

Editorial Policy

Welcome to Unimicron's first Corporate Social Responsibility Report. This report was compiled to inform the public and stakeholders about our commitment toward sustainable developments and corporate social responsibility, and our effort and persistency devoted to CSR issues.

Reporting Period

This report covers all activities of the 2011 fiscal year (from Jan 1st to Dec 31st, 2011) and Unimicron's CSR management guidelines, critical CSR issues, responses, and actions as well as relevant results and performance. We plan to publish CSR report on a yearly basis.

Scope and Boundary

To present Unimicron's CSR achievements in a comprehensive manner, all details and statistics revealed are intended to represent all Unimicron's plants in Taiwan (including Shanying Plant, Luchu Plant, Hsingpong Plant, Herjiang Plant, and Chungyuan Plant) and the Hsinchu Plant (including Hsinfeng Plant, Science Park Branch Plant and Jenyi Plant).

Reporting Guideline and Reliability

This report was compiled based on G3.1, the latest reporting guideline published by the Global Reporting Initiative, GRI, in 2011. All details revealed in this report have been verified by SGS-Taiwan to meet the content and quality requirement of Application Level A⁺ of GRI and Type 1, Moderate Assurance Level of Accountability of AA1000 Assurance Standards.

Relevant Information

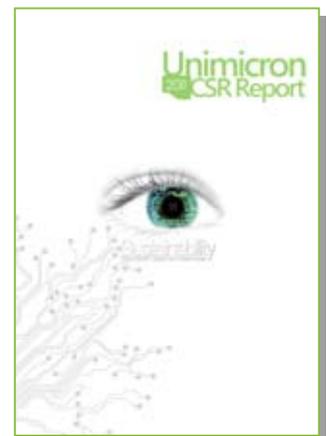
Unless otherwise specified, all the currency used in this report is in New Taiwan Dollars and to highlight mid term and long term trends, some statistics are provided from 2009 to 2011. Please do not hesitate to share any comments you may have regarding the "2011 Unimicron CSR Report" with us.

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Now Foresees Future

We do not inherit the Earth from our ancestors, instead, we just borrow the Earth from the hands of our children. Unimicron takes part in the establishment of the electronics industry's past, present and future from the eyes of energy-saving and environmental protection.

Published in 2012

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CEO Statement

Welcome to the first CSR report published by Unimicron. Facing the global climate, society, market competition, and other environmental challenges, we, as a proud member of the high-tech global village, profoundly believe that while companies continue to pursue sustainable growth and high performance, we should fulfill our corporate social responsibility and insist on our missions devoted to good deeds and foster a positive atmosphere in society.

Our vision is to become a world-class high-tech company recognized for our high value-added, high service quality, high productivity, and emphasis on innovative services. In our effort to continuously expand our operations, we have upheld the spirit of TQM and followed its philosophy - P (Plan), D (Do), C (Check), A (Action), B (Benchmarking) as our top guideline for continuous improvement, to undertake our corporate social responsibility, and maximize the benefits for our employees, shareholders, society, and all stakeholders. Besides the focus on our corporate performance in the past few years, we have actively enforced various initiatives to enhance employee care, social welfare, and environmental protection to demonstrate our determination, with actions and commitments to our corporate social responsibility.

2011 was a challenging year for the PCB industry. The economic recovery in the first half year affected by the prices of gasoline, copper, and gold while the 311 earthquake in Japan interrupted material supply ; in the second half of 2011, the European debt crisis, fragile economic recovery in the US, and stagnating growth in the China have all put downward pressures on corporate growth and profitability for the industry.

Furthermore, the NT dollar continued its pattern of appreciation and has impacted profit growth for the export-oriented electronics industry in Taiwan. These various challenges and changing market conditions have forced companies to agilely respond to changes in the market, customers, products and technologies.

In 2011, main product growth came from handheld devices such as smart phones and tablet PCs. As their required chips, carriers, and HDI technologies become more and more complicated and the amount of data transmitted increases exponentially, the demands for high end processes have grown extensively. Meanwhile, to satisfy requirements of mobility, slimness, and reliability for electronics devices, relevant FPC designs have been massively adopted by our customers.

