



2015

**ASE GROUP
CORPORATE SUSTAINABILITY REPORT**

Gear Towards a Sustainable World

CONTENTS

	ABOUT OUR REPORTING	3		3 COMMUNICATION AND STAKEHOLDER ENGAGEMENT	21
	LETTER FROM THE CHAIRMAN	5		3.1 Identification and Communication with Stakeholders	22
1	SUSTAINABILITY GOVERNANCE	7		3.2 Materiality Assessment	23
	1.1 Corporate Sustainability Commitment	7			
	1.2 Corporate Sustainability Management	9	4	CORPORATE GOVERNANCE	27
2	ABOUT OUR COMPANY	11		4.1 Governance Structure	29
	2.1 Company Profile	11		4.2 Code of Business Conduct and Ethics	33
	2.2 Products and Services	13		4.3 ASE Human Rights Management	35
	2.3 R&D and Innovation	16		4.4 Regulatory Compliance	37
	2.4 Financial Performance	19		4.5 Risk Management	39

5	ENVIRONMENTAL SUSTAINABILITY	41
	5.1 Climate Change Management & Energy Efficiency	45
	5.2 Water Resource Management	50
	5.3 Pollution Prevention	54
	5.4 Green Facility	56
	5.5 Sustainable Manufacturing	59
	5.6 Environmental Expenditures and Investments	64
	5.7 Future Plan	68
6	EMPLOYEE CARE AND DEVELOPMENT	69
	6.1 Overview of ASE Employee	72
	6.2 Employee Care	77
	6.3 Employee Development	83
	6.4 Employee Health & Safety	86
	6.5 Future Plan	90
7	SUPPLY CHAIN DEVELOPMENT	91
	7.1 Supply Chain Development Framework	94
	7.2 Supplier Sustainability Management	96
	7.3 Contractor Sustainability Management	103
	7.4 Conflict Minerals Compliance	105
	7.5 Future Plan	108

8	CORPORATE CITIZENSHIP AND SOCIAL INVOLVEMENT	109
	8.1. Environmental Conservation	112
	8.2. Industry-Academic Collaboration	117
	8.3 Community Engagement	119
	8.4 Public Advocacy	121
	8.5 Future Plan	122

AP	APPENDIX	125
	ASE Group – Corporate Milestones	125
	Awards and Recognition from Government and National / International Authoritative Bodies	126
	Environmental Data	127
	Social Data	131
	Third Party Assurance Statement	133
	Index of GRI G4 Indicators	134

Contact Information

As a responsible corporate citizen, ASE has taken proactive measures to ensure the highest standards of professional and ethical business conduct. We believe that the sustainable development of our enterprise and the realization of its social responsibilities are vital to our long-term strategies and success.

In this report, we discuss our sustainability activities in 2015. Below are a few key highlights:



Water Recycling Plants

Since the official operation of our water recycling plants in Kaohsiung and Chungli, in 2015, they have recycled a total of more than 1.96M metric tons of water, which can fill up more than 780 Olympic-sized swimming pools.



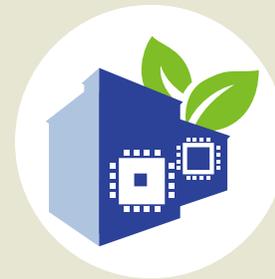
Water Resource Management

In 2015, we have achieved a 14% reduction in the total water withdrawal compared to 2014, while increasing our production capacity as well as incorporating new plants.



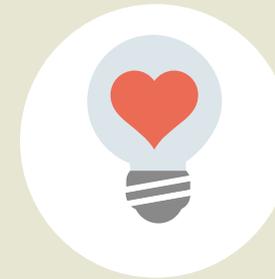
Conflict Minerals Management

Based on our due diligence measures in 2015, completing more in-depth investigations of our suppliers, we reasonably believe that our packaging and materials services and EMS SiM/SiP products are DRC Conflict-Free.



Green Buildings

As of December 2015, we have obtained 9 Taiwan EEWB certifications as well as 3 U.S. LEED certifications, among which 2 "Gold-rated" LEED certifications are awarded in 2015.



Campus LED Donation

As of December 2015, we have donated a total of about 26,000 LED lamps to 24 schools nearby our Kaohsiung and Nantou facilities. The potential electricity savings are estimated to be 1 million kWh per year.



Environmental Education Platform

Exclusively sponsored by ASE and launched on June 5, 2015, "Taiwan Environmental Education Dialogue (TEED)" is an online environmental education platform, which has produced 150 video talks and 60 radio shows.

ABOUT OUR REPORTING

This is our 7th CSR Report, which was compiled in accordance with the core option of the GRI G4 Sustainability Reporting Guideline. Our Corporate CSR Center is in charge of data compiling and editing. An index of the GRI G4 indicators disclosed in this report can be found at the end of the report. This report is available in both Chinese and English. The complete electronic version can be downloaded from our website, www.aseglobal.com.

If you have any comment or suggestion, please contact us at:

Corporate CSR Center, ASE Group

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Tel: +886-7-361-7131
Email: ASE_CSR@aseglobal.com

Report Boundary

This report encompasses our Corporate Social Responsibility activities for the year of 2015 in our semiconductor packaging, testing and materials

("ATM") facilities and electronic manufacturing services ("EMS") facilities. Any boundary adjustment of the data will be separately explained in the text of the report. Financial figures in this report are prepared in accordance with the International Financial Reporting Standards as issued by the International Accounting Standards Board and expressed in US dollars unless otherwise specified.

Internal Review and Approval

The disclosed information and data in the report were initially verified by the relevant managers of the data/information providers. The initial draft was compiled by the Corporate CSR Center. After being reviewed by the Corporate Legal and Finance Departments, the final report was approved and authorized for issue by the Chief Operating Officer, Chairman of Corporate Sustainability Committee.

External Assurance

ASE Group engaged Deloitte & Touche to perform an independent limited assurance in accordance with Statement of Assurance Principle No. 1,

"Assurance Engagements other than Audits or Reviews of Historical Financial Information" published by the Accounting Research and Development Foundation in the Republic of China* for key environmental indicators of this report. The independent assurance statement can be found at the end of this report.

Other CSR Reports in ASE Group

Within the ASE Group, we have also published two separate CSR reports. One provides more detailed sustainability information of our Kaohsiung facilities in Taiwan and the other focuses on the information about our subsidiary Universal Scientific Industrial (Shanghai) Co., Ltd. and its subsidiaries ("USI") which encompass our EMS facilities.

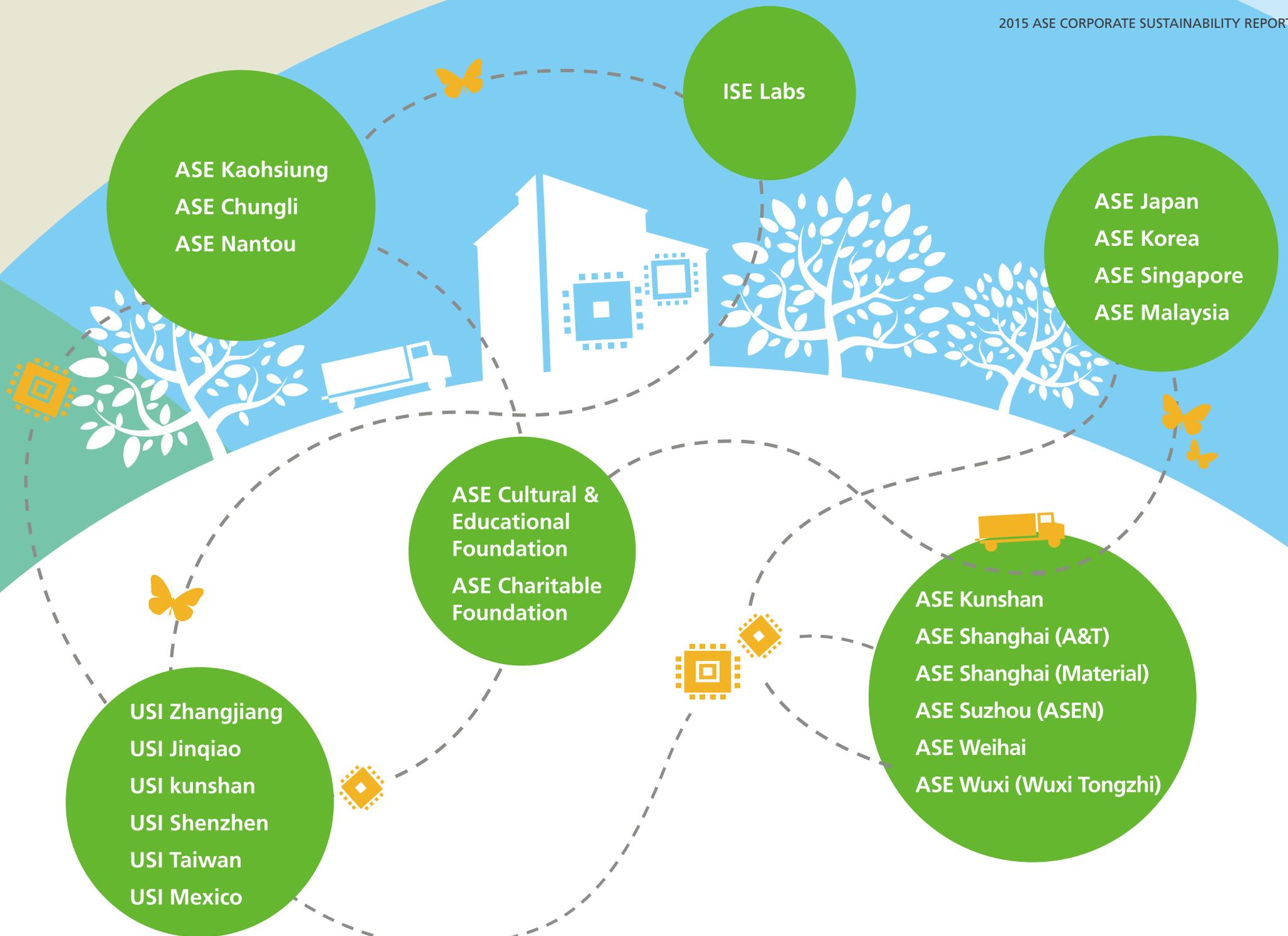


ASEKH CSR Report



USI CSR Report

* This standard is recognized by Taiwan Stock Exchange for reporting assurance and is based on the International Standard on Assurance Engagements (ISAE) 3000



LETTER FROM THE CHAIRMAN



At the world economic forum 2015, the top 10 global risks identified continue to include environmental, societal, geopolitical and economic trends that will have significant impact on countries and industries in the next decade. Later in the year, on September 25th 2015, the United Nations rolled out a set of 17 goals as part of a new sustainable development agenda. The UN conference on climate change ("COP21") also came to a historic Paris Agreement on the road to reducing greenhouse gas emissions and global warming.

Amidst the backdrop of a faltering global economy and a slowdown in demand in the smartphones and PC segments, China's economic slowdown has also added uncertainty for the semiconductor sector. The lack of the next growth engine and shrinking consumer demands have pushed many semiconductor companies to seek M&As to strengthen themselves and raise their global competitiveness.

The world is evolving and there could not be a more critical time than now to focus on the environment. Regardless of challenges to the environment and the industry, ASE must accelerate its pace and take bold steps to execute a sustainable development program. In 2015, ASE established

Jason C.S. Chang
Chairman and CEO

the "Corporate Sustainability Committee", led by five executive directors, as the highest level of governance in sustainability within the company. Under the committee, five task force teams were set up to implement sustainability programs.

In an industry that never stops innovating, we have witnessed the mobile and PC computing era evolve into the era of smart connected-living towards a better life. At the same time, this evolution has driven the semiconductor industry to develop sustainable technology to meet the requirements of IoT (internet-of-things), wearables and 3C devices that are energy-efficient, smaller in form factor with higher performance and multi-functioning capabilities.

This is where ASE is making a difference with our leadership in the system-in-package ("SiP") for maximum performance and value in system integration. SiP technology enables multiple semiconductor chips and passive components to be integrated within a smaller and more compact module without compromising the functionality and performance of the entire package or module. ASE's developments in SiP also serve to protect the environment in that its integrated process generally reduces the number of manufacturing steps, uses less material, and increases efficiency in logistics management.

SiP is the blueprint for ASE's next leap into the era of all things that are connected, multi-functional and energy-saving.

As a leader in SiP technology, ASE recognizes the imperative role that smart information and communication technology applications will play in facilitating the world's transition into a low-carbon economy.

ASE seeks to proactively leverage the best in technology, manufacturing and human resources within the industry, as well as to strengthen its corporate governance structure, to stay ahead of the competition and provide economic value for society. With the abundant opportunities presented by the advent of IoT, that comprises of billions of connected devices used in every imaginable application, ASE is on track to deliver the best products and solutions with a sustainable business model that reduces our carbon footprint and protects the environment.

In September 2015, the Taiwan High Court, Kaohsiung branch ruled in favor of ASE in relation to the K7 wastewater incident. Since the incident, ASE has further strengthened its internal infrastructures and policies in the management of environmental issues including wastewater discharge. In April 2015, ASE began operating Taiwan's largest state-of-the-art wastewater processing and recycling facility at the Nantze Export Processing Zone in Kaohsiung. The facility is capable of recycling water in a matter of 8 hours using reverse osmosis to produce potable water that is 20 times cleaner than tap water. Our facility in Chungli, Taiwan is also raising its water recycling standards and constructing a new

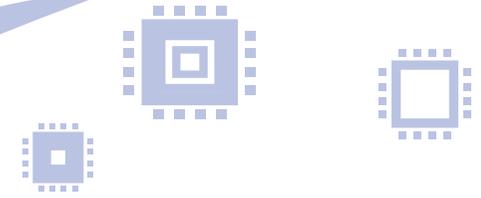
wastewater recycling facility to enable a reusable rate of up to 3 times. At ASE, we have set even higher standards than the effluent guidelines specified for wastewater discharged, thereby fulfilling ASE's commitment that every single drop of wastewater discharged from our facility conforms to the highest effluent standards.

ASE is resolute in our pursuit of a sustainable corporate entity, as well as caring for our 65,000 employees worldwide. We invest immense time and effort in corporate governance and sustainability change management, pollution control, environmental protection, community relations and industry-academia collaborations. We believe also that the consolidation of resources and unity within the Taiwan OSAT industry will lead to measurable results of improving economies of scale and raising higher standards in productivity, research and innovation. This would be a challenging journey beset with obstacles and barriers, but as a company deeply rooted in Taiwan, we believe that commitment to corporate sustainability and global competitiveness will not only revitalize Taiwan's leadership in the semiconductor industry, but also steer Taiwan towards a low carbon economy.

Richard H.P. Chang
Vice Chairman and President




1 SUSTAINABILITY GOVERNANCE



1.1

Corporate Sustainability Commitment

ASE Group Corporate Sustainability and Citizenship Policy*

As the leading provider of semiconductor assembly and test services and a major consolidator of systems and converging technologies, ASE Group plays a vital role in transforming our society into a green and low-carbon economy. We regard sustainability and corporate citizenship as the growth opportunity and commit to providing eco-efficient and responsible service to our customers to achieve satisfactory performance in environmental, social and governance (ESG).

ASE Group shall lead and create practices in innovation and sustainability to make a positive impact on our sector, business, stakeholders and society at large.

ASE Group aims to pursue a sustainable growth over time by a strategic approach which is based on not only the perspectives of cost control, integrated risk management, and advanced technology, but responsible use of natural, social and human capitals, assimilating our enterprise into the landscape from which we draw so much, and rely upon.

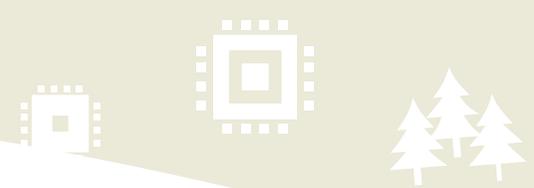
ASE Group is committed to the following:

1. Maintaining sound corporate governance, and continuously practicing ethics in all areas of our business, and complying with all laws and applicable regulations where we operate.
2. Improving our eco-efficiency and protecting the environment by continuously enhancing resources recycling, reducing greenhouse gas emissions, waste generation, wastewater effluent, and chemical usage.
3. Providing employees with a safe, healthy, and stimulating work environment. Ensuring diversity in our workforce and protecting the human rights.
4. Partnering with our suppliers to ensure that working conditions in ASE's supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.
5. Devoting ourselves to the community through charitable activities, educational programs and social work which optimize resource allocation and maximize positive social impacts.
6. Conducting effective and strategic stakeholder engagement and communication while emphasizing on transparent and balanced information disclosure.

* Please visit http://www.aseglobal.com/en/Csr/ASEGroup_Corporate_Sustainability_Citizenship_Policy.pdf

Our Corporate Sustainability and Citizenship Policy aligns with 14 goals among the 17 Sustainable Development Goals ("SDGs") announced by the United Nations (please see table below). We consider these SDGs as guidance to our long-term sustainability strategies, which will enable us to effectively realize our Commitments.

	1 NO POVERTY 	3 GOOD HEALTH AND WELL- BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION 	7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 
COMMITMENT 1														
COMMITMENT 2														
COMMITMENT 3														
COMMITMENT 4														
COMMITMENT 5														
COMMITMENT 6														



1.2

Corporate Sustainability Management

In the hope of fulfilling corporate social responsibility initiatives, promoting economic, environmental, and social advancement for purposes of sustainable development, and realizing our commitments, ASE has formally established Corporate Sustainability Management Organization in 2015, in which Corporate Sustainability Committee (the “CSC”) is appointed to oversee ASE’s sustainability issues directly. In 2015, we formulated and published ASE Group Corporate Sustainability and Citizenship Policy and ASE Corporate Social Responsibility Best Practice Principles; the former sets out the high-level principles and commitments, and the latter introduces rules/procedures of dealing with material sustainability topics.

Corporate Sustainability Management Organization

As the highest sustainable development governance body, the CSC is chaired by the Chief Operating Officer and comprised of ASE’s top management executives, who also serve on members of the board of directors. The CSC is responsible for overseeing corporate-wide sustainability affairs and reporting to the board of directors directly.

The CSC is fully supported by five sustainability taskforces, in which representatives from all of our corporate responsibility related business segments are brought together, and Vice Presidents and relevant department Directors are appointed as coordinators. The taskforces are designated in correspondence to material corporate responsibility and sustainability issues at ASE, including corporate governance, environmental sustainability, human capital, supply chain, corporate citizenship, and disclosure and stakeholder engagement.

Each taskforce is responsible for identifying sustainability issues, promoting action plans, and providing professional advice towards sustainability issues. The Corporate CSR Center serves as the secretariat of the CSC; its main responsibilities are to facilitate and integrate all initiatives related to group-wide sustainability affairs, and to improve the quality of ASE’s sustainability performances information disclosure. Our global manufacturing sites follow instructions and decisions of the CSC to integrate sustainability into their daily operation.

Sustainability Management Framework



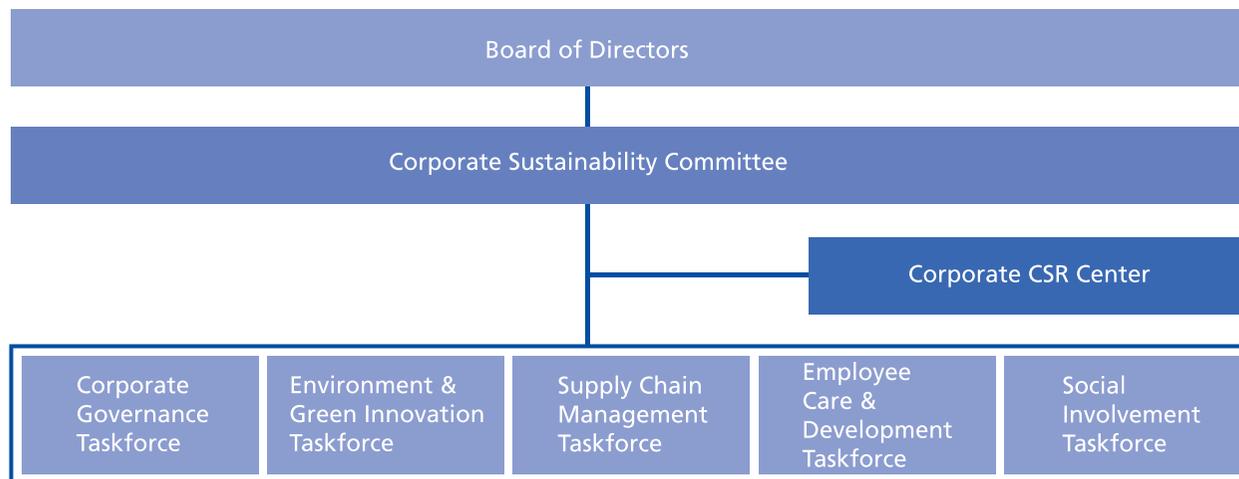
To realize ASE’s sustainability commitments under CSC’s sustainability management framework, business drivers or risks/opportunities related to corporate-level sustainability issues are first identified and assessed. Responsive strategies are then determined following the ASE Group Sustainability Guidance, which stipulates policies and guidance for integrating sustainability into ASE’s operational management procedures. In consideration of the determined responsive strategies and the results of stakeholder engagement, focuses are defined, accompanied by

key programs or items that aim to address targets set for each focus. Lastly, benefits or indicators are set to evaluate performances of the key items or programs, which contribute to decision-making process to enhance business operation.

In 2015, cross-regional and cross-functional teams within Finance, Legal, Internal Audit, Investor Relations, EHS and Facility, Human Resources, Procurement, Marketing Communication, Public Relations, and other related departments have become involved in

CSC affairs, engaging with different stakeholders, and drawing and implementing sustainability tasks for each taskforce. Details of our performance against material sustainability issues are contained in the following chapters in this report.

Corporate Sustainability Committee Organization Chart



2015 CSC Annual Meeting

2 ABOUT OUR COMPANY

Headquartered in Kaohsiung, Taiwan, Advanced Semiconductor Engineering, Inc. and its subsidiaries (“ASE” or “ASE Group”) is among the leading independent provider of semiconductor manufacturing services in assembly and test. As a global leader geared towards meeting the industry’s ever growing needs for faster, smaller and higher performance chips, ASE Group develops and offers a wide portfolio of technology and solutions including IC test program design, front-end engineering test, wafer probe, wafer bump, substrate design and supply, wafer level package, flip chip, system-in-package, final test and electronic manufacturing services. Our common shares are listed on the Taiwan Stock Exchange (“TWSE”) under the symbol “2311”, and American Depositary Shares (ADSs) representing our common shares have been listed on the New York Stock Exchange (“NYSE”) under the symbol “ASX”. Our subsidiary, Universal Scientific Industrial (Shanghai) Co., Ltd., is listed on the Shanghai Stock Exchange under the symbol “601231”.

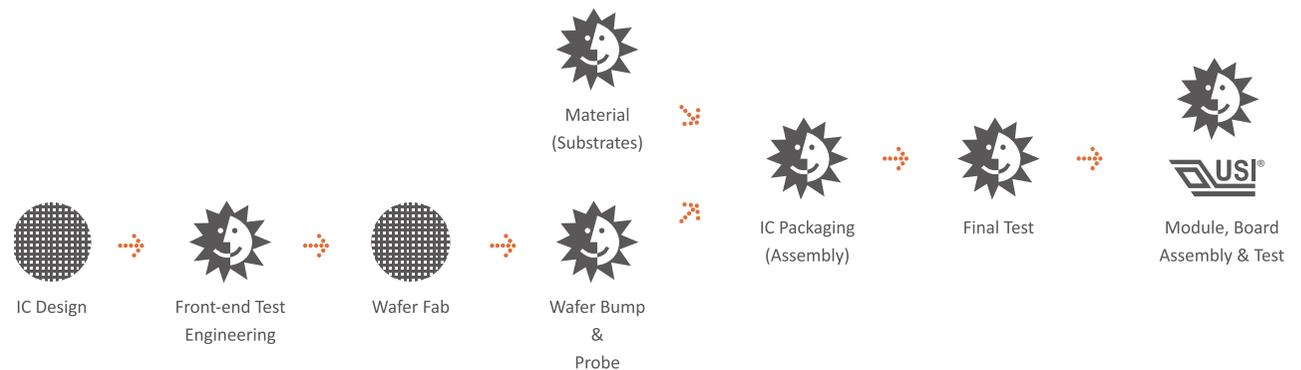
2.1

Company Profile

ASE Product Value Chain

The scope and depth of ASE’s manufacturing value chain enables the company to provide complete semiconductor turnkey solutions. Services from front-end engineering test, wafer probing, package design, substrate design and manufacturing, packaging & test, module, board assembly & test and distribution are fully integrated onto a single supply chain.

With ASE’s total turnkey solutions, customers benefit from our ‘parallel manufacturing process’ — where some stages of the manufacturing can be simultaneously performed, thereby shortening cycle time and creating better production yields.



Global Operation

ASE Group has a worldwide headcount of over 65,000 employees (as of December 2015). Our sales and manufacturing facilities are strategically located worldwide, including in Taiwan, China, South Korea, Japan, Singapore, Malaysia, Mexico, America, and Europe.





2.2

Products and Services

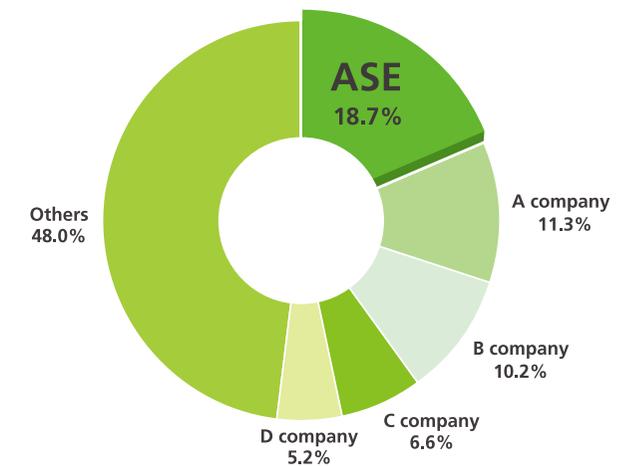
ASE provides the design, manufacturing and enabling of many electronic end products, including smartphones, PCs, tablets, game consoles, security chipcards, automotive sensors, entertainment systems and many more. We offer a broad range of advanced and legacy semiconductor packaging and testing services as well as electronic manufacturing services. Packaging and testing are ASE's signature services. The semiconductors we package are used in a wide range of end-use applications, including communications, computing, consumer electronics, industrial, automotive and other applications. Our testing services include front-end engineering testing, wafer probe, final testing and other related semiconductor testing services. Our electronics manufacturing services are used for various applications, including computers, peripherals, communications, industrial applications, automotive electronics, and storage and server applications.

In 2015, our revenues generated from packaging, testing and electronic manufacturing services accounted for 41.2%, 8.9% and 48.8% of our operating revenues, respectively. For detailed products and services information, please visit our website www.aseglobal.com.

Market Share*

ASE continues to lead the industry in outsourced semiconductor assembly and test services.

2015 Semiconductor Assembly and Test Market Share (SAM: US\$25.5Bn)



* Source: ASE Estimates



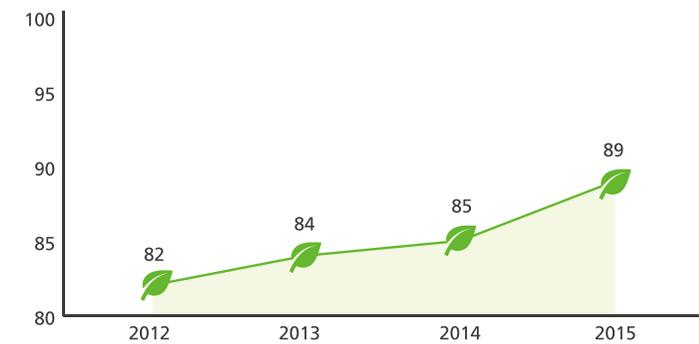
Customer Service

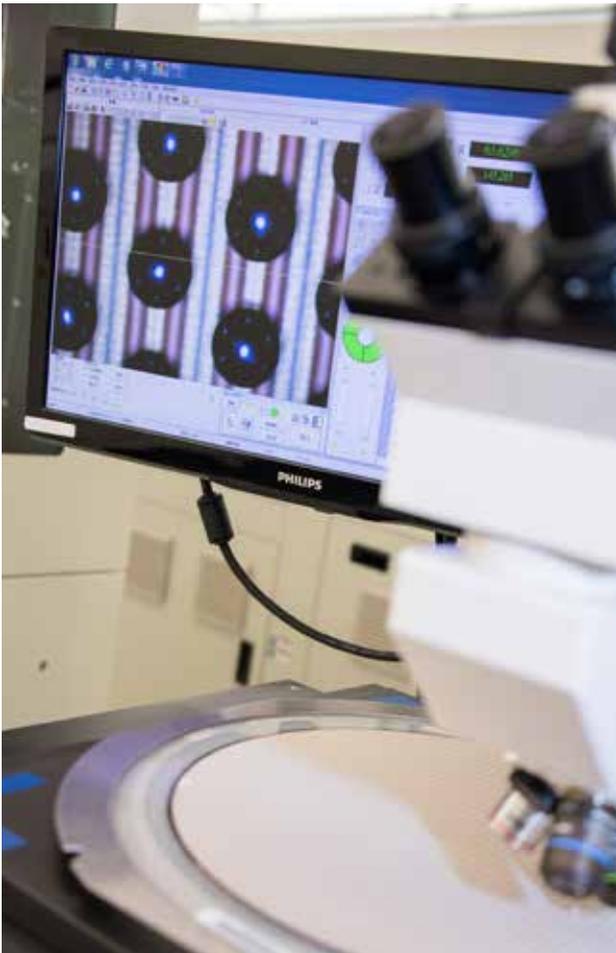
Our key customers typically operate in the semiconductor and electronics industries. Our five largest customers together accounted for approximately 37.2%, 40.3% and 48.2% of our operating revenues in 2013, 2014 and 2015, respectively. To achieve total customer satisfaction, we uphold world-class quality and reliability for our products and services through thoughtfully defined quality assurance methodologies. Our quality assurance systems impose strict process controls, statistical in-line monitors, supplier control, data review and management, quality controls and corrective action systems.

To ensure that customer suggestions are being properly delivered and processed, we have an online customer service platform that responds to and interacts with our customers instantaneously.

The platform can be integrated into the customers' own network to provide information of a complete supply chain, including order status, shipping date, design integration and engineering details. We have formed "Focus Customers Teams" to take care of our major customers (the top 85% customers based on revenues produced) and hold weekly review meetings to ensure our performance fulfils our customers' requirements. In 2015, based upon feedbacks of Monthly Operation Reviews (MORs) & Quarterly Business Reviews (QBRs), 89% of our major customers are satisfied with our service, which exceeded our 85% target. During the course of 2015, we were honored with more than 38 customer awards and recognitions.

Customer Satisfaction Trend





Customer Proprietary Information Protection

Failing to protect customer proprietary information may lead to the loss of consumer trust and brand erosion. In addition to direct financial consequences such as penalties and fines, breach of customer privacy may pose a risk to reputation and customer loyalty and satisfaction.

We are committed to information security management to ensure the confidentiality and integrity of customer proprietary information. We have established the “Information Security Policy” that defines procedures for confidential information. Under this policy, we issued Information Security Standard that more specifically set forth rules for employees to abide to during daily operation.

ASE Becomes First OSAT to Receive ISO 15408-EAL6 Certification for Secure IC Products Manufacturing

We satisfy customer needs by assuring that their products and information data are handled with a high degree of sensitivity and are processed within the highest level of security. In 2015, our plants (K4, K7, K8, K10, K11 and K12) in Nantze and Kaohsiung have received the ISO 15408-EAL6 certification, an international standard for IT product security certification. In addition to an overall increase in the security of ASE and customer assets, all security products manufactured from the certified plants during the effective period can be waived from product safety certification. This significantly reduces customers’ costs, and shortens the time needed to verify product security, which, in turn, enable customers’ products to reach their intended markets more quickly.

2.3

R&D and Innovation

In 2015, our research and development expenditures increased by 6.3% from 2014 to US\$333.6 million (NT\$10,937.5 million), accounting for 3.8% of our operating revenues. We maintain a highly experienced and skilled engineering team that continuously advances semiconductor assembly technologies. As of December 31, 2015, we employ 7,180 employees in research and development, an increase of 3.3% compared with 6,951 R&D employees as of December 31, 2014.

In addition to foster in-house R&D activities, we work closely with our equipment and materials manufacturers in advancing equipment and materials used in our production process. We also collaborate with our major customers to co-develop new products and process technologies. In addition, we collaborate with universities and technology research institutes for developing next-generation techniques. Our long-term investments in R&D have won us patents in several new technologies, which further enhance our competitiveness in the high-end assembly and manufacturing process. As of

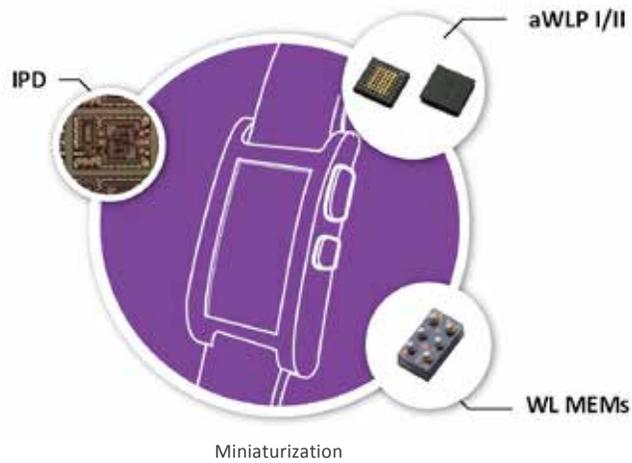
February 29, 2016, we have over 3,800 patents and over 600 pending applications. Our portfolio includes 2,012 Taiwan patents, 915 U.S. patents, 915 PRC patents and 17 patents in other countries related to various packaging and testing technologies and electronic manufacturing services.

Technology Leadership

ASE continues to lead the semiconductor industry with its cutting edge IC packaging technologies such as Copper wire, Advanced chip scale packages (aCSP®), Advanced QFN package (aQFN®), Low cost fcCSP, System-in-Package (SiP), Cu Pillar and cost-effective solutions to 3D packages.

In 2015, ASE and TDK Corporation (“TDK”) established ASE Embedded Electronics Inc. in Kaohsiung, Taiwan, a joint venture specializing in manufacturing IC embedded substrates, and adopted TDK’s Semiconductor Embedded SUBstrate (“SESUB”) technology to set the industry standard for semiconductor miniaturization in portable and wearable consumer devices, thus driving ASE’s market leadership.





A New Horizon in System-in-Package (SiP)

Developing a blueprint for SiP is ASE's strategy to capture a greater share of the burgeoning electronics market. With the advent of the internet-of-things (IoT), wearables and 3C products, the demand for portable, thinner, smaller and energy-saving technologies are increasing. The adoption of SiP in the manufacturing process has enabled ASE to expand on its IC assembly and test capabilities in shrinking chips, and integrate its expertise on logistical management of the myriad components on a small form factor. This is an area where ASE has the expertise that could support such new demands.

