society Community art activities: One activity (3 schools) Innovative creation rehearsal and creation (NTNU GIPA Musical) Four schools (including 3 online videos) Impact, number of participants: 800





# Charity Club



Quanta has established manufacturing sites in Shanghai and Chongqing. Security and stability in these areas will directly affect business activities in the company. Quanta's principles of truth, kindness, beauty, integrity, trust, and love were upheld in our efforts to contribute towards the society. In addition to providing local areas with employment opportunities and economic development, we also hoped to plan more activities, share the fruits of our work with the local communities, and spread love with our Charity Club.

The main themes of our project include environment care, respect for the elderly, thanksgiving, and community development. These efforts were aimed to promote environmental security and healthy cultural development in local communities, and express care for local vulnerable groups of all ages and all genders. Events were held on Arbor Day, Mother's Day, care for ADHD children, visits to the homes of the elderly, and clothes donation for people living in the mountainside. Apart from demonstrating our influence, these events aim to repay local communities proactively.

## Integrated planning for internal organizations and human resource allocation

Integrated planning: Regular task performance assessments of various personnel  
Human resource allocation: Preferences and interests were considered in deployment by region and profession

## Interacting with local residents

Quanta has consistently supported the healthy development of local communities and environments. Neighboring residents were invited to join Quanta in Mother's Day, Father's Day, and Double Ninth Festivals in order to gain better understanding of local cultures and customs while promoting awareness Quanta's Charity Club and encourage local participation.



## Activity Snapshots(QSMC)



### "Winter Warmth" garment donation event

Kindness has driven the winter chill away! This year's garment donation event received overwhelming support from Quanta employees! 800 pieces of clothing in total were collected from employees throughout this event, and distributed to those in need. Through this event, we hoped to expand our act of kindness to cover more people and inspire more donors to care for the society.



### "Blood Donation"

Quanta employees continued to care for the society through blood donation in 2020. A total of 978 donors had committed to the life-saving act of donating their own blood for the benefit of others. In addition, the activity also promoted people's awareness and knowledge on blood donation. The Company has been named top blood donor by Shanghai City and Songjiang District authorities on multiple occasions, whereas blood supply at Quanta Hospital is also strongly supported by Shanghai City and Songjiang District authorities.



### Safe Cosmetics with You activity

"5.25 Skincare Day" : To promote our employees' awareness toward skincare and rational spending, we organized the "Safe Make-up" cosmetics safety popular science promotional activity at the request of the Songjiang Administration for Market Regulation! A series of cosmetics popular science-related lectures, public consultations, promotional booklets, and shows were provided to liven up the atmosphere through interactions with our employees. The promotional activities allow everyone to appreciate the importance of skin health and raise their awareness of the importance of choosing a professional dermatologist to receive skincare consultations.



### Celebrating Dragon Boat Festival with zongzi, joy, and fantastic activities

As the band kicks off the celebration with songs, the crowd is immersed in an electrifying ambiance. With activities such as zongzi-making and color rope braiding, our employees can experience the traditional culture while enjoying DIY. Other interactive activities include Dragon Boat Festival pop quiz, conveying blessing over the cell phone, gesture dance, zongzi feast, and color rope blessings. Savoring delectable zongzi amid the warm greetings of friends and families, the interesting gesture dance emanates creativity while the color ropes symbolize prosperity. Everyone was intoxicated by the festive atmosphere of singing and dancing. Play games to win great prizes and have a ton of fun!







### Zhizheping Village in Hubei flood relief donation

In early July, Zhizheping Village in Yuxiakou Town, Changyang County in Hubei Province was devastated by floods caused by torrential rain. Associate Clerk Hong from the volunteer's home contacted Ms. Wen to ask Quanta to donate. The benevolent Ms. Wen immediately issued an instruction to let the Company's Welfare Committee donate 20,000 dollars to purchase food, fuel, and other disaster relief commodities. On July 15, disaster relief commodities were methodically donated to residents affected by the flood disaster. The villagers welcomed the relief with tears in their eyes and expressed their gratitude to Quanta.



