



# 6 Employee Development and Inclusive Workplace

Inspire, Motivate and Nurture Employees  
Inclusive Workplace

## Management Approach

ASUS considers its employees the most important assets, and works with them to elaborate on collective wisdom and individual and team potential and professional interests. We have created a friendly workplace for employees and welcome an open and innovative research and development culture full of creativity to inspire everyone's vitality and imagination. It is hoped that by shaping the corporate culture and cultivating key talents, we will be able to acquire skills in key business areas and increase the value of human capital.

## Strategy



ASUS believes in a people-oriented corporate philosophy of “Inspire, Motivate and Nurture Employees”. We are committed to pursuit high-performance organization and outstanding talents, establish a comprehensive remuneration and benefit program, and cultivating and developing diverse talents, as well as providing a comfortable and safe working environment and taking care of the physical and mental health of employees to let employees focus on their work, sharing "Work Happy, Enjoy Life".

## Performance



Offer remunerations and benefits beyond the statutory requirements and ranked among the **top 100** high-paying companies in Taiwan.



National Occupational Safety Award - **Corporate Outstanding Award**



LinkedIn “Most Engaging Employer Brand” for **three consecutive years** (2017-2019)



## Inspire, Motivate and Nurture Employees

ASUS brand foundation is made up of four core values - "The ASUS Virtues, Focus on Fundamentals & Results, Lean Thinking, Innovation and Aesthetics" - of the ASUS DNA. Faced with the business transformation and a clearer mission and vision, 2019 was a year when ASUS culture shone. The motto "Re-engineering and Evolution, Truth and Transparency, Exertion of Wisdom, and Creativity and Optimization" has become an indicator of ASUS conduct. We face challenges together to create an optimized consensus and ambition.

ASUS is committed to pursuing high-performance organizations and outstanding talents, establishing a comprehensive remuneration and benefit program, and cultivating and developing diverse talents. The Company aims to create a creative environment to stimulate the vitality and imagination of employees.

ASUS believes in a people-oriented corporate philosophy of "Inspire, Motivate and Nurture Employees"; working with employees to give full play to their wisdom; helping to unleash individuals' and teams' potential; putting their professional interests to good use, and planning for macro-career development to attract further talent in search of incredible.

### Human Rights

ASUS does not discriminate against people based on race, sex, age, political affiliation, religion, or disability status. We follow the local minimum age requirements, local regulations, RBA Code of Conduct, and other relevant provisions, as well as announcing our Declaration on [Human Rights](#) in accordance with the United Nations Universal Declaration of Human Rights.

### Human Resource Structure

By the end of 2019, there were more than 50 operation offices located in Asia Pacific, Europe, America, and Africa. ASUS in total had around 14,100 employees worldwide, with 6,300 employees in the headquarters in Taiwan, and the rest of them in China and overseas.

The proportion of Asus's global female employees is 37.9%, and the proportion of global female managers is 27.1%. This can mainly be attributed to the characteristics of the IT industry, in which most employees are males; however, there is no discrimination or unfair treatment due to gender.