Looking into 2012, the recovery of the global economy is forecast to continue, and according to Prismark Partners LLC, the PCB industry is likely to experience a mild growth of 6.5% compared to 2011, and growth in the consumer electronics market will still come from mobile Internet devices, including smart phones, tablet PCs, ultrabooks, cloud computing systems, and digital home entertainment systems. While a wider range of innovative and integrated features will be introduced for relevant applications and end products, most analysts are optimistic about the demand growth in Asia and other emerging markets.

Our corporate social responsibility is based on the core themes: Concern for the Planet, Respect for People, Pursuit for Performance. and we expect that through our humanity based management approach and mission to protect the environment, we will ensure our sustainable

growth and become a model citizen in the global village.
We promise:

1. To enforce corporate governance, improve information transparency, protect and respect the interests of shareholders and stakeholders.

2. To manage the company with high ethical standards, require all employees to abide by laws and maintain their integrity, respect human rights, protect intellectual property, and prevent fraudulent conveyance jeopardizing the rights of the company, customers, and suppliers.

3. To comply with local labor laws, customer requirements, the Electronics Industry Code of Conduct (EICC) and other international standards; ensure equal employment opportunities, humane treatment, employee communication, and working conditions.

4. To establish a supplier management system and standards and regularly communicate with suppliers to ensure a stable, sustainable, and win-win partnership, to procure environmental friendly products and prevent the use of conflict minerals.

5. To Participate in social welfare and emergency relief activities based on the philosophy of "Taking from the Community and Giving back to the Community," to spread love, to give back to the community, and to fulfill our responsibilities as a corporate citizen.

6. To continuously enhance our technology standards and innovate to meet customer and market demands and be actively involved in environmental

initiatives and to lower production costs to solidify our core competency.

7. To enforce implementation of environmental and hazardous substance management systems, comply with environmental protection and industrial safety regulations, respond to the green movement - "Reduce, Reuse, Recycle" and conserve energy, reduce waste, and build a safe and comfortable working environment

While we continue to contribute and fulfill our corporate social responsibility for a brighter future, we will exercise our influences to encourage participation from our strategic partners in the supply chain and become a true model of corporate citizenship in the global village



Chairman and CEO

Zeng-Fang Tseng

About Unimicron

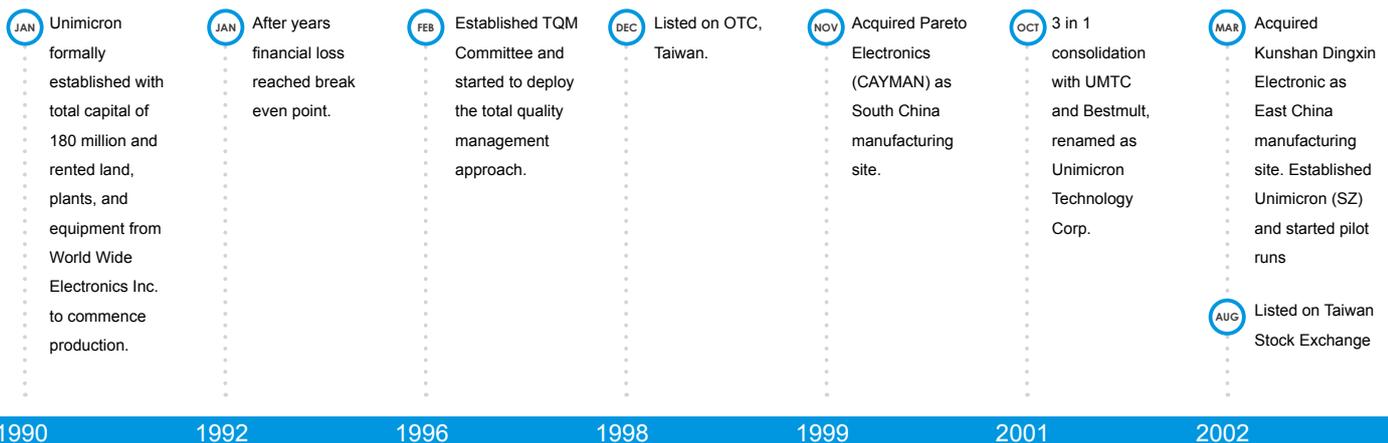
Headquartered in Kwei Shan Industrial Park, Taoyuan, Unimicron Corporation (“Unimicron” henceforth) was established on January 25, 1990 and specializes in the manufacturing, processing, and sales of Printed Circuit Boards (PCB), HDI(High Density Interconnection), Flexible Print Circuits (FPC), Rigid-Flex boards, Carriers, IC burn-in and testing service.