Our SiP solutions leverage on the synergy between ASE's IC packaging, material and test technologies including wire bonding, wafer level, fan-out, flip chip, 2.5D/3D, substrates, and our electronic manufacturing expertise in module level packaging to bring SiP into the realm of the Internet-of-Things (IoT). SiP technology enables multiple semiconductor chips and passive components to

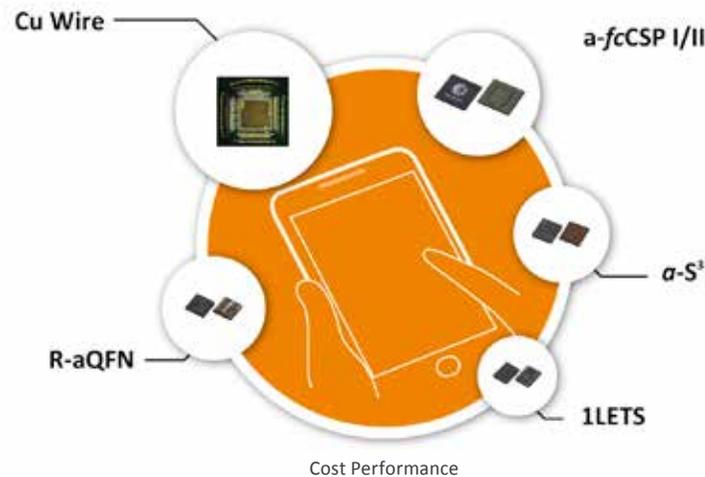
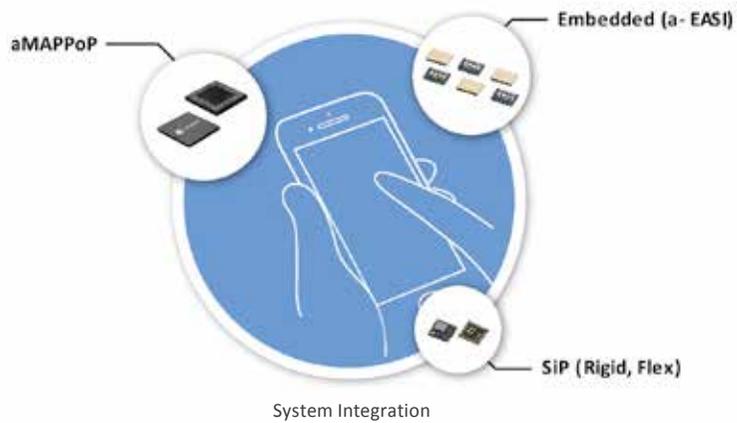
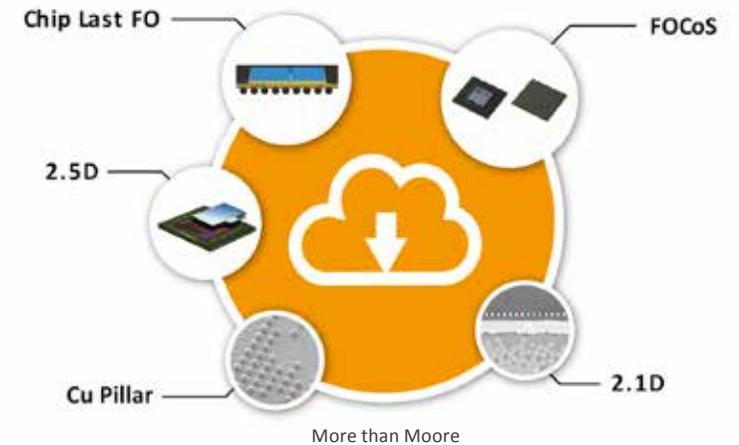
be integrated into a smaller and more compact module without compromising the functionality and performance of the entire package or module. Hence, SiP can be ideally applied to many of today's consumer technologies that require heterogeneous integration of numerous IC functions such as RF, processor, memory, sensors, power management, multimedia, and more, within very tight space constraints. Our SiP solutions can be implemented into a variety of applications, including smart living, automotive communications and electronics, data management and diagnostic devices in healthcare.

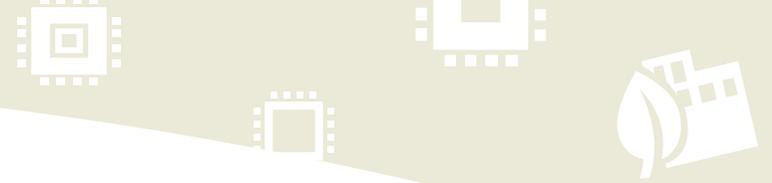
To better serve the fast-growing IoT segment, ASE has created a cohesive ecosystem for its SiP platform that included a key announcement with Inotera Memories Inc. on foundry service for 2.5D silicon interposer and TDK for proprietary embedded substrate manufacturing. Collaboration within the supply chain has led to the development of a world class manufacturing

technology that can be used in embedded solutions within smartphones, wearables, homes, connectivity and sensor applications.

ASE's developments in SiP also serve to protect the environment as it reduces the number of required manufacturing steps. Previously, each device function was developed onto

individual IC chips, but with SiP technology, the ICs can be designed and directly embedded onto a substrate, then onto a module. The reduction in manufacturing steps results in less required materials as well as increased efficiency in logistics management during inventory shipment.





2.4

Financial Performance

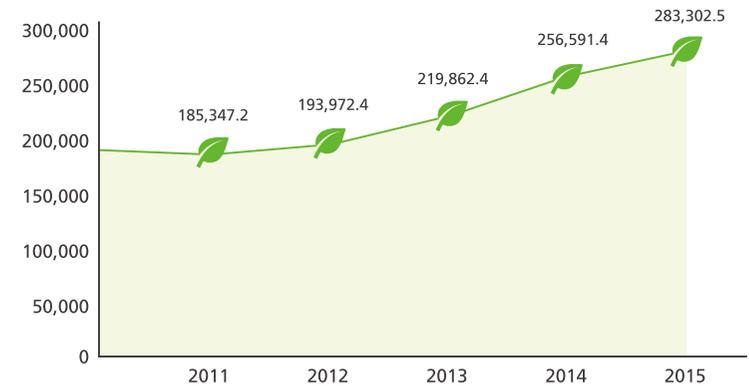
ASE's consolidated revenue for 2015 totaled NT\$283.3 billion, representing an increase of NT\$26.7 billion and growth of 10.4% from 2014. In regard to the packaging business, the consolidated revenue for 2015 totaled NT\$154.5 billion (including interdepartmental income of NT\$9.4 billion), representing a decrease of NT\$5.2 billion and a decline of 3.2% from 2014. This decline was mainly due to weakening demand for smart phones, which resulted in slower sales volume. In terms of our OEM electronic service subsidiary, we reported 2015 consolidated revenue totaling NT\$138.4 billion (including interdepartmental income of NT\$200 million), an increase of NT\$32.6 billion and a growth of 30.75% from 2014. As the rate of technology innovation increases, we believe that the wearable device market will be a leading contributor to future growth.

2015 Revenue – Geographical Information

We categorize our operating revenues geographically based on the country in which the customer is headquartered.

Operating Revenues

In NT\$ Million



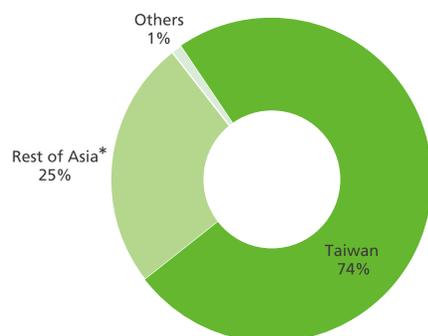
Total operating revenues: US\$8,639.9 million

United States	73%
Taiwan	11%
Asia	8%
Europe	7%
Others	1%

2015 Operating Profit and Income Tax Paid – Geographical Information

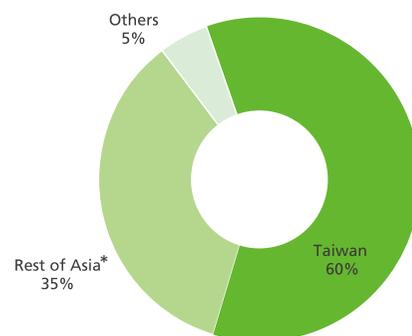
We categorize our operating profit and income tax paid geographically based on the country in which ASE and subsidiaries are located.

2015 Operating Profit Breakdown



Total operating profits: US\$751.3 million

2015 Income Tax Paid Breakdown



Total income tax paid: US\$127.6 million

* Rest of Asia includes China, South Korea, Singapore, Malaysia, and Japan.

ASE Group Tax Policy

ASE Group believes that being an honest taxpayer can foster economic growth and help to maintain sustainable business in the long term.

ASE Group is committed to the following:

1. Complying with all applicable tax laws and regulations of all countries in which we operate and duly reporting and paying all necessary taxes in a timely manner.
2. Constructing an appropriate mechanism to evaluate potential tax risks which are given rise to our global manufacturing and sales activities.
3. Taking into consideration of both short term and long term tax impacts when making major business decisions.
4. Being transparent and disclosing tax information in accordance with applicable regulations and reporting requirements.
5. Developing mutually trustful and respectful relationships with tax authorities in the countries we operate, and communicating with them on tax matters where appropriate.

3 COMMUNICATION AND STAKEHOLDER ENGAGEMENT

ASE Group is committed to conducting effective and strategic stakeholder engagement and communication while emphasizing transparent and balanced information disclosure, at both the corporate and local plant level.

Communicating with our stakeholders is key to the long-term and continuous improvement of our enterprise. Through dedicated communication mechanisms, we collect and incorporate important stakeholder feedback into our strategies and operations worldwide. An important goal of stakeholder engagement is to seek feedback from diverse stakeholder groups, and transform that feedback into action.



3.1 Identification and Communication with Stakeholders

We define stakeholders as a group or an organization that can affect or be affected by ASE. Based on the 5 major principles (dependency, responsibility, influence, diverse perspective, tension) of the AA1000 SES-2011 Stakeholder Engagement Standard (SES), we have identified 9 major categories of stakeholders. They are categorized into two groups based on whether the impact is direct or indirect. Our direct stakeholders include shareholders, employees, customers, and suppliers; our indirect stakeholders include community residents, government, non-governmental organizations (“NGOs”), industry unions and associations and media.

We engage with our stakeholders through a variety of means, depending on the nature of the relationship. The methods of engagement will vary depending on the stakeholders, the issues of concern and the purpose of engagement.

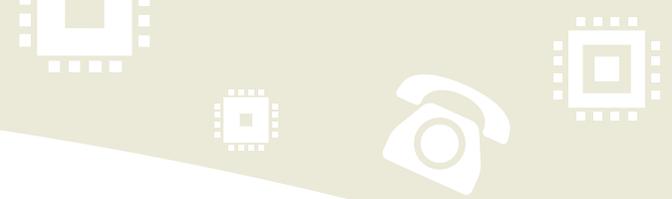
Our communication mechanisms & focus

🗨️ Communication Mechanisms*
⚠️ 2015 Issues of Concerns
✅ 2015 Communication Key Outcome**

<p>Customers</p> <ul style="list-style-type: none"> 🗨️ Customer quarterly business review meeting 🗨️ Customer audits 🗨️ Customer service platform 🗨️ Technical forums <hr/> <ul style="list-style-type: none"> ⚠️ Risk Management ⚠️ Legal Compliance & Ethics ⚠️ Environmental Management <hr/> <ul style="list-style-type: none"> ✅ Satisfied customer percentage increased from 85% in 2014 to 89% in 2015, which exceeded our “85% satisfied customer” target 	<p>Employees</p> <ul style="list-style-type: none"> 🗨️ GM mailbox 🗨️ Intranet web site 🗨️ Satisfaction survey on employees 🗨️ Dedicated employee helpline <hr/> <ul style="list-style-type: none"> ⚠️ Employee Care & Development ⚠️ Employee Health & Safety ⚠️ Legal Compliance & Ethics <hr/> <ul style="list-style-type: none"> ✅ Employee satisfaction survey coverage increased from 25% in 2014 to 64% in 2015 	<p>Shareholders</p> <ul style="list-style-type: none"> 🗨️ Annual financial reports 🗨️ Quarterly earnings conference 🗨️ Annual shareholder meeting 🗨️ Institutional investors' conference (Quarterly) <hr/> <ul style="list-style-type: none"> ⚠️ Environmental Management ⚠️ Legal Compliance & Ethics ⚠️ Corporate Governance <hr/> <ul style="list-style-type: none"> ✅ Top 20% of all listed companies in the Corporate Governance Evaluation System launched by Taiwan Stock Exchange Corporation (“TWSE”)
<p>Suppliers</p> <ul style="list-style-type: none"> 🗨️ Supplier questionnaire survey 🗨️ Supplier on-site audits 🗨️ Annual supplier forum 🗨️ Supplier capacity-building activities <hr/> <ul style="list-style-type: none"> ⚠️ Legal Compliance & Ethics ⚠️ Supplier Management-Environmental Issues ⚠️ Supply Chain Development <hr/> <ul style="list-style-type: none"> ✅ Our Annual Supplier Awards Ceremony held for 140 companies worldwide and 24 award winners recognized for extraordinary performance in their support to ASE ✅ Our “Supplier Code of Conduct” announced in the ceremony as the uniform standard for all suppliers 	<p>Community</p> <ul style="list-style-type: none"> 🗨️ ASE Charity Foundation 🗨️ ASE Cultural and Educational Foundation 🗨️ Employee volunteer activities 🗨️ Community perception surveys and needs assessments <hr/> <ul style="list-style-type: none"> ⚠️ Significant Community Development ⚠️ Environmental Management ⚠️ Legal Compliance & Ethics <hr/> <ul style="list-style-type: none"> ✅ US\$1.03 million contributed in community engagement programs which assisted more than 900 beneficiaries, including 159 underprivileged children, supported scholarships for 730 low-income family students, and 35 charitable institutions 	<p>Government</p> <ul style="list-style-type: none"> 🗨️ Communication meetings, conferences, forums or seminars held by government authorities 🗨️ Proactive dialogue with government authorities 🗨️ Reporting thru government portal <hr/> <ul style="list-style-type: none"> ⚠️ Corporate Governance ⚠️ Supply Chain Development ⚠️ Supplier Management – Social Issues <hr/> <ul style="list-style-type: none"> ✅ Proactively joined the Corporate Governance Self-Evaluation Program launched by Financial Supervisory Commission R.O.C to further shape and enhance our corporate governance
<p>Industry Unions and Associations</p> <ul style="list-style-type: none"> 🗨️ Organizational member conference 🗨️ Technology forums held by industry unions/associations <hr/> <ul style="list-style-type: none"> ⚠️ Employee Health & Safety ⚠️ Supply Chain Development ⚠️ Employee Care & Development <hr/> <ul style="list-style-type: none"> ✅ US\$0.27 million contributed in public advocacy and over 50 external organizations engaged 	<p>NGOs</p> <ul style="list-style-type: none"> 🗨️ Environmental Management 🗨️ Legal Compliance & Ethics 🗨️ Employee Health & Safety <hr/> <ul style="list-style-type: none"> ⚠️ Risk Management ⚠️ Legal Compliance & Ethics ⚠️ Environmental Management <hr/> <ul style="list-style-type: none"> ✅ US\$1.49 million contributed to support environmental conservation programs, charitable activities and civic educational programs through collaborating with 18 NGOs 	<p>Media</p> <ul style="list-style-type: none"> 🗨️ Press releases 🗨️ Spokesperson interviews 🗨️ Company's website <hr/> <ul style="list-style-type: none"> ⚠️ Environmental Management ⚠️ Eco-Efficiency ⚠️ Stakeholder Communications <hr/> <ul style="list-style-type: none"> ✅ Our Annual Media Seminar held for media professionals with interests in ASE to allow them to understand our cutting-edge technologies as well as environmental protection performance through seminars, discussions, and site visits

* We communicate with each stakeholder at irregular intervals unless otherwise indicated.

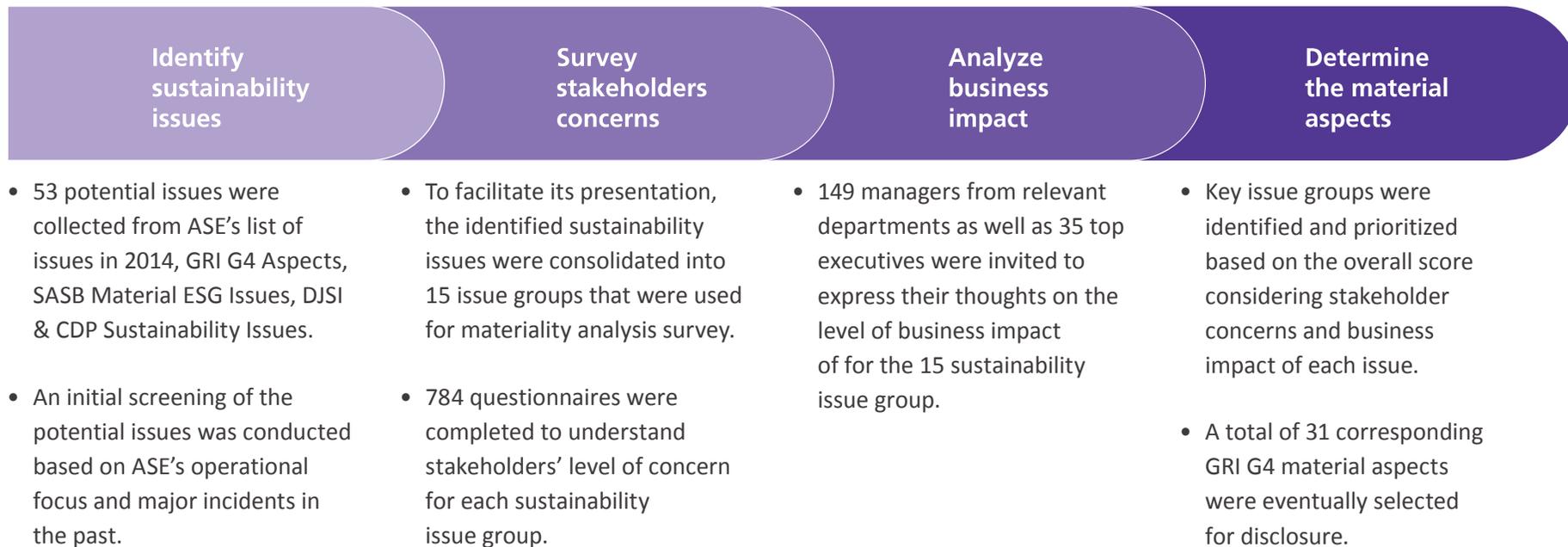
** For more information, please see relevant chapters and sections of this report.



3.2

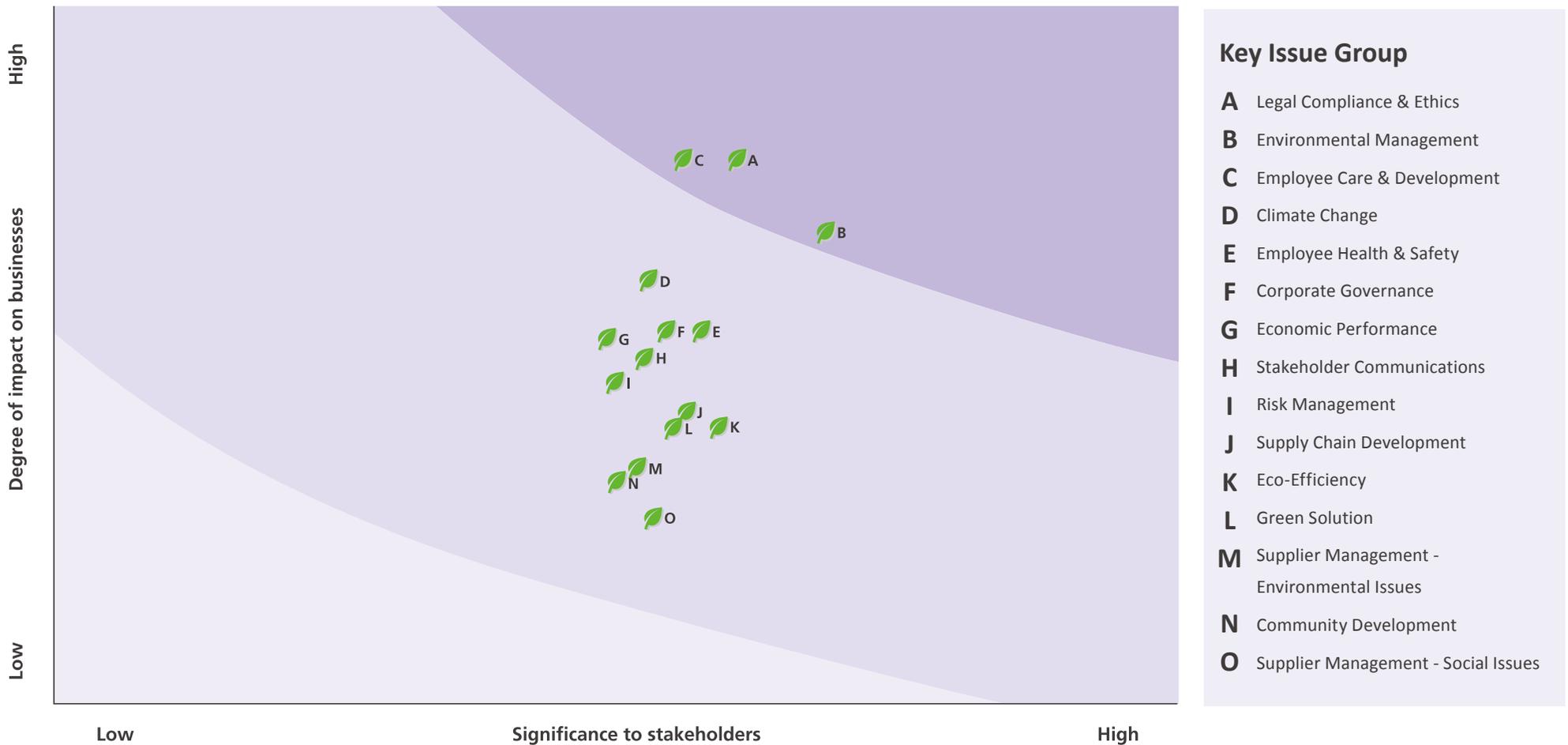
Materiality Assessment

Materiality Assessment Procedures

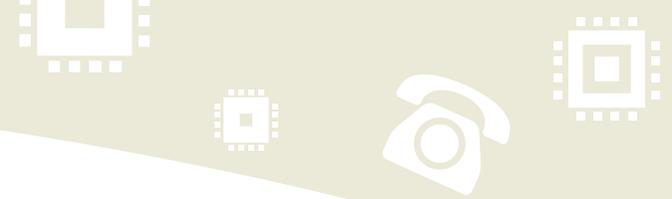




Results of Materiality Assessment



- Key Issue Group**
- A** Legal Compliance & Ethics
 - B** Environmental Management
 - C** Employee Care & Development
 - D** Climate Change
 - E** Employee Health & Safety
 - F** Corporate Governance
 - G** Economic Performance
 - H** Stakeholder Communications
 - I** Risk Management
 - J** Supply Chain Development
 - K** Eco-Efficiency
 - L** Green Solution
 - M** Supplier Management - Environmental Issues
 - N** Community Development
 - O** Supplier Management - Social Issues



Through the results of materiality analysis, three out of the fifteen key issue groups were identified as the prioritized key issue groups to stakeholders and ASE, which include Legal Compliance & Ethics, Environmental Management, and Employee Care & Development.

Prioritized Key Issue Group	Business Impact to ASE	Strategy	Long-Term Target
Legal Compliance & Ethics	Ensuring compliance with all applicable laws as well as our Code of Business Conduct and ethics is minimum standard for winning the public trust and helps reduce financial risks that would occur either directly through fines or indirectly through impacts on reputation.	Since K7 plant wastewater incident, major, top-down changes have been initiated to promote awareness of legal compliance and to foster continuous improvement. We offer a series of seminars and online trainings on legal compliance to employees, conduct continuous inventory and monitoring on global compliance, and we closely follow the latest developments of emerging new regulations.	Maintain zero major violation
Environmental Management	Effective environmental management system helps improve our environmental performance, reduce the risk of incurring fines or penalties for not complying with environmental legislation, and drive innovation of process, operation and technology.	<ol style="list-style-type: none"> 1. We regularly examine the effectiveness of our environmental management system for continual improvement of environmental performance. 2. We take actions to reduce greenhouse gas emissions, waste and effluent discharge and continuously promote group-wide greenhouse gas assessment and verification. 3. We develop and apply new management tools such as eco-efficiency indicators and environmental accounting. 	<ol style="list-style-type: none"> 1. Maintain 100% ISO 14001 certification 2. 100% ISO 14064 group-wide certification by 2017 3. Development of eco-efficiency indicators for R&D and operations by 2017
Employee Care & Development	Developing good employee care and development programs helps attract and retain talents, as well as create a pleasant workplace, thereby improving our productivity, enhancing innovation, and increasing profitability.	<ol style="list-style-type: none"> 1. We offer employees a challenging and rewarding career path, supported by trainings as well as opportunities for advancement within our company. 2. We encourage our employees to actively participate in company activities and we solicit for feedback using our employee satisfaction survey. 	<ol style="list-style-type: none"> 1. 100% of ASE employees participated in employee development system by 2020 2. 100% coverage for employee satisfaction survey by 2020

Material Aspects and Boundaries

 : Data/information disclosed in this report

Key Sustainability Issue Group	GRI G4 Material Aspect	GRI G4 Indicator	Within ASE	Outside ASE*			Corresponding Chapters and Sections
			Manufacturing Facilities	Customers	Suppliers	Community	
Economic Performance	Economic Performance	EC1~2 & 4					2.4 Financial Performance
Corporate Governance	Corporate Governance	G4-34~36, G4-38~39, G4-41~43, G4-45, G4-48~49					4. CORPORATE GOVERNANCE
Legal Compliance & Ethics	<ul style="list-style-type: none"> • Compliance with laws and regulations • Codes of conduct and codes of ethics • Anti-competitive Behavior • Customer Privacy 	<ul style="list-style-type: none"> • EN29, SO8 • G4-56~58 • SO7 • PR8 					4.4 Legal Compliance
Risk Management	Risk Management	G4-14					4.5 Risk Management
Environmental Management	<ul style="list-style-type: none"> • Waste • Effluents • Emissions other than GHG • Product & Service • Overall (Environmental Expenditures) • Hazardous Substance Management 	<ul style="list-style-type: none"> • EN23 • EN22&24 • EN20~21 • EN28 • EN31 • N/A 					5. ENVIRONMENTAL SUSTAINABILITY
Climate Change	GHG Emissions	EN15~16 & 18~19					5.1 Climate Change Management & Energy Efficiency
Eco-Efficiency	<ul style="list-style-type: none"> • Energy • Water 	<ul style="list-style-type: none"> • EN3, EN5~6 • EN8&10 					5.1 Climate Change Management & Energy Efficiency 5.2 Water Resource Management
Green Solution	Green Process	N/A					5.5 Sustainable Manufacturing
Supply Chain Development	<ul style="list-style-type: none"> • Procurement practice • Conflict Minerals 	<ul style="list-style-type: none"> • EC9 • N/A 					7. SUPPLY CHAIN DEVELOPMENT
Supplier Management - Environmental Issues	Supplier Environmental Assessment	EN32					7.2 Supplier Sustainability Management
Supplier Management - Social Issues	<ul style="list-style-type: none"> • Child Labor • Forced or Compulsory Labor • Supplier Human Rights Assessment • Supplier Assessment for Labor Practices 	<ul style="list-style-type: none"> • HR5 • HR6 • HR10 • LA14 					7.2 Supplier Sustainability Management
Employee Care & Development	<ul style="list-style-type: none"> • Employee Welfare • Labor/Management Relations • Training & Education • Diversity and Equal Opportunity • Equal Remuneration for Women and Men 	<ul style="list-style-type: none"> • LA1~3 • LA4 • LA9~11 • LA12 • LA13 					6. EMPLOYEE CARE & DEVELOPMENT
Employee Health & Safety	Occupational Health and Safety	LA6~7					6.4 Employee Health & Safety
Community Development	Local community development programs	SO1					8.3 Community Engagement
Stakeholder Communications	Stakeholder Engagement	G4-24~27					3. COMMUNICATION AND STAKEHOLDER ENGAGEMENT

* Key stakeholders along our entire value chain were considered in determining the boundary of each material aspect.

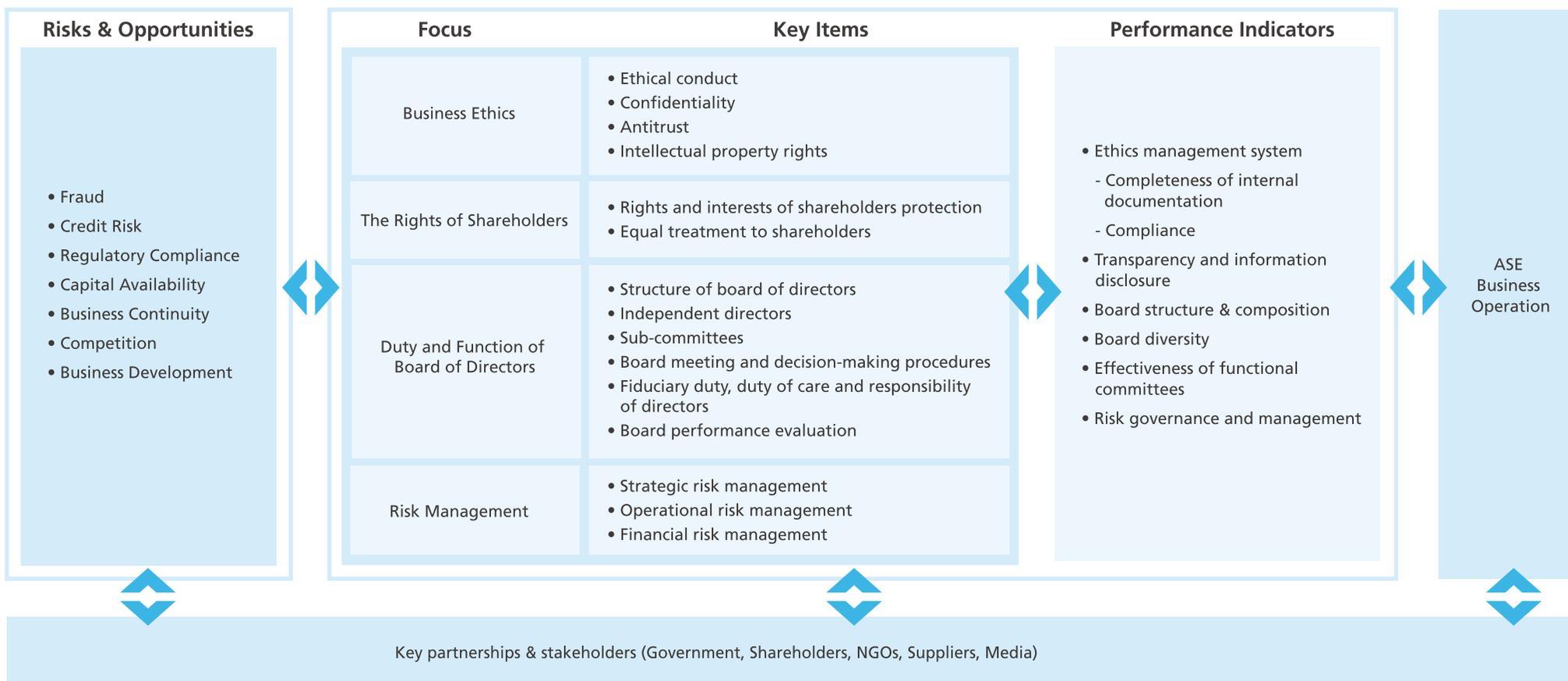
4 CORPORATE GOVERNANCE

ASE Group is committed to maintaining sound corporate governance, continuously practicing ethics in all areas of our business, and complying with all laws and applicable regulations where we operate.

ASE strives to establish an organizational culture of integrity and accountability and is committed to maintaining high standards of ethics, effective corporate governance, and accountability mechanisms in every aspect of its business, as well as conducting business in a socially responsible and honest manner serves both the company's and shareholders' long-term interests.



Management Approach





4.1

Governance Structure

ASE believes that cultivating strong and efficient corporate governance enables us to maintain continuous improvement and enhance competitive advantage, which in turn ensures shareholders’ rights and interests. In line with this principle, ASE’s board of directors set up two functional committees, the audit committee and the compensation committee, to facilitate the operation of the board of directors. Meanwhile, ASE has an internal audit department which is responsible for periodically presenting compliance audit results. Such audit results will be finally reviewed by the audit committee and the board of directors.

We always proactively examined both our corporate governance practices and our effectiveness in corporate governance implementation through the Corporate Governance Evaluation System launched by TWSE and the Taipei Exchange (“TPEX”^{*}). The structure of the evaluation is mainly based on Principles of Corporate Governance released by the OECD (Organization for Economic Co-operation and Development). In 2015, ASE was amongst the

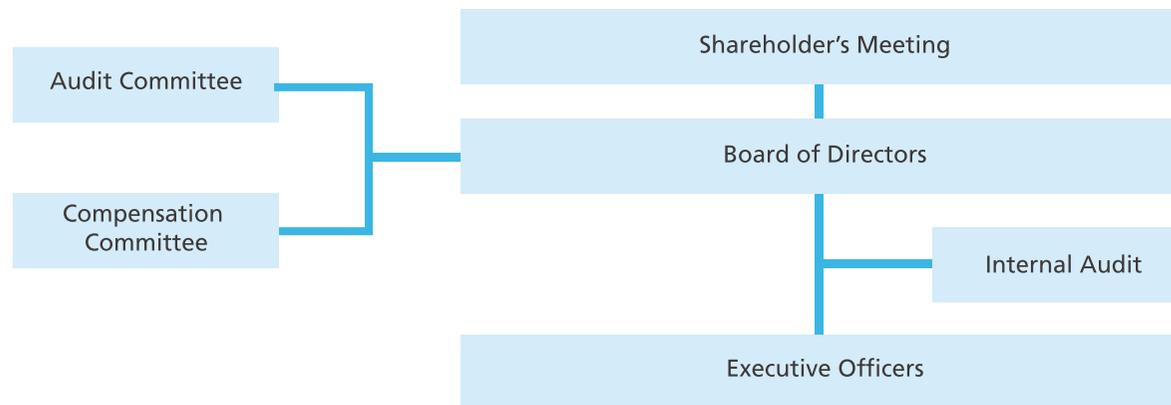
top 20% of all TWSE listed companies. The board remains focused on improving our standards in corporate governance and transparency.

Board of Directors

As the highest governing body, the board of directors consists of eleven members, each serving a three-year term. Three members of our board of directors are independent as defined in Rule 10A-3 under the U.S. Securities Exchange Act of 1934

(the “Exchange Act”) as well as the independence standards of the Taiwan Stock Exchange listing rules. Jason C.S. Chang has served as Chairman of the board of directors of Advanced Semiconductor Engineering, Inc. since its founding in March of 1984, and as its Chief Executive Officer since May of 2003.