### "Drug Safety Campaign"

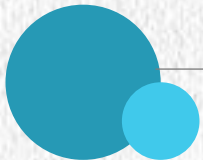
To promote our employees' awareness toward drug safety, we organized the "Drug Safety Campaign" at the request of the Songjiang Administration for Market Regulation on November 13! We promoted awareness of choosing the correct home medical devices, Regulation on the Supervision and Administration of Cosmetics, and drug safety. During the event, we interacted with our employees amid lively vibes while enhancing their awareness of scientific skincare, drug safety, and rational consumption.

## External commendation and affirmation

### Zhizheping Village in Hubei flood relief donation





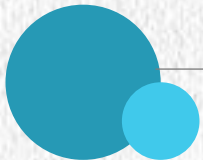


## QCMC Charity Club

### Structure and summary description of the 2019 development plan







## Activity Snapshots(QCMC)



### Charity Club COVID-19 prevention short film:

The Charity Club filmed a series of COVID-19-prevention short films and uploaded them to Quanta's online corporate public account, QCMC social media, and QCMC TikTok to remind our employees to protect themselves.



### QCMC Charity Club 2020 cloud afforestation activity

In early 2020, since gatherings have been banned due to COVID-19, the Charity Club organized an online cloud afforestation activity, interviewing our employees about little trees. By combining social media with Alipay cloud afforestation, our employees have planted a charity in spring that will be donated to the desert to become a real tree sapling for the sake of protecting soil and sand on Earth.







**QCMC Charity Club 2020 Mother's Day activity "Special Gift"**

On Mother's Day, the Charity Club gathered our employees' gratitude toward their mothers, nostalgic photos, and videos and published them on TikTok along with words they want to say to express to their mothers. The platform allows our employees to convey their feelings for their mothers, hence it is presented to the mothers as a special gift, and the Charity Club offered the participating employees souvenirs as a token of comfort.







**QCMC Charity Club 2020 Father's Day activity "My Superman Dad"**

With family as the main theme, fathers and their children were offered more time to interact because dads are not only cuddly bears to their children but also superman dads! To let our employees who are also fathers spend more time with their children and allow them to feel the fatherly love, the Charity Club hosted the "My Superman Dad" Father's Day activity, consisting of interactive games and children's entertainment to enhance their family bond.

In the "Love Circle" and "Hands and Feet Family Relay", dads used rings to pave way for their children, guiding them one step at a time patiently.

Dads are involved in our lives every step of the way! The way dads pushed on for their kids in "My Superman Dad" was truly impressive! Every dad is his children's superman!

Inflatable castles, ocean ball pit, happy fishing, and family DIY have brought fathers closer to their children. During the games, dads put away their stern looks and enjoyed a marvelous time with their children amid a lively scene.

Fatherly love is like a mountain that keeps you calm and collected in the face of pouring rain and howling wind; it is also as accommodating as the ocean, shielding your spirit from the turmoil of the world.

Fatherly love is akin to a beacon of light that keeps you warm and snug as spring even in the frigid winter; fatherly love is a fountain of clear water that keeps your soul pure and innocent regardless of your age.





### QCMC Charity Club 2020 nursing home activity “Bringing affection to nursing homes on Double Ninth Festival”

The Charity Club led Quanta’s corporate volunteers to visit the Bishan Nursing Home in Chongqing, bringing them commodities including cooking oil, milk, washing powder, toilet paper, and supplies to keep them warm in winter on behalf of the Company.

The volunteers gave the senior citizens haircuts, manicures, blood pressure measurements, and lectures on staying healthy in winter.

At lunchtime, the volunteers prepared dumplings for the senior citizens as well as exciting performances, singing, and dancing, providing them with a magnificent time and putting smiles on their faces! Everyone spent a memorable Double Ninth Festival together, hoping to endow the senior citizens with laughter, joy, and warmth.