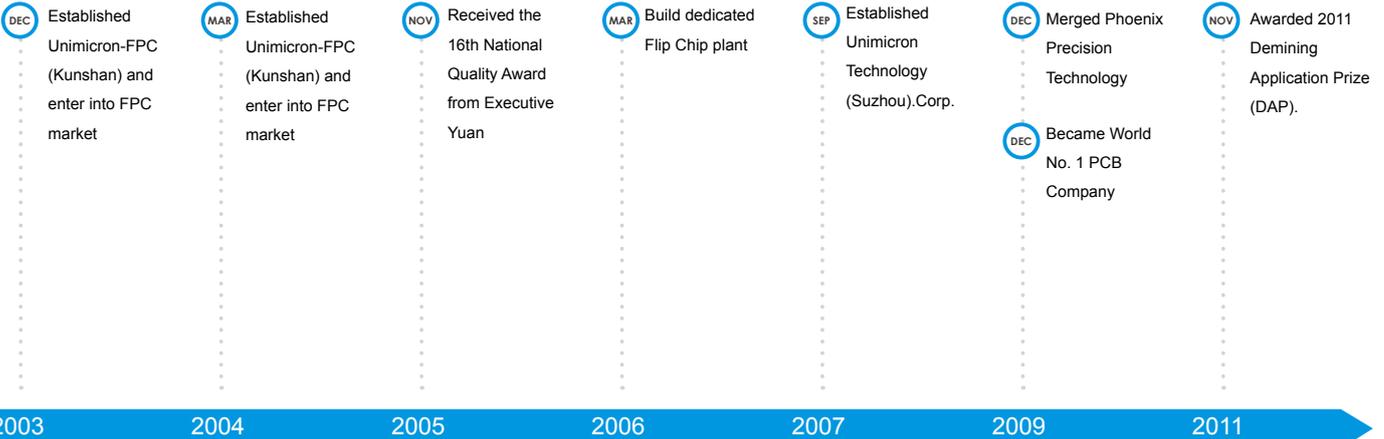
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Important Milestones

With the highest sales revenue, Unimicron is currently the top PCB and Carrier manufacturer in the world. After years of dedicated effort to develop new products and technologies, Unimicron has become the major supplier of HDI PCBs and Carriers for advanced mobile phones and is ranked No. 1 in terms of mobile phone PCB shipments in the world.

As of 2011, the total employee numbers at Unimicron had reached 21,919 (Taiwan: 9,687; China: 12,232). We place a greater emphasis on innovation, R&D, talent cultivation, and teamwork spirit, provide market-oriented and customer centric services, and are committed to the enforcement of our CSR. In the last 10 years, we have experienced rapid and growth and are favorably recommended by all our customers around the world.