The board of directors possesses certain authorities and duties granted by or in accordance with the Taiwan Company Act and ASE’s Articles of Incorporation or shareholders resolutions. Matters in which the board



^{*} Taipei Exchange (TPEX) is a foundation which is organized for serving the over-the-counter (OTC) market and bond trading of Taiwan.



of directors is actively engaged include supervision of overall operational condition of company, business strategy and development, risks regarding operation, finance as well as taxation, and corporate sustainability. To continuously strengthen professionalism and knowledge, board members have continuously participated in training courses which cover subjects on finance, tax, risk management, corporate governance, law, business, corporate social responsibility, or other subjects relating to corporate governance throughout their terms of occupancy.

The composition of the board of directors is determined by taking diversity into consideration. The members of the board of directors hold a variety of professional backgrounds and industry experiences* and possess the ability to conduct risk oversight, to make policy decisions on economic, environmental and social impacts, and to lead with an international market perspective. Furthermore, one of the members of the board of directors is female.

In 2015, a total of eighteen board meetings were convened. To manage and avoid conflicts of interest, directors who engage in any business activity where there is a conflict of interest are not allowed to participate in the discussion, vote at the meeting, or exercise voting rights on behalf of other directors**.

To fulfil our commitments including advancing sustainability and corporate citizenship, the board of directors is involved in supervising and governing ASE's performance in economic, environmental and social issues. Matters that might impact our society, the environment, and economy will be taken into consideration when conducting major decision-making. For instance, resolution made to contribute an amount of US\$3.0 million (NT\$100.0 million) to environmental protection efforts in Taiwan and three sustainability-related principles (Corporate Governance Best Practice Principles, Corporate Social Responsibility Best Practice Principles, and Ethical Corporate Management Best Practice Principles***) were all approved at the board meetings in 2015. Moreover, five of our board members

serve as members of CSC and receive regular reports on the results of our CSR initiatives and future plans. Compensation of board members is adjusted over time by considering not only individual and financial performance but also organization performance in three dimensions of the economy, environment and society.

* For further details on the composition of the board of directors, and professional backgrounds and industry experiences of board members, please refer to "Ch3 Sec. 2 Directors, Senior Management and Employees" of our 2015 Chinese Annual Report or "Item 6. Directors, Senior Management and Employees - DIRECTORS AND SENIOR MANAGEMENT" of our 2015 Form 20-F via our website at: http://ir.aseglobal.com/html/ir_annual.php.

** For further details on director's attendance of meetings, nature of the board of directors such as the number of each director's other significant positions, and further information regarding conflict of interest, please refer to our 2015 Chinese Annual Report via our website at: http://ir.aseglobal.com/c/ir_annual.php.

*** Corporate Governance Best Practice Principles, Corporate Social Responsibility Best Practice Principles, and Ethical Corporate Management Best Practice Principles are available to the public and can be accessed via our website at: http://ir.aseglobal.com/html/ir_major.php.



Audit Committee

The audit committee currently consists of our independent directors who are independent under Rule 10A-3 under the Exchange Act as well as the independence standards of the ROC Securities and Exchange Act, and are financially literate with accounting or related financial management expertise.

Our audit committee charter provides for the audit committee to assist our board of directors in its oversight of (i) the integrity of our financial statements, (ii) the qualifications, independence and performance of our independent auditor and (iii) our compliance with legal and regulatory requirements and provides for the duties and responsibilities set out in Rule 10A-3 under the Exchange Act.

Compensation Committee

Our board of directors established a compensation committee pursuant to the ROC Securities and Exchange Act. Under ROC securities regulations, a compensation committee should have at least one independent director who is considered independent under ROC securities regulations. Our compensation committee currently consists of three members, including two independent directors and an external expert consultant. Our board of directors has adopted a compensation committee charter for our compensation committee. The compensation committee has the responsibility for, among other things, setting forth and reviewing policies, systems, standards and structures regarding performance evaluation and compensation of the directors and managerial personnel, and evaluating compensation of the directors and managerial personnel.

Internal Audit

In addition to setting up our internal control system in accordance with the "Regulations Governing the Establishment of Internal Control System by Public Companies enforced by the Financial Supervisory Commission, we have also instituted stringent internal control points in accordance with the provisions of the US Sarbanes-Oxley Act. Our Internal Audit Department reports directly to the board of directors with the primary duty of assisting the management team to supervise and to evaluate the effectiveness of the internal controls system.

ASE places high importance on the shareholder right to know, and faithfully comply with applicable regulations regarding information disclosure in order to provide shareholders with regular and timely information on company financial conditions and operations, insider shareholdings, and corporate governance status through the Market Observation Post System* or our company website. To treat all shareholders equally, we concurrently disclose the information under the preceding matters in English. For more details regarding corporate governance, please visit our website at: http://ir.aseglobal.com/html/ir_corpor.php.



* A website maintained by TWSE to provide financial and operational information about listed companies, including company profiles, financial statements, operational summaries, electronic book and material information.



4.2

Code of Business Conduct and Ethics

For the purpose of enabling our employees to understand ASE corporate culture and ethics and to establish a sound business operation, ASE has developed the “ASE Group Code of Business Conduct and Ethics” (the “Code”) in accordance with the rules of NYSE Listed Company Manual 303A.10 Code of Business Conduct and Ethics, “Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEX Listed Companies”, as well as the spirit of The Electronic Industry Citizenship Coalition (“EICC”) Code of Conduct and the OECD Guidelines for Multinational Enterprises. The principles embodied in the Code reflect our policies related but not limited to commercial ethics, quality of public disclosure, environment, labor, safety and health, compliance and corporate governance, and social participation, expressing our commitment to ethics business practices, corporate citizenship, and social responsibility.

The Code applies to everyone who conducts business on behalf of ASE Group - including employees, officers, supervisors, directors (collectively “ASE Member”) of ASE Inc., its subsidiaries, and joint venture. We hope to exert our influence over the supply chain, in order to lead and supervise ASE’s suppliers, contractors, service providers and subcontractors (collectively, “Suppliers”), to comply with the Code. We have also adopted Supplier Code of Conduct which Suppliers are required to strictly comply with.

In addition to the Code, we also establish ASE Ethical Corporate Management Best Practice Principles, operational procedures guidelines, and employee handbook, and conduct educational training through employee induction on a site basis to roll out ethics value. The commitment and performance of ASE Member related to compliance with the Code will be integrated into the performance appraisal system, and linked

to the determination of their remuneration and compensation.

We believe that open communication on issues and concerns by all ASE Members without fear of retribution or retaliation is vital to the successful implementation of the Code. All ASE Members are encouraged to raise ethical questions and concerns or to report any suspected violation of ethics, laws, rules, regulations or the Code promptly by using the Code of Conduct compliance hotline codecompliance@aseglobal.com or contacting the Human Resource Department, and the Human Resource Department should notify the board of directors. Any such concerns involving the Human Resource Department should be reported to the board of directors, as appropriate. Any such concerns relating to accounting, internal accounting controls or auditing matters should be reported in accordance with the “Policy and Procedures for Complaints and Concerns Regarding Accounting,

Internal Accounting Controls or Auditing Matters” established by the audit committee of the board of directors. After investigation of misconduct and unethical behaviour, appropriate disciplinary actions will be imposed to violator.

In 2015, no ethical questions and concerns were raised and reported to hotlines and Human Resource Department and no political contributions were made. Breaches against the Code regarding environment please refer to Index of GRI G4 Indicators. In 2016, we aim to strengthen ethics management practices by improving ethics management system.

For more details, please refer to the Code, Supplier Code of Conduct, and Policy and Procedures for Complaints and Concerns Regarding Accounting, Internal Accounting Controls or Auditing Matters which are available to the public and can be accessed via our website at: <http://www.aseglobal.com/en/Csr/>.





4.3

ASE Human Rights Management

The ASE Group Human Rights Policy outlines standards to ensure that all ASE Group employees are treated with respect and dignity, also ensure that we are not complicit in any human rights violations and hold our suppliers and partners to this same standard.

ASE Group Human Rights Policy

For the protection and promotion of human rights, ASE Group supports and respects international standards, including the UN Universal Declaration of Human Rights, the first & second principles of UN Global Compact, UN Guiding Principles on Business and Human Rights, ILO International Labor Standards, Declaration of Fundamental Principles and Rights at Work, as well as relevant local laws and regulations. Additionally, ASE implements human rights protection by joining the Electronic Industry Citizenship Coalition (“EICC”). ASE has established human rights management principles accordingly to protect the human rights of all ASE Group employees and also expects our suppliers to uphold these principles in order to protect the human rights.

ASE Group is committed to implementing the human rights protection by the following principles:

1. **Protect:** ASE complies with all labor and gender equality related laws and regulations where we operate, and provides employees with a safe, healthy work environment.
2. **Respect:** ASE forbids forced labor, child labor, discrimination, and harassment, and guarantees the freedom of association, privacy, reasonable working hours and appropriate compensation and benefits.
3. **Remedy:** ASE vows to maintain an accessible and open grievance mechanism, and to take immediate remedial measures if any violation of human rights issues occurred.
4. **Manage:** ASE continuously promotes human rights education, also regularly assesses human rights risks, and reports and discloses assessment results to top executives and to the public.

Assessment & Management of Human Rights

Stakeholder (Vulnerable Objects)	Issues of Concerns	Impact Assessment	Management Approach	Target Setting
Employee 1. Female Employees 2. Foreign Workers	1. Non Discrimination 2. Working Hours	Yearly review the human rights topics in "Employee Care & Development Taskforce" team of ASE Corporate Sustainability Committee.	1. Public announcement of prohibiting discrimination and harassment at the workplace. 2. Establish a dashboard to monitor labor rights to comply with local laws & regulations.	Target in Y2016: 1. Execute human rights training 2 hours minimum per employee 2. Completion of dashboard establishment at each workplace
Supplier 1. Supplier 2. Contractor	1. Conflict Minerals 2. Working Hours 3. Child Labour 4. Health and Safety	Yearly review supplier sustainability performance through the following process: 1. Risk Assessment 2. Validation	1. Conduct supplier conflict minerals survey 2. Sign-up supplier's commitment to ASE Supplier Code of Conduct 3. Execute supplier audit 4. Identify high-risk workplaces and establish protective measures & control procedures 5. Personnel safety & health education of before entering the factory	1. Zero child labour 2. Increase DRC Conflict-Free products 3. Execute 100% audit of high-risk suppliers
Customer (All)	1. Customer Privacy	1. Quarterly review information security execution performance 2. Customers satisfaction review through quarterly business review meeting	1. Build-up ASE Information Security Committee 2. Information management procedure setting 3. Data access controlling system 4. ID authority controlling	1. Regular internal audit 2. Annual refreshment training for all employees to ensure the compliance of Information Security Policy.

ASE Group human rights management guidance is set up in the following Group Documents:

1. Corporate Social Responsibility Best Practice Principles

This Principles guides our practices of social responsibility; in terms of protecting human rights, ASE complies with all related regulations and international human rights conventions, while establishes relevant management policies and procedures.

2. Code of Business Conduct and Ethics

This Code states ASE's ethical expectations for all business interactions, including basic requirements for business integrity, the environment, labor, safety and health, corporate

governance and social participation. Furthermore, the Code also states ASE's commitments in protecting the personal privacy of employees, customers & suppliers, as well as in complying with human rights standards set forth in the EICC Code of Conduct.

3. ASE Supplier Code of Conduct

This Code articulates the standards ASE upholds for our supply chain, confirming that all of our suppliers provide safe working environment, treat workers with respect and dignity, operate with integrity, and do not damage the environment.



4.4

Regulatory Compliance

We are committed to conducting our business affairs with honesty and integrity and in full compliance with all applicable laws, rules, and regulations. As a response to meeting increased and tightened regulations and compliance requirements, we regularly monitor any changes in domestic and foreign laws, rules, and regulations that could have significant influence on company operations in order to ensure compliance at our worldwide manufacturing sites. Our Legal Department is responsible for disseminating the latest

regulations to related departments in a timely manner. No employee, officer, or director of ASE shall commit or, for any reason, instruct others to commit any illegal or unethical acts. In 2015, we were not subjected to any major monetary or non-monetary disciplinary actions due to non-compliance with corporate governance regulations, and there were no corruption cases, nor monopolistic or unfair practices that inhibit free markets uncovered.

Training is a major component of our compliance program. A series of courses are designed to provide employees with an understanding of the laws and key compliance issues from time to time, including subjects that cover basic knowledge of laws, Antitrust, Anti-harassment, Proprietary Information Protection (PIP), Environmental Protection, Intellectual Property (IP), Anti-bribery/corruption, Contract Management, Conflict-free Minerals, and Privacy Law.

ASE Training Course for Regulatory Compliance

Online Courses

- Objects: all employees
- Goals: to foster basic legal awareness and knowledge of employees, in turn lower potential legal risks and losses that might occur during business operation

Seminar Courses

- Objects: managers and certain employees (depending on the nature of the business activities they perform)
- Goals: to enhance employees' understanding of the company's legal compliance policy and up-to-date key decree

Outsource Courses

- Objects: legal personnel
- Goals: to grasp the trend of modification of laws timely and transmit information to related operation units, enabling company to respond and meet the requirements of laws

Antitrust

To increase ASE Members' awareness of fair competition and antitrust laws, compliance with the law and illegal behavior, and to avoid involvement in risky behavior that may violate the law, we started to formulate an internal policy in 2015. The forgoing internal policy is titled Fair Competition and Antitrust Laws Compliance Policy (the "Antitrust Policy") and scheduled to be rolled out in 2016 and accordingly complied with by all ASE Members upon approval by board of directors.

The Antitrust Policy is expected to assist ASE in detecting illegal behavior at the earliest time and taking necessary countermeasures to reduce ASE's exposure to risks arising from suspected illegal behavior, and other aspects in terms of employee education and training and related violation reporting and consultation mechanisms will be otherwise addressed in Antitrust Policy.

ASE has not been in any violation of or subject to any governmental investigation of applicable unfair competition or antitrust laws.





4.5 Risk Management

We manage risks through designated departments and functions ("risk functions") across all of our organizations. In addition, we have Enterprise Risk Management ("ERM") programs implemented in our major manufacturing sites (i.e., Kaohsiung and Chungli facilities as well as USI) as well as all group-level functional departments. Risks/Events that might have an influence on our business objectives are identified and evaluated, in order to decide on appropriate responses. We have established the mechanism of prevention, early warning, emergency response, crisis management and business continuity

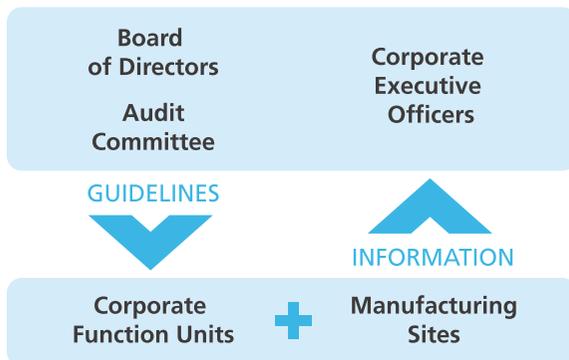
plans that mitigate, transfer or avoid risks. We are confident that by having a sound management program, ASE has effectively kept the respective risk scenarios under control.

are assessed in terms of likelihood and impact and mapped onto a Risk Heatmap. Further risk mitigation plans are defined to reduce the residual risk if judged necessary. Major risks are reported to top management with suitable risk response plans and the progress will be monitored quarterly.

Our risk review process is described below. Corporate level and operational level risks are identified, prioritised and reported on risk registers. The risk registers include a description of the overall risk, characteristics (scenario and impact) of the risk; and current risk management activities including mitigation strategy/control measures. Major risks

We identify and analyze possible risks for our business operation, and provide corresponding monitoring measures and control mechanisms for those risks that are of high impact.

Risk Management Organization Scheme



Risk Management Process

	Identification	Assessment	Response
Purpose	To identify risks/events that might adversely affect the achievement of our business objectives.	To assess the risk level.	To identify and evaluate possible responses to risk.
Implementation	We use risk questionnaires to gather exposure information.	We assess risks from three perspectives: <ul style="list-style-type: none"> • Likelihood • Impact (on finance, business continuity, reputation) • Control effectiveness 	We evaluate response options by: <ul style="list-style-type: none"> • Cost of implementation • Effectiveness (degree to which a response will reduce impact) • Feasibility (difficulty) • Time needed for implementation

Climate Change Risk

Regulation risk: This is one important emerging risk since new and pending laws and regulations related to the environment or climate change could increase expenses or require ASE to alter its manufacturing processes thereby affecting our operations. Energy costs in general could increase significantly due to climate change regulations. In response thereto, we continuously monitor the developments in regulations and take action to improve our energy efficiency and setting goals for energy and material conservation.

Physical risk: Climate change may increase the frequency and severity of climate disasters such as storms, floods and drought – thereby causing considerable adverse impacts on our operations as well as the whole supply chains (e.g., water shortage or supply interrupt). Therefore, in addition to water reuse and recycle initiatives, we conduct potential flooding analysis and propose contingency measures as well as apply green infrastructure to newly constructed facility.

Other risk: Increasing climate change and environmental concerns could affect the results of our operations

if any of our customers request that we exceed any standard set for environmentally compliant products and services. We may lose market share to our competitors if we are unable to offer such products. To manage this risk, we strengthen our operational measures to ensure that we not only meet but also surpass the current requirements.

Emerging Risk

Red supply chain: The threat of the emerging red supply chain, a growing cluster of domestic companies in the semiconductor industry cultivated by the Chinese government, will increase competition that may lead to declines in prices and profitability and could have a material adverse effect on our business, financial condition, results of operations and future prospects. We counter the rise of the “red supply chain” by pursuing acquisitions of businesses and assets, strategic alliances and joint ventures, expanding efficiency and innovation beyond the current boundaries to include more partners with competitive advantage, and migrating our business model to higher value, integration, complexity, miniaturization, logistics, and smart manufacturing.

Financial Risk

Interest Rate Changes: Our exposure to interest rate risks relates primarily to our long-term floating rate loans, which is normally incurred to support our corporate activities and capital expenditures. We entered into several interest rate swap contracts to mitigate the interest rate risk on our long-term loans.

Exchange Rate Changes: Exchange rate movements against the NT dollar, our functional currency, give rise to the risk of foreign currency exposure. To protect against reductions in value and the volatility of future cash flows caused by changes in foreign currency exchange rates, we utilize currency forward contracts and swap contracts from time to time to reduce the impact of foreign currency fluctuations on our results of operations.

Other Risk: For details on other Risk Management, please refer to “Item 3. Key Information - Risk Factors” of our 2015 Form 20-F.

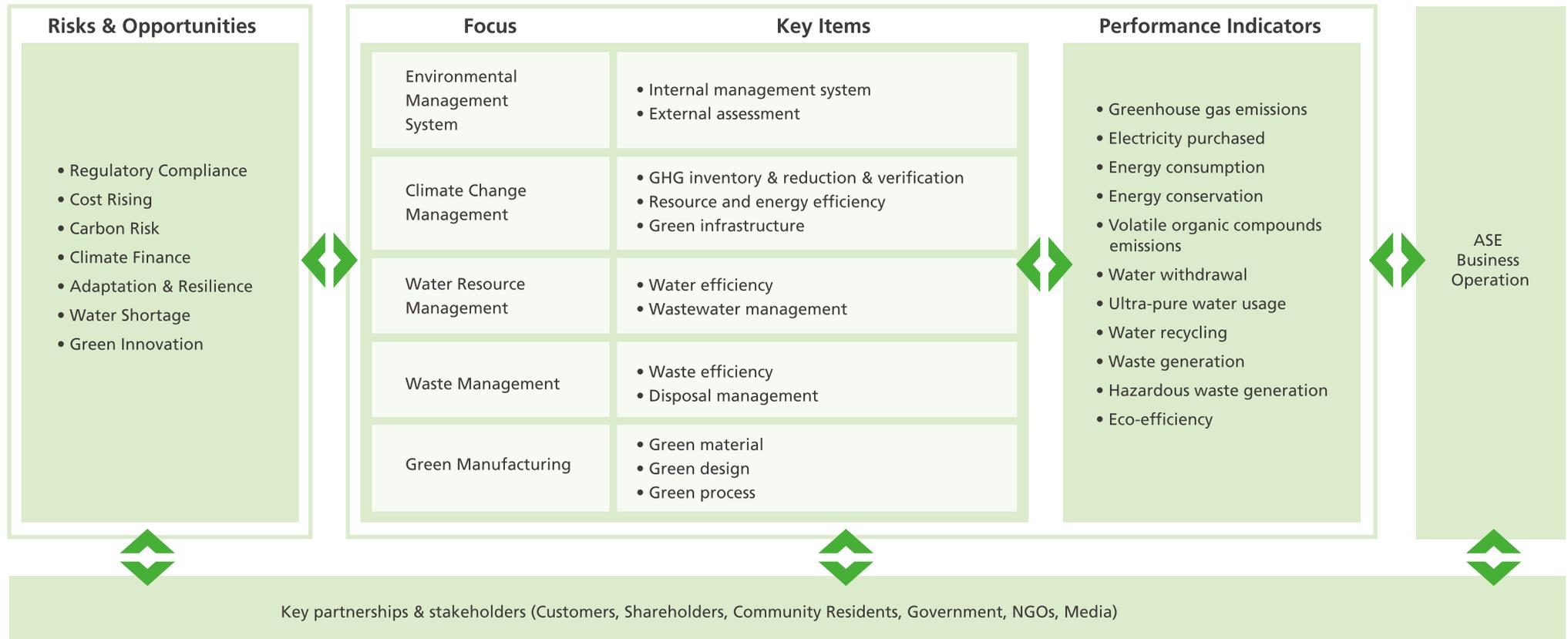
5 ENVIRONMENTAL SUSTAINABILITY

ASE Group is committed to improving our eco-efficiency and protecting the environment by continuously enhancing resources recycling; reducing greenhouse gas emissions, waste generation, wastewater effluent, and chemical usage.

ASE strives to develop and promote a green concept in all facets of its enterprise. We are committed to ensuring the protection of the earth through our efforts to reduce greenhouse gas emissions, waste and effluent. In addition, from the initial product design stage, we conscientiously incorporate environmental considerations into continuous process improvement as well as in new product development to provide green manufacturing services with minimum pollution and waste output.



Management Approach



Key Performance



Total Water Withdrawal
14% Reduction
 (Compared to 2014)



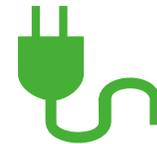
82% Water Reuse & Recycling Efficiency
 (Compared to 2014)

28% Increased



2 Gold-rated U.S. LEED Certifications Added in 2015

12 Total Green Building Certifications



155 Energy-saving Projects Implemented in 2015

Electricity Saving
106,808 MWh



4 Buildings Obtained the Green Factory Label
 (K3, K5, K11, K12)

KPI	2015 Target	Status	2015 Performance	2016 Target
Greenhouse gas emission verification	90% verification	Achieved	97% verification	98% verification
Water reuse & recycling	75% water reuse & recycling efficiency*	Achieved	82% water reuse & recycling efficiency	85% water reuse & recycling efficiency
Waste recycling	60% waste recycling rate	Achieved	64% waste recycling rate	65% waste recycling rate

* Water reuse & recycling efficiency = total water recycled/ total water withdrawal

Environmental Management System and Certification

ISO14001 Environment Management System	IECQ HSPM QC080000 Hazardous Substance Process Management	ISO14064-1 Greenhouse Gas Emission Verification
Coverage: All sites	Coverage: All sites except for ISE Labs*	Coverage: ASE Kaohsiung, Chungli, Nantou, Shanghai(A&T), Shanghai(Material), Kunshan, Suzhou, Weihai, Wuxi, Korea, Malaysia, USI
ISO 50001 Energy Management System	ISO 14067 Carbon Footprint Verification	ISO 14046 Water Footprint Verification
Coverage: ASE Kaohsiung, Chungli, USI Zhanjiang, USI Taiwan, USI Shenzhen, USI Kunshan	Product & service type: Leadframe, BGA, Chip Scale Package(CSP), flip chip, substrate, IC testing service Coverage: ASE Kaohsiung	Coverage: ASE Kaohsiung

* ISE Labs is IC testing facility that does not require IECQ HSPM QC080000 Certification.

In early 2015, we joined the Electronic Industry Citizenship Coalition (EICC) and adopted the EICC Code of Conduct. Incorporating the EICC codes as part of our Sustainability Management allows us to support ethical, social and environmental responsibilities throughout our supply chain.

5.1

Climate Change Management & Energy Efficiency

Climate change is a key corporate sustainability issue and ASE is adapting local and international policies and taking firm action to mitigate the emissions of greenhouse gases attributable to our business operations. Climate change issues are addressed as part of agenda on our CSC (Corporate Sustainability Committee). ASE CSC is chaired by our Chief Operating Officer who is also a board member of ASE. The CSC is responsible for the oversight of corporate-wide sustainability vision, policies, targets and performance that include climate change, in accordance with ASE Group Sustainability Guidance.

We have embarked on a wide variety of efforts—including but not limited to green facilities (efficient building designs), resource conservation, energy efficiency, renewable energy (such as solar installations and green power purchases)—to manage risk associated with climate change (refer to 4.5 risk management) and reduce environmental impacts. We believe that there are opportunities that come with the climate change challenges, such as carbon emission trading, green and low carbon

product development, and government incentives for purchasing energy or water consumption equipment with high efficiency. We also review the financial implications of the climate change risks or opportunities. The related information is disclosed on the CDP website: <https://www.cdproject.net/en-US/Pages/HomePage.aspx>.

In 2015, ASE has signed up with the CDP, an international not-for-profit organization which holds the most comprehensive set of global corporate environmental data, on the following commitments to support COP21 held in Paris.

- Commitment to climate change information in mainstream reports as a fiduciary duty
- Commitment to responsible corporate engagement in climate policy

ASE is a member of Business Council for Sustainable Development ("BCSD") and is also active in the Taiwan Corporate Sustainability Forum ("TCSF"). The objective of TCSF is to encourage voluntary sharing of information relating to environment and

sustainability and to also actively reflect public opinions and strengthening the communication channel between the private sector and the government agencies. On June 30th, 2015, BCSD and TCSF presented the "Energy and Climate Policy White Paper" to the government. From the perspective of corporate sustainability development, the White Paper provides suggestions and mid to long term targets to the government on energy policy, energy efficiency, water resource management and environmental education.

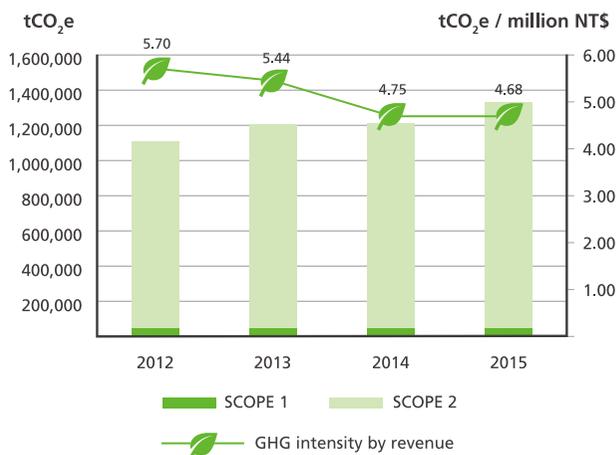
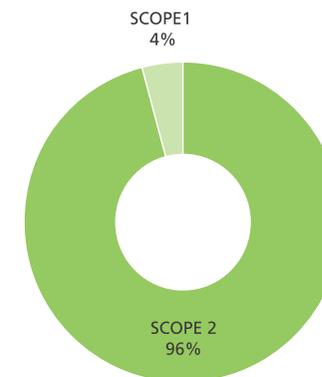


Greenhouse Gas Emissions

Carbon management is an integral part of ASE overall business performance. We track our carbon footprint in terms of the amount of greenhouse gas emissions. In 2015, the total GHG emission (from scope 1 and 2) by ASE manufacturing facilities* was 1,325,364 tCO₂e, an increase of 9% as compared with 1,217,787 tCO₂e in 2014. The increase was caused by a significant increase in power consumption due to capacity expansion of the existing plants as well as incorporation of new production sites.

By implementing various energy-saving programs as well as constructing two new plants (Chungli K & L buildings) and upgrading existing buildings according to the green building standards, our greenhouse gas intensity (tCO₂e / million NT\$ revenue) in the period between 2012 and 2015 showed a decreasing trend from 5.70 to 4.68. Our major facilities** have respectively achieved ISO 14064-1 GHG verification, which covers around 97 % of the total emission. We continuously promote group-wide greenhouse gas inventory and verification, and expect to achieve 100% GHG verification for entire ASE facilities by 2017.

The 96% of the GHG emissions came from electricity use. The remaining 4% was mainly from stationary and mobile combustion sources using fuel such as natural gas, gasoline and diesel and process emissions (e.g., PFC/HFC emissions from production line).



SCOPE 1 Emission Category	
Stationary combustion	40%
Mobile combustion	8%
Fugitive emissions	11%
Process emissions	41%

* These include all packaging, testing and materials (ATM) facilities as well as all electronic manufacturing services (EMS) facilities.

** This includes ASE Kaohsiung, Chungli, Nantou, Shanghai (A&T), Shanghai (Material), Kunshan, Suzhou, Wuxi, Weihai and electronic manufacturing services (EMS) facilities located in Zhangjiang, Jinqiao, Kunshan, Shenzhen, and Taiwan.



Besides the annual GHG inventory and continuously mitigation for scope 1 and 2 emission, we expand our practice from our internal operation to the external value chain. Energy efficiency is constantly improved via investment on green building, green facility, energy saving equipment and water recycling capacity that promotes sustainable development towards a low carbon economy. ASE identifies major emission sources in our response to the CDP questionnaire every year including the estimation of scope 3 emissions from the supply chain. GHG reduction projects are launched collectively with our green partners to reduce the impact to the environment.

Carbon footprint verification

We established a database for monitoring the GHG emission levels and later incorporated the ISO14040 LCA (Life Cycle Assessment) techniques to assess environmental impacts from four major assembly products - leadframe, BGA, CSP and flip chip package types, and substrates. In 2015, we achieved verification of ISO 14067 standards for our bumping series

products. The inventory results indicate that IC chip occupies the majority of GHG emissions, and electricity consumption is the major GHG emission source in the manufacturing stage.

Energy Management and Conservation

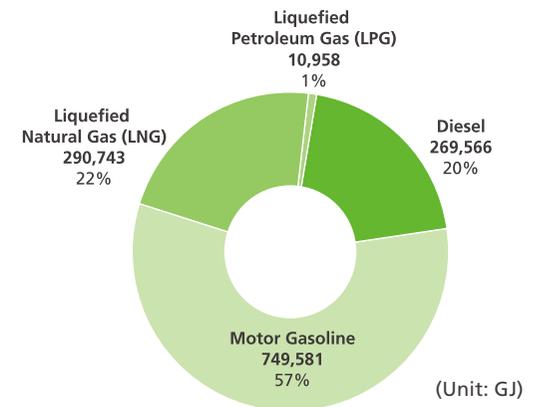
Our factories are mostly powered by electricity purchased from regional municipal power stations, and to a lesser extent we use some direct-use fuels such as natural gas, gasoline, and diesel. In order to review energy consumption status and to manage and improve energy efficiency, we successfully implemented the ISO 50001 standard in our ASE Kaohsiung, Chungli, USI Zhangjiang, Kunshan, Shenzhen, and Taiwan facilities. In addition, Kaohsiung facility created an energy management information platform to monitor the real-time energy consumption status.

Fossil Fuels

Fossil fuel usages are mainly for plant generators, forklifts, official vehicles, and boilers in living areas. When sorted by heat value (Giga Joules), the major fuel consumption from 2012~2015 were as shown in

the Appendix ASE Environmental Data. The major direct-use fossil fuel in 2015 was motor gasoline.

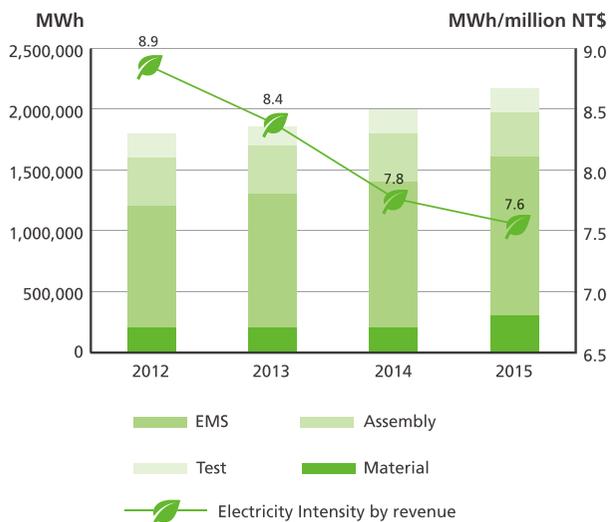
2015 ASE Fuel consumption



Externally Purchased Electricity

Electricity intensity is used as our energy usage indicator (MWh/million NT\$ revenue). We have reduced the overall electricity intensity by 15% in 2015 compared to 2012. The recent four year trend of electricity consumption for EMS, Assembly, Test and Material is demonstrated as below. As shown, the assembly operation occupied the most of the electricity consumption.

Electricity Consumption



Investing in Green Power and Clean Energy

The most meaningful option in GHG management is to migrate to non-carbon based sources of energy. Our power needs are considerable resulting from business growth, and we see this as a viable future alternative to migrate away from carbon sources and reducing our GHG emissions overall.

Green Power Purchases

In 2015, we purchased 4,100 MWh of "accredited green electricity" sourced from renewable energy (mainly solar power and onshore wind power in Taiwan) under "Green Power Pilot Program*" started on July 1st 2014 by Bureau of Energy, Ministry of Economic Affairs. Since 2014, our consecutive purchase has accumulated to 7,200 MWh.

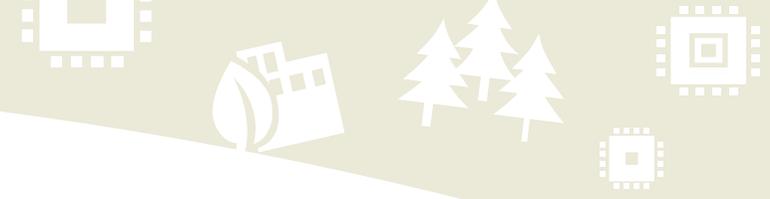
Our purchase helps reduce the CO₂ emission of about 3,754 metric tons equivalent to 312,800 trees** planted. ASE's green power accomplishment shows our commitment to strengthen energy-saving and carbon reduction, expand green industry and promote renewable energy installation and gradually achieve the win-win-win situation for energy supply, industry development and environment protection.

Solar Installations

In 2014, we had installed solar panels on the roof of ISE Labs' facility in Fremont, California, USA, a wholly-owned subsidiary of ASE. In 2015, they have generated more than 391 MWh per year of clean solar energy, reducing GHG emissions by 78 metric tons. Instead of national grid, the reduced emission in the present report was recalculated by a revised emission factor from the local utility.

* This program is announced in 2014 in responding Taiwanese government's Green energy and carbon reduction policy under "Golden Decade National Vision Sustainable environment".