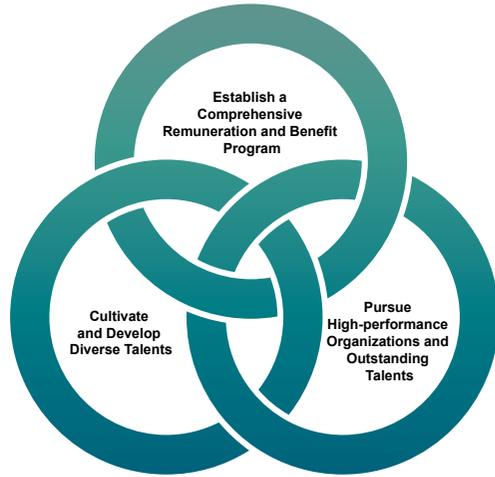
Category	Type	Gender	Taiwan	China	America	Asia-Pacific	East & Europe	Global						
Labor force composition	Employee	Male	4064	65%	1873	54%	362	54%	1150	64%	1160	66%	8609	62%
		Female	2206	35%	1573	46%	308	46%	650	36%	594	34%	5331	38%
	Worker	Male	0	0%	2	13%	1	50%	39	76%	36	49%	78	55%
		Female	0	0%	13	87%	1	50%	12	24%	38	51%	64	45%
Contract	Permanent	Male	4031	65%	1845	54%	362	54%	1150	64%	1155	66%	8543	62%
		Female	2164	35%	1572	46%	308	46%	650	36%	589	34%	5283	38%
	Temporary	Male	33	44%	30	68%	1	50%	39	76%	41	49%	144	56%
		Female	42	56%	14	32%	1	50%	12	24%	43	51%	112	44%
Employment type	Full-time	Male	4031	65%	1843	54%	362	54%	1150	64%	1155	66%	8541	62%
		Female	2164	35%	1559	46%	308	46%	650	36%	589	34%	5270	38%
	Part-time	Male	33	44%	32	54%	1	50%	39	76%	41	49%	146	54%
		Female	42	56%	27	46%	1	50%	12	24%	43	51%	125	46%
Employee type	General Employee	Male	2892	61%	1468	51%	287	52%	1055	64%	1087	64%	6789	59%
		Female	1884	39%	1411	49%	265	48%	601	36%	599	36%	4760	41%
	Manager	Male	1172	78%	407	70%	76	63%	134	69%	109	77%	1898	75%
		Female	322	22%	175	30%	44	37%	61	31%	33	23%	635	25%

Note: For Taiwan region, since ASUS Cloud has its own independent HR database, the statistic for ASUS Group does not include ASUS Cloud, and ASUS Cloud is listed separately.

Type	Definition
Employee	Employee: (1) Regular (2) Expatriate (3) Temp. Contractor (4) Intern/Trainee
Worker	Non-employee according to ASUS definition: (1) Dispatched Staff (2) Representative
Permanent	(1) Regular (2) Expatriate
Temporary	(1) Temp. Contractor (2) Intern/Trainee(3) Dispatched Staff (4) Representative
Full-time	(1) Regular (2) Expatriate
Part-time	(1) Temp. Contractor (2) Intern/Trainee(3) Dispatched Staff (4) Representative



## Human Resources Development Policy



Work Happy, Enjoy Life

### ● Pursue High-Performance Organization and Outstanding Talents

#### Recruitment

ASUS recruitment follows the principles of public recruitment, fair selection, and hiring the best from all over the world. Information on vacancies, conditions for employment, and related procedures are also transparent. All applicants must take required examinations and interviews, and the selection is made based on their performance therein. Qualified candidates who come from various fields of specializations and satisfy the conditions, requirements, and expectations will be chosen.

#### ● AIOT Talent recruitment plan

In response to the Company's transformation in 2019, we are actively recruiting talents in the AIoT field. ASUS first launched the “Ph.D. Recruitment Plan” in the industry. During the recruitment period, it held five consecutive sessions of the “ASUS Artificial Intelligence Forum and Ph.D. Recruitment Plan Briefing” at National Taiwan University, National Taiwan Normal University, National Cheng Kung University, National Tsing Hua University and National Chiao Tung University. In each session, we invited speakers from the fields of artificial intelligence, which included experts in the fields of speech,

vision, and Natural Language Processing (NLP) in the academic and research fields to speak to participants on the development and forward-looking trends in the field of artificial intelligence. Students who sign up for the Ph.D. recruitment plan can become ASUS employees after the research topic and the thesis proposals also have been reviewed and approved by the ASUS selection committee. During the employment period, they may conduct their doctoral dissertation research full-time, and at the same time are exposed to ASUS artificial intelligence product development to achieve the goal of industry-university exchanges. In addition, we continue to provide top-notch internship platforms especially for innovative and ambitious college students. We provide internships covering areas including AI, Cloud R&D, product marketing, industrial and commercial design, and other fields. Every intern has the opportunity to be assigned to a project related to their field of study to communicate and receive guidance from their seniors. This provides them with an opportunity to experience the workplace and have further opportunities for interaction, communication, and learning with the ASUS team. Students who perform well during the internship will have an opportunity to be hired as full-time employees of ASUS after graduation.