Sending love on Double Ninth Festival! Click like for QCMC volunteers! We hope more employees can join the Charity Club to fulfill Quanta’s corporate social responsibilities and propagate boundless warmth.







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# GRI-Standard Table

GRI Index	Relevant chapters and Description	Page	External Assurance
<b>General Standard Disclosures</b>			
<b>GRI-102 General Standard Disclosures 2016</b>			
<b>Organization Overview</b>			
GRI 102-1 Name of the organization	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-2 Activities, brands, products, and services	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-3 Location of headquarters	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-4 Location of operations	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-5 Ownership and legal form	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-6 The markets served	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-7 The scale of the organization	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-8 Information on employees and other workers	Employee Overview: Employee Structure	42	●
GRI 102-9 Supply chain	Green Supply Chain Management: General Background of the Supply Chain	83	●
GRI 102-10 Significant changes to the organization and its supply chain	Profile of Quanta Computer: Company Introduction & Business Profile	26	●
GRI 102-11 Precautionary Principle or approach	Occupational Health & Safety Management	56	●
	Green Supply Chain Management	83	
GRI 102-12 External initiatives	Quanta CSR commitment	16	●
GRI 102-13 Membership of associations	Quanta CSR commitment	16	●
<b>Strategy</b>			
GRI 102-14 A statement from the most senior decisionmaker of the organization	Message from Chairman & Vice Chairman	11	●
<b>Ethic and Integrity</b>			
GRI 102-16 Values, principles, standards, and norms of behavior Governance	Corporate governance and ethics: Business Ethics	36	●
GRI 102-18 Governance structure	Quanta CSR commitment: CSR committee' structure: Identify of Quanta related economic, environmental and social issues	18	●
	Corporate governance and ethics: Corporate governance organizational structure	30	
<b>Stakeholders engagement</b>			
GRI 102-40 List of stakeholder groups	Stakeholders Identification, Communication and Responsibility: Stakeholders Identification and Communication	20	●



GRI Index	Relevant chapters and Description	Page	External Assurance
GRI 102-41 Collective bargaining agreements	Employee Overview	42	●
GRI 102-42 Identifying and selecting stakeholders	Stakeholders Identification, Communication and Responsibility: Stakeholders Identification and Communication	20	●
GRI 102-43 Approach to stakeholder engagement	Stakeholders Identification, Communication and Responsibility: List of Stakeholders	20	●
GRI 102-44 Key topics and concerns raised	Stakeholders Identification, Communication and Responsibility: List of Stakeholders	20	●
<b>Reporting practice</b>			
GRI 102-45 Entities included in the consolidated financial statements	About the report	4	●
GRI 102-46 Defining report content and topic Boundaries	About the report	4	●
	Stakeholders Identification, Communication and Responsibility: List of Stakeholders	20	
GRI 102-47 List of material topics	Stakeholders Identification, Communication and Responsibility: Identification of scope of major topics and materiality analysis Major Aspects on Specific Standards of Disclosure	22	●
GRI 102-48 Restatements of information	About the report: Boundary and Scope of the Report	4	●
GRI 102-49 Changes in reporting	About the report	4	●
GRI 102-50 Reporting period	About the report	4	●
GRI 102-51 Date of most recent report	About the report	4	●
GRI 102-52 Reporting cycle	About the report	4	●
GRI 102-53 Contact point for questions regarding the report	About the report	5	●
GRI 102-54 Claims of reporting in accordance with the GRI Standards	About the report	4	●
GRI 102-55 GRI content index	GRI-Standard Table	124	●
GRI 102-56 External assurance	About the report	4	●
<b>GRI-103 Management Approach 2016</b>			
GRI 103-1 Explanation of the material topic and its Boundary	Stakeholders Identification, Communication and Responsibility: Major Aspects on Specific Standards of Disclosure	22	●
GRI 103-2 The management approach and its components	Corporate Governance and Ethics	30	●
	Employee overview	42	
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	Effluents and Waste	63	
	GHG management	76	
Green Supply Chain Management	83		