** According to Taiwan's Forestry Bureau, a mature tree can absorb around 12 kg carbon dioxide per year.



Overall Energy Conservation Results

In 2015 we invested US\$19.35 million in energy conservation programs. Although our total electricity has increased relative to our growth, our conservation efforts have positively impacted our total consumption and resulted in a significant reduction of our scope 2 emission. There are 155 energy-saving projects implemented in 2015 and resulted in electricity savings of 106,808 MWh mainly based on electricity meter measurement in our facilities (equivalent to about 5% of our electricity demand for the year), equating to 58,892 tCO₂e* saved, equivalent impact of reducing the CO₂ emissions from the annual electricity use of more than 30,000 Taiwan homes**.

Major Energy Saving Projects

Activity Type	Description of Activity
Processes	<ul style="list-style-type: none"> • DI water recycling in sawing machine • Add switch to reduce the gas usage • Adjust water usage for vacuum pump to reduce indirect energy consumption • Install smart meter to strengthen electricity management
Building Services	<ul style="list-style-type: none"> • Change to low energy consumption LED lightings • Replacement of old chiller of air conditioning system • Chilled water system optimization • Replacement of old air compressor with more efficient one • Add VFD (variable frequency drive) to chilled water system • Solar panel installation • Rationalize ventilation volume and frequency to reduce energy consumption
Low Carbon Energy Purchase	<ul style="list-style-type: none"> • Green power purchase

* The CO₂ equivalent is calculated based on each facility's local electricity emission factor.

** The calculation is based on the household electricity consumption, 291 kWh, per month estimated by Taiwan Power Company in 2015.



ASE Kaohsiung

Apply automated water supply for air conditioning



ASE Chungli

Employ efficient chilled water system



ASE Weihai

Change to low energy consumption LED lightings



ASE Suzhou

Replace to efficient air compressor

5.2

Water Resource Management

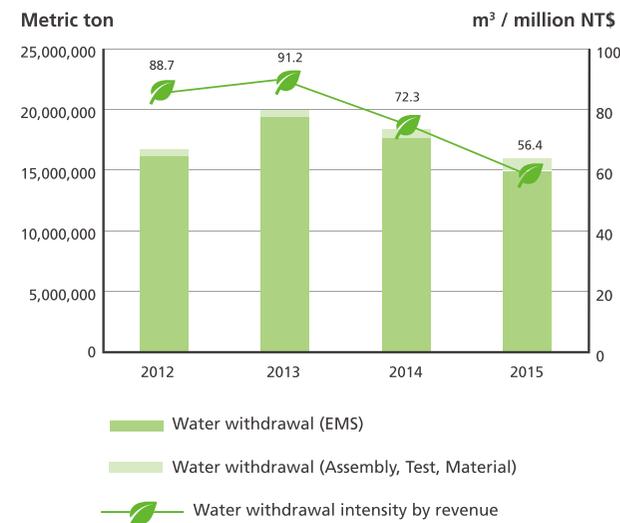
Water is an essential source of life and ASE is conscientiously making efforts to ensure the conservation and preservation of our water resources. Our water management program is based on three approaches: reduce, reuse & recycle. Municipal water is the main source* of water used for our business operation. In 2015, our total water withdrawal** was 15,971,068 metric tons, a 14% reduction compared to 18,548,558 metric tons in 2014. The reduction comes from Kaohsiung, Chungli, Shanghai (Assembly & Test), Shanghai (Material), Weihai, Wuxi, Korea, Malaysia, ISE Labs facilities and USI, wherein Kaohsiung facilities are major contributors. In continuous development of production capacity and expansion of manufacturing facilities, we continuously reached an absolute reduction in water withdrawal, and our water intensity (m³/ million NT\$ revenue) in 2015 was 56.4, a reduction of 36% compared to 88.7 in 2012.

In 2015, we internally recycled approximately 13,133,452 metric tons of water** (equivalent to about 82% of our total water withdrawal for the year), an increase of about 66% compared to 7,888,780 metric tons in 2012. Our major water saving measures are primarily established by the application of ultra-filter (UF) system, Chemical Mechanical Planarization (CMP) wastewater recycle system, and Reverse Osmosis Reject (ROR) wastewater recycle system.

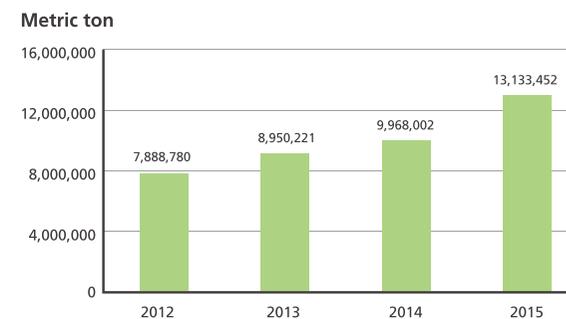
* All water sources are provided by municipal water providers, with the exception that 561,442 metric tons ground water was used by our factories located in Chungli and Nantou, Taiwan.

** This data is drawn from water meter and covers all ATM facilities and all EMS facilities.

Total Water Withdrawal



Amount of Water Recycled

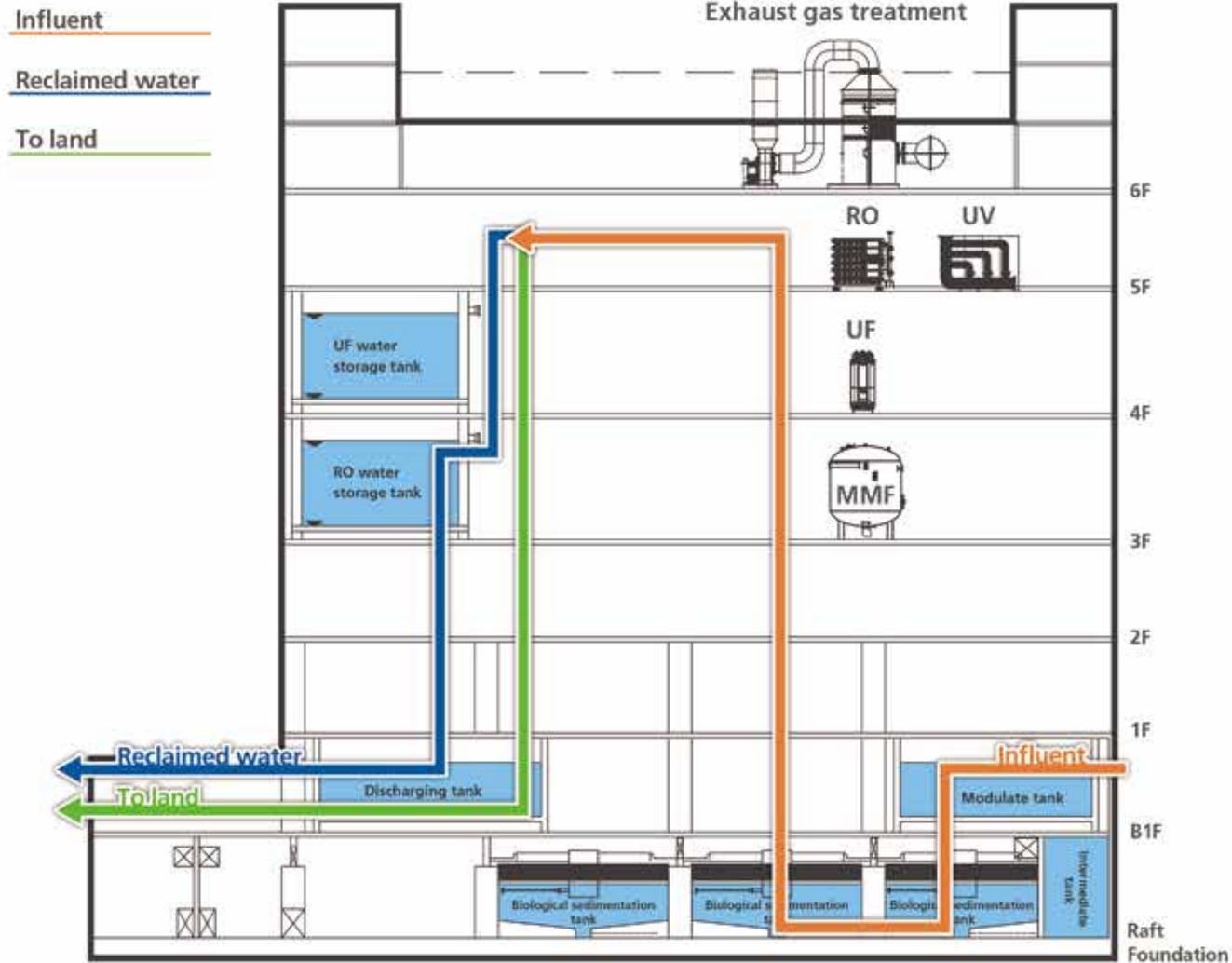




Achievements in Water Recycling Program

<p>Purpose</p>	<ul style="list-style-type: none"> To follow corporate strategy for the implementation of water resource management as well as the enhancement of corporate green image building To reduce the risk of water shortage induced by the disruption of production water, which caused by abnormal events, such as typhoons 	
<p>Investment</p>	<p>ASE has respectively invested NT\$750 million (US\$25 million) in Kaohsiung and NT\$200 million (US\$6 million) in Chungli, to build and facilitate the water recycling plants.</p>	
<p>Kaohsiung's water recycling plant-K14B</p>	<p>Characteristics</p>	<ul style="list-style-type: none"> Taiwan's first water recycling plant is capable of: <ul style="list-style-type: none"> · Treating ~20,000 metric tons of wastewater daily · Producing ~10,000 metric tons of purified recycled water daily Contributed to nearly 3.6M metric tons reduction in wastewater discharge per year, which is equivalent to 1,440 Olympic-sized swimming pools of water when K14B (Phase I) operates at full capacity. Since K14B's operation, Kaohsiung facility has recycled more than 1.3M metric tons of water back to process as the end of 2015.
	<p>Future Plans</p>	<ul style="list-style-type: none"> We will invest another NT\$400 million to increase K14B's capacity to handle 40,000 metric tons of water per day (Phase 2) We plan to avail the site for guided tours as part of a public education program on water conservation and sustainability.
<p>Chungli's water recycling plant</p>	<p>75% water recycling rate</p>	<ul style="list-style-type: none"> It is capable of: <ul style="list-style-type: none"> · Treating ~7,000 metric tons of wastewater daily · Producing ~5,000 metric tons of purified recycled water daily Test-run of the water recycling plant was conducted in March to May 2015. Since its operation, Chungli facility has recycled more than 0.66M metric tons of water back to process as the end of 2015.
<p>Benefits to business operation</p>	<ul style="list-style-type: none"> To build up ASE's leadership in sustainability through public seminars on water recycling and know-how sharing. To counter the challenges of water shortage due to climate risks and minimize disruption to our business operations via collaboration with our suppliers and industry peers. 	

Water Recycling Process



Kaohsiung's Water Recycling Plant, K14B



RO

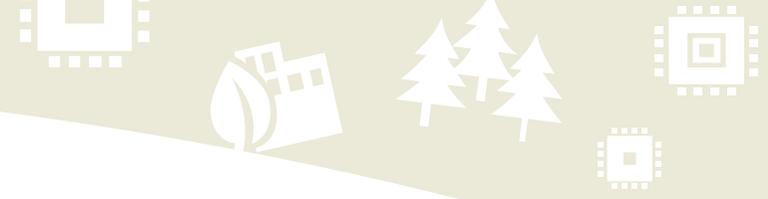
UV



UF



MMF



Water Footprint Verification

In 2012, ASE became the first semiconductor packaging and testing provider to receive water footprint accreditation. To further understand the environmental impact from using water resource and monitor the change before and after our water recycling plant, our Kaohsiung facility adopted ISO14046 standards for measuring water footprint. By doing so, we are able to identify the areas for water conservation and enhance our water resource usage. In 2016, we will actively involve our supply chain in promoting the guidelines for measuring product footprint across its life cycle and the inventory for water footprint.

Wastewater Management

All the wastewater of our factories is processed by segregation. The wastewater is divided into more than 20 categories based on their characteristics, such as organic, inorganic, domestic, fluoride, copper, generic acid wastewaters. The effluent water quality conforms to current regulations and is regularly tested to ensure that it has no significant

environmental impact on the surrounding water bodies. Substantial investments have been made to replace and upgrade the efficiency of this infrastructure.

Externally, we conducted offsite sampling and analysis of our effluent quality every quarter* (as Appendix, page 129) to ensure our operations in compliance with regulated standard.

Internally, to enhance wastewater quality control and reduce water pollution risks, our corporate chemical lab that was accredited by TAF (Taiwan Accreditation Foundation) in March 2015, is able to conduct inhouse measurement of our wastewater.

We continue to work on environmental issues through collaboration with experienced consulting firms and renowned universities to develop effective and environment-friendly solutions in high concentration waste water treatment and water recycling operation improvement. Our target is to become the industry's leading company in wastewater treatment and water resource management.

* ISE Labs, ASE Singapore, ASE Nantou and 3 EMS facilities (Kunshan, Shenzhen and Mexico) have no related data since they have no on-site wastewater treatment.

5.3

Pollution Prevention

ASE strives to reinforce and improve the measures of pollution prevention in wastewater (refer to Wastewater Management), solid waste, air pollution and noise. We implemented ISO 14001 environmental management in all of our facilities to minimize environmental impact through pollution prevention mechanisms, and use the “Plan-Do-Check-Act” management model to promote continuous improvement.

Waste Management

In 2015, 51,319 metric tons of waste is generated and 48% was industrial hazardous waste. Of which, 64% is recycled (26% and 38% of hazardous waste and non-hazardous waste, respectively), 22% is incinerated, 2% is buried in landfills, and 6% is solidified. Waste treated through landfill, incineration, solidifying and others was 18,338 metric tons, a 11% reduction compared to 20,631 metric tons in 2014.

For waste reduction, we have adopted an eco-design approach to reduce the amount of waste we produce. Examples include lightweight IC design which reduces

* This data covers all ATM facilities and all EMS facilities.

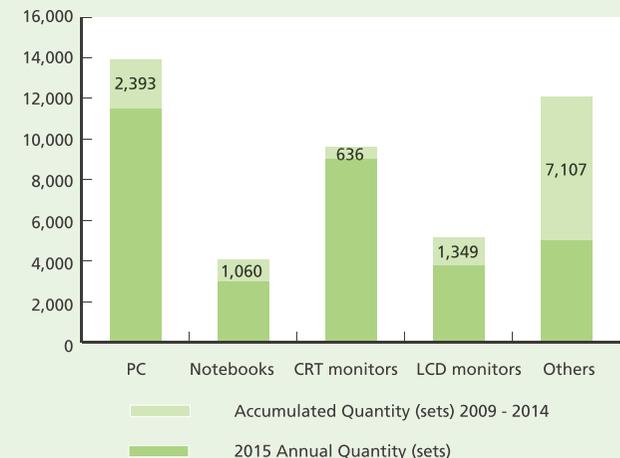
the amount of plastic waste. We are also reducing pollution and initiating waste recycling by reducing the volume of wastewater treatment plant sludge through dehydration, recycling of waste liquids from electro-plating machines, and discouraging the use of disposable cutlery.

The total amount of waste recycled by our facilities* in 2015 was 32,981 metric tons which represents a total waste recycling rate of 64%, of which 27% was chemical waste, 20 % package material, 7% sludge, 6% paper, 2% iron and aluminum and 31% were miscellaneous.

Computer Recycling

Since 2009, we have collected and recycled all of our used or obsolete notebooks, computer mainframes, monitors and peripherals. At our Kaohsiung facility we collaborate with Asus Computer Company in a "PC Recycling" project to repair and refurbish these computers and donate them to rural schools and disadvantaged groups, fulfilling both the environmental and charity ideals of the company.

Waste Management





Green Packing Materials

All of the packing materials we use are made from recyclable materials. In 2015, 4,536 metric tons of package box, 850 metric tons of pallets, 522 metric tons of wafer box and 641 metric tons of other package materials are recycled. Moreover, we have also reduced the consumption of natural resources through the process of sorting and recycling packing materials.

Partnering with Suppliers to Reduce Environmental Impact

To lower the environmental impact from our business operation, we continued to work with other our customers, suppliers, and sites. Through reductions in packaging size and materials and reuse of them, our Kaohsiung site reduced by 24,000 paper boxes, 3,600 pallets in 2015. In addition, through engineering improvements and applying reusable conductive boxes, we not only protect products from electrostatic discharge but also reduce 225 tCO₂e in 2015.

Air Pollution Control

We adopt ozone scrubbers to treat volatile organic compounds ("VOCs") emissions, the main source of air pollutants from our factory processes. In addition to reducing the amount of wastewater produced by the ozone scrubbing process, the high efficiency of ozone scrubbers ensures that our VOC emissions are at concentrations far lower than the regulatory limits.

In 2015, the amounts of air pollutants generated from ASE are listed below. We generated 331 metric tons of VOCs*, an increase of 31% as compared with 250 metric tons in 2014. The increase was caused by our capacity expansion of the existing plants as well as new production facilities. Hence, we have implemented a 3 year improvement plan starting from 2015 to reduce our air pollutants emission based on the following actions:

- Raw Material usage control to comply with regulation
- High-VOC material usage reduction and possible substitution of low-VOC material.

- Weekly equipment efficiency measurement and improvement to enhance air pollution control equipment.
- Introduction of high efficiency VOC treating equipment (e.g., regenerative thermal oxidizer and active carbon system) into our existing and new facilities.

Unit: metric ton

Air pollutants	2013	2014	2015
SOx	4.52	3.85	4.65
NOx	9.91	4.88	5.47
VOC	161	250	331
Ozone-depleting substance (ODS)	0.03	0.02	0.04

Noise Control

We perform perimeter noise monitoring regularly at our facility. Over the last year, there was no record of exceeding regulatory limits. We continue to work on noise control issue through collaboration with renowned universities to improve the noise quality from our facilities and equipment.

* This is our reported emission of VOC to EPA (Environmental Protection Agency). With VOC treating equipment, the actual emission is less than reported emission.

5.4

Green Facility

Starting in 2014, ASE committed to constructing all new manufacturing facilities and office buildings in Taiwan according to the most up-to-date green building standards, e.g., U.S. LEED (Leadership in Energy and Environmental Design) and Taiwan EEWH (Ecology, Energy Saving, Waste Reduction and Health) standards. We further promote the “Green Factory Label*” Certification by implementing the green building concepts as well as cleaner production processes. Through the implementation of these green building standards and integrating a smart building technology system, we create a better working environment that uses energy more efficiently, enhances people’s health and safety, improves reliability, operational efficiency and business performance.

Green Buildings

Since 2012, ASE has invested US\$269 million in green buildings. As of December 2015, we have achieved 12 green building certifications for 11 new and existing buildings (2 “Diamond-rated”, 2 “Copper-rated” & 5 “Qualified” Taiwan EEWH

certifications as well as one “Platinum-rated” & 2 “Gold-rated” U.S. LEED certifications). Through the energy saving actions for EEWH/LEED certification, our green buildings together achieve electricity savings of over 88,900 MWh per year, equating to carbon emission reductions of 46,000 tCO₂e .

In addition, we plan to pursue EEWH certification for 10 new and existing buildings, one intelligent green building certification as well as LEED certification for 3 new buildings. Our future efforts in green buildings will further allow electricity savings of over 22,000 MWh per year, equating to carbon emission reductions of 11,000 tCO₂e.

* Taiwan’s “Green Factory Label” is the world’s first green certification system designed for factories, and examines both “green building construction” and “clean production”.





Energy Saving and Water Recycling from Certified Green Buildings

Facility	Plant	Electricity Saving (kWh/year)	GHG Reduction* (tCO ₂ e/year)	Water Recycled (metric ton/year)
Kaohsiung	K12	18,961,818	9,898	77,489
Kaohsiung	Seven upgraded existing buildings	6,224,235	3,249	-
Kaohsiung	K21	16,117,546	8,413	36,200
Chungli	K, L	47,604,807**	24,802	22,480
Total		88,908,406	46,363	136,169

Energy Saving and Water Recycling from Green Building Plans

Facility	Plant	Estimated Electricity Saving (kWh/year)	Estimated GHG Reduction (tCO ₂ e/year)	Estimated Water Recycled (metric ton/year)
Kaohsiung	K22 (under construction)	16,117,546	8,413	36,200
Kaohsiung	K23 (under construction)	5,925,568	3,093	-
Total		22,043,114	11,507	36,200

* The CO₂ equivalent is calculated based on the applicable electricity emission factor in the year when the certification was granted.

** The electricity saving data is calculated based on the building energy simulation methodology, ASHRAE (90.1-2007).

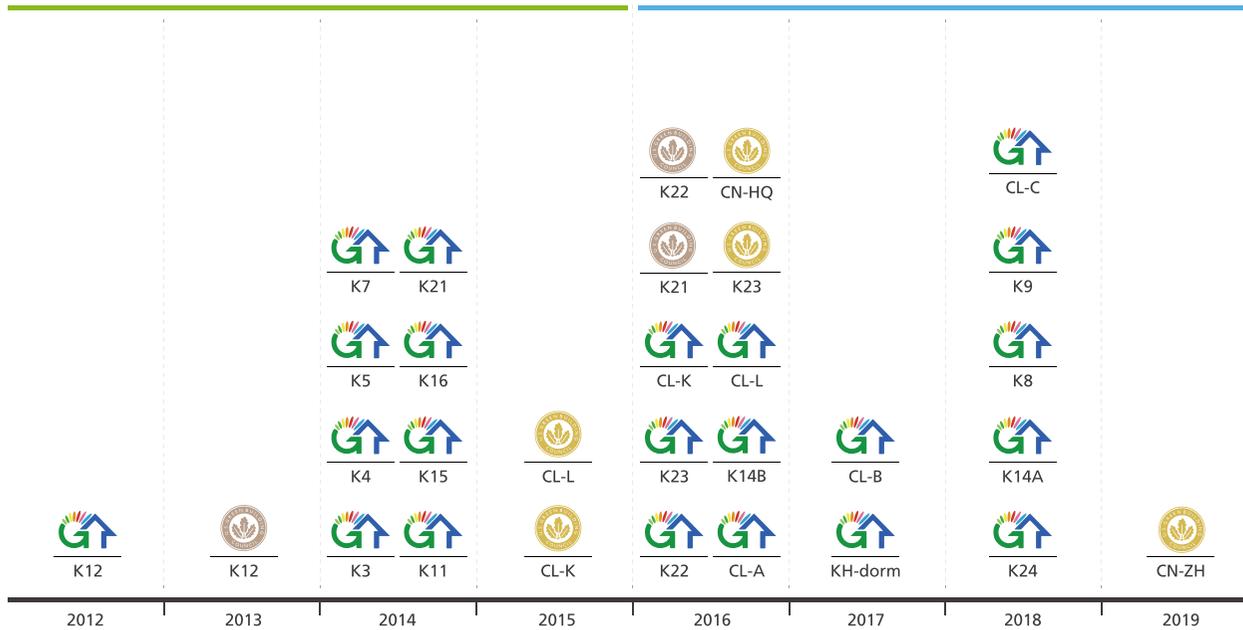
ASE Green Buildings & Future Plan

Green Certificate x 12

EEWH x 9 (Diamond 2/Copper 2/Qualified 5)
LEED x 3 (Platinum 1/Gold 2)

Project Plan x 18

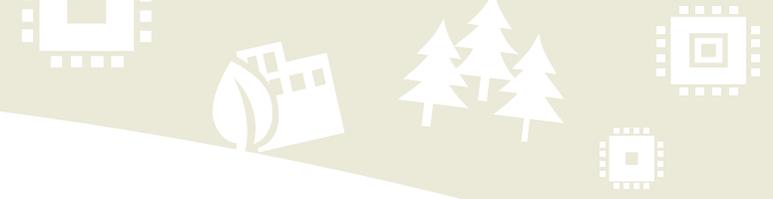
EEWH x 12 (Diamond 5/Silver 2/Copper 3/Qualified 2)
LEED x 5 (Platinum 2/Gold 3)
Intelligent Green Building x1



Green Factory

In 2015, four buildings (K3, K5, K11, K12) within the Kaohsiung facility obtained the “Green Factory Label.”* We plan to obtain the “Green Factory Label” for another five buildings including K7, K15 & K21 before 2017 and K8 & K9 before 2019.

* “Green Factory Label” can be obtained after pass through the certification of “green building certification” and “cleaner product assessment”. The “cleaner production assessment” is conducted by the Industrial Development Bureau (IDB) of the Ministry of Economic Affairs (MOE) and based on the concept of “cleaner production” as defined by the United Nations Environment Programme (UNEP). The assessment evaluates five primary factors: manufacturing, eco-design, green management, social responsibility and green innovation, encompassing both qualitative and quantitative components.



5.5

Sustainable Manufacturing

Sustainable Manufacturing Statement

ASE Group strives to provide eco-efficient and responsible service to our customers by the integration of sustainable practices into all stages of manufacturing including material usage, design, procurement, production and packing, which helps us to reduce costs, enhance competitiveness and reduce environmental, safety and health impacts.

ASE Group is committed to:

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Complying with all applicable laws and regulations. 2. Managing hazardous substances in parts and materials that are used to make products. 3. Providing product solutions that can be compact, lightweight, and energy efficient. | <ol style="list-style-type: none"> 4. Continuously enhancing resources recycling, reducing greenhouse gas emissions, waste generation, wastewater effluent, and chemical usage. 5. Reducing product packing and waste where possible. |
|---|---|

Sustainable Manufacturing Measures

Since each of the manufacturing stages are closely interlinked in terms of environmental, health and safety impact, continuous efforts are required to make incremental improvements and to achieve technological innovation. We aim to make such efforts throughout our operations in order to continuously deliver sustainable products to customers.



Sustainable Material Usage

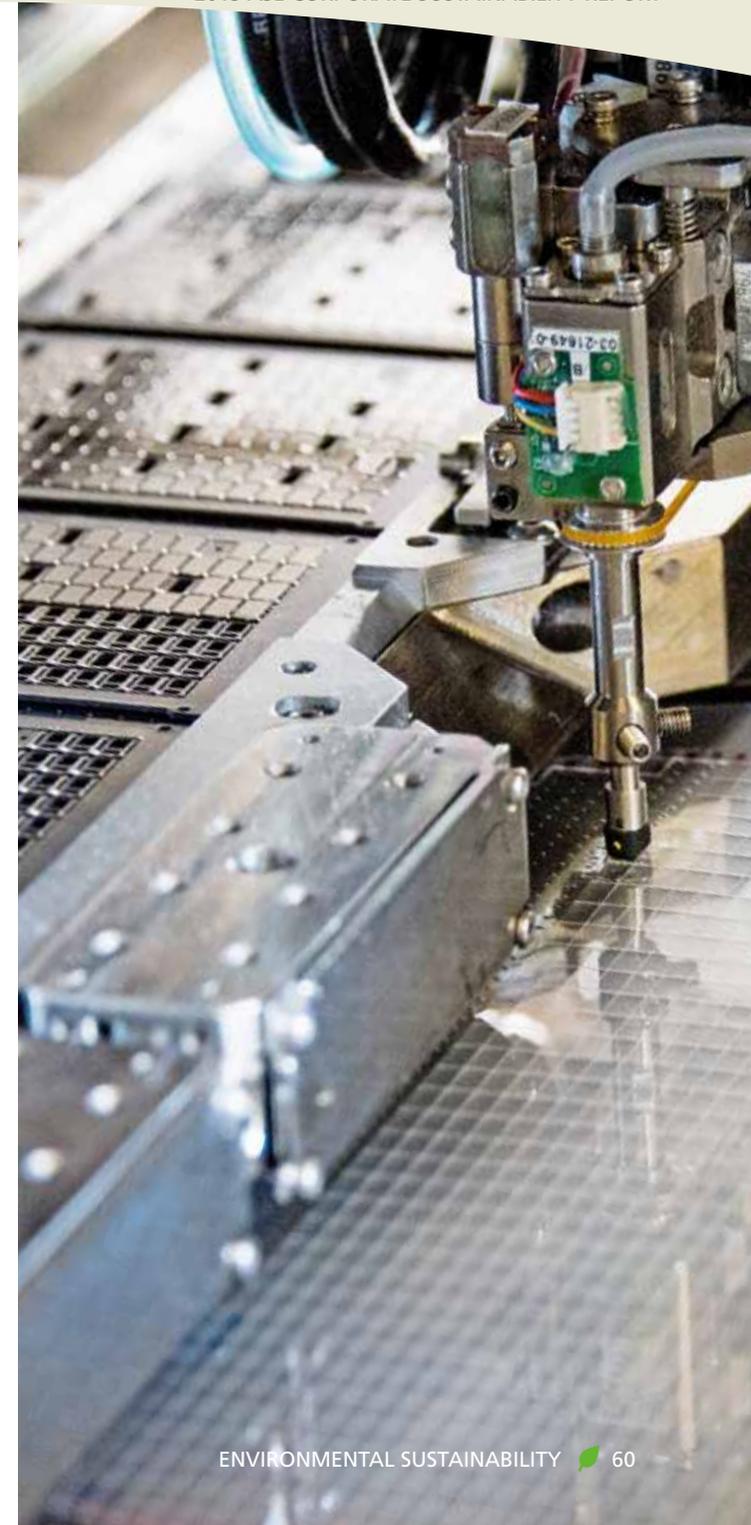
The first step in developing products with low environmental, safety and health impact is choosing the eco-conscious materials or components, which is the key component of sustainable product design. We support a conscious approach to the materials or components that we use in our products and seek alternatives for hazardous materials as well as high carbon footprint materials.

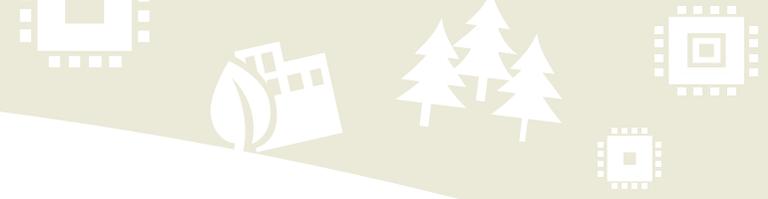
Low COD Chemicals Usage

We introduced green detergent with low chemical oxygen demand (COD) chemicals for use in stripping, developing and cleaning process. This helps to reduce environmental impact and results in an reduction in post-processing wastewater and COD emissions.

Bio-based Green IC Packaging Material

We develop low cost green nanocomposite by replacing silica with carbon/silica derived from rice husk as filler to provide excellent performance including low CTE (for low thermal stress), high modulus (for lead-free solder bump joint protect) or low modulus (for ELK device) and high thermal conductivity (for thermal dissipation).





Sustainable Design

It is essential to apply environmental, safety and energy efficient considerations at the design stage for the entire product life cycle. Our "Product Design Criteria" ensures that our package products have low power consumption and high package density, and use less material and a simplified process. For module or system level products, we follow EU Waste Electrical and Electronic Equipment (WEEE) regulations and strive to implement the "3R" design that emphasizes "reduction," "reuse" and "recycling" of components.



Sustainable Procurement

We examine parts and materials that are used to make products in order to ensure that they do not contain hazardous materials. We use IT-based Hazardous Substance Process Management (HSPM) system to manage datas of chemicals and promote the use of alternative parts/substances. This is regularly updated in response to regulatory and customer requirements, including EU Restriction of Hazardous Substance (RoHS), J-MOSS, JIS C0950, Halogen-free electronic products, Perfluorooctane Sulfonates (PFOS) restriction standard, EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), WEEE, and SONY Green Partner.

In addition, we have worked with our suppliers to achieve our goal of eliminating the use of conflict minerals within our supply chain and using only conflict-free minerals responsibly sourced around the world.

Control Standards Set for 43 Hazardous Substances

We set hazardous substances control indicators, and conduct data collection, appropriate testing & reporting. We are IECQ QC080000 certified and have set up an ISO/IEC 17025 certified internal laboratory that is capable of testing lead (Pb), cadmium (Cd), hexavalent-chromium (Cr6+), mercury (Hg), polybrominated biphenyl (PBB) and polybrominated diphenyl ether (PBDE) to ensure that the products that we provide are in compliance with international standards/regulations and customers' requirements. We have set control standards for 43 hazardous substances for green product, wherein three new substances, i.e., Perchlorates, Ethylene glycol dimethyl ether (EGDME) and Trixylyl phosphate (TXP) were added to the control list in 2015.

Sustainable Process

We strive to improve our eco-efficiency of manufacturing process by continuously enhancing resources recycling, reducing greenhouse gas emissions, waste generation, wastewater effluent, and chemical usage. In situations where we use less sustainable materials due to cost consideration or customer preferences, we take steps (i.e., wastewater control, waste gas control, and waste toxic chemical control) to ensure that they are handled safely from the time they enter our operations until they are properly disposed of or recycled. We also try to increase product sustainability by reducing material variety that increases recyclability and decreases manufacturing energy.

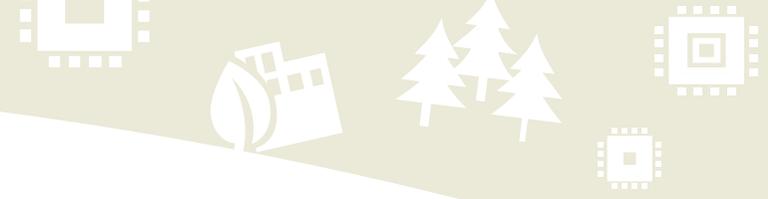
Dry Ice Blasting

We used dry ice blasting to replace solvent-based cleaning. Some of our cleaning process have been transferred from traditional solvent or chemical cleaning method to dry ice cleaning. It provides several advantages: no preparation required prior to cleaning, minimal machine downtimes, environmentally-friendly cleaning, no surface damage, and no residues.

Recyclable & Reusable System Build-up

Since 2010, we had saved at least NT\$100 million per year through our recycling of gold from our electroplating solution. In 2016, we plan to reclaim copper from our etching process wastewater via chemical treatment.





Sustainable Packaging and logistics

We reduce product packing and waste where possible by applying simpler and smaller packing material. We continue to review distribution routes and combine product categories when arranging shipments to maximize loads, thereby reducing CO₂ emissions in distribution and transport.

Green Contribution from Our Manufacturing Service

We provide manufacturing service to our customers to assist our customers in developing energy efficient products (including Wireless communication module, POS, Desktop-internal ATX PSU multi-outputs, Desktop - Mother Board, Smart Handheld Device, Smart Handheld Device, NAS System, SSD, Server system), which reduce energy consumption by around 1 ~ 9% compared with equivalent products on the market. The energy efficient products, shipped to our customers in 2015, give a total avoided emission of at least 25,000 tCO₂e during their Design Using Life.

In addition, compared with equivalent products on the market, our advanced package designs (including Fine pitch BGA, Module/SiP, QFN, FCCSP, LQFP, WLCSP, TQFP, PoP, aEASI, MPFCBGA) have a smaller form factor and/or simplified process thereby enabling reduced or eliminated materials.

5.6

Environmental Expenditures and Investments

Environmental expenditure is essential for a corporation's environmental management and operational decision-making. To calculate ASE's sustainable development spending, in 2010 we adopted the "Industry Guidelines for Environmental Accounting*" published by Environmental Protection Administration of Taiwan by combining existing accounting system with environmental control coding to classify ASE's environmental expenditures into categories in accordance with the nature of costs incurred. Environmental expenditure is calculated and analysed quarterly since 2015 to ensure data accuracy and facilitate effective assessment. We continue to refine environmental management by evaluating our environmental protection activities using environmental accounting framework.