#### Academic-Industry Cooperation Training Plans

ASUS spares no effort to cultivate science and technology talents. According to the annual main development of technology, ASUS held the “Taiwan Tech Enterprise Academy” jointly with the National Taiwan University of Science and Technology. This year was its fourth year. In the fields of AI, Big Data, Cloud, IoT, and Robots, a total of 27 students were admitted this year after a strict preliminary written review and interview.



The Enterprise Academy carefully planned a series of courses. Each R&D manager goes to campus after work, interacts closely with participants, integrates theory with practice, and designs practical implementation, group discussions, and special reports in the course, we let students experience the thinking way and viewpoints of enterprises in problem-solving, analysis and application. In addition to professional courses, we also tailor-make self-career-exploration courses for students to understand their personal strengths and possible development, and provide advice on the career development for students.

After an entire semester course, we have also arranged corporate visitation and project reports at the end of the semester to allow students to simulate the real technical project reports in the Company. The supervisors give feedback on all questions raised in the technical presentation as well. Some creativity and ideas presented by the students have surprised and inspired the supervisors.

In the future, we will also actively engage ourselves in academic-industry cooperation and academic exchanges with other colleges and universities. We hope that by assisting in the deepening and development of talents in schools and integrating theory with practice, we will be able to recruit and cultivate more outstanding talents to fulfill our corporate social responsibility.

### Stabilizing the Best Employers Branding

Besides recruiting companies and on-campus recruiting in colleges and universities, we also cooperates with LinkedIn to stabilize the employers branding to improve recruitment accuracy. In 2019, we successfully recruited suitable talents for 60 branches worldwide and the number of followers were increased by more than 76,000 on LinkedIn. We have extended the brand power to talent recruitment and ASUS has become the most popular Taiwanese product with most fans.

In addition, ASUS won the LinkedIn “Most Engaging Employer Brand” for three consecutive years (2017-2019), and also won the “Top Talent Team”.

In 2005, we began to invest in the internship program “Campus Executive Officer” (ASUS Campus CEO). Over the years, it has trained more than 1,000 outstanding students and won the Taipei City Government’s “Award of Excellence” for 3 consecutive years.

The magazine “Cheers” has published the “Most Attractive Employer” survey since 2006, allowing companies to understand the logic behind young generations’ accurate job hunting while enabling fresh graduates to grasp the market trends, which is a focus for Taiwanese enterprises and the new generation of talents. ASUS has been listed among the top 20 in the survey for 14 consecutive years.





## ● Establish a Comprehensive Remuneration and Benefit Program

Candidates with identical backgrounds will have identical starting salaries regardless of gender, religion, political view, and marital status. We review the remuneration against the industry level, ensuring that the pay is competitive and attractive to the talents. In order to retain key position personnel and high-performance talents with outstanding performance and development potential, we train ASUS management staff and professional functional talents, thereby enhancing the competitiveness of the Company, and specially formulates key talent retention bonus plans.

In Taiwan, in 2019, the ratio of standard entry-level wage and remuneration by gender compared to local minimum wage was 1.04:1. Comparing the wage of women to men with same job level, for general employees it was about 1:0.81, while for management level it was 1:0.79. The retirement system of ASUS employees is governed by the Labor Standards Act and the Labor Pension Act. According to the law, the retirement fund is allocated on a monthly basis, and the Company allocates a special account for the labor retirement reserve supervision committee for storage and expenditure.

### Salary and Bonus

- Basic salary
- Holiday bonuses for specific holidays
- Performance bonus
- Patent bonus
- Employees of the Year bonus

### Insurance and Pension

- Labor insurance and health insurance
- Employee insurance
- Pension

### Subsidy

- Meal expense
- Health examination
- Wedding and funeral
- Fertility
- Scholarship for employee's child
- Employee voucher
- Birthday voucher
- Season voucher

### Activity and Reward

- Club activity
- Department gathering
- Family Day Activity
- Summer/Winter camp for employees' children
- Chinese New Year party and gifts
- Christmas party and sport competition for employee
- Arts and culture activity

### Other

- Solatium of an employee's death to the family
- Parking subsidiary
- Volunteer leave
- Others

## ● Cultivate and Developing Diverse Talents

The corporate strategies lead the development of Talent. Through our core values, employees are led to develop their strengths at work. ASUS DNA clearly defines the code of conduct and specific behaviors. The Company has also integrated it into management practice, launched a dual-track system of management and professional occupations, and established a function-oriented development system.