GRI Index	Relevant chapters and Description	Page	External Assurance
GRI 103-3 Evaluation of the management approach	Corporate Governance and Ethics	30	●
	Employee overview	42	
	Employee Relationship	45	
	Talent Development	52	
	Occupational Health & Safety Management	56	
	Effluents and Waste	63	
	GHG management	76	
	Green Supply Chain Management	83	
<b>Specific standard disclosure: economy</b>			
<b>GRI 201 Economic Performance 2016</b>			
GRI 201-1 Direct economic value generated and distributed	Profile of Quanta Computer	26	●
<b>GRI 205 Anti-Corruption 2016</b>			
GRI 205-2 Communication and training about anticorruption policies and procedures	Corporate governance and ethics: Business Ethics	36	●
<b>Specific standard disclosure: environment</b>			
<b>GRI 302 Energy 2016</b>			
GRI 302-1 Energy consumption within the organization	GHG Management	76	●
<b>GRI 303 Water and Effluents 2018</b>			
GRI 303-1 Interactions with water as a shared resource	Effluents and Waste: Water Resource Management	64	●
GRI 303-2 Management of water discharge-related impacts	Effluents and Waste: Water Resource Management	64	●
GRI 303-3 Water withdrawal Disclosure	Effluents and Waste: Water Resource Management	64	●
<b>GRI 305 Emissions 2016</b>			
GRI 305-1 Direct (Scope 1) GHG emissions	GHG Management	76	●
GRI 305-2 Energy indirect (Scope 2) GHG emissions	GHG Management	76	●
GRI 305-4 GHG emissions intensity	GHG Management	76	●
<b>GRI 306 Effluents and Waste 2016</b>			
GRI 306-1 Water discharge by quality and destination	Effluents and Waste: Water Resource Management	64	●
GRI 306-2 Waste by type and disposal method	Effluents and Waste: Industrial Waste Management	70	●
<b>GRI 307 Environmental Compliance 2016</b>			
GRI 307-1 Non-compliance with environmental laws and regulations	Corporate governance and ethics: Compliance with company regulations	40	●
<b>GRI 308 Supplier Environment Assessment 2016</b>			
GRI 308-1 New suppliers that were screened using environmental criteria	Green Supply Chain Management: Supplier Management Criterion	83	●



GRI Index	Relevant chapters and Description	Page	External Assurance
<b>Specific standard disclosure: Social</b>			
<b>GRI 401 Employment 2016</b>			
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Relationship: Full-time employees benefits	47	●
GRI 401-3 Parental leave	Employee Relationship: Reinstatement rate of parental leave	48	●
<b>GRI 402 labor/management relations 2016</b>			
GRI 402-1 Minimum notice periods regarding operational changes	Employee Relationship	45	●
<b>GRI 403 Occupational Health and Safety 2018</b>			
GRI 403-1 Occupational health and safety management System	Occupational Health & Safety Management	56	●
GRI 403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety Management	56	●
GRI 403-3 Occupational health services	Occupational Health & Safety Management	56	●
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety Management	56	●
GRI 403-5 Worker training on occupational health and safety	Occupational Health & Safety Management	56	●
GRI 403-6 Promotion of worker health	Occupational Health & Safety Management	56	●
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety Management	56	●
GRI 403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety Management	56	●
GRI 403-9 Work-related injuries	Occupational Health & Safety Management	56	●
<b>GRI 404 Training and Education 2016</b>			
GRI 404-1 Average hours of training per year per Employee	Talent Development	52	●
<b>GRI 405 Diversity and Equal Opportunity 2016</b>			
GRI 405-1 Diversity of governance bodies and employees	Employee overview: Employee Structure Employee overview: Age categorization and analysis	42 43	●
GRI 405-2 Ratio of basic salary and remuneration of women to men	Employee overview: Ratio of Base Wage between Male and Female Employees	44	●
<b>GRI 406 Non-Discrimination 2016</b>			
GRI 406-1 Incidents of discrimination and corrective actions taken	Employee Relationship: Non-discrimination	50	●
<b>GRI 408 Child Labor 2016</b>			
408-1 Operations and suppliers at significant risk for incidents of child labor	Employee overview: No Child Labor and Protection of Young Workers Green Supply Chain: Supplier Management Criterion	44 83	●