* The "Industry Guidelines for Environmental Accounting" of Taiwan Environmental Protection Administration was developed in accordance with the "Environmental Accounting Guidelines 2005" published by the Ministry of the Environment of Japan.

Environmental Costs

ASE's total environmental costs for 2015 amounted to US\$74.0 million, with capital expenditure and expense accounting for 59% and 41% respectively. A reduction of US\$87.9 million comparing to last year is due to the cost incurred in 2014 for the construction of green buildings and water recycling plant.

Category		Description	Capital Expenditure (million USD)	Expense (million USD)
Operating Cost	Pollution Prevention Cost	Air, water, other pollution prevention, etc.	24.4	5.3
	Resource Circulation Cost	Efficient utilization of resources, waste reducing, recycling, and disposal, etc.	17.9	9.3
Upstream / Downstream Cost		Green procurement, recycling of used products, etc.	1.4	3.6
Administration Cost		Manpower engaged in environmental improvement activities, environmental education, monitoring and measuring environmental impact, acquisition of external environment licenses/ certification, government environmental fees, etc.	-	8.5
Social Activity Cost		Donations to, and support for, environmental groups or activities, etc.	-	3.5
Environmental Remediation Cost		Recovery of the environmental degradation, etc.	-	0.2
Total			43.7	30.4



Environmental Benefits

ASE records the customer benefits and cost savings generated from engaging in activities that reduce its impacts on the environment. Our total environmental benefits for 2015 amounted to US\$21.8 million.

Category	Description	Economic Benefits (million USD)	Environmental Benefits
Customer Benefits	Reduction in electricity costs during use	0.95	8,236 MWh
Cost Savings	Reduction in electricity costs due to energy saving projects	10.0	106,808 MWh
	Reduction in water costs due to water saving projects	6.1	13,133,452 metric tons
	Reduction in waste disposal costs due to waste recycling	4.7	32,981 metric tons
	Reduction in environmental fine compared to 2014 due to pollution prevention activities	0.06	-
Total		21.81	

In an effort to promote environmental protection, our estimated environmental capital expenditures for 2016 will be approximately US\$35.0 million. The board of directors has resolved in January 2016 to contribute around US\$3.0 million (NT\$100.0 million) through the ASE Cultural and Educational Foundation in environmental projects in 2016.

Green Bond

A corporate green bond is a financial instrument offered by companies to utilize its proceeds for funding projects that have positive environmental and climate benefits.

In July 2014, the ASE Group issued Asia's first corporate Green Bond through its subsidiary Anstock II Limited. The US\$300 million three-year senior offering demonstrates ASE's commitment on our transition to low-carbon and climate resilient growth.

Our key objective is to ensure the protection of the environment through our Sustainable Development Management Program which encompasses Green Buildings, Energy Efficiency Enhancement Projects and Water Recycling Projects. Through these projects, we aim to reduce energy consumption, GHG emission and to prevent water pollution.

Internal teams and external parties were integrated to participate in the process of issuing green bond, managing projects, using proceeds, obtaining

assurance, and reporting. We gathered Financial, Investor Relations, Environmental and Health and Safety, and Public Affairs to engage cross-functionally in green bond issue projects, green building and water recycling plant planning and execution. External parties got involved in green bond planning and promotion by offering professional, experience, technology, and consulting. ASE selected the Eligible Projects using a framework reviewed by HSBC bank, Skandinaviska Enskilda Banken AB, and CICERO (the Center for International Climate and Environmental Research – Oslo), ensuring that the proceeds raised via the Green Bond were invested in projects meeting high environmental standards. The cash flow of the Eligible Projects was reviewed by an independent audit firm.

In 2015, ASE's Green Bond was awarded Country Deals of the Year 2014 by Asiamoney. In 2016, ASE was further certified as First Emerging Market Corporate Green Bond and First Green Bond in Taiwan by Climate Bonds Initiative ("CBI"). It is an honor to receive "Green Bond Pioneer" certificates

since CBI is the world's most influential organization when it comes to green bond. Principles and standards set by CBI have been followed worldwide. Green bond proceeds were fully allocated to eligible projects by 2015. Through the issuance of Green Bond, ASE has built the largest group of green buildings in Asia and the biggest water recycling plant in Taiwan.





As of December 31, 2015, the proceeds from the Green Bond were used to finance the following projects:

Location	Projects	Property	Investment (million US\$) (from 2012 to 2015)
Kaohsiung	Green Building	K12	51
	Green Building	K21	52
	Green Building	K22	54
	Water Management	K12	3
	Water Management	K14B	19
	Water/ Air Management & Energy Efficiency System Upgrade	Multiple	8.6
Chungli	Green Building	K&L	112
	Water Management	Multiple	3.4
	Energy Efficiency	K&L	0.6
	Green Product Development	Multiple	0.1

Investment Amount: US\$300 million

Used Percentage: 100%

For more details, please refer to previous environment chapter and ASE Green Bond Investor Letter via our website at: http://www.aseglobal.com/en/Csr/GreenBond_InvestorLetter.asp.

5.7

Future Plan

2020 Environmental goals

- Reduce 5% greenhouse gas (GHG) intensity (GHG emissions/revenue) in 2020 from 2015 level.
- Achieve 100% 3rd party GHG verification by 2017.
- Reduce 15% total water withdrawal by 2020 from 2015 level.
- Achieve 75% waste recycling rate by 2020.

To achieve our goals, we will continue to make investments in energy and water saving projects, and encourage our employees to tackle the sustainability issues. In December 2015, Paris agreement was adopted by 195 countries dealing with climate change issue. We also pay close attention to science-based target setting regarding greenhouse gas emission as well as carbon pricing through inviting experts joining workshop to outline the future management approach.

Product Eco-efficiency

In 2016, we will launch research projects for developing Eco-efficiency assessment model ("EE model") for several product lines, e.g., Ball Grid Array (BGA) packaging products and Communication Modules. The EE model can help to track and ensure continuous improvement of our environmental performance, prioritize opportunities for improvement, and identify the most eco-efficient solutions.

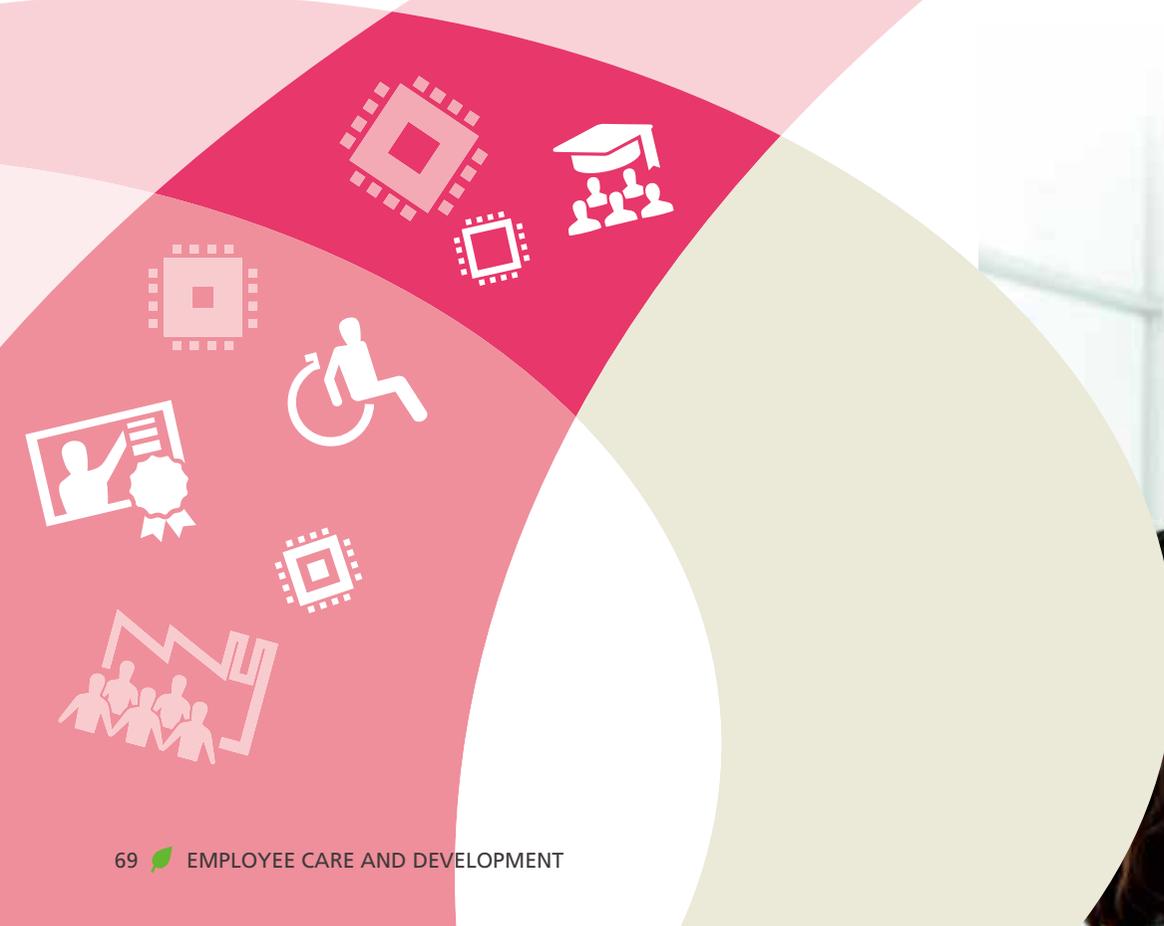
$$EE = \frac{\text{Product / Service Value} \uparrow}{\text{Environmental Influence} \downarrow}$$



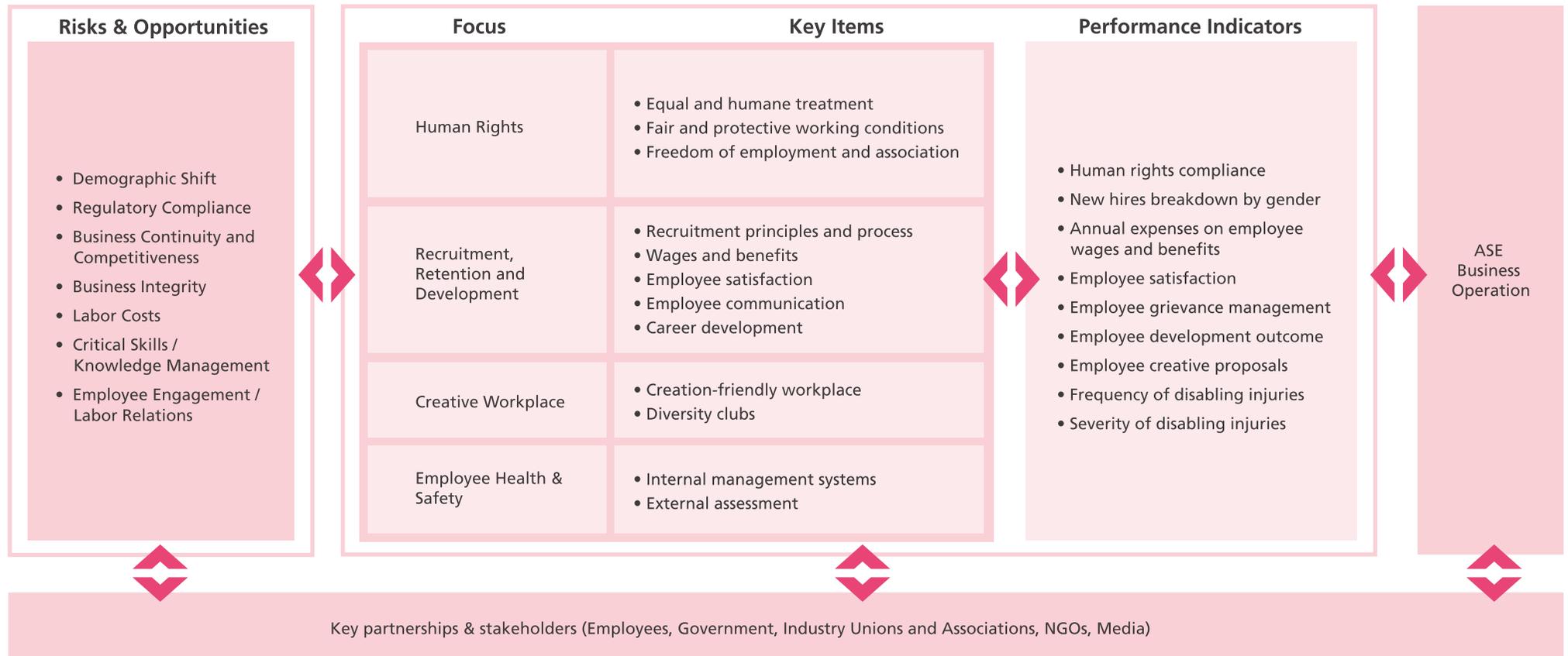
6 EMPLOYEE CARE AND DEVELOPMENT

ASE Group is committed to protecting the human rights, ensuring diversity in our workforce and providing employees with a safe, healthy, and stimulating work environment.

ASE is committed to investing continuously in talent cultivation and motivating employees to enjoy the significance and value of the company's career development to retain highly skilled and experienced human capital. We respect human rights of our employees and we strive to provide and maintain a safe, comfortable, healthy and productive workplace for our employees.

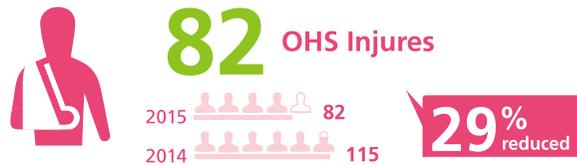
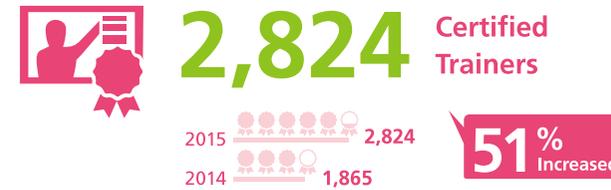


Management Approach





Key Performance



KPI	2015 Target	Status	2015 Performance	2016 Target
Employee satisfaction survey	60% survey coverage	Achieved	64% survey coverage, including nine manufacturing sites	Set up a global employee satisfaction survey guidance
Number of certified trainers	30% increase compared to 2014	Achieved	2,824 certified trainers in 2015, 51% increase compared to 1,865 certified trainers in 2014.	30% increase compared to 2015
Number of major injuries* and occupational disease case	Zero major injuries and occupational disease case	Achieved	No major injuries and occupational disease case	Zero major injuries and occupational disease case

* Major Injuries are defined as occupational injuries (excluding traffic accidents) resulting in death or more than three days in hospital.

6.1

Overview of ASE Employee

Employees are the company's most critical resource. In order to ensure their well-being, we continue to build a comfortable and safe working environment and to enhance health and educational benefits for them.

Employee Human Rights Management

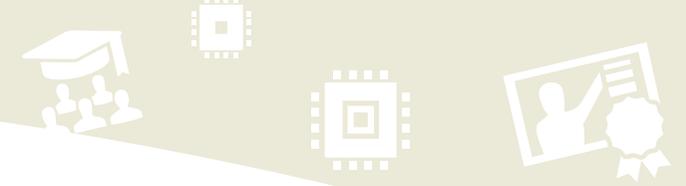
ASE Group Human Rights Policy governs all activities regarding our employees in our facilities worldwide. The Policy is based on our long-standing belief in uncompromising respect for people. We have maintained a multi-site SA 8000* certification, which is the most widely accepted global standard for managing human rights in the workplace.

In 2015, we provided 1.5~3 hours of human rights training course to 52,839 employees, which accounted for 80% of all employees. Human Resources Departments of each site meet and review concerned issues of employee human rights regularly, and improve performance on these human rights issues through Plan-Do-Check-Action.



* In 2015, sites with SA 8000 certification include ASE Kaohsiung and Chungli.



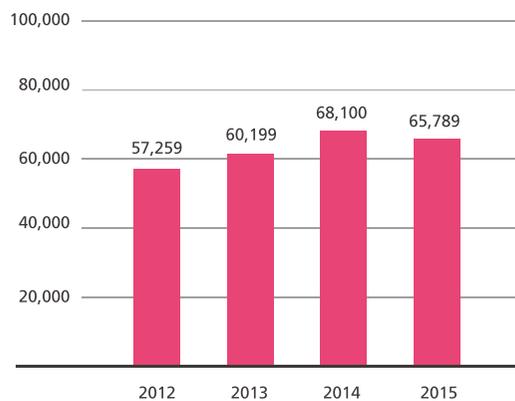


ASE Global Workforce

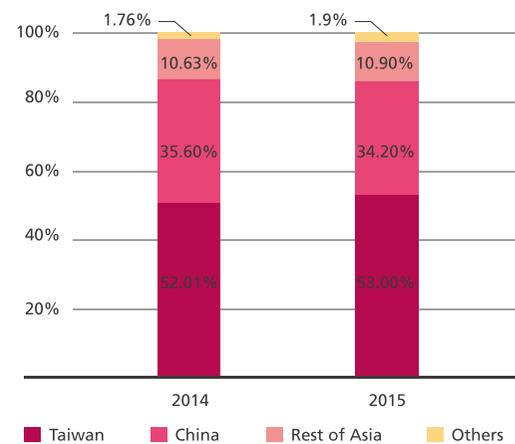
A healthy, motivated workforce is vital to ASE's success. We aim to ensure the diversity of our workforce to better serve our global customer base and to continue delivering market-leading technologies.

In 2015, our workforce comprised of approximately 65,000 employees spreading across 9 countries (including 20 manufacturing sites and 15 sales offices), with most employees working in Taiwan (53%) and China (34%). 94% and 6% of our employees work full-time and part-time, respectively, among which 59% are direct employees. In terms of the demographics of our workforce, ASE Group has a relatively gender and age-balanced workforce; 51% of our employees are female, while 50% and 47% of our employees are of age 16 to 30 and 30 to 50, respectively.

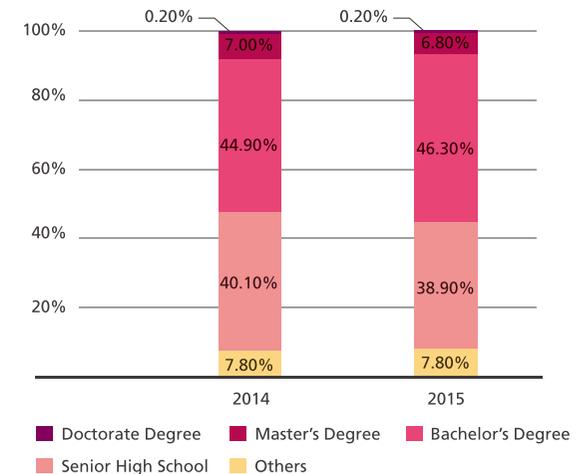
ASE Group Total Employee Numbers (2012-2015)



Geographical Distribution

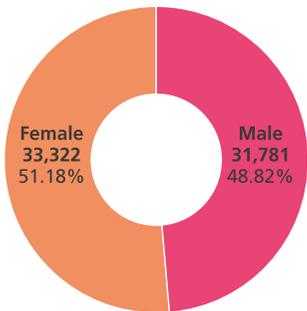


Educational Background Distribution

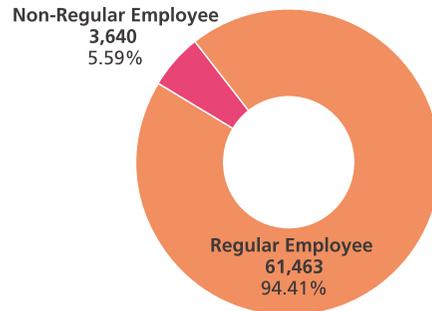


Workforce Structure

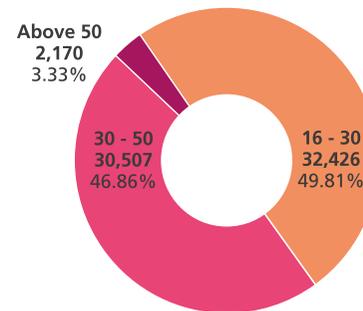
All Employee by Gender



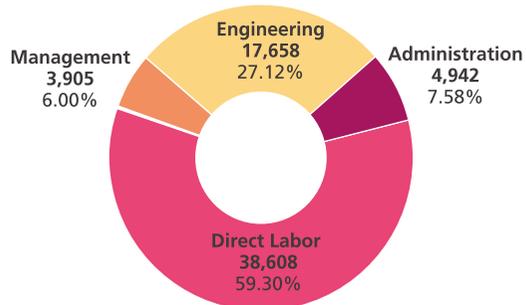
Regular/Non-Regular Employee



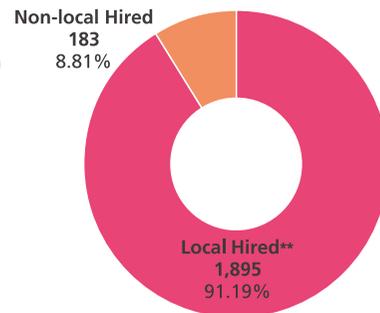
Employee Age Distribution



Employees by Category



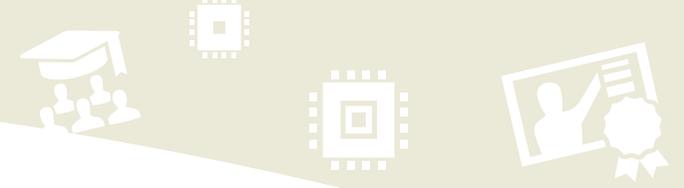
Senior Management*



* Senior Management refers to managers, directors, vice presidents and above.

** Local hired refers to the staff's nationality is the same as the country where our facility is located.



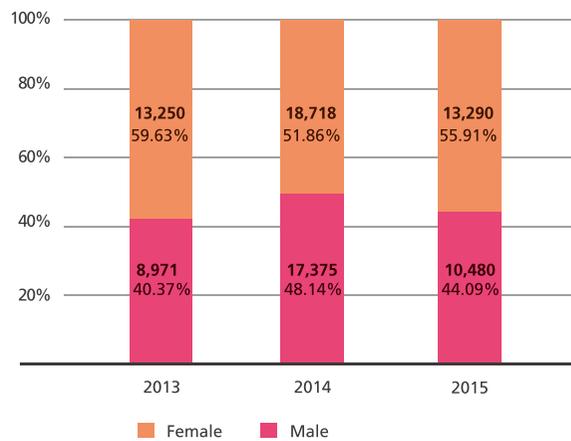


Employee Recruitment

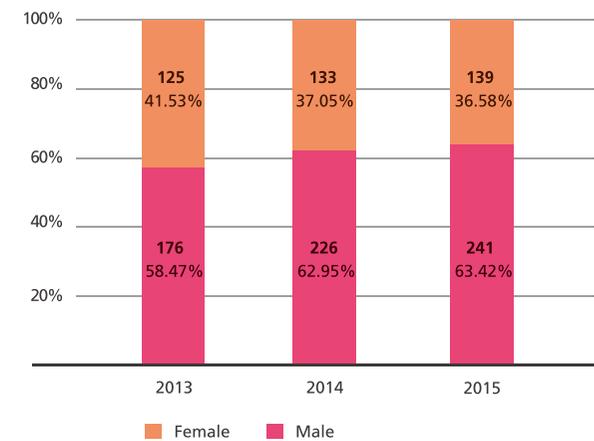
ASE deploys a non-discriminatory recruitment policy; we do not discriminate our candidates against their race, gender, nationality, religion, political affiliation or age; ASE has hired 380 disabled persons in 2015, a 6 % increase compared to 359 in 2014. ASE also does not employ any child labor; we only hire interns or student workers through cooperative education programs, and student workers are not allowed to work night shifts or to be assigned to hazardous tasks.

In addition to setting a clear recruitment policy, ASE uses a variety of competitive recruiting practices to recruit and maintain a diverse and talented workforce. Our recruiting channels include employee referral programs, university partnerships, job fairs and online job posts through social media and job boards.

New Employees Share of Total Workforce



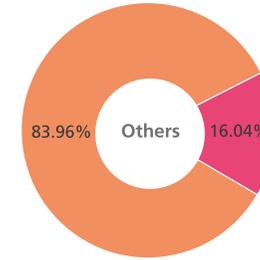
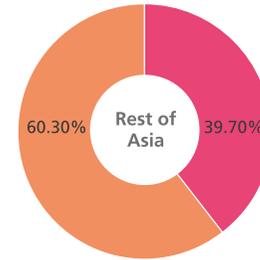
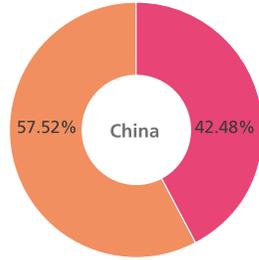
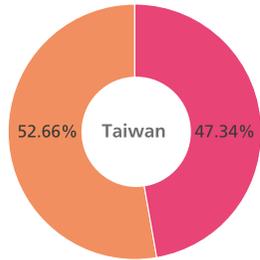
Disable Employees Share of Total Workforce



Turnover Statistics

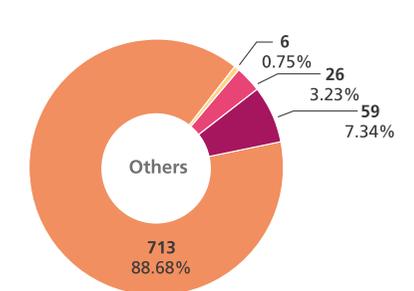
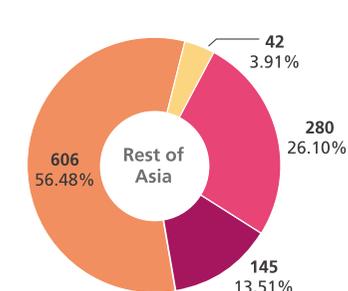
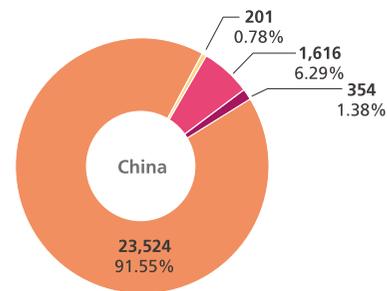
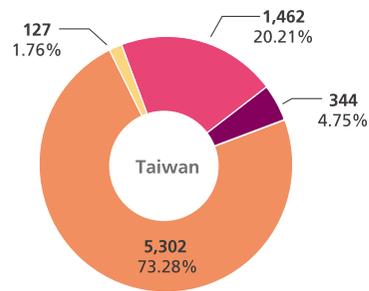
Gender

- Female
- Male



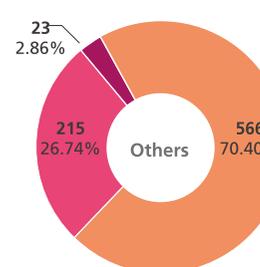
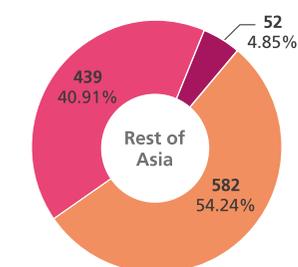
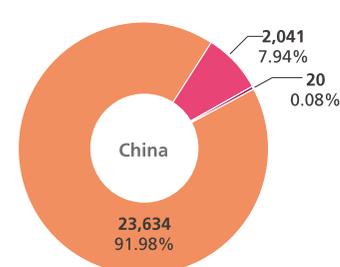
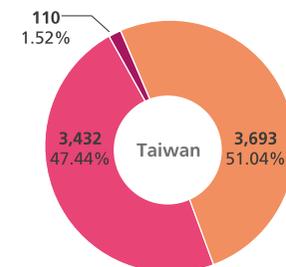
Employee Category

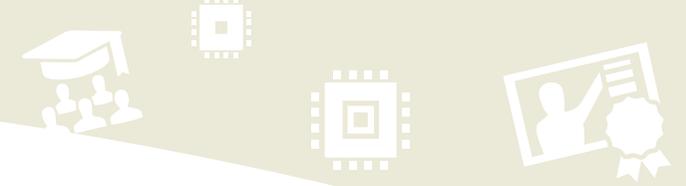
- Management
- Skill Operation
- Engineering
- Administration



Age

- 16 - 30
- 30 - 50
- above 50





6.2

Employee Care

Employees will be motivated to stay at a company when they are comfortable, well respected, fairly compensated, and can see possibilities for growth and personal development. ASE provides a comfortable environment that is conducive to employees' productivity and development. We also strive to create an inclusive workplace that welcomes men and women of different academic, cultural, social and ethnic backgrounds.

Compensation & Welfare

Incentive Compensation

We share our financial success with our employees by offering competitive, performance-based compensation programs.

- **Base Pay**—In addition to offering fair, non-discriminatory compensation, we review local market pay practices annually to ensure our employees' base pay is competitive. The ratio of the basic salary of women to men for direct employee is 1 : 1.01 and for indirect* employee is 1 : 1.12.

- **Short-Term Incentives**—Our short-term incentive plans include monthly and annual bonuses. Cash bonuses are rewarded to employees with top performance each month based on our business results. Annual bonuses are rewarded to employees who have fulfilled their responsibilities and delivered superior results within the financial year. In 2015, we paid our employees approximately \$144.8 million through both our annual and monthly incentive plans.
- **Long-Term Incentives**—Our option plan is designed to recognize employees with outstanding performance and to create more shared value among our employees. Each option granted is valid for ten years from the date of the grant.

Employee Welfare

We have established the Employee Welfare Committee to coordinate various welfare programs for our employees. Our employee welfare programs are designed to retain and motivate our employees. We provide comprehensive benefits package for our employees, such as life and disability insurance, paid time off, health & wellness programs, meal &

accommodation subsidies and retirement savings plans. Each year, we review our benefit offerings to make sure they are competitive compared with local industry practices in the countries that we operate.

Comprehensive Insurance Program

All ASE employees are covered by the national labor insurance and free group insurance, which includes life insurance, accident insurance, medical insurance, cancer insurance, and more. ASE also provides travel insurance for employees going on business trips. Furthermore, ASE also offers the free group insurance to our employees' spouse and children.

Accommodation & Meal Subsidies

ASE takes the high costs of living for certain regions into consideration, and thus provides subsidized accommodation and meals to employees, especially foreign workers, to stabilize staff movements. We have our own dormitories in Shanghai, Kunshan and Weihai in China, and have invested around US\$31 million (NT\$1 billion) to build a new dormitory in Kaohsiung of Taiwan, which could house more than 3,000 people upon completion in 2016.

* Indirect labor is defined as any other regular employees other than direct labor (i.e. front-line factory workers)

Retirement Scheme

The Labor Pension Fund Supervisory Committee has been established by ASE to distribute retirement pensions in accordance with labor laws. Moreover, ASE Kaohsiung provides free annual medical checkup for retired employees, while ASE Shanghai, Kunshan and Japan factories offer retired employees subsidies for medical care and health insurance.

In addition to the aforementioned welfare measures, ASE also offers subsidies for marriage, bereavement hospitalization, scholarships, birthday and team outings.

Friendly Workplace

The workplace is just like a second home for employees; we consider the needs of our female staff and offer reserved parking spaces for pregnant employees, as well as private nursing rooms at ASE facilities in Taiwan Kaohsiung/Chungli, Japan, Korea, Malaysia, Singapore, China Shanghai/Suzhou/Weihai, ISE Labs and USI. In addition, many of our facilities have free on-site gyms and clean gourmet cafeterias. At ASE Kaohsiung, employees have access to a massage center for stress relief. At ASE Chungli and Korea, we provide child caring services to employees.



Baby Nursing Room



Kindergarten



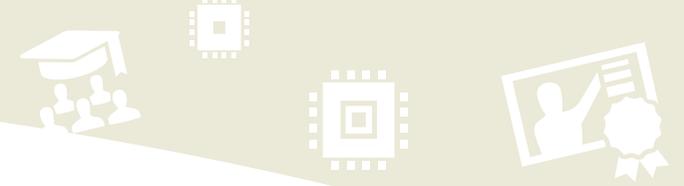
Gym



Aerobics Classroom



Bright Restaurant



Employee Communication

The goals of our employee communications program are to keep employees up to date with our business, to encourage their involvement in company activities and to solicit feedback on our performance. The human resources department provides various channels for employees to voice any comments or concerns they may have related to the workplace. These two-way communication channels include:

- **Intranet** — to publish company's latest news
- **E-mails Announcements** — to announce group-wide updates and Chairman's messages
- **Bulletin Boards** — to provide information related to labor compliance policy, health and safety, and company activities
- **On-Site TV News/Information** — to broadcast employees' welfare-related information
- **General Manager Mailbox** — to deliver employees' opinions/suggestions to GM directly

- **Plant Director Mailbox** — to deliver operators' opinions/suggestions to plant director directly
- **Employee Opinions Box** — to collect and respond to employees' grievance and feedback
- **Employee Symposium** — to share and discuss work experiences
- **Topics Workshop** — to discuss and resolve specific issues via brain storming sessions with relevant employees
- **Counseling Room** — to provide one-on-one counseling sessions



Foreign Employee Communication Meeting, ASE Chungli

In addition to aforementioned communication channels, ASE emphasizes and prioritizes dialogues between managers and employees. Managers are expected to actively communicate with our employees, and employees are encouraged to in turn provide direct feedback to management via face-to-face dialogues, online surveys, lunch-and-learn sessions and other informal discussion sessions. We also hold a number of workshops, including Carnegie courses, to encourage our employees to communicate with one another.

Labor Unions

We have entered into a collective agreement with the labor unions at ASE Kaohsiung of Taiwan, ASE Weihai/Suzhou/Wuxi of China, ASE Korea, ASE Japan, ASE Singapore and USI. In 2015, the total number of union members was 24,191, representing around 37% of ASE Group total headcount. The Union meets quarterly to discuss and resolve employee benefit issues with employee representatives.

Employees Satisfaction

We conduct biennial employee satisfaction surveys in order to evaluate our employees' on-the-job satisfaction and gather suggestions concerning ASE's development, such as the implementation of company policy/system. The employee satisfaction survey consists seven main aspects, including Performance Management, Compensation and Benefits, Work Environment, Trainings & Development, Job Assignment & Coaching, Employee Relations and Corporate Culture. In 2015, nine of ASE's manufacturing sites collected employee satisfaction questionnaires, the coverage of the ASE's employee satisfaction survey was 64%.



ASE Employee Satisfaction Survey

Year	2013	2014	2015	Goal for 2017
Satisfaction %	67.8	72.3	70.6	73
Data Coverage %	34.7	25.1	64	70
Conduct Sites	5	4	9	10



We love jogging!

Strive for the best, relentless pursue of excellence.

Jogging makes us healthy, happy and positive.

Self-revelation through jogging, pushing us beyond ourselves.



LOHAS in ASE

ASE cares about its employees' mental and physical well-being. ASE Employee Welfare Committee plans diverse activities throughout the year, including recreational and volunteer activities as well as company retreats, to encourage employees to pursue LOHAS (Lifestyles Of Health And Sustainability), and furthermore, to better connect employees with their colleagues, families and the society. ASE has also established 19 types of employee clubs to foster connections among colleagues.