The ASUS talent training system is divided into three major functions, including core values, management leadership, and professional skills. The Company has also planned annual training projects. The relevant contents are as follows:



### I. Core Values

Starting with the corporate culture and core values, ASUS develops and practices leadership, core values, and newcomer training courses.

- The practice of leadership

In order to enhance the supervisors' understanding and consensus on functions, so as to enhance the observation and



inspection of their members' functional performance, and help them develop their functions effectively, the Company has designed a compulsory practical function leadership course for management. The course uses multiple methods such as group activities, problem discussions, and real cases to assist supervisors to have a deeper realization and daily practice, and improve the overall learning effectiveness. The course started in June 2019. By the end of the year, there were 20 classes in total, and the amount of completed training supervisors is 599. The satisfaction of overall course was 4.54 (out of 5) on average. It is expected that the in-service supervisor training will be completed by September 2020. In order to follow up with newly promoted and newly recruited supervisors, classes are opened every quarter, for the continuous implementation and execution of the Company's culture.



- Core Value Aspect

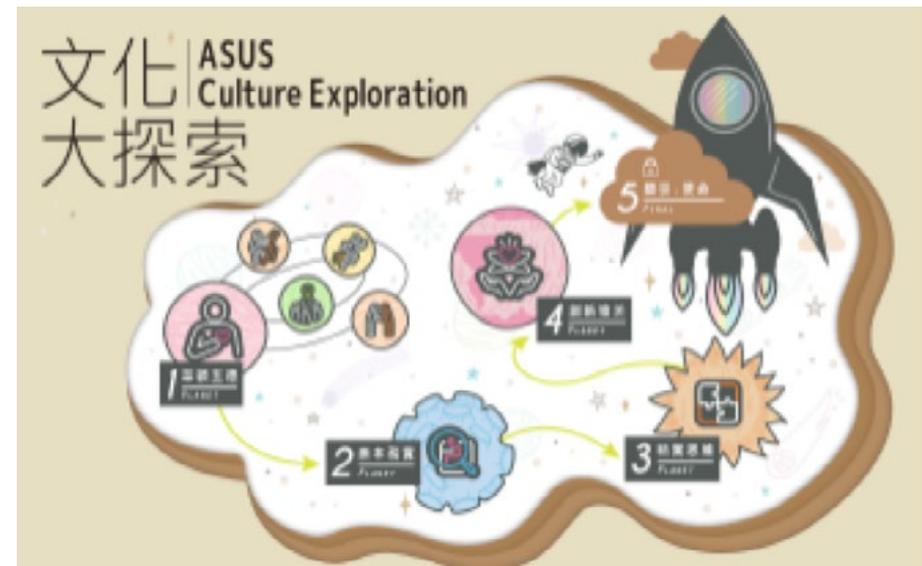
To reinforce the recognition of ASUS brand and organizational culture with the overseas subsidiaries, we translated the ASUS Way course into multi-language version with a total of 13 languages in 2019 in addition to the Chinese and English versions. We also implement systematic global training to establish ASUS values, with the training participating rate of 98.21%.



We treat the establishment of our core values very seriously. We hope employees all over the world can share the same spirit with ASUS and comply with ASUS's moral standards. Therefore, we proactively promoted our "Employee Code of Conduct" and issued memo cards on "Unfair Competition and Bribery Prevention" to all our employees, including overseas. New comers will also receive the card as well as the online course, with the complete rate of 99.06%. A systematic annual training mechanism was established to remind employees to always review the code of conduct from time to time, ensuring ASUS' sustainable operation, and the retraining rate was 98.97%.



With ASUS DNA, the "Global Cultural Communication Event" was held in 2019 in addition to strengthen employees' consensus on core and management. Through ASUS vision-conveying videos, ASUS DNA stories, and supplemented with a cultural brochure, the Company conveys and promotes the concept to ASUS Taiwan and overseas bases (more than 10,000) employees. The company also built an interactive website, launched a series of cultural games and competitions, and interacts with participants in offices or stores. Through interesting and vivid ways, we strive to pursue the same goal throughout the world. The activity website has a click rate of more than 25,000, and cultural competition games have more than 5,000 participants have joined. The Company designed a series of cultural story interview activities, and invited each project team to share their daily work and show their management function. These are written into stories and management cases. This has been recognized and praised by the employees.