GRI Index	Relevant chapters and Description	Page	External Assurance
<b>GRI 409 Forced or Compulsory Labor</b>			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee relationship: No Forced Labor Green Supply Chain: Supplier Management Criterion	49 83	●
<b>GRI 412 Human Rights Assessment 2016</b>			
GRI 412-2 Employee training on human rights policies or procedures	Talent Development	52	●
<b>GRI 413 local communities 2016</b>			
413-1 Operations with local community engagement, impact assessments, and development programs	Social Participation	93	●
<b>GRI 414 Supplier Social Assessment 2016</b>			
GRI 414-1 New suppliers that were screened using social criteria	Green Supply Chain: Supplier Management Criterion	83	●
<b>GRI 416 Customer Health and Safety 2016</b>			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Green Quality Management	89	●
<b>GRI 418 Customer Privacy 2016</b>			
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate governance and ethics: Business Ethics Communication	37	●
<b>GRI 419 Socioeconomic Compliance 2016</b>			
GRI 419-1 Non-compliance with laws and regulations in the social and economic area	Corporate governance and ethics: Compliance with company regulations	40	●





# Independent Assurance Statement



## INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of QUANTA COMPUTER INC.

### Introduction and objectives of work

Bureau Veritas Certification Taiwan has been engaged by QUANTA COMPUTER INC. to conduct an independent assurance of its 2020 Quanta Corporate Sustainability Report. This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the 2020 Quanta Corporate Sustainability Report are the sole responsibility of the management of QUANTA COMPUTER INC.. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

### Scope of work

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (AA1000AS, 2008) with 2018 addendum, Type 1 - Accountability Principles and Performance Information engaged. The scope of work included:

- Data and information included in 2020 Quanta Corporate Sustainability Report for the 1<sup>st</sup> January, 2020 to 31<sup>st</sup> December, 2020.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- Evaluation of the Report against the main principles of the AA1000 Accountability Principle (2018)<sup>1</sup>
  - Inclusivity
  - Materiality
  - Responsiveness
  - Impact
- Evaluation of the Report against the principles of Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability, as defined in the GRI Sustainability Reporting Standards.

The levels of assurance have been applied as high level assurance.

### Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of QUANTA COMPUTER INC.;
2. Review of documentary evidence produced by QUANTA COMPUTER INC.;
3. Review performance data listed in report with sampling basis;

<sup>1</sup> Published by AccountAbility: The Institute of Social and Ethical Accountability  
<http://www.accountability.org>



4. Visits to 1 site located in Taiwan (Taoyuan City), remote visit to 3 sites located in China (Shanghai City, Chongqing City) and Thailand;
5. Review of QUANTA COMPUTER INC. data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

### Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in 2020 Quanta Corporate Sustainability Report are accurate, reliable and free from material mistake or misstatement;
- The Report provides a fair representation of QUANTA COMPUTER INC.'s activities over the reporting period;
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion over QUANTA COMPUTER INC.'s performance and status during the 1<sup>st</sup> January, 2020 to 31<sup>st</sup> December, 2020;
- The Report properly reflects the organisation's alignment to and implementation of the AA1000 Assurance Standard (AA1000AS, 2008) with 2018 addendum's principles of Inclusivity, Materiality, Responsiveness and Impact in its operations. Further detail is provided below;
- QUANTA COMPUTER INC. has established appropriate systems for the collection, aggregation and analysis of relevant information;

### Alignment with the principles of AA1000 Accountability Principle (2018)

#### Inclusivity

QUANTA COMPUTER INC. has processes in place for engaging with key stakeholders including socially responsible investors, clients, employees, supply chain and local community, and has undertaken a number of formal stakeholder engagement activities in 2018 covering a range of material topics such as Economic, Social and Environment.