LOHAS in ASE



Free food providing for Thaipusam festival, ASE Malaysia



Family summer camp, USI Taiwan



Year-end party talent show, ASE Kunshan



Yearly basketball competition, ASE Kaohsiung



Supporting & watching CPBL game, USI Taiwan

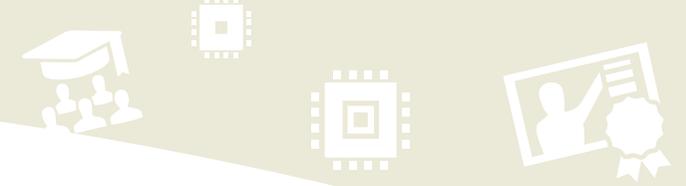


Employee Sports day, ASE Weihai



2015 football championship, USI Mexico





6.3

Employee Development

Our employees' innovative spirit, talent and passion are the driving forces behind ASE's success; ASE continues to invest in the intellectual and human capital that drive our ability to innovate and compete. We aim to empower our employees to build meaningful and rewarding careers through instructor-led trainings, e-learning courses, on-job trainings and team work learning.

Employee Career Development

We encourage our employees at all locations to develop their qualifications and expertise. In 2015, we invested around \$1.92 million in employee development programs, averaging to investing about \$113 per employee. We provide reimbursements for tuition expenses for employees pursuing an advanced degree in their field of work; In 2015, 194 degrees were sponsored by the tuition reimbursement program. A total of 6,891,578 training hours were completed at ASE Group in year 2015. The average number of training and development courses held in 2015 was 106 hours* per employee, which include trainings and courses completed

in the classroom and online, as well as on the job. In ASE, we have established a six-path employee career development system: the six training paths are New Employee Orientation, Engineer Technical and Professional Skills, Team Leader Foundation Skills, Supervisor Management Skills, Mid-level Managers Leadership Development, Directors & Above Talent Development.



ASE Kaohsiung New Employee Symposium

New Employee Orientation

Once employees are onboard with ASE, we provide a wide range of learning and development opportunities to help them get up to speed at their jobs. These are:

- **Orientation**—We introduce company discipline/ workplace, knowledge of environment safety & health, employee human rights, communication channels etc.
- **OJT (On-Job Training)**—We provide a learning list for each position and arrange experienced workers to mentor the new employees.
- **Workshop**—Human Resources holds new employee symposiums to help them quickly adapt to the company.

Engineer Technical and Professional Skills

In 2015, ASE certification program continued to help our engineers build and validate their technical skills and strengthen their ability to serve partners and customers. Our process/equipment engineers need to take a series of technical training courses and have to pass certification.

* The average number of training hours in 2015 was 110 hours for female employees, 101 hours for male employees, 58 hours for new staff, 112 hours for direct employees, and 97 hours for indirect staff.

Managers Leadership Development

Our leadership development program helps managers to develop the skills they need to reach senior leadership positions in three phases. It is designed to equip all managers with the same understanding of corporate culture, capabilities, competencies and behaviors. Part I of the program addresses the foundation of leadership, arming new managers with the knowledge and skills needed to engage and enhance the performance of every associate. Part II strengthens the skills and abilities of experienced managers, and part III hones in on creative and analytical problem-solving skills for mid-level leaders.

ASE Internal Lecturer Program (Train The Trainer Program)

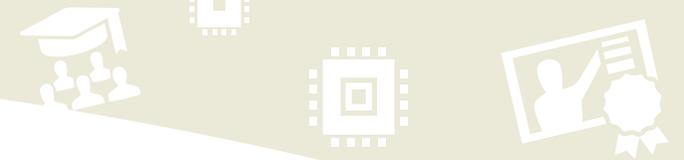
ASE pays particular attention to cultivating internal lecturers since we believe that the best teacher is one's direct supervisor. Our Train The Trainer ("TTT") program forms an integral part of our human resources training system and aligns with our talent management strategy, which is

to develop and grow our employees' skills and leadership. Through internal trainings offered by the TTT program, we not only spread knowledge more efficiently among staffs, but also capitalize our own human capital. All TTT courses are designed, developed and delivered by highly qualified and experienced supervisors for their particular fields of work. Benefits generated by the TTT program include:

1. Understanding learners' needs and expectations
2. Sharing best practices/experiences
3. Providing on-going support and mentorship
4. Building confidence for design and delivery

Through the TTT program, we cultivated a lot of excellent teachers and most of them are our top and mid-level managers. In 2015, we have 2,824 TTT certified trainers qualified, 51% increase compared to 1,865 TTT certified trainers in 2014, to teach in their respective fields worldwide.





Talent Development

In 2015, we focused on developing self-directed training tools for top managers (directors & managers) to build management skills, knowledge, and behaviors that would help drive business performance. Our talents in our talent program have several tools to assess their leadership skills and customize their own leadership development plans, including a self-assessment, behavior checklist and curriculum of in-person and virtual instructor-led courses focusing on nine core leadership competencies and behaviors expected

of ASE management. Mentorship is strongly encouraged in the ASE Group and is considered an important development tool for leaders. Mentoring is used as a long-term, tailored development aid for an individual, which also benefits the organization. It builds a visible talent pool, increases loyalty and commitment and supports organizational development. The mentor is, in general, senior in the organization and helps a mentee outside their normal line management duties by sharing his or her professional and personal knowledge, skills and experiences.



6.4

Employee Health & Safety

ASE Group is committed to providing employees with a safe, healthy, and stimulating work environment. We formulate occupational health and safety (“OHS”) management principles to effectively prevent the occurrence of occupational accidents and to ensure the health and safety of our employees during their time at ASE. Main focuses of ASE’s OHS management include management system, risk management, health and medical care, and disaster response and emergency drills.

Management System

With “zero accidents” set as the management objective, all of ASE’s manufacturing sites have established OHS organizations and, OHS management systems, drafted management plans and designed audit processes to ensure implementation and effectiveness. The OHS

management system focuses on monitoring occupational safety, emergency response, occupational injury and disease, industrial hygiene, sanitation, food and housing, and OHS communication.

ASE has maintained a multi-site certification for OHSAS 18001*, which regularly examines the effectiveness of our health & safety management system and helps to reduce occupational injuries.

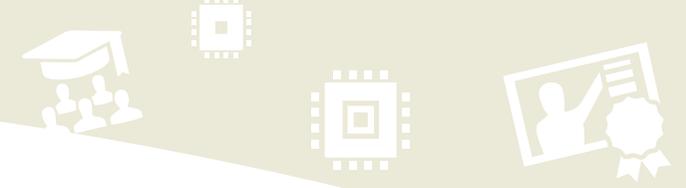
The Disabling Injury Frequency Rate (“FR**”) and the Disabling Injury Severity Rate (“SR***”) for all of our manufacturing facilities were 0.48 and 7.9 respectively in 2015 - much lower than Taiwan’s electronics and components industry average FR of 0.92 and SR of 22 between 2013 and 2015. No occupational illnesses or work-related deaths were reported among employees or contractors in 2015.

* In 2015, we have obtained OHSAS 18001 certification for ASE-Kaohsiung, Chungli, Nantou, Shanghai(A&T), Shanghai(Material), Kunshan, Suzhou, Weihai, Wuxi, Korea, and Singapore, ISE Labs, USI-Taiwan, Zhangjiang, Shenzhen, Kunshan, and Mexico.

** FR=Number of disabling injuries x 1,000,000 / Total working hours.

*** SR=Number of days lost due to disabling injuries x 1,000,000 / Total working hours.





Risk Management

All ASE factories are required to ensure that their internal management practices, emergency procedures and environmental safety operational procedures are in compliance with local regulations every month. ASE executes hazardous risk identification annually; we assess and identify risks for all new or changed manufacture processes to define their risk level according to hazard severity, frequency, probability, and determine if any immediate risk control procedures are needed to reduce identified risks to medium or low level.

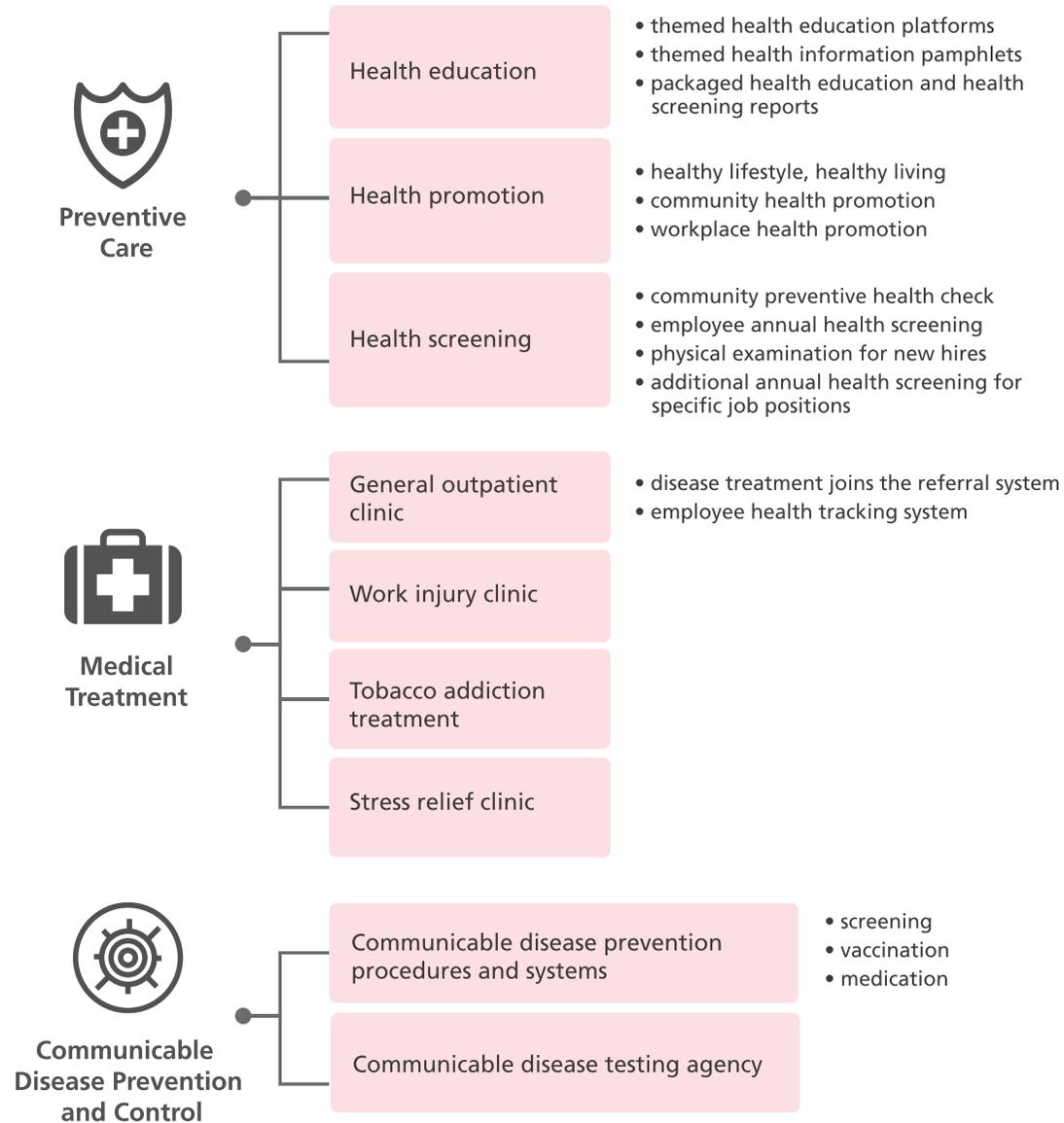
We also identify specific high-risk manufacturing positions that expose our employees to various job-related hazards such as radiation, noise, acid & alkali and dust. These employees are not only provided with high quality protective equipment, but also undergo routine medical screenings to ensure that their health is in check. In 2015, we have 167,000 training hours for OHS, 163 audits by the health & safety regulatory agencies' officials; no major violation of OHS regulations was filed.

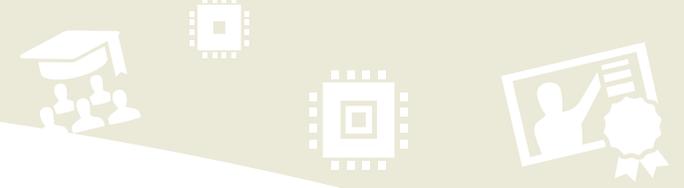
Health and Medical Care

ASE provides employees with comprehensive medical and health care system to maintain a healthy workforce, ranging from preventative care to disease prevention. Through monitoring and analyzing our employees' health records, ASE is able to determine areas of risks and concerns affecting the employees' health and to actively improve their physical well-being.

ASE Kaohsiung Dengue Fever Prevention

Dengue fever remains a challenge in Kaohsiung. Hence, we continued to step up efforts to prevent mosquito breeding by regular inspection of potential breeding areas around the facilities and by removing water collected in artificial containers.





Disaster Response and Emergency Drills

All of our manufacturing sites conduct full-scale emergency drills annually in cooperation with the local authorities. Various scenarios are simulated at these drills to improve our disaster response plans. Some of our facilities are located in earthquake and typhoon prone areas, and our drills have enabled us to effectively prevent any major damages to human lives, buildings and any disruption to our production processes. In 2015, we completed 950 drills for earthquakes, fire and chemical disasters.

ASE Kaohsiung Annual Occupation Health & Safety Activities

- We provided semiconductor equipment training courses, given by professional lecturers from SEMI to our equipment engineers. After trainings, our equipment engineers have the ability to identify high risk hazards and propose hazard prevention solutions.
- Disaster emergency response drills were conducted together with the Nantze Export Processing Zone (“NEPZ”) Administration, the NEPZ fire brigade, Southern Center of Toxic Substances, and chemical suppliers. Various scenarios are simulated during these drills to improve the fire emergency awareness of our employees and their familiarity with emergency procedures, including firefighting, chemical leak detection, and restoration.



SEMI S2 Semiconductor equipment safety course



Wearing protective mask drill



CPR & AED drill

6.5

Future Plan

We are committed to developing a high-performance global team that is passionate, motivated and respectful. To this end, we will continue to learn from best practices for employee recruitment, inclusion, diversity, engagement and retention, as well as to invest in our current and prospective global workforce.

We will focus on the following plans:

- Establish a group dashboard of employee care indicators for inter-benchmarking
- Set a global employee satisfaction guidance in 2016
- Incorporate all employees across the globe into the employee development programs by 2020
- Create a group-wide training information sharing platform by 2017
- Achieve lower than the average FR & SR score within Taiwan's EMS/Semiconductor industry



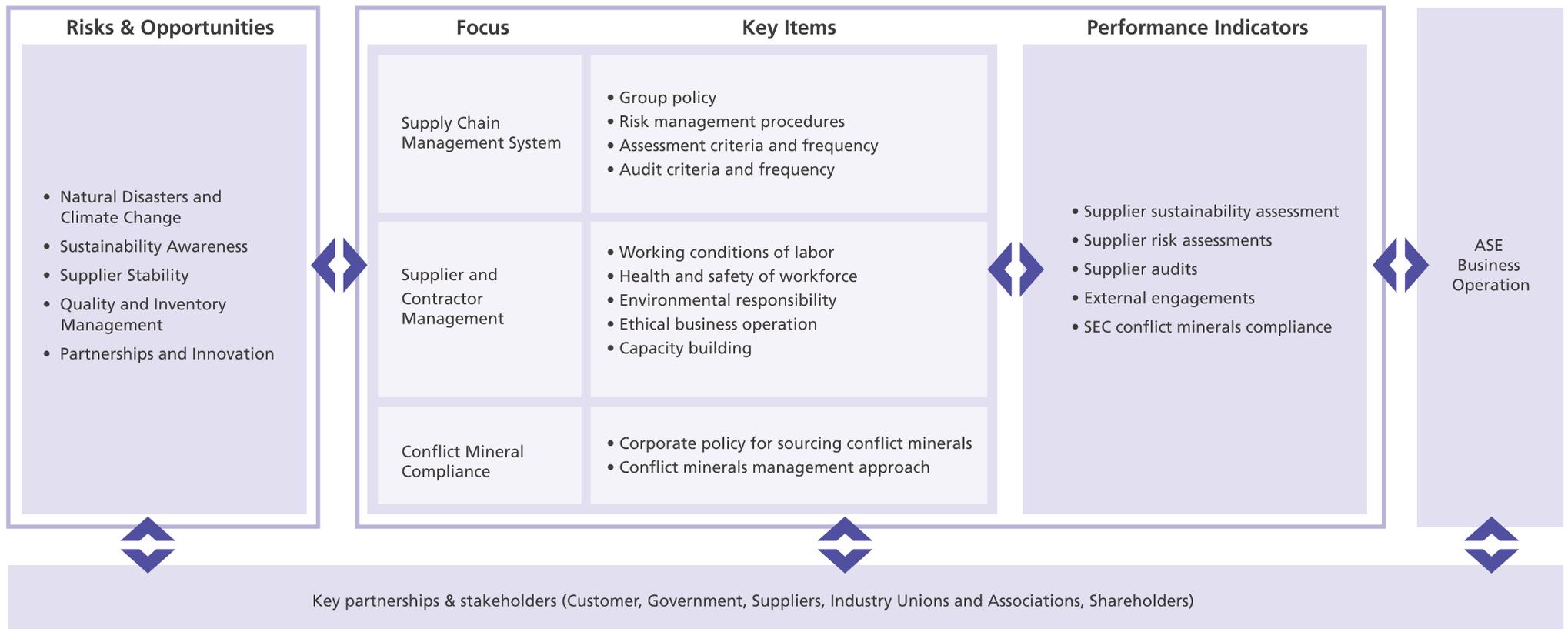
7 SUPPLY CHAIN DEVELOPMENT

ASE Group is committed to partnering with our suppliers to ensure that working conditions in ASE's supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

The supply chain is a critical extension of the ASE value chain. We are actively involved in the sustainable development of our supply chain to ensure that our tier 1 suppliers and contractors provide high-quality products and services to ASE in a sustainable, ethical and responsible fashion.



Management Approach



Key Performance

ASE Sustainable Supply Chain Development



Established "ASE Group Purchasing and Supply Chain Development Policy" & "ASE Supplier Code of Conduct"



Theme of 2015 Supplier Awards Ceremony : "Corporate Sustainability Management - Synergy for Creating a Brighter Tomorrow"

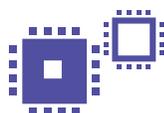
Conflict Minerals Management



Conflict Minerals Survey: Involved More than **370** Suppliers



Conflict Minerals Compliant Suppliers Ratio **89%**



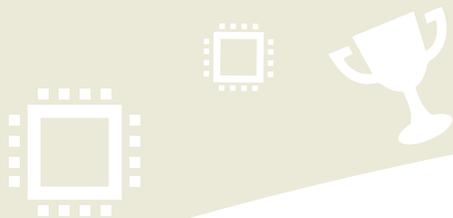
DRC Conflict-Free: Packaging & material services and System in Module(SiM) and System in Package(SiP) products

KPI	2015 Target	Status	2015 Performance	2016 Target
Percentage of DRC Conflict-Free products of packaging and material services	100% products	Achieved	All products (100%) are DRC Conflict-Free	100% products are DRC Conflict-Free
Percentage of DRC Conflict-Free products of electronic manufacturing services	33% products	Achieved	SiM and SiP products (33%) are DRC Conflict-Free	67% products are DRC Conflict-Free
Number of supplier sustainability audits for tier I suppliers	100 audits	Achieved	107 supplier audits were completed covering labor, health and safety, environment and ethic indicators	100 audits
Number of suppliers receiving "Green Supply Chain Administrator Certificate"	60 suppliers	Achieved	65 suppliers received ASE's "Green Supply Chain Administrator Certificate"	Additional 60 suppliers
Percentage of critical suppliers* joining EICC-ON and completing EICC Self-Assessment Questionnaire (SAQ)	--	--	21% of critical suppliers have completed EICC SAQ	100% of critical suppliers

* The definition of critical supplier is as follow:

(1) Top 85% of direct materials purchasing spending.

(2) Critical indirect materials suppliers refer to those with a purchasing spending over US\$2 million USD with ATM; purchasing spending over US\$1 million USD with EMS.



7.1

Supply Chain Development Framework

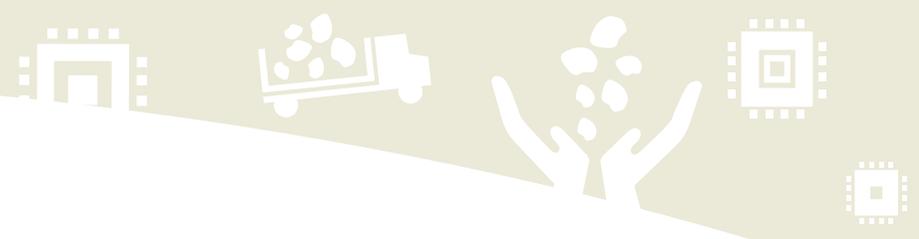
ASE Group Purchasing and Supply Chain Development Policy

ASE Group is among the leading providers of semiconductor assembly and test services and a major consolidator of systems and converging technologies. It is therefore our responsibility to have a positive influence on the global electronics supply chain. We regard our suppliers as long-term partners and propose to establish together a sustainable supply chain network. We also dedicate ourselves to responsible sourcing and developing technological capabilities in supply chain in order to provide responsible and first-class services continuously to our customers.

ASE Group is committed to the following:

1. Taking proactive measures to ensure our purchasing practices are in compliance with the highest standards of professionalism and business ethics, abiding by all laws and regulations where we operate, and emphasizing fair competitions among suppliers and fair business between suppliers and ASE.
2. Fully implementing green procurement and conducting purchasing activities in accordance with ASE's conflict minerals policy and green product regulations.
3. Building stable partnerships with suppliers, pursuing mutual benefits through full communications and collaborations while emphasizing risks and benefits sharing.
4. Requiring suppliers to abide by all applicable laws and regulations, adhere to high standards of business ethics, safeguard human rights, attach great importance to physical safety and mental health of employees, protect the environment and use their best efforts to fulfill corporate social responsibility.
5. Being actively engaged in supplier management and coaching to assist suppliers with continuous improvement in competitiveness, undertaking supplier risk assessments which include delivery, quality, cost, service, technology and sustainability as criteria, and incorporating the assessment results into ASE's purchase decisions. Any supplier still unable to meet ASE's standards after receiving coaching will be replaced by an alternative supplier after full communication.
6. Integrating green product design into customers' requirements as well as collaborating with customers and suppliers on developing innovative materials and equipment with an aim to advance technologies and enhance competitiveness in the whole supply chain network.

To communicate ASE's supply management policies, the ASE Group Purchasing and Supply Chain Development Policy is posted on our website. For more information about the Policy, please visit: <http://www.aseglobal.com/en/Csr/SupplyChainDevelopment.asp>.



Supplier Code of Conduct

ASE is convinced that sustainable supply chains are critical to a business' long term success. To ensure that our suppliers understand our requirement and establish sound and robust business operation, we have adopted the Supplier Code of Conduct ("Code") in accordance with ASE Group Code of Business Conduct and Ethics, EICC Code of Conduct and UN Guiding Principles on Business and Human Rights. We not only require suppliers' business conducts to strictly comply with the Code but also with the local laws and regulations of the suppliers' operations with respect to labor, health and safety, environmental, business ethics and the management system. We also encourage our suppliers to require their upstream suppliers, contractors, services providers and subcontractors to adopt and comply with the Code. Suppliers' status of compliance with this Code will be one of the considerations for ASE's evaluation of and decision making on the purchasing.

The Code applies to everyone who conducts business with ASE, including suppliers, contractors, service providers and subcontractors.

The full copy of the Code is posted on our website, please visit: <http://www.aseglobal.com/en/Csr/SupplyChainDevelopment.asp>



7.2

Supplier Sustainability Management

We expect our suppliers to offer fair terms and safe working conditions to their employees. Suppliers who employ child labor or forced labor are not tolerated and will be removed from our partnership. No contracts were terminated due to the use of child labor or forced labor in 2015.

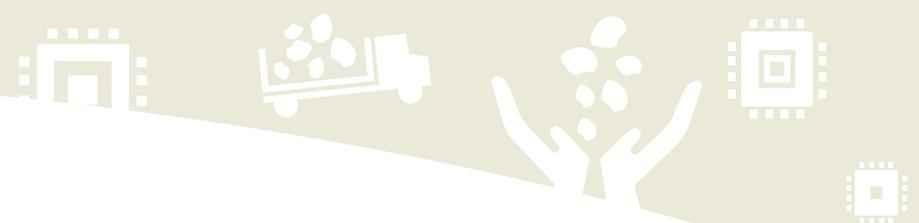
We also encourage our suppliers to be certified against international standards such as ISO 90001/ TS 16949, ISO 14001, OHSAS 18001, ISO 14064 and publish sustainability reports.

To fulfill ASE Group Purchasing and Supply Chain Development Policy and our commitments, we conduct a four-stage approach to promote suppliers' sustainability performance.

We believe that ASE's long-term operation and success rely on the realization of corporate social responsibilities. In order to ensure that working conditions in the supply chain are safe, workers are treated with respect and dignity, and business operations are environmentally responsible and conducted ethically, we became an applicant member of the EICC in 2015. After joining EICC, we actively participated in EICC Annual Meeting, where we co-worked with other members on discussing a series of supply chain management related issues such as U.N. Guiding Principles on Business and Human Rights (UNGP), water stewardship, chemical management and supply chain transparency. We believe that by exchanging experiences with other members and conducting purchasing activities in compliance with EICC regulations, we are able to decrease risks in our supply chain.

Supply Chain Sustainability Management Approach

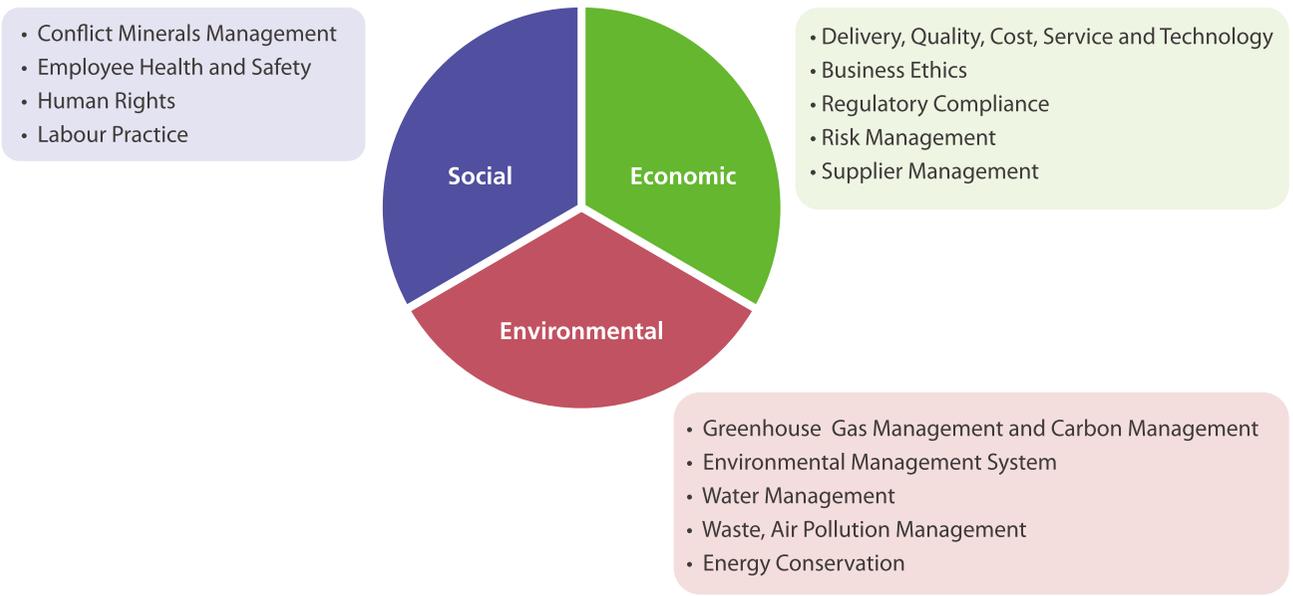
Sustainability Requirement	<p>Supplier Commitment Letter : We request our suppliers to sign the Commitment Letter to guarantee their compliance with our Supplier Code of Conduct, which covers "labor, health and safety, environmental, business ethics and the management system". In addition, we amended and added EICC terms to our ASE Group Purchase Order pursuant to which our suppliers agree to comply with all regional, country laws and follow the EICC and ASE supplier Code of Conduct.</p> <p>Supplier Sustainability Assessment Questionnaire : New suppliers must pass our sustainability assessment, and critical suppliers need to complete the sustainability assessment questionnaire annually, which covers multi-aspects including environment, health and safety, climate change, carbon management, water management, risk management, legal compliance, human rights and conflict minerals.</p>
Risk Assessment	<p>Risk Assessment 1: We conduct an initial risk assessment of tier 1 suppliers in accordance with the manufacturing location, manufacturing processes, purchasing amount, and we also perform risk assessments for critical suppliers based upon the sustainability assessment questionnaire to determine which supplier has potential high-risk.</p> <p>Risk Assessment 2: The potential high-risk suppliers need to complete the EICC Self-Assessment Questionnaire (SAQ) to facilitate risk identification and to identify the high-risk suppliers.</p>
Validation	<p>Supplier Audit : On-site or document audits are carried out to ensure effective management of high-risk suppliers.</p>
Improvement	<p>Training and Communication : We help our suppliers to improve their performance through meetings, trainings, workshops, seminars, QBR (Quarterly Business Review) and the annual best supplier ceremony.</p>



Supplier Sustainability Risk Assessment

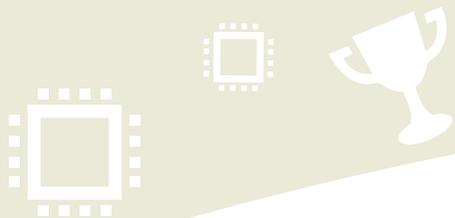
We adopt two methods in our supply chain risk identification process. First, we investigate manufacturing processes and manufacturing locations of all suppliers and examine which suppliers are exposed to high environmental or social risks associated with their geographical location. We also distribute a Supplier Sustainability Assessment Questionnaire covering three sustainability aspects, including economic, environmental and social (ESG) risks factors to all critical suppliers to evaluate their risk exposure in each category. Through the two-stage risk assessment process conducted in 2015, we have identified potential ESG risks factors shared among our suppliers, as well as suppliers who are potentially exposed to higher risks. We will then conduct audits or trainings to make sure the identified risks can be reduced and controlled.

Supplier Sustainability Risk Assessment Category



2015 Supplier Sustainability Risk Factors

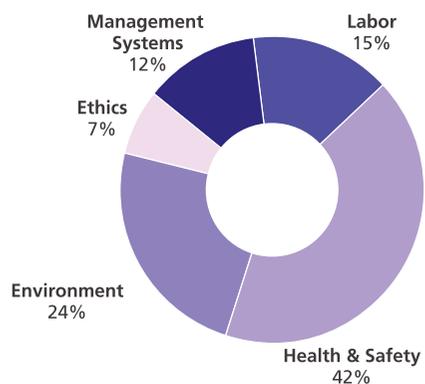
Economic	Environmental	Social
<ul style="list-style-type: none"> • Supply chain management • Materials sourcing from single supplier 	<ul style="list-style-type: none"> • Climate change assessment procedure • Water management 	<ul style="list-style-type: none"> • Health and Safety management • Labor risk assessment procedure



Supplier Sustainability Audit Results

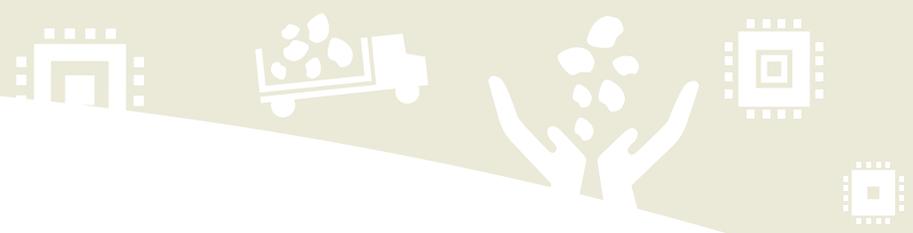
To ensure effective management of our suppliers' sustainability performance, we had completed 107 annual audits of our tier 1 suppliers. Based on these findings, we requested suppliers to respond with improvement plan and re-audit the results of their corrective actions in the following year. The auditing cycle facilitates our suppliers to not only reduce their risks, but also maintain an effective management system.

2015 Supplier Audit Findings By Category



2015 Supplier Audit Results and Corrective Actions

Category	EICC Provision	Key Findings	Corrective Actions
Environment	Hazardous Substances	No spill containment in chemical storage area	To propose improvement plans to avoid chemical spill
	Wastewater and Solid Waste	Waste improperly managed and disposed	To label, store, and dispose of waste in accordance with legal requirements
Labor	Working Hours	Overtime working hours exceeded requirements.	To set up working hours control procedure and management monitoring
	Non-Discrimination	Pregnancy testing is used as a condition of employment.	To put anti-discrimination and anti-prejudice clauses in recruitment documents
	Wages and Benefits	Wages are deducted for disciplinary reasons.	To avoid deduction of wages as a disciplinary measure
Health and Safety	Industrial Hygiene	Improper use of personal protective equipment	To monitor workers working at stations with higher risks correctively using protective equipment
	Emergency Preparedness	Lack of emergency response plan for chemical leak	To identify the potential risk and drills regularly
Ethics	Protection of Identity and Non-Retaliation	Lack of policy/ procedure to protect supplier and employee whistleblowers	To establish policy and procedure to protect whistleblowers
Management Systems	Risk Assessment and Risk Management	Do not have corrective action plans in place to control the identified risks	To set up the implementation action to reduce the risk



Supplier Development

In addition to managing supply chain risks, we believe engaging in supplier development is key to ensure the sustainable development of our supply chain. ASE strives to strengthen and support our suppliers through capacity building and local purchasing initiatives. ASE provides trainings, workshops and seminars to help build up suppliers' awareness and capabilities for implementing sustainable practices.

Through active collaboration and technological capacity building with local suppliers, we believe we can achieve a win-win situation for job opportunity creation and robust partnership.

Green Supply Chain Program

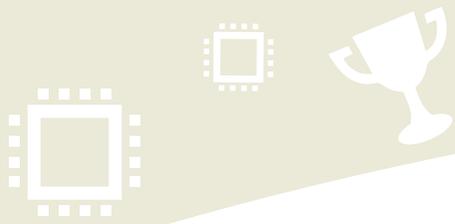
In 2015, we collaborated with universities and industry alliances to implement a three-year (2015~2017) Green Supply Chain Program to improve the sustainability performance of our suppliers and create sustainable value. ASE aims

not only to assist sustainability capacity building amongst our suppliers but also to achieve the following targets: (1) Draft "Green Supplier Standards", (2) Emphasize "Supplier Sustainable Awareness and Training", (3) Investigate suppliers' needs regarding green supply chain involvement.

We have held several training sessions of Green Supply Chain Administrator Certificate to share ASE's progress in sustainable development, as well as latest trends in international environmental regulations, greenhouse gas

(GHG) emissions management, product carbon/water footprint, corporate risk management, international standards for CSR report as well as green building and energy management system are covered in 14-day session and when pass the examine that could achieved certification. Through these training sessions and the exchange of opinions and experiences, we seek to ensure that our suppliers share the same goals with us and also have the understanding and abilities necessary to achieve them.