## II. Management leadership

In 2019, ASUS re-examined its corporate culture and integrated it into management practice. The Company clearly define the behavior standards for the five forces of beginning-level, middle-level management, and high-level management leadership. Based on this, the Company has developed a complete management training plan, and integrates core values, the five forces of management into various management systems such as target management, assessment, promotion, model selection, talent development, and training.

In order to build a high-performance team, ASUS also invites middle- and high-level executives to serve as the keynote speaker for “internal management training” to convey the philosophy of management, and share how to achieve the given goals and enhance competitive advantage beside the introduction of external resources.



## III. Professional Skills

ASUS has been pursuing unparalleled technological innovation for a long time. In response to the ever-changing world, sales strategy, and market trends, ASUS actively promotes efficiency of product and brand business. ASUS professional skills are divided into four major areas, including: R&D, engineering technology, business marketing, and management support. We clearly define the skill requirements for each position and provide corresponding professional training. In addition, experts and scholars in the professional field are invited yearly to hold keynote speeches on technology and trends to strengthen the professional know-how of our employees.



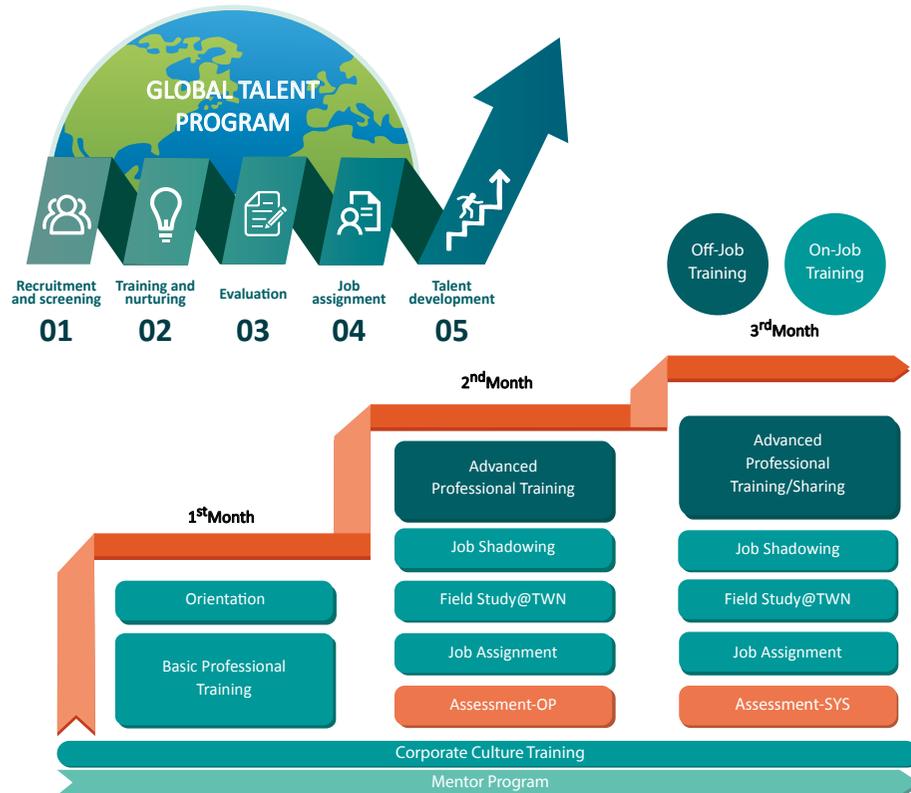
- Blueprint for professional job training

In response to operational strategies and company development needs, it has become increasingly urgent in need for key positions and international talents. Through job analysis, the Company clarifies the key capabilities and knowledge required to perform the various duties, and builds training blueprints and systematic training models. We aims to integrate cross business units learning resources and to reduce the cost of double training waste.