Manufacturing Sites

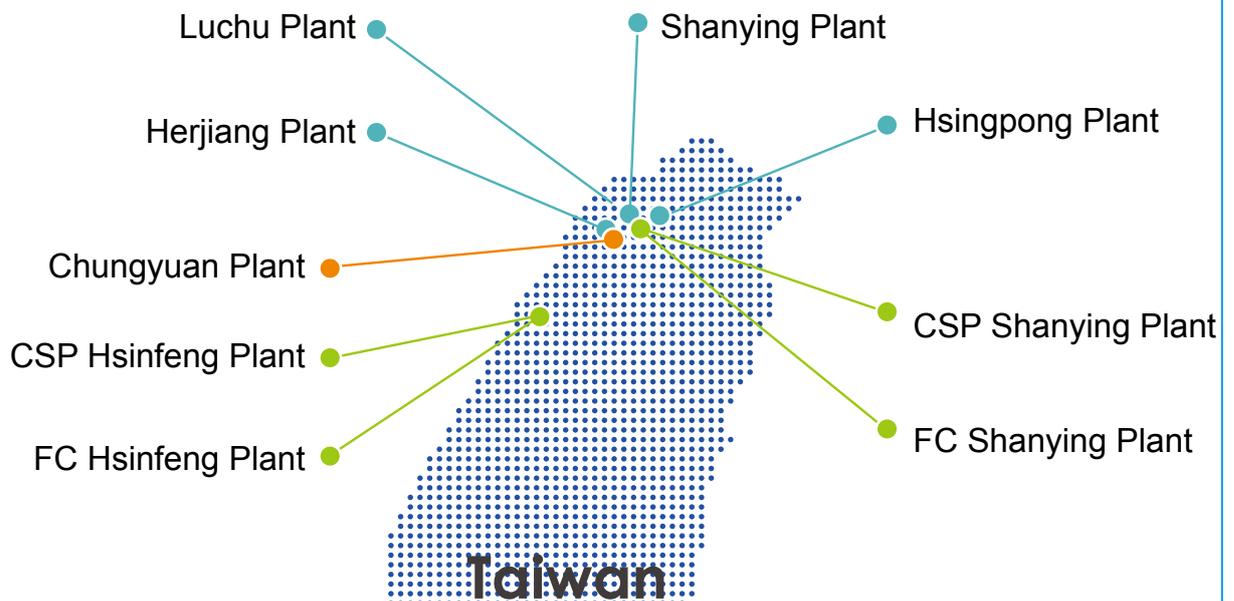
Headquartered in Kwei Shan Industrial Park, Taoyuan, Unimicron currently operates nine manufacturing bases in the Taoyuan and Hsinchu areas. To accommodate growing business needs, Unimicron started to search for appropriate expansion opportunities in overseas during 1999~2006, through mergers and capacity expansions in new plants, we have shifted the mature PCB process and make FPC operations mainly in mainland China while transforming our existing process capacities in Taiwan to serve the high end markets.

Currently, Unimicron has established manufacturing sites in Shenzhen, Kunshan, and Suzhou. To rapidly respond to customer demands, we have set up sales offices and representative in America, Europe, and Asia. Meanwhile, to address the mass production needs of new products for our global customers, we have constructed a RD center in the Taoyuan site doing mass production in some high end products while and expand HDI and FPC capacity in the Kunshan area as well.

Through capacity augmentation, integrated production and marketing strategies, Unimicron expects to expand total manufacturing capacity in the Cross-Strait areas, improve collaborative performance, capitalize the advantages of China to closely serve local customers, provide full-range product services, and satisfy the needs of customers.

Besides deployment in Cross-Strait areas, Unimicron has also expanded business territories to other countries around the world. In 2011, we invested in RUWEL International GmbH, a German PCB manufacturer, to get into the automotive and industrial PCB market; furthermore acquired 75% equity of Clover Electronics in Japan to strengthen our high end manufacturing capacity. We will continue to consolidate resources among subsidiaries and expect to provide more product lines and services to all customers in the world.