#### Materiality

The Report addresses the range of environmental, social and economic issues of concern that QUANTA COMPUTER INC. has identified as being of highest material importance. The identification of material topics has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

#### Responsiveness

QUANTA COMPUTER INC. is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

#### Impact







**QUANTA COMPUTER INC.**'s management system can monitor, measure and be accountable for how their actions affect their broader ecosystems.

**GRI report Structure**

**QUANTA COMPUTER INC.** does fully provide the information to achieve the GRI Standards 'core' in accordance, and the performance indices do correspond and can be cross referenced to the content of relevant GRI Standards.

**Key areas for ongoing development**

Based on the work conducted, we recommend **QUANTA COMPUTER INC.** to consider the following:

- Organizations are encouraged to disclose appropriate ESG indicators in the reports, such as DJSI, MSCI or SASB. (RESPONSIVENESS)

**Limitations and Exclusions**

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention by **QUANTA COMPUTER INC.**) and statements of future commitment.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

**Statement of independence, impartiality and competence**

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with more than 190 years history in providing independent assurance services. Bureau Veritas 2020 full year revenues reached 4.6 billion euros.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with **QUANTA COMPUTER INC.**, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.



**Bureau Veritas Certification Taiwan**

3F-B, No. 16, Nanjing E. Rd., Sec. 4, Songshan District, Taipei 10553, Taiwan R.O.C.

4<sup>th</sup> May., 2021



**AA1000**

Licensed Assurance Provider  
000-76

技術審查:  日期: 21/June/2021

查核人員:  日期: 21/June/2021





# Quanta CSR communication Questionnaire

To every stakeholder that pays close attention to Quanta!  
We sincerely invite you to give us your precious opinions, thank you!

We wish to understand your relationship with Quanta:

- Shareholder, investor
- Customer
- Supplier
- Quanta Employee
- Local community
- School, research institution
- Public welfare organization, cultural & educational organization
- NGO
- Government
- Fellow manufacturer in the industry
- Media
- Third-party certification institute
- Insurance firm
- Professional association
- General public
- Other (please describe)

Your Organization/Company Name\*

Your Department\*

Please let us know what would interest you most in Quanta CSR annual report.

## Governance

(Degree of concern:5-Very High/4-High/3-Average/2-Low/1-Very Low)

- The governance structure and its composition
- The role of the highest governance body in setting the organization' s purpose, values, and strategy
- The competencies and performance evaluation of the highest governance body
- The role of the highest governance body in risk management
- The role of the highest governance body in sustainability reporting
- The role of the highest governance body in evaluating economic, environmental and social performance
- Remuneration and incentives

## Economic

(Degree of concern:5-Very High/4-High/3-Average/2-Low/1-Very Low)

- Economic Performance
- Market Presence
- Indirect Economic Impacts
- Procurement Practices
- Anti-corruption
- Anti-competitive Behavior
- Tax



## Environmental

(Degree of concern:5-Very High/4-High/3-Average/2-Low/1-Very Low)

- Materials
- Energy
- Water
- Biodiversity
- Emissions
- Effluents and Waste
- Environmental Compliance
- Supplier Environmental Assessment

## Social

(Degree of concern:5-Very High/4-High/3-Average/2-Low/1-Very Low)

- Employment
- Labor/Management Relations
- Occupational Health and Safety
- Training and Education
- Diversity and Equal Opportunity
- Non-discrimination
- Freedom of Association and Collective Bargaining
- Child Labor

- Forced or Compulsory Labor
- Security Practices
- Rights of Indigenous Peoples
- Human Rights Assessment
- Local Communities
- Supplier Social Assessment
- Public Policy
- Customer Health and Safety
- Marketing and Labeling
- Customer Privacy
- Socioeconomic Compliance

New issues you hope to recommend aside from the GRI standard aspects advocated by the Global Reporting Initiative

Thanks for your feedbacks · other opinions or suggestions