Supplier Sustainability Seminar

In December 2015, 49 suppliers participated in the Supplier Sustainability Seminar held by USI. In this seminar, USI’s requirements toward suppliers were introduced to ensure suppliers’ understanding and compliance with:

- USI’s sustainability management
- EICC requirement
- Conflict minerals regulations and USI policy, due diligence, auditing procedures, checklists and use of Conflict Minerals Reporting Template
- USI’s green product requirements
- “Zero Tolerance” policy on corruption

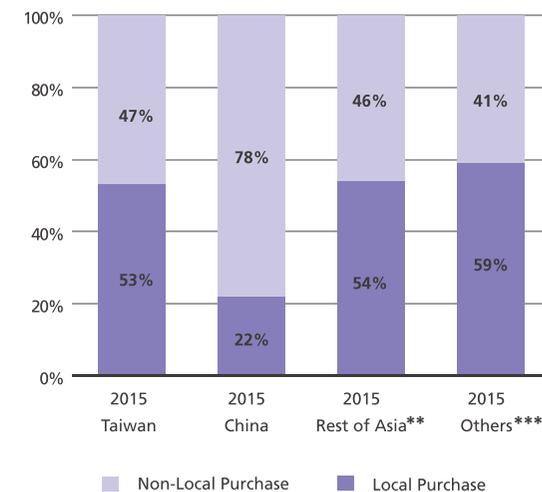
Local purchasing

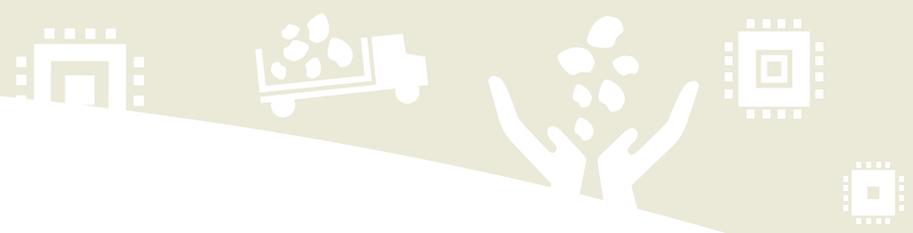
We support sourcing from local suppliers* to promote the growth of the local economy. Local suppliers provide faster services and shorter lead time as well as lower costs due to less transportation, which also reduce environmental impacts such as carbon emissions and energy consumption.

* Local supplier refers to any supplier's manufacturing factory is located in the same region as our facility. For example, if the supplier's manufacturing factory is located in Taiwan, it's our Taiwan facilities' local supplier
 ** Rest of Asia: Malaysia, Japan, Singapore and Korea
 *** Others: United States and Mexico

For the Assembly, Test and Material Service and Electronic Manufacturing Services, whose main production sites are located in Taiwan, China, Malaysia, Japan, Singapore, Korea and the United States and Mexico, our local purchasing spending on raw materials accounted for around 33% of our total purchasing spending in 2015.

2015 Raw Material Local Purchasing Spends





Feedback from ASE's suppliers



Joining & Sharing in Green Supply Chain Workshop: KYOCERA (Japanese manufacturer specialized in materials, component and others electronic service)

Through our participation in ASE's Green Supply Chain Workshop, we were able to improve our environmental management system to further cooperate with ASE. ASE and KYOCERA both share beliefs in the green manufacturing processes, ranging from product design to product packaging and transportation. KYOCERA believe by maintaining regular and open communication channels with ASE, we will be able to work with ASE to protect the environment and promote a green supply chain.



CSR Report Training: SHENMAO (Taiwanese manufacturer specialized in solder service)

Promoting CSR, learning more about the trend in sustainability development for the industry and our stakeholders' concerns are our company's priorities. We got a lot of support and inspiration through related workshops held by ASE, and finally published our first "Corporate Sustainability Report" on the company official website. Through these trainings, we realized an enterprise's responsibility in contributing to the community.



Green Supply Chain Administrator Training: DISCO (Japanese manufacturer specialized in precision cutting & grinding machines)

The "Green Supply Chain Administrator Training" held by ASE has enabled us to fully understand the importance of corporate risk management. Through participation in this training, we have not only acquired knowledge of tangible and intangible threats that we may face today or in the future as a company, but have also learned how to establish response mechanisms when threats arise. The trainings have also provided clear instructions on how to incorporate corporate social responsibility and sustainability management into the internal management of our company.

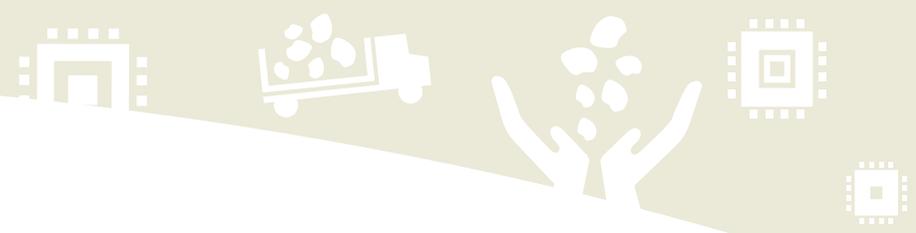
ASE Best Supplier Awards Ceremony

We hosted the ASE Group “2015 Best Supplier Awards Ceremony” with representatives from 140 companies, including 24 award winners supplying equipment, raw materials, information technology, logistics, environmental and waste management, and various other products and services to ASE, in attendance. We took this special occasion to recognize our partners who demonstrated extraordinary performance in their support to ASE last year, and to appreciate our partners’ efforts in bringing forth innovative technology and continuous support.

Centering around this year’s theme, “Corporate Sustainability Management - Synergy for Creating a Brighter Tomorrow”, we officially announced and conveyed the “ASE Group Corporate Sustainability and Citizenship Policy”, “ASE Group Purchasing and Supply Chain Development Policy” and “Supplier

Code of Conduct”. We also invited an expert to deliver a keynote speech entitled “Sustainable Value Chain”, to share insights on sustainability challenges faced by businesses today and global trends for a sustainable supply chain. We have also announced that starting from 2016, ASE will incorporate ESG performance in the management and assessment of suppliers, and will launch the “ASE Group Supplier Sustainability Award” as a new category at the “2016 Best Supplier Awards”. Through audits and interviews, we will counsel and lead suppliers to excel in ethical business conduct, employee health and safety, environmental protection and sustainability management practices.





7.3

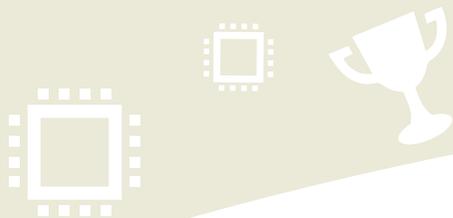
Contractor Sustainability Management

ASE and its facility contractors, waste contractors and service contractors (collectively, “contractors”) continue to work closely in a symbiotic relationship to achieve the “zero disaster at work” target. We provide trainings and exercises to reduce health and safety risks and incidents, and contractors can also enhance their performance by implementing safety and health management evaluations. In 2015, we recorded a total of 490 communication meetings with our contractors to deliver our health and safety requirements and regulations.

We also encourage our contractors to be certified for ISO 14001, OHSAS 18001 or other Environment, Health and Safety management systems and enhance their management approaches.

Sustainability Management for Contractors

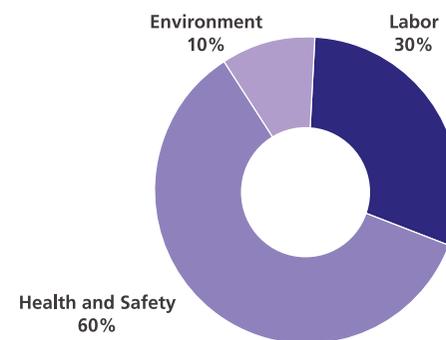
- Establish security partnership by providing guidance to build a robust security management framework.
- Conduct monthly assessment on performance to ensure “zero disasters” management.
- Conduct regular communication meetings.
- Health and safety trainings required for all personnel working on site.
- Increase the frequency of safety audits at work places.
- Request contractors with high incidences of safety violations to make immediate improvements.
- Identify high-risk tasks and establish corresponding safety precautions and control procedures.



Contractor Sustainability Audit Results

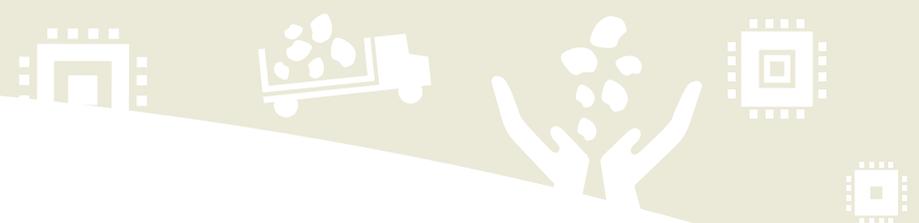
To ensure the safety of our contractors, we completed more than 300 audits and workplace inspections in 2015 to ensure the safety and health performance of contractors.

2015 Contractor Audit Findings By Category



2015 Constrators Audit Results and Corrective Actions

Category	EICC Provision	Key Findings	Corrective Actions
Labor	Working Hours	Overtime working hours exceeded requirements.	To set up working hours control procedure and management monitoring
Environment	Hazardous Substances	No sign marked vehicle of hazardous waste	To put the hazardous waste mark on the vehicle
Health and Safety	Industrial Hygiene	Not enough personal protective equipment	Strengthen contractors' self- management and provide appropriate personal protective equipment
	Machine Safeguarding	Do not comply with our regulations regarding machine safety	Strengthen contractors' training.



7.4

Conflict Minerals Compliance

The mining and distribution of “conflict minerals*” originating from the Democratic Republic of Congo (“DRC”) and adjacent regions are sometimes controlled by violent organizations in order to fund conflict in that country and adjacent regions. ASE has worked with our suppliers to achieve our goal of eliminating the use of these conflict minerals within our supply chain and using only conflict-free minerals** responsibly sourced around the world. It is also our objective to support the continued use of conflict-free minerals from the DRC and the adjacent regions such that responsible mining is not diminished.

To communicate ASE’s conflict mineral requirements with our suppliers, the ASE Group Corporate Policy for Sourcing Conflict Minerals is posted on our website. For more information about the Policy, please visit: <http://www.aseglobal.com/en/Csr/SupplyChainDevelopment.asp>

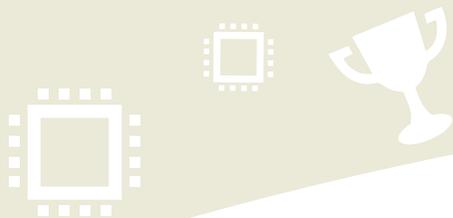
Conflict Minerals Management Approach

<p>Conflict Mineral Management Requirement</p>	<p>We ask our suppliers to be diligent in their assessment and validation of their supply chains and encourage them for only sourcing conflict-free smelters.</p>
<p>Reasonable Country of Origin Inquiry (“RCOI”)</p>	<p>We identify our suppliers who contain 3TG*** metals in our supply chain through the Conflict Minerals Reporting Template (“CMRT”) and Audit Checklist they provided. We ask our suppliers to sign the Representation Letters to keep their promises and reveal the source information of the smelters or refiners (“SoRs”) they sourced from.</p>
<p>Due Diligence (“DD”)</p>	<p>We design our due diligence measures to conform to the Organization for Economic Co-operation and Development (“OECD”) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Second Edition, including the related supplements on tantalum, tin, tungsten, and gold.</p>
<p>Independent Private-Sector Audit (“IPSA”)</p>	<p>We undertake an Independent Private Sector Audit (“IPSA”) of our Conflict Minerals Report in compliance with the requirements set forth in the SEC Conflict Minerals Final Rule and subsequent SEC Guidance.</p>

* Conflict minerals are columbite-tantalite (coltan), cassiterite, gold, and wolframite, or their derivatives as defined in the Dodd-Frank Act Section 1502 and SEC Rule 13p-1 under the Securities Exchange Act of 1934.

** Conflict-free minerals are conflict minerals that through their distribution directly or indirectly do not benefit violent organizations in the Democratic Republic of the Congo and its adjacent regions.

*** Tin, Tantalum, Tungsten and Gold (“3TG”)



Since 2011, ASE has conducted due diligence with our suppliers to use the CMRT to disclose information on SoRs. ASE has worked for several years to validate that the conflict minerals in our products are from responsibly sourced conflict-free minerals. We also encourage our suppliers to source minerals from SoRs that have received a “conflict-free” designation by Conflict-Free Smelter Program (“CFSP”) or other independent third party audit program.



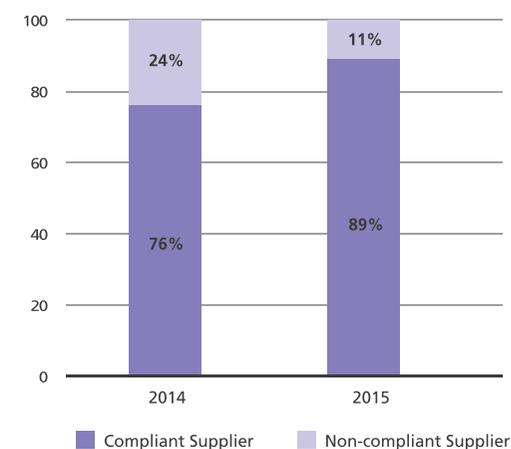
We have been a member of the Conflict-Free Sourcing Initiative (“CFSI”) and also joined the CMRT and Due Diligence (“DD”) work team. Through our membership, we support conflict-free sourcing by using CMRT to conduct conflict minerals inquiries with our suppliers to facilitate sharing of information across all member companies. We also participated in CFSI’s annual conference and member meeting, where we worked with other members in addressing conflict minerals issues

* Materials refer to the interconnection materials which connect the input/output on the semiconductor dies to the printed circuit board, such as substrate.

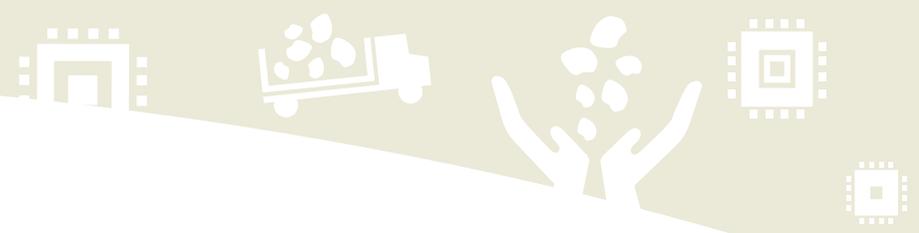
and explored concrete measures to improve supply chain management capabilities through exchange of relevant experiences.

In 2015, we have identified more than 370 suppliers within our packaging and materials* services and electronic manufacturing services who contain 3TG metals in our supply chain through the CMRT and Audit Checklist they provided. We have asked our suppliers to sign the Representation Letters to keep their promises and reveal source information of SoRs. ASE has undertaken an Independent Private Sector Audit (“IPSA”) of our Conflict Minerals Report in compliance with the requirements set forth in the SEC Conflict Minerals Final Rule and subsequent SEC Guidance. Based on our RCOI analysis and due diligence measures in 2015, we believe that the identified SoRs used in all our packaging and materials services products and our SiM and SiP products are DRC Conflict-Free, and all other products from our electronic manufacturing services are DRC Conflict Undeterminable. In addition, 89% of our suppliers are compliant with our request for sourcing DRC Conflict-Free minerals.

Conflict Minerals Compliant Suppliers



Conflict Minerals Training course for our prime procurement employees



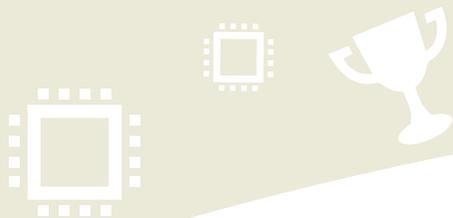
Future Due Diligence Improvements:

In our efforts to attain a conflict free supply chain for our products, we intend to take the following steps in 2016 to improve due diligence and thereby mitigate potential risks:

- Set conflict minerals requirements for new suppliers. Beginning from 2016, we have required new suppliers to first agree to submit a CMRT and a representation letter confirming that they are in compliance with ASE's conflict minerals policy and requirements.
- Work with tier 1 suppliers to ensure that smelters are actively participating in or progressing toward CFSP listing or other Third Party Audit Programs.
- Assess suppliers' due diligence processes through on-site audits so as to assist suppliers to build up and improve their internal management systems.
- Enhance our conflict minerals data tool with advanced management and analysis functionalities.
- Annually hold supplier seminars to assist suppliers with their conflict minerals programs.

ASE SEC Conflict Minerals Filing

We report annually about the Conflict Minerals program on our website. For detailed ASE SEC Conflict Minerals Filing, please visit: <http://www.aseglobal.com/en/Csr/SupplyChainDevelopment.asp>



7.5

Future Plan

We are convinced that a sustainable supply chain is vital to a business' long-term success. We are therefore committed to working with our suppliers to uphold global standards for a sustainable, innovative and ethical supply chain network.

We continue to encourage and work closely with our suppliers through our supply chain development framework to strengthen our supply chain.

- Encourage all critical suppliers to join EICC-ON and to complete EICC SAQ by 2016
- Launch the “ASE Group Supplier Sustainability Award” as a new category at the “2016 Best Supplier Awards”
- Encourage at least 20 suppliers to participate in the EICC Validated Audit Process (VAP) by 2017
- Achieve DRC Conflict-Free for all of our product lines by 2017



8 CORPORATE CITIZENSHIP AND SOCIAL INVOLVEMENT

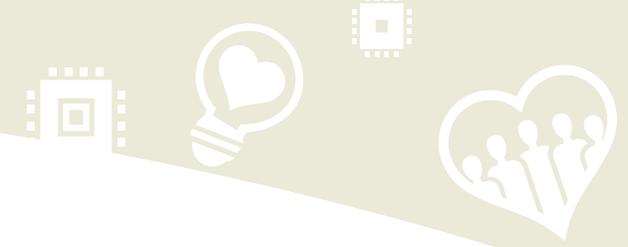
ASE Group is committed to devoting ourselves to the community through charity, educational programs and social work which optimize resource allocation and maximize positive social impacts.

ASE continuously engage with local communities, environmental NGOs, government, industry, academic, and other stakeholders in strategic ways to gain trust as well as obtain direct input to support social development while achieving corporate and societal value. At the same time, we strive to facilitate public advocacy related to our core business and sustainable development in order to extend positive impact and to promote a positive corporate image.



Management Approach

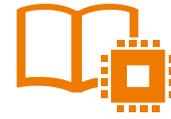




Key Performance



NT\$ 200 Million
 Contributed to
**Environmental Conservation
 Fund (ECF) Programs**
 (2014-2015)



NT\$ 31.5 Million
 Contributed to
Industry-academic Collaboration
 (2015)



NT\$ 33.8 Million
 Contributed to
Community Engagement
 (2015)



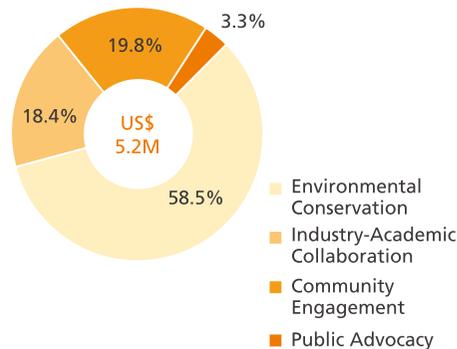
26,000 LED Lamps
 (2014-2015)



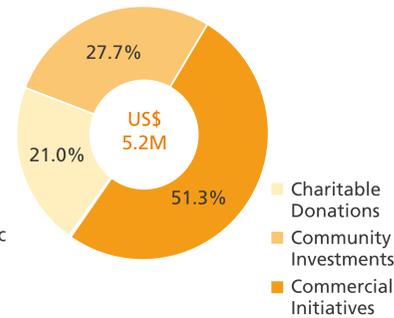
75 Hectares Plant Areas
 (2014-2015)

ASE's social involvement strategy are focused on four aspects, environment conservation, industry-academic collaboration, community engagement and public advocacy. In 2015, our total expenditures in social involvement is about US\$5.2 Million (NT\$171 million), with nearly 900 personnel volunteering over 7,800 hours.

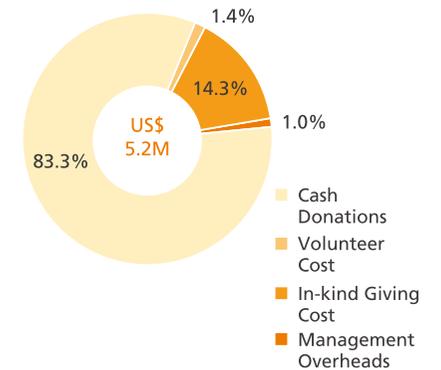
Distribution by four Aspects



Distribution by Application



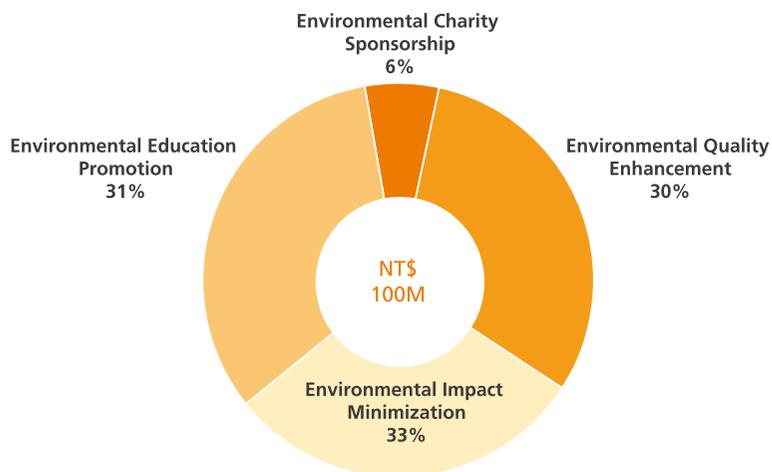
Type of Contribution



8.1 Environmental Conservation

In 2015, ASE’s board of directors committed to disburse NT\$100 million (US\$3.0 million) in funding support of The ASE Environmental Conservation Fund (ECF)*. The focused area of the environmental conservation programs include environmental education promotion, environmental quality enhancement, environmental impact minimization and environmental charity sponsorship. In 2015, we collaborate with about 30 partners in the environmental conservation programs.

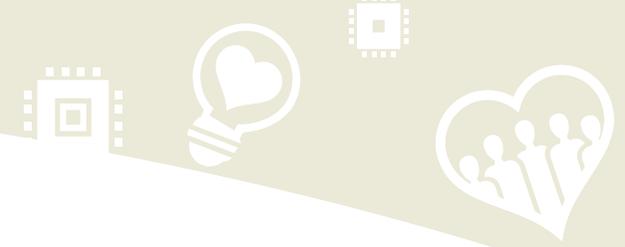
Distributed by 2015 ECF Programs



2015 Accomplishments of ECF Programs

Programs	Projects
Environmental Education Promotion Program	<ul style="list-style-type: none"> • Green Classrooms Project • Environmental Thesis/Dissertation Awards • Environmental Education Video Projects • Environmental Technology Research Projects • International Environmental Law Seminar • Environmental Education on Elementary School • Southern Taiwan Environmental Education Projects
Environmental Quality Enhancement Program	<ul style="list-style-type: none"> • Afforestation Projects • NEPZ – Green Fence Project
Environmental Impact Minimization Program	<ul style="list-style-type: none"> • Campus LED Donation Projects • NEPZ – Water Recycling Model Plant Operation Sponsorship • Green Supply Chain Projects • Environmental Hygiene Dengue Fever Prevention
Environmental Charity Sponsorship Program	<ul style="list-style-type: none"> • Environmental Arts Promotion - KUSAMA YAYOI • Environmental Drama - Voyage Undersea

* In 2014, ASE announced the creation of a NT\$ 3 billion environmental conservation fund(ECF), to be made in the next 30 years (2014-2033) through ASE Cultural and Educational Foundation (ASE CEF) for environmental protection efforts in Taiwan.



Afforestation Projects - State-Owned Afforestation

Nearly 60 percent of the land in Taiwan is covered by forestation. However, landslides, degradation, and deforestation is gradually expanding due to the fragile geology, topography, human exploitation and impact of climate change. ASE sponsored and supported the Environmental Quality Protection Foundation for the reforestation projects in the areas of landslide, over cultivated, badlands and flood lands in Chiayi, Tainan, Kaohsiung, Pingtung and Taitung counties in Taiwan through seeding, planting and nurturing. In the first 2 years, more than 400,000 seeds were sowed, 90,000 native trees were planted, and 72.6 hectares of those lands were re-leafed.



The reforestation projects in Taiwan

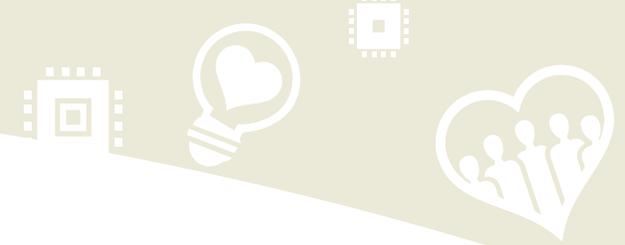
Afforestation Projects – Kaohsiung Metropolitan Park

On 422 Earth Day in 2015, ASE organized a tree planting activity, “Votive Forest, Greening the Kaohsiung Metropolitan Park”, where more than 700 saplings were planted in the park. Neighboring communities and students were invited to participate in nurturing the saplings for one year after plantation. This program has been implemented for 2 years and more than 3,000 trees were planted in the park with a total area of about 2.3 hectares.



Environmental Education Video Projects - Taiwan Environmental Education Dialogue

On World Environment Day 2015, ASE sponsored the "Taiwan Environmental Education Dialogue (TEED)" (www.teed.org.tw). Exclusive sponsored by ASE, TEED is an online platform focused on the dialogue among different dimensions of environmental related topics. TEED has produced 150 video talks, 60 radio shows and 1 documentary. TEED stands for the urgent needs from the decision makers for solving the environment problems nowadays and the future we want, such as environmental knowledge, social events and inspiring stories. The themes include forests, oceans, chemistry, climate change, urban design, the rule of law for environment, environmental science, international environmental governance, food security etc.



Green Classrooms Project

“ASE Green Classroom Construction Project” attracted the participation of dozens of college students. Ten winning teams were selected to present their projects and how their video recording (2015ase.wix.com/2015ase) in elementary schools located in the remote areas of Hualien, Taitung, Kaohsiung and Taoyung.

Southern Taiwan Environmental Education Projects

ASE collaborated with National Kaohsiung First University of Science and Technology to launch the environmental education programs for local communities. The environmental programs included a series of courses that focus on LOHAS (Lifestyles of Health and Sustainability), sciences, environments, outward bound, and cultures for various groups of people including senior citizens, community volunteers, parent-child families, and teenagers. In 2015, there were 17 courses attended by more than 3,000 people.

Environmental Technology Research Projects

ASE has been collaborating with academic institutions in last 2 years for research projects in the environmental conservation field. We published and shared our research results including VOC reduction and whitish substance, in-process water recycling, water recycling, air pollution reduction, a highly concentration of waste liquid reduction, chemical coagulation process enhancement at annual workshop. In 2015, we executed 9 environmental conservation projects and involved more than 50 teachers and students participation in the programs.



NEPZ - Green Fence Project

ASE cooperated with the NEPZ administration to remove the old concrete walls surrounding the NEPZ and build an "ecological green fence". The length of the green fence is 970 meters, covering an area of 5,800 m² with more than 9,000 trees planted. It was designed by the newest way—"Road-Bearing Permeable Pavement", with green landscaping features to enable water retention and, relieve urban heat island effect.



Campus LED Donation Projects

We installed low energy consumption and anti-glare LED lighting in elementary and junior high schools, located in the Kaohsiung and Nantou vicinity, to avoid reflected glare given off from blackboard and desktop. In the first two years after installation, about 26,000 lamps were installed in 24 schools with the electricity savings of 1 million kWh per year and carbon emission reductions of 550 tCO₂e.



Environmental Drama - Voyage Undersea

We cooperated with the Taipei Arts International Association, to hold a Taiwan made, 3D musical fantasy the play of "Voyage undersea". The musical is centered on environmental theme and aims to educate audiences on environmental issues. ASE invited students from remote school districts and those with special needs to enjoy the musical. We aim to promote environmental education through the combination of the appreciation of the arts to the future generation.





8.2

Industry-Academic Collaboration

ASE has collaborated with Taiwan's Ministry of Education and local universities to groom college students for a career in semiconductor and engineering. The collaboration creates job opportunities for the graduates and helps the industry to increase the nation's competency in engineering. ASE supports the universities through three key programs—cooperative education and internship, academic research collaboration, and scholarships. In 2015, ASE contributed US\$961,000 (NT\$31.5 million) for these projects (including scholarship amounts of about US\$230,000), provided internship opportunities to about 800 students and involved

nearly 30 educational institutions from Taiwan, China, Japan, and Singapore.

ASE Industry-Academic Career Development Project

ASE aims to cultivate the semiconductor talent pool in southern Taiwan. To bridge the gap between academic learning and industry practices, ASE has collaborated with twenty high schools, colleges and universities to develop diversified programs for students to learn essential job skills for the semiconductor industry. In 2015, ASE contributed US\$340,000 (NT\$11.15 million) for this project with the participation of 550 students.

Programs	Projects
Cooperative Education and Internship	<ul style="list-style-type: none"> • ASE Industry-Academic Career Development Project • Educational Projects in Remote Areas • Semiconductor Assembly and Manufacturing Education Program • ASE Internship
Academic Research Collaboration	<ul style="list-style-type: none"> • Semiconductor Assembly Research Project • Computer Integrated Manufacture(CIM) Research Projects • Advance Material Research and Development Project • Green Material Research and Development Project • Manufacture Technological Alliance Project
Scholarships	<ul style="list-style-type: none"> • ASE Scholarship • ASE Singapore Gold Medal Award

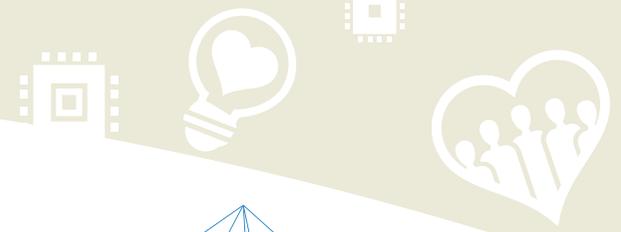
Educational Projects in Remote Areas

ASE has collaborated with seven schools in remote areas to provide scholarships and internships for students to improve their learning environment and enhance their future career development. In 2015, a total of 140 students have participated in this program.

Computer Integrated Manufacture (CIM) Research Projects

ASE aims to promote the development of automation through industry-academic cooperative research projects. In 2015, ASE has collaborated with several universities to carry out 8 research projects with the focus of CIM such as "AVM - virtual measurement technology" and "AGV + Robot Automation Integration". As a result of these research projects, two patents have been filed in 2015.





8.3 Community Engagement

In the past 30 years, ASE continuously strives to create enterprise value by combining both company and non-profit “ASE Charitable Foundation” resources throughout its worldwide operations. Our community engagement strategy is primarily focused on Community Development, Charity Care, and Emergency Care and Assistance programs. In 2015, we contributed US\$1.03 million (NT\$33.8 million) in community engagement programs and involved more than 900 beneficiaries, including 159 underprivileged children, supported scholarships for 730 low-income family students, and 35 charitable institutions.



● ASE-Kaohsiung, Taiwan
Dragon Boat Race



● ASE-Chungli, Taiwan
Security in the community



● ASE Wuxi, China
Community park clean-up



● ASE Kunshan, China
Donation of equipment to remote villages



● USI ZhangJiang, China
Beach clean-up



● ASE Charitable Foundation, Chungli
The elderly care and support



● ASE Suzhou, China
Community sports competition





● ASE Shanghai(A&T), China
Visits and food donation to homes for the elderly



● USI Zhangjiang & Jinqiao, China
Donate to remote village students



● USI Mexico
Tree planting



● USI Nantou ,Taiwan
Support of traditional art Ming Hwa Yuan



● ASE Charitable Foundation, Shanghai
Emergency care and assistance



● ASE Charitable Foundation, Kaohsiung
Visits and food donation to homes for the elderly



● USI, China
Tree planting



● USI Shenzhen, China
Visits and food donation to homes for the elderly



● ASE-Yokohama, Japan
Community park clean-up



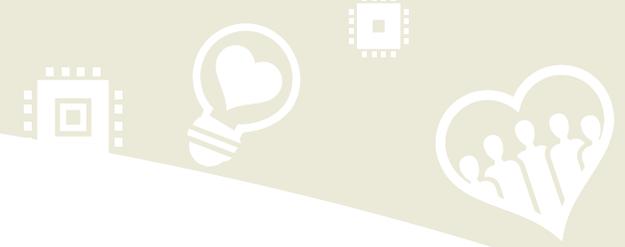
● ASE Singapore
Visits and food donation to homes for the elderly



● ASE- Paju, Korea
Visits and food donation to homes for the elderly



● ASE Malaysia
Donate to Nepal earthquake disaster



8.4

Public Advocacy

As the global leader in semiconductor assembly and test, ASE seeks to extend its influence for the benefit of the industry, the environment and the economy. We are actively involved in industrial development, technological innovation, sustainability development of climate change, supply chain management, conflict mineral management, human right and social participation. In 2015, ASE contributed US\$172,000 (NT\$5.6 million) in public advocacy and is active in over 50 external organizations.

2015 Key advocacy, initiatives and industry associations supported by ASE:

- **Global Semiconductor Alliance (GSA) and Semiconductor Equipment and Materials International (SEMI)**

ASE's Chief Operating Officer, Dr. Tien Wu serves as a board member of the GSA and SEMI, which are global industry associations serving the manufacturing supply chain for the micro- and nano-electronics industries.

- **Signatory to CDP**

For details of the initiatives and commitments, please refer to 5.1 Climate Change Management & Energy Efficiency.

- **Taiwan Corporate Sustainability Forum (TCSF) Initiative**

In 2015, we cooperated with other members in TCSF to draft the "Energy and Climate Policy White Paper" which was presented to Taiwan's government,

more details please refer to 5.1 Climate Change Management & Energy Efficiency.

- **Electronic Industry Citizenship Coalition (EICC)**

In 2015, We became an applicant member of EICC. Through our membership, we require our suppliers to comply with the EICC Code of Conduct and to participate in the EICC Validated Audit Process (VAP).

- **Conflict-Free Sourcing Initiative (CFSI)**

We became a member of the CFSI in 2015 and also joined the CMRT and Due Diligence (DD) work team. Details of the initiatives, please refer to 7.4 Conflict Minerals Compliance.

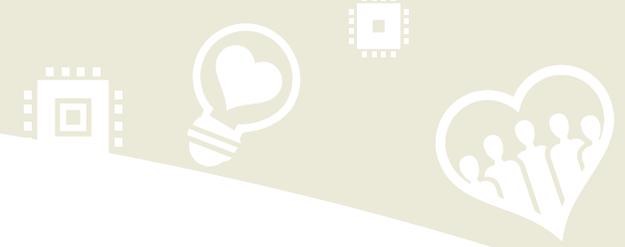
- **Sustainable Manufacturing and EHS Committee of Semiconductor Equipment and Materials International (SEMI) Taiwan**

ASE participated in the committee focused on international EHS topics, compliance and regulatory issues, and the advancement of EHS within the semiconductor industry in order to demonstrate

our commitment to meet the challenges of sustainable development.