## Global Talent Program (GTP)

In terms of cultivating international talents, ASUS strategically implements its international talent training- Global Talent Program (GTP), and establishes a comprehensive and systematic training model to effectively pass down and replicate successful experiences and quickly prepare talents to expand to the global market.

International talents with potential undergo a variety of training sessions in three months, include training courses, reading clubs, internship, company mentors and evaluation, to elaborate on the synergy. The program trains employees to become international business talents who understand the overseas market and possess leadership skills. They are assigned to suitable positions to effectively improve the readiness of business teams and achieve the operational goals.



The Global Talent Program entered its sixth year in 2019, and has continued to adhere to its 70-20-10 ratio in learning guidelines; 10 is for the organization of offline courses, 20 is for counseling and feedbacks and 70 is -on-job training. The approach reinforces regular counseling and feedbacks, which directly helps in adapting to the new environment and jobs, earning 4.76 (out of 5) for the overall satisfaction of the courses. In 2019, a total of 16 new trainees for the international business and marketing program completed the training and passed the evaluation test and they started to serve as professional sales managers for various overseas regions or take on the global marketing and planning responsibilities at the head office.



Since 2014, the GTP has trained a lot of 149 employees who served as overseas sales, marketing and customer service professionals. Among them, 62 overseas sales professionals are deployed to the Asia-Pacific, European and Latin American countries to engage in market development and operations and they have become the professional managers in various regional markets. The heads of overseas branches highly recognize the GTP elite who have obtained their qualifications from the intensive training and levels of challenges at the headquarters and are able to quickly connect with their assigned regional markets and take on challenges. In addition, the GTP elite who have taken on the responsibilities of sales and marketing planning for global businesses and services planning for clients have demonstrated their professional capacity and leadership potential and been promoted to supervisors after further training.



GTP elite Host ASUS's Product Presentation Chair in Indonesian



- Lectures on Technology and Trends

In order to let employees to master the trends of technology, and integrate into the Company's key development strategies, in 2019, we invited experts with expertise in relevant technologies and application, in the field of AI. There were a total of 11 sessions and 981 participants. The course satisfaction was 4.38, and the student recommendation rate reached 93%.

The image shows a promotional poster for the 'ASUS AICS Tech Talk' series. The main title is 'AICS Tech Talk 系列講座'. The second session, '第二場', focuses on 'Recent Developments on Automatic Speech Recognition and its Application' by Professor Chen Bailing from National Normal University, Taiwan. The poster lists 12 sessions with their respective speakers:
 

- 講座 I: 林智仁 教授
- 講座 II: 陳柏琳 教授
- 講座 III: 李宏毅 教授
- 講座 IV: 王鈺強 教授
- 講座 V: 林守德 教授
- 講座 VI: 王學誠 教授
- 講座 VII: 莊永裕 教授
- 講座 VIII: 邱維辰 教授
- 講座 IX: 張智星 教授
- 講座 X: 陳炳宇 教授
- 講座 XI: 吳尚鴻 教授
- 講座 XII: 胡敏君 教授

 The central graphic features the text 'ASR' and an illustration of a person using a smartphone with a speech bubble, representing automatic speech recognition technology.

- Design thinking workshop

Designed from the users' perspective, dig into the use of the situation, bold and innovative design thinking for the concept of beauty, and constant creation of a joyful experience to users are the core meanings of ASUS's DNA - "innovated beautifully". Among them, "design thinking" is our method to create a successful formula of thoughtful products and services.

Focusing on the next generation of innovative product planning about 1 to 3 years later, ASUS invites external advisors with practical coaching experience to lead employees in different positions, PM, ID, RD, ME, MKT, etc., and experience the complete design thinking and agile development process, in order to transform the concept into a product prototype, receive the evaluation and feedback from potential users and internal investors, quickly revise the product design, and make innovative products that are thoughtful and touch the users' heart.





## [ Case Study ] Creative Competition

In 2019, ASUS Technology (Suzhou) Co., Ltd. established the IC Technical Committee, which is committed to develop innovative awareness, stimulate creative thinking, improve creative ability, and encourage entrepreneurship. Under the guidance of the CEO, the first “Creative Competition” has made a debut.