- **IC Packaging and Testing Industry ESH Task Force, Established by Taiwan Semiconductor Industry Association (TSIA)**

Executed environmental safety related projects through the assistance of Industrial Technology Research Institute (ITRI), including statistical analysis and environmental safety performance integration, the establishment of green plant indicators, chemicals management, greenhouse gas inventory verification training, construction safety regulation training, and OHSAS 18000 / TOSHMS internal audit courses program.



Industry Organizations in which ASE Actively Participated

- Global Semiconductor Alliance (GSA)
- Semiconductor Equipment and Materials International (SEMI)
- Electronics Industry Citizenship Coalition (EICC)
- Conflict-Free Sourcing Initiative (CFSI)
- Carbon Disclosure Project (CDP)
- PCI-SIG Association
- Universal Serial Bus Association
- ROC-USA Business Council
- China Semiconductor Industry Association (CSIA)
- Taiwan Semiconductor Industry Association (TSIA)
- Taiwan Business Council for Sustainable Development (BCSD-Taiwan)
- Supply management institute, Taiwan (smit)
- Taiwan Printed Circuit Association (TPCA)
- Industrial Safety and Health Association, Taiwan (ISHA-Taiwan)
- Taiwan Institute for Sustainable Energy(TAISE)
- Taiwan Corporate Sustainability Forum (TCSF)
- Free Industrial Zone, Penang, Companies' Association (FREPENCA)
- Shanghai Integrated Circuit Industry Association (SICA)
- Japan Yamagata Semiconductor Industry Association
- YEIA - Yonezawa Electronics Industrial Association
- Suzhou Park Semiconductor and Electronic Product Association
- Shanghai Environmental Protection Industry Association

8.5

Future Plan

ASE’s social involvement strategy is focused on Environmental Conservation, Industry-Academic Collaboration, Community Engagement and Public Advocacy. We mapping all of our social programs in 2015 to 6 of the key goals in the United Nations’ list of Sustainable Development Goals (SDG). We expect to integrate our social involvement programs closely with more of the SDG goals aiming at ending poverty, protecting the environment and ensuring prosperity for all.

Mapping ASE’s Social Contributions to SDGs



APPENDIX

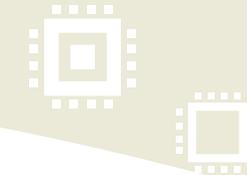
ASE Group – Corporate Milestones

- 1984  Brothers Jason Chang and Richard Chang established Advanced Semiconductor Engineering, Inc. ("ASE Inc.") Operations began at its first factory in Kaohsiung, Taiwan in March 1984.
- 1989  ASE Inc. began trading on the Taiwan Stock Exchange.
- 1990  Entered semiconductor test market by acquiring ASE Test Inc.
- 1991  Established packaging and testing facilities in Penang, Malaysia.
- 1996  Incorporated ASE Material Inc. to establish in-house inter-connection materials (substrates) capabilities.
- 1998  ASE Test Limited started trading on Taiwan Stock Exchange through the issue of TDR.
 -  Established in-house flip chip assembly and test capabilities.
- 1999  Acquired Motorola's manufacturing facilities in Chungli, Taiwan and Paju, Korea.
 -  Purchased ISE Labs, the largest IC test company in the US, a strategic acquisition that strengthened ASE's position as a leader in IC test services.
 -  Obtained controlling interest in Universal Scientific Industrial Co., Ltd. ("USI"), expanding into the scope of systems assembly.
- 2000  ASE Inc. started trading on the New York Stock Exchange through the issue of ADR.
 -  Commenced volume production of flip chip packaging.
- 2001  Completed development and opened facility to handle 300mm wafer bumping.
- 2003  Became the world's largest IC backend manufacturing company.
- 2004  Acquired NEC Electronics' IC packaging and test operations in Takahata, Japan. The acquisition enabled ASE to enhance its presence and ramp up market share with Japanese IDM (integrated device manufacturers) customers.
 -  Incorporated ASE (Shanghai) Inc. to establish materials (substrates) capabilities.
- 2005  Started volume production of Wafer Level CSP (WLCSP).
- 2007  ASE Inc. and NXP Semiconductors launched ASEN, a joint venture providing IC packaging and test services in Suzhou, China.
 -  Integrated GAPT in Shanghai, China and renamed the company ASE Assembly & Test (Shanghai) Ltd.
- 2008  Acquired Aimhigh Global Corp.'s discrete package manufacturing facility located in Wei Hai city, Shandong, China.
- 2009  Started volume production of Copper Wire Bonding at ASE manufacturing sites.
- 2010  Acquired EEMS Test Singapore Pte Ltd, and merged the unit into ASE Singapore.
 -  Acquired USI to expand footprint from chip-level assembly and testing to downstream board-level PCB/module assembly.

- 2011  ASE Group was ranked in the Asia top 10 in the 2011 Taiwan / China / Asia Info Tech 100 by Business Next publication.
- 2012  Universal Scientific Industrial (Shanghai) Co., Ltd., a subsidiary of USI, completed its IPO on the Shanghai Stock Exchange on February 2012.
- 2013  Acquired Wuxi Tongzhi Microelectronics Co., Ltd. from TOSHIBA Semiconductor (Wuxi) Co., Ltd.
- 2014  ASE Group was ranked in the 2014 Forbes Asia Fabulous 50 companies, and also rated the best of Asia-Pacific's biggest publicly traded companies.
- 2015  Honored with the SEMI Award for advancement in copper wire bonding technology that recognizes the significant impact and leadership made by ASE Inc. in bringing solutions for cost-effective manufacturing and high level performance to market.
-  ASE Inc. and TDK Corporation established ASE Embedded Electronics Incorporated at Kaohsiung in Taiwan, a joint venture specializing in manufacturing IC embedded substrates.

Awards and Recognition from Government and National / International Authoritative Bodies

- 2015  ASE Group – Taiwan Top 50 Corporate Sustainability Report Silver Medal Awards
-  ASE Group – First Emerging Market Corporate Green Bond and First Green Bond in Taiwan
-  ASE Kaohsiung – Excellent Importers & Exporters Certificate for Outstanding Contribution to International Trade
-  ASE Kaohsiung – BSI GRC (governance, risk management, compliance) Award
-  ASE Kaohsiung – ISO 15408-EAL6 Certification for Secure IC Products Manufacturing
-  ASE Kaohsiung – Certificate of Green Factory Label
-  ASE Chungli – “Gold-rated” U.S. LEED certifications
-  ASE Korea – Management Excellence of Hazardous Material
-  ASE Japan – Cooperation in Energy-saving Campaign in Winter
-  ASE Shanghai (Material) – The Model of Patent Work
-  ASE Shanghai – Certificate of Cleaner Production Assessment
-  USI Shanghai – China TOP 500 of Manufacturing Enterprises
-  USI Shanghai – China TOP 500 of Foreign Trade Enterprises



Environmental Data

A. The environmental data (waste, water, energy, GHG & air pollutant) of our manufacturing facilities around the world over the past three years are presented in the table below:

Category	Environmental performance index	Unit	2012	2013	2014	2015
Waste	Total produced	metric ton	30,248	35,753	46,300	51,319
	Total recycled and reuse	metric ton	19,779	22,208	25,669	32,981
	Non recycled and reuse	metric ton	10,469	13,545	20,631	18,338
	Recycling and reuse rate	%	65	62	55	64
Water	Water withdrawal	metric ton	17,208,518	20,045,441	18,548,558	15,971,068
	Water withdrawal intensity	m ³ /million NT\$	88.7	91.2	72.3	56.4
	Ultra-pure water usage	metric ton	11,898,640	14,984,812	16,950,253	15,830,028
	Water recycled and reuse	metric ton	7,888,780	8,950,221	9,968,002	13,133,452
	Recycle rate	%	46	45	54	82
	Reduction rate of water intensity		Baseline	-3	19	36
	Wastewater discharge	metric ton	13,507,060	14,320,427	15,417,764	14,858,116
Energy	Purchased electricity	MWh	1,718,360	1,804,809	1,996,392	2,143,438
	EMS	MWh	122,224	123,215	131,968	239,919
	Assembly	MWh	1,100,001	1,191,996	1,303,641	1,355,489
	Test	MWh	339,844	358,417	380,402	375,545
	Material	MWh	156,291	173,181	180,381	172,486
	Electricity intensity	MWh/million NT\$	8.9	8.4	7.8	7.6
	Reduction rate of electricity intensity	%	Baseline	5	12	15
	Liquefied Petroleum Gas (LPG)	GJ	2,947	1,462	2,316	10,958
	Liquefied Natural Gas (LNG)	GJ	366,533	322,732	229,497	290,743
	Motor gasoline	GJ	987,111	948,795	688,391	749,581
	Diesel	GJ	208,443	1,220,419	195,710	269,566
Solar energy	kWh	-	700	387,796	391,554	

Category	Environmental performance index	Unit	2012	2013	2014	2015
GHG	SCOPE 1	tCO ₂ e	49,942	48,601	39,008	51,794
	SCOPE 2	tCO ₂ e	1,058,722	1,148,271	1,178,779	1,273,570
	SCOPE 1 + SCOPE 2	tCO ₂ e	1,108,664	1,196,872	1,217,787	1,325,364
	GHG intensity	tCO ₂ e /million NT\$	5.70	5.44	4.75	4.68
	PFC emissions/ number package output	kg CO ₂ e/number package output*	0.00024	0.00022	0.00025	0.00055
Air pollutant	VOC (Volatile organic compounds)	metric ton	106**	161**	250	331

* Due to increasing use of PFC from manufacturing processes, our PFC emission per number package output increased in 2015 compared to 2014.

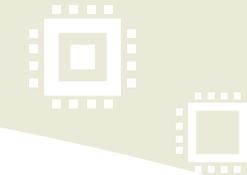
** The data does not include our EMS facilities.

B. The environmental data (waste, water, GHG) of our Kaohsiung, Chungli & Nantou facilities in 2015 are presented in the table below:

Category	Environmental performance index	Unit	Kaohsiung	Chungli	Nantou
Waste***	Total produced	metric ton	23,903	6,635	115
	Total recycled	metric ton	13,247	2,386	14
	Recycling rate	%	55%	36%	12%
Water***	Water withdrawal	m ³	5,873,336	3,008,597	14,147
	Water recycled & reuse	m ³	6,523,233	4,477,474	815
	Recycling rate	%	111%	149%	6%
	Treated wastewater discharge	m ³	6,969,231	2,514,854	-
GHG****	SCOPE 1	tCO ₂ e	25,214	1,874	24
	SCOPE 2	tCO ₂ e	484,010	177,264	3,874
	SCOPE 1 + SCOPE 2	tCO ₂ e	509,224	179,138	3,898

Data marked with *** has been externally assured by Deloitte & Touche in 2016.

Data marked with **** has been verified in accordance with ISO14064-1 by BSI & TUV NORD



C. Effluent quality of our facilities with on-site wastewater treatment

		Taiwan		China		Japan*		Korea		Malaysia	
Item	Unit	Effluent standard	Min.~Max.								
pH	pH	6~9	7~8	6~9	7~8	5.8~8.5	7~8	5.8~8.6	7~8	5.5~9.0	7~8
COD concentration	mg/L	<100	20~46	<500	4~122	-	-	<90	1~18	<200	14~66
BOD concentration	mg/L	<50	5~17.4	<300	0~75	<25	1~2	<80	3~10	<50	4~19
Suspended solid(SS) concentration	mg/L	<30	6.35~8.7	<400	8~101	<60	1~29	<80	0~4	<100	4~48
Cu ²⁺ concentration	mg/L	<3	0~0.1	<1	0~0.2	<1	<0.1	<3	0.02~0.09	<1	0~0.7
Ni ²⁺ concentration	mg/L	<1	0~0.08	<0.5	0~0.04	-	-	<3	-	<1	0.1~0.4

* ASE Japan complies with Yamagata Prefecture's effluent standard.

D. ASE Kaohsiung Environmental Protection Costs

Category		Description	Capital Expenditure million USD	Expense million USD
Operating Cost	Pollution Prevention Cost	Air, water, other pollution prevention, etc.	10.5	2.0
	Resource Circulation Cost	Efficient utilization of resources, waste reducing, recycling, and disposal, etc.	14.0	4.7
Upstream / Downstream Cost		Green procurement, recycling of used products, etc.	1.4	3.4
Administration Cost		Manpower engaged in environmental improvement activities, environmental education, monitoring and measuring environmental impact, acquisition of external environment licenses/ certification, government environmental fees, etc.	-	5.0
Social Activity Cost		Donations to, and support for, environmental groups or activities, etc.	-	3.5
Environmental Remediation Cost		Recovery of the environmental degradation, etc.	-	0.2
Total			25.9	18.8

Social Data

A. ASE Global Workforce Structure

ASE Global Workforce Structure		Taiwan		China		Rest of Asia		Others		Gender Sum		Type Sum		
Type	Gender	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio	
All Employees by Gender	Male	17,593	27.02%	11,100	17.05%	2,761	4.24%	327	0.50%	31,781	48.82%	65,103	100%	
	Female	17,357	26.66%	11,194	17.19%	4,017	6.17%	754	1.16%	33,322	51.18%			
Employees by Category	Management	Male	1,582	40.51%	876	22.43%	308	7.89%	48	1.23%	2,814	72.06%	3,905	6%
		Female	601	15.39%	406	10.40%	55	1.41%	29	0.74%	1,091	27.94%		
	Engineering	Male	10,084	57.11%	3,557	20.14%	1,449	8.21%	70	0.40%	15,160	85.85%	17,658	27%
		Female	1,494	8.46%	793	4.49%	198	1.12%	13	0.07%	2,498	14.15%		
	Administration	Male	571	11.55%	504	10.20%	592	11.98%	50	1.01%	1,717	34.74%	4,942	8%
		Female	1,509	30.53%	1,027	20.78%	606	12.26%	83	1.68%	3,225	65.26%		
	Direct Labor	Male	5,355	13.87%	6,160	15.96%	412	1.07%	159	0.41%	12,086	31.30%	38,608	59%
		Female	13,754	35.62%	8,981	23.26%	3,158	8.18%	629	1.63%	26,522	68.70%		
Regular/ Non-Regular Employee	Regular Employee	Male	17,536	28.53%	9,992	16.26%	2,746	4.47%	258	0.42%	30,532	49.68%	61,463	94%
		Female	17,292	28.13%	9,327	15.17%	3,995	6.50%	317	0.52%	30,931	50.32%		
	Non-Regular Employee	Male	57	1.57%	1,108	30.44%	15	0.41%	69	1.90%	1,249	34.31%	3,640	6%
		Female	65	1.79%	1,867	51.29%	22	0.60%	437	12.01%	2,391	65.69%		
Senior Management*	Local Hired**	Male	1,094	57.73%	240	12.66%	147	7.76%	46	2.43%	1,527	80.58%	1,895	91%
		Female	234	12.35%	94	4.96%	27	1.42%	13	0.69%	368	19.42%		
	Non-Local Hired	Male	17	9.29%	134	73.22%	6	3.28%	3	1.64%	160	87.43%	183	9%
		Female	2	1.09%	21	11.48%	0	0.00%	0	0.00%	23	12.57%		
Employee Age Distribution	16 ~ 30		11,638	17.88%	17,877	27.46%	2,394	3.68%	517	0.79%	32,426	49.81%	32,426	50%
	30 ~ 50		22,145	34.02%	4,337	6.66%	3,606	5.54%	419	0.64%	30,507	46.86%	30,507	47%
	above 50		1,167	1.79%	80	0.12%	778	1.20%	145	0.22%	2,170	3.33%	2,170	3%

* Senior Management refers to managers, directors, vice presidents and above.

** Local hired refers to the staff's nationality is the same as the country where our facility is located.

B. The occupational health and safety data of our manufacturing facilities around the world are presented in the table below:

Item	Gender	Taiwan		China		Rest of Asia		America	
		2014	2015	2014	2015	2014	2015	2014	2015
*Injury Rate	Male	0.23	0.0053	0.08	0.0051	0.43	0.0056	0.17	0
	Female	0.19	0.0072	0.06	0.0015	0.08	0.0028	0	0
**Lost Day Rate	Male	0.66	0.4760	1.45	1.9233	0.66	0.0839	0	0
	Female	0.39	0.6932	0.92	1.4583	0.04	0.2795	0	0
***Absentee Rate	Male	834.42	794.52	1,233.31	1,486.16	187.39	602.97	1,029.28	478.45
	Female	1,721	1,536.27	1,182.1	2,387.05	251.93	1,352.94	5,215.82	2,696.12
****Occupational Diseases Rate	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0

C. Statistics Regarding Parental Leave

ASE Global Workforce Data		Taiwan	China	Rest of Asia	Others	Total
Type	Gender	Number/Rate	Number/Rate	Number/Rate	Number/Rate	Number/Rate
Number of Employee Entitled to Parental Leave	Male	2,010	382	51	2	2,536
	Female	1,732	1,448	667	37	3,884
Number of Employee Applying for Parental Leave	Male	101	40	3	2	146
	Female	507	118	166	37	828
Rate of Reinstatement of Employee's Parental Leave	Male	64.71%	82.50%	100.00%	100.00%	70.87%
	Female	79.71%	82.69%	85.53%	95.45%	82.24%
Rate of Retention of Employee's Parental Leave	Male	40.00%	93.94%	100.00%	100.00%	62.22%
	Female	64.21%	97.67%	30.88%	14.29%	58.95%

* IR = Total # of injuries x 200,000 / Total hours worked

** LDR = Total # of lost days x 200,000 / Total hours worked

*** AR = Total # of missed (absentee) days over the period x 200,000 / Total # of workforce days worked for same period

****ODR = Total # of Occupational diseases cases x 200,000 / Total hours worked

Third Party Assurance Statement



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INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT

The Board of Directors and Shareholders
Advanced Semiconductor Engineering, Inc.

We have performed a limited assurance engagement on the selected subject matter information (see Appendix A) in the Corporate Social Responsibility Report ("the Report") of Advanced Semiconductor Engineering, Inc. ("the Company") for the year ended December 31, 2015.

Responsibilities of Management for the Report
Management is responsible for the preparation of the Report in accordance with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSX-Listed Companies and the GRI Sustainability Reporting Guidelines published and Sector Guidance by the Global Reporting Initiatives (GRI) and other applicable rules according to its sector features, and for such internal control as management determines is necessary to enable the preparation of the Report that are free from material misstatement.

Auditor's Responsibilities for the Limited Assurance Engagement performed on the Report
We conducted our work on the selected subject matter information (see Appendix A) in the Report in accordance with the Statement of Assurance Engagements Standard No. 1 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" to issue a limited assurance report on the preparation, in all material respects, of the Report. The nature, timing and extent of procedures performed in a limited assurance engagement are different and more limited than a reasonable assurance engagement and, therefore, a less assurance level is obtained than a reasonable assurance.

We applied professional judgment in the planning and conduct of our work to obtain evidence supporting the limited assurance. Because of the inherent limitations of any internal control, there is an unavoidable risk that even some material misstatements may remain undetected. The procedures we performed include, but not limited to:

- Obtaining and reading the Report.
- Inquiries of responsible management level and non-management level personnel to understand the policies and procedures for the preparation of the Report.
- Inquiries of personnel responsible for the preparation of the Report to understand the process, controls, and information systems in the preparation of the selected subject matter information.
- Analyzing and examining, on a test basis, the documents and records supporting the selected subject matter information.

Independence and Quality Controls
We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which contains integrity, objectivity, professional competence and due care, confidentiality and professional behavior as the fundamental principles. In addition, the firm applies Statement of Auditing Standard No. 46 "Quality Control for Public Accounting Firms" in the Republic of China and, accordingly, maintains a comprehensive system of quality controls, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion
Based on the procedures performed and evidence obtained, nothing has come to our attention that cause us to believe that the selected subject matter information in the Report are, in all material aspects, not prepared in accordance with the above mentioned reporting criteria.



Deloitte & Touche
Taiwan, Republic of China
June 15th, 2016

Member of Deloitte Touche Tohmatsu Limited

Appendix A
Summary of Selected Subject Matter Information

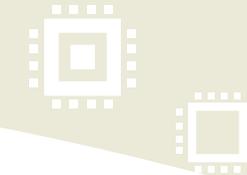
#	GRI G4 Index	Descriptions of indicators	Corresponding Section	Applicable Criteria
1	GRI G4-EN8	Total water withdrawal by source	5.2 Water Resource Management	Total water withdrawal volume
2	GRI G4-EN10	Percentage and total volume of water recycled and reused.	5.2 Water Resource Management	Total water recycled volume and percentage
3	GRI G4-EN19	Reduction of energy consumption	5.1 Climate Change Management & Energy Efficiency 5.4 Green Facility	Overall electricity saving resulted from energy saving projects implemented
4	GRI G4-EN22	Total water discharge by quality and destination	5.2 Water Resource Management	Total wastewater discharge volume in percentage by quality and destination
5	GRI G4-EN23	Total weight of waste by type and disposal method	5.3 Pollution Prevention	1. Total weight in waste produced 2. Total weight in waste recycled and reuse
6	GRI G4-EN31	Total environmental protection expenditures and investments by type	5.6 Environmental Expenditures and Investments	Overall environmental costs, expenses, investments, and benefits by type

Notice to Readers

For the convenience of readers, the independent auditor's limited assurance report and the accompanying summary of selected subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditor's limited assurance report and summary of selected subject matter information shall prevail.

Index of GRI G4 Indicators

GENERAL STANDARD DISCLOSURES			
Standard Disclosure		Related Section/Explanatory Notes	Page No.
STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	• Letter from the Chairman	5~6
G4-2	Provide a description of key impacts, risks, and opportunities	• Letter from the Chairman • 4.5 Risk Management	5~6, 39~40
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	• 2. ABOUT OUR COMPANY	11
G4-4	Primary brands, products, and services	• 2.2 Products and Services	13
G4-5	Location of the organization's headquarters.	• 2. ABOUT OUR COMPANY	11
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	• Global Operation	12
G4-7	Nature of ownership and legal form	• 2. ABOUT OUR COMPANY	11
G4-8	Market served	• 2.4 Financial Performance	19
G4-9	Scale of organization	• Global Operation	12
G4-10	Breakdown of workforce	• Workforce Structure	74
G4-11	Percentage of total employees covered by collective bargaining agreements	• Employee Communication – Labor Unions	79
G4-12	Describe the organization's supply chain	• ASE Product Value Chain	11
G4-13	Significant changes during the reporting period	No significant change	-

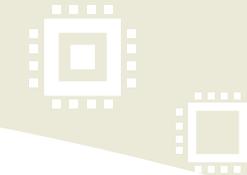


GENERAL STANDARD DISCLOSURES

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ORGANIZATIONAL PROFILE			
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	• 4.5 Risk Management	39~40
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	• 8.4 Public advocacy	121~122
G4-16	Memberships in associations	• 8.4 Public advocacy	123
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Report coverage of the entities in the consolidated financial statement	• ABOUT OUR REPORTING The scope of the Report encompasses our principal manufacturing subsidiaries but not wholly-owned intermediate holding companies, internal trading companies and those companies without active operations.	3
G4-18	Process for defining the report content and the aspect boundarie	• 3.2 Stakeholder Materiality Assessment	23
G4-19	List all the material Aspects identified in the process for defining report content.	• Materiality Aspects and Boundaries	26
G4-20	For each material Aspect, report the Aspect Boundary within the organization.	• Materiality Aspects and Boundaries	26
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	• Materiality Aspects and Boundaries	26
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	There is no restatement of information from previous report.	-
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	• Materiality Aspects and Boundaries	26

GENERAL STANDARD DISCLOSURES

	Standard Disclosure	Related Section/Explanatory Notes	Page No.
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organization	• 3.1 Identification and Communication with Stakeholders	22
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	• 3.1 Identification and Communication with Stakeholders	22
G4-26	Approaches to stakeholder engagement	• 3.1 Identification and Communication with Stakeholders	22
G4-27	Response to key topics and concerns raised	• Results of Stakeholder Materiality Assessment	24~26
REPORT PROFILE			
G4-28	Reporting period	• ABOUT OUR REPORTING	3
G4-29	Date of most recent previous report (if any)	The previous report was published in June 2015.	-
G4-30	Reporting cycle (such as annual, biennial)	We publish CSR Report annually.	-
G4-31	Contact point for questions	• ABOUT OUR REPORTING	3
G4-32	"In accordance" option, the GRI content index and external assurance	• ABOUT OUR REPORTING	3
G4-33	Policy and current practice regarding external assurance	• ABOUT OUR REPORTING	3
GOVERNANCE			
G4-34	Governance structure	• 1. SUSTAINABILITY GOVERNANCE • 4.1 Governance Structure	7~10, 29~30
G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	• 1.2 Corporate Sustainability Management	9~10

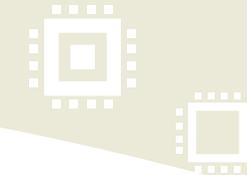


GENERAL STANDARD DISCLOSURES

Standard Disclosure		Related Section/Explanatory Notes	Page No.
GOVERNANCE			
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	• 1.2 Corporate Sustainability Management	9~10
G4-38	Report the composition of the highest governance body and its committees	• 4.1 Governance Structure	29~32
G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	• 4.1 Governance Structure	29~30
G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders	• Board of Directors	30
G4-42	Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	• 1.2 Corporate Sustainability Management • Board of Directors	9~10, 30
G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	• 4.1 Governance Structure	30
G4-45	Report the highest governance body' role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	• Board of Directors	30
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	This report was approved and authorized for issue by the Chief Operating Officer, Chairman of Corporate Sustainability Committee.	-
G4-49	Report the process for communicating critical concerns to the highest governance body.	• 1.2 Corporate Sustainability Management • Board of Directors	9~10, 30

GENERAL STANDARD DISCLOSURES

	Standard Disclosure	Related Section/Explanatory Notes	Page No.
ETHICS AND INTEGRITY			
G4-56	Values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	• 4.2 Code of Business Conduct and Ethics	33-34
G4-57	Mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity	• 4.2 Code of Business Conduct and Ethics	33-34
G4-58	Mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	• 4.2 Code of Business Conduct and Ethics	33-34
CATEGORY: ECONOMIC			
ASPECT: ECONOMIC PERFORMANCE			
G4-DMA	Generic Disclosures on Management Approach	• Letter from the Chairman	5~6
G4-EC1	Direct economic value generated and distributed	• 3.4 Financial Performance	19~20
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	• 4.5 Risk Management • 5.1 Climate Change Management & Energy Efficiency	39~40, 45
G4-EC4	Financial assistance received from government	ASE is entitled to tax incentive. Please refer to page 69 of our English Annual Report.	-
ASPECT: MARKET PRESENCE			
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	• ASE Global Workforce • Social Data – A. ASE Global Workforce Structure	74, 131
ASPECT: PROCUREMENT PRACTICES			
G4-DMA	Generic Disclosures on Management Approach	• 7.2 Supplier Sustainability Management	96
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	• Local Purchasing	100

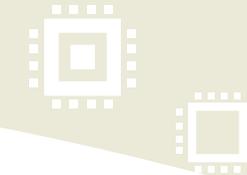


CATEGORY: ENVIRONMENTAL

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ASPECT: ENERGY			
G4-DMA	Generic Disclosures on Management Approach	• Energy Management and Conservation	47
G4-EN3	Energy consumption within the organization	• Energy Management and Conservation	47
G4-EN5	Energy intensity	• Energy Management and Conservation – Externally Purchased Electricity	48
G4-EN6	Reduction of energy consumption	• Overall Energy Conservation Results	49
ASPECT: WATER			
G4-DMA	Generic Disclosures on Management Approach	• 5.2 Water Resource Management	50
G4-EN8	Total water withdrawal by source	• 5.2 Water Resource Management	50
G4-EN10	Percentage and total volume of water recycled and reused	• 5.2 Water Resource Management	50
ASPECT: EMISSIONS			
G4-DMA	Generic Disclosures on Management Approach	• 5.1 Climate Change Management & Energy Efficiency • Air Pollution Control	45, 55
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	• Greenhouse Gas Emissions	46
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	• Greenhouse Gas Emissions	46
G4-EN18	Greenhouse gas (GHG) emissions intensity	• Greenhouse Gas Emissions	46
G4-EN19	Reduction of greenhouse gas (GHG) emissions	• 5.4 Green Facility • Overall Energy Conservation Results	56~57, 49
G4-EN20	Emissions of ozone-depleting substances (ODS)	• Air Pollution Control	55
G4-EN21	NOX, SOX, and other significant air emissions	• Air Pollution Control	55

CATEGORY: ENVIRONMENTAL

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ASPECT: EFFLUENTS AND WASTE			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> • Wastewater Management • Waste Management 	53, 54
G4-EN22	Total water discharge by quality and destination	<ul style="list-style-type: none"> • Wastewater Management We discharge 17% of the treated wastewater directly into ocean and 83% into land (River and/or Underground). 	53
G4-EN23	Total weight of waste by type and disposal method	<ul style="list-style-type: none"> • Waste Management 	54
G4-EN24	Total number and volume of significant spills	No significant spill in 2015.	-
ASPECT: 3.2 Products and Services			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> • 5.5 Sustainable Manufacturing 	59
G4-EN27	Extent of impact mitigation of environmental impacts of Products and Services	<ul style="list-style-type: none"> • 5.5 Sustainable Manufacturing – Green Contribution from Our Manufacturing Service 	63
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	<ul style="list-style-type: none"> • Waste Management – Green Packing Materials 	55
ASPECT: COMPLIANCE			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> • 4.4 Regulatory Compliance 	37
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	In 2015, we received 5 environmental-related Notices of Violation (NOVs), and the total fines was NT\$0.15 million.	-
ASPECT: OVERALL			
G4-DMA	Generic Disclosures on Management Approach	<ul style="list-style-type: none"> • 5.6 Environmental Expenditures and Investments 	64~65



CATEGORY: ENVIRONMENTAL

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ASPECT: OVERALL			
G4-EN31	Total environmental protection expenditures and investments by type	• 5.6 Environmental Expenditures and Investments	64
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT			
G4-DMA	Generic Disclosures on Management Approach	• 7.2 Supplier Sustainability Management	96
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	• 7.2 Supplier Sustainability Management	98

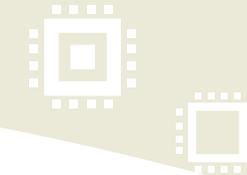
CATEGORY: SOCIAL
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

ASPECT: EMPLOYMENT			
G4-DMA	Generic Disclosures on Management Approach	• 6.1 Overview of ASE Employee - Employee Recruitment	75
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	• ASE Global Workforce	76
ASPECT: EMPLOYMENT			
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	• Compensation & Welfare	77~78
G4-LA3	Return to work and retention rates after parental leave, by gender	• Social Data – C. Statistics Regarding Parental Leave	132
ASPECT: LABOR/MANAGEMENT RELATIONS			
G4-DMA	Generic Disclosures on Management Approach	• Employee Communication	79
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	In cases where any major change in work conditions (such as a change in working location) is required of any employee, at least two weeks' notification and discussion is given to the employee.	-

CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ASPECT: OCCUPATIONAL HEALTH AND SAFETY			
G4-DMA	Generic Disclosures on Management Approach	• 6.4 Employee Health & Safety	86~88
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	• Social Data – B. The occupational health and safety data	132
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	• Risk Management	87
ASPECT: TRAINING AND EDUCATION			
G4-DMA	Generic Disclosures on Management Approach	• 6.3 Employee Development	83~85
G4-LA9	Average hours of training per year per employee by gender, and by employee category	• 6.3 Employee Development	83
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	• 6.3 Employee Development	83~85
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	All of our employees received performance review.	-
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY			
G4-DMA	Generic Disclosures on Management Approach	• 6.1 Overview of ASE Employee – Employee Recruitment	75
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	• Workforce Structure (Our board of directors are all male except one female, among whom 11% are under 50 years of age and 89% are over 50 years of age.)	74
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN			
G4-DMA	Generic Disclosures on Management Approach	• 6.1 Overview of ASE Employee – Employee Recruitment	75, 77

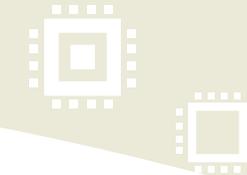


CATEGORY: SOCIAL
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	• Compensation & Welfare	77
ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES			
G4-DMA	Generic Disclosures on Management Approach	• 7.2 Supplier Sustainability Management	96
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	All new suppliers must pass our sustainability assessment which covers labor health and safety.	-
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	• Assessment and Audit Result Summary	98
SUB-CATEGORY: HUMAN RIGHTS			
ASPECT: INVESTMENT			
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	• Employee Human Rights Management We provided 1.5~3 hours of Human Rights training course to 52,839 employees, which accounted for 80% of all employees	72
ASPECT: CHILD LABOR			
G4-DMA	Generic Disclosures on Management Approach	• 7.2 Supplier Sustainability Management	96
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	• 7.2 Supplier Sustainability Management	96

SUB-CATEGORY: HUMAN RIGHTS

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ASPECT: FORCED OR COMPULSORY LABOR			
G4-DMA	Generic Disclosures on Management Approach	• 7.2 Supplier Sustainability Management	96
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	• 7.2 Supplier Sustainability Management	96
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT			
G4-DMA	Generic Disclosures on Management Approach	• 7.2 Supplier Sustainability Management	96
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	All new suppliers must pass our sustainability assessment which covers human right.	-
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	• Assessment and Audit Result Summary	98
SUB-CATEGORY: SOCIETY			
ASPECT: LOCAL COMMUNITIES			
G4-DMA	Generic Disclosures on Management Approach	• 8.3 Community Engagement	119
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	• 8.3 Community Engagement Our operations are compliant with the Environmental Impact Assessment requirements. There are no significant effects to local community and environment.	119



SUB-CATEGORY: SOCIETY

Standard Disclosure		Related Section/Explanatory Notes	Page No.
ASPECT: ANTI-COMPETITIVE BEHAVIOR			
G4-DMA	Generic Disclosures on Management Approach	• Antitrust	38
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	• Antitrust	38
ASPECT: COMPLIANCE			
G4-DMA	Generic Disclosures on Management Approach	• 4.4 Regulatory Compliance	37
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	In 2015, we received one tax-related Notice of Violation, and the fine was NT\$1 million.	-
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
ASPECT: PRODUCT AND SERVICE LABELING			
G4-PR5	Results of surveys measuring customer satisfaction	• Customer Service- Customer Satisfaction Trend	14
ASPECT: MARKETING COMMUNICATIONS			
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	We don't have any incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship in 2015.	-
ASPECT: CUSTOMER PRIVACY			
G4-DMA	Generic Disclosures on Management Approach	• Customer Proprietary Information Protection	15
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	We don't have any substantiated complaints regarding breaches of customer privacy and losses of customer in 2015.	-

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ASE GROUP

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Our 2015 sustainability theme is depicted using the imagery of a tree. The leaves on the tree signify the blossoming of the company as it branches out towards the era of connectivity and the Internet of Things. A light bulb acts as the foundation whereby ASE focuses on technology as its core and demonstrates its passion and care through giving back to the community and protecting the environment. ASE is fully committed to a sustainable future that is as bright as the light bulb and as sturdy as a tree.

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