In 2019, 61 creative submissions from different departments’ employees were applied. Among all competitors, only 6 teams entered the finals. After another 90 days of creative implementation, and under the guidance of the bi-weekly review of the IC Technical Committee, the top six teams shared their brilliant achievements to the CEO, external guests, IC Technical Committee and internal creative employees.

At the same time, external experts are invited to speak for the lecture, “From Design Thinking to Innovative Beauty” to inspire the competitors’ creative thinking and assist employees to come up with ideas that have more commercial value. The theme lecture, “Marketing Work Sharing in China’s Brand Market” uses classic brand market marketing cases to expand employees’ horizons beyond limitations and promote future product development.

The impact of the first competition has exceeded expectations, attracting more than 650 participants from 27 departments, with an average satisfaction of 4.68 (out of 5), which is the most important grand event of ASUS Technology (Suzhou) in 2019.



## Learning & Growth Plan and Performance Appraisal

In terms of cultivating international talents, ASUS strategically implements its The performance management in ASUS combines performance appraisal with learning development to improve employees’ performance and ability to achieve the organization's goal. In addition, we emphasize continuous communication between managers and employees to establish clear objectives aligned with the organizational goals.

ASUS implements the "Learning & Growth Plan" for all employees to assist managers in developing the competences of our employees and in providing training plans in accordance with the internal "Education & Training Approaches" documentation. Based on ASUS DNA and the competences required for employees in each level, a manager would evaluate individual performance and personal developmental needs, and then discuss with every employee to devise a tailor-made development plan.

ASUS executes performance appraisals in accordance with "Appraisal Standards". Other than those employees in probation periods, part-time internships, special hiring, and high-level managers, all employees have to participate in the routine performance reviews.





## Employee Performance Counseling Program

For those whose performance is not in line with expectations, ASUS provides them with opportunities for improvement. The supervisors provide one-on-one counseling to encourage employees to make improvements, work hard, and grow with the company so that they can enhance their performance; when necessary, their work may be adjusted according to the situation. The Human Resources Office will also offer care and assistance in the process to help employees get back on the right track as soon as possible. For employees who fail to improve their performance, a placement plan will be implemented after sufficient communication.

## Personnel Placement Assistance

To provide a positive channel of assistance for employees who wish to retire or resign, we conduct separation interviews centered around the help and resources required by the workers, such as career development consultation or job transfer to external entities. In addition, the company provides employee severance fees in accordance with relevant laws and regulations to protect employees' rights and interests.

## Multiple Communication Channels

The company attaches great importance to two-way communication with employees, provides multiple and open communication channels, and promotes a harmonious relationship between labor and management.



## [ Case Study ] CEO Afternoon Tea Party

In 2019, the co-CEOs held five CEO afternoon tea parties to listen to employees' voices through face-to-face communication.

The questions of our participants are very diverse, from the Company's business direction and strategy, the future development direction of each product, cross-organizational cooperation and resource integration, salary, promotion, welfare, and even the daily life of the co-executor, views on young people and encouraging them, and so on.

The participants were randomly selected and asked for their consent. In the process, the participants took the opportunity to ask questions. The co-CEO was kind and answered all questions. Through such close communication, smiles of joy and satisfaction radiated from the faces of participants. Finally, we excerpted the highlights and Q&A of the event into text, and published it on the internal website to share with all ASUS colleagues.





## Inclusive Workplace

We uphold the culture of “happy work and enjoy life”. Through the improvement of workplace safety, health promotion activities, physical and mental stress relief lectures, parent-child activities, etc, we aim to maintain work and life balance, and thereby enhance the corporate cohesiveness and competitiveness. ASUS has long been committed to creating a safe, healthy, and comfortable working environment, and applies the spirit of perseverance and the pursuit of excellence to the field of occupational safety and health. The Company won the highest honor of the “2018 National Occupational Safety & Health Award - Enterprise Benchmark Award” by the Ministry of Labor.

ASUS has self-managed and cooperate with local fire departments to organize emergency training through safety and health hazard identification, education and training promotion, and disaster prevention simulation exercises. The Company also promotes the “Workplace GO Relief Reward System”, with the goal of full participation and “zero disaster” to enhance worker safety awareness and ensure workplace safety.



Awarded the CHR Corporate Health Responsibility - Health Awareness Innovation Award from Common Health Magazine

## Performance

- Won LinkedIn’s Most Engaging Employer Brand and Most Innovative Employer Brand Awards for 3 consecutive years (2017-2019)
- Won the “Award of Excellence” by Taipei City Government for 3 consecutive years (2017-2019)
- Ranked Top 20 in "Most Attractive Employer" in Cheers Magazine for 14 consecutive years.
- Corporate Headquarters LEED Platinum Building
- Awarded National Occupational Safety Award - Corporate Outstanding Award
- Won the “Taipei City Labor Safety Award for Excellent Corporations” for 3 consecutive years (2016-2018)
- Awarded the CHR Corporate Health Responsibility - Health Awareness Innovation Award in Common Health Magazine



## Healthy Workplace

ASUS adheres to the business philosophy of “inspire, motivate, and nurture employees,” and its regulations are superior to the provisions set out in the “Regulations Governing the Labor Health Protection,” allowing each employee to enjoy annual health check-up services. Any abnormalities discovered in the check-up are analyzed and managed according to the level of severity. With regular tracking by occupational doctors and nurses; medical referrals; and the promotion of diverse healthy activities.

In 2019, 90% of employees in Taiwan participated in health examination. With health management, 80% of those who have participated in health examination in two consecutive years and discovered high-risk with abnormal alerts have improved their conditions. ASUS continuously offers health courses and activities to build up a well healthy work environment.



Fitness Test

## Five-Star Psychology Caring



The employee assistance program (EAP) incorporates multiple communication channels and assistance and counseling solutions. It assists employees to solve personal issues that may affect work productivity and offers supervisors with professional management consultation services to help them resolve crisis and management issues. In order to improve the comprehensiveness of employee care, the employee relations also provide emergency medical referrals and assistance for employees and their families.

We have established an employee care website, which contains beneficial information on work stress relief, positive thinking and work and life balance

The employee care hotline provides immediate assistance to employees, and the joint consultation services provided by the internal professional colleagues and external consultant experts give employees psychological and emotional support or stress relief solutions related to employees' work, life and health. In the event that employees suffer from accidental injuries, hospitalization or major disasters, we also offer emergency relief and assistance depending on the circumstances of the cases and give employees and their family appropriate care.

心理諮詢服務	工作	生活	健康
• 危機處理	• 工作適應	• 家庭婚姻	• 壓力調適
• 團隊士氣	• 工作效能	• 兩性情感	• 憂慮焦慮
	• 關懷培育	• 人際關係	• 睡眠障礙
		• 生活法律	• 運動保養
			• 車禍
			• 債務
			• 婚姻
			• 衝突

還有管理與法律諮詢服務喔

**員工關懷專線**  
Employee Assistance Program [EAP]

**21799**  
內部專線

**0800-025-008**  
外部專線-24小時

ASUS



## Caring for Female Employees

Since 2010, we have continuously obtained the “Excellent Breastfeeding Room Certification”. In order to take care of the health and safety of employees during pregnancy, we completed maternal health protection system in 2019. In addition to providing good pregnancy gifts, car parking spaces and special healthy rest seats, pregnant mothers are comfortable and relaxed during office lunch breaks. According to statistics, 57 cases of maternal health protection were collected in 2019, and the utilization rate of breastfeeding room was about 60%.

In 2019, the return to work rate for females after parental leave in Taiwan and in China was 80% and 80%, accordingly; the retention rate for females after returning to work for 12 months in Taiwan and in China was 91% and 89%, respectfully. Both the return to work rate and the retention rate increased from 2018. It shows that ASUS would not force females to leave due to pregnancy or parenting and that it is committed to providing a gender equality environment.



落實員工母乳友善環境



2018 年購置健康休憩座椅供孕期媽媽使用

## Five-Star Fitness Center

To balance employees' work and life, ASUS has a combined court for different sports, heated swimming pools (adult pool, children’s pool, and spa pool), gym, sauna chamber, aerobics classroom, shower rooms, and outdoor sunbathing site, which motivates employees to exercise before and after work and to exercise with peers on holidays to alleviate work stress.