- denotes a PCB plant
- denotes a Carrier plant
- denotes a IC testing plant

Main Products and Services

Unimicron operations mainly consist of PCB, Carrier and IC testing SBUs. The main products and applications include:

PCB SBU

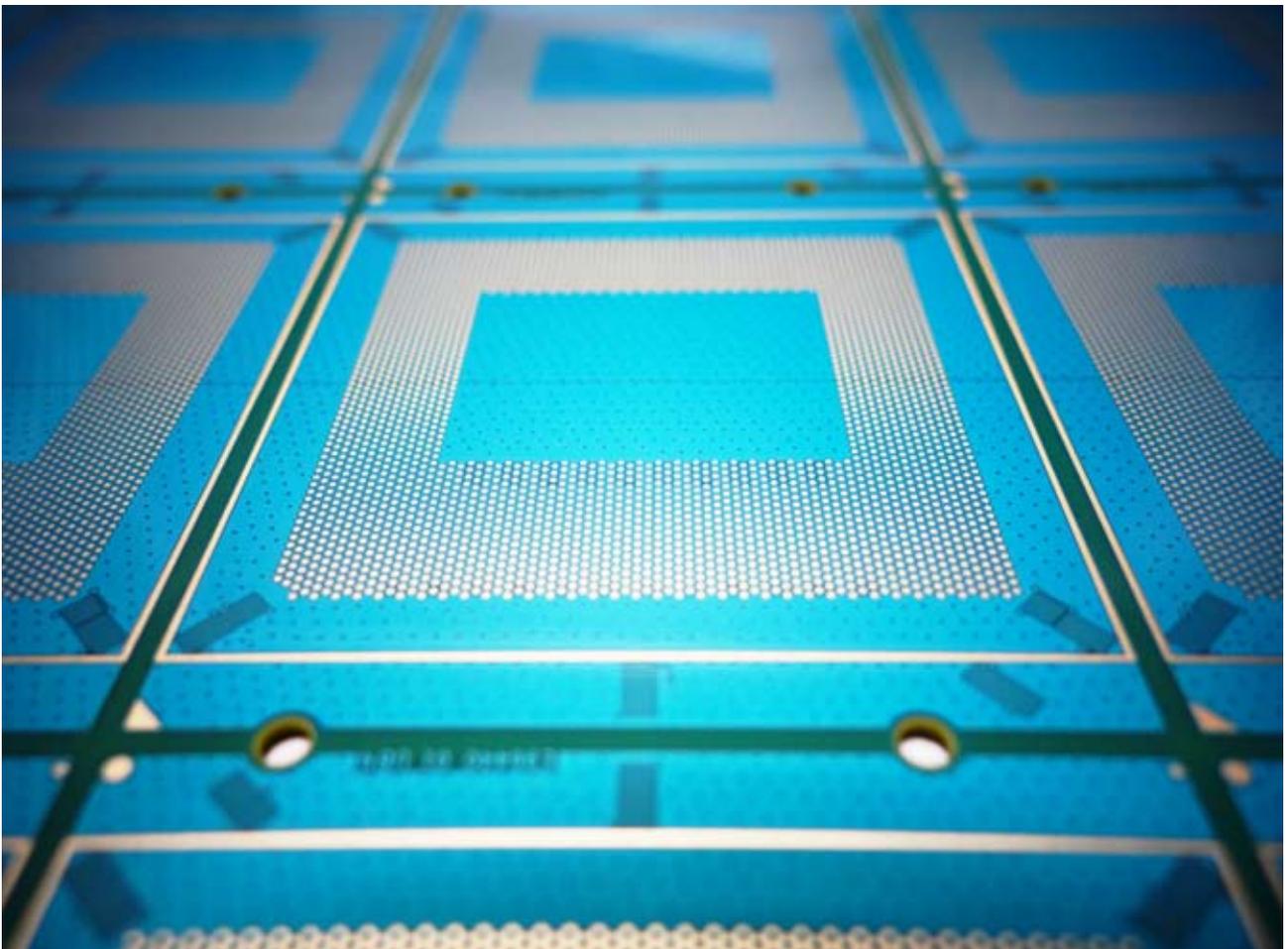
manufacturing products ranging from traditional Multi-layer PCB, HDI, FPC, Rigid-flex board widely used in handheld devices as well as mobile phones consumer electronics, including tablet PCs and MP3 players, and as major components of networking devices, liquid crystal displays, PCs and peripheral devices, and laptops;

Carrier SBU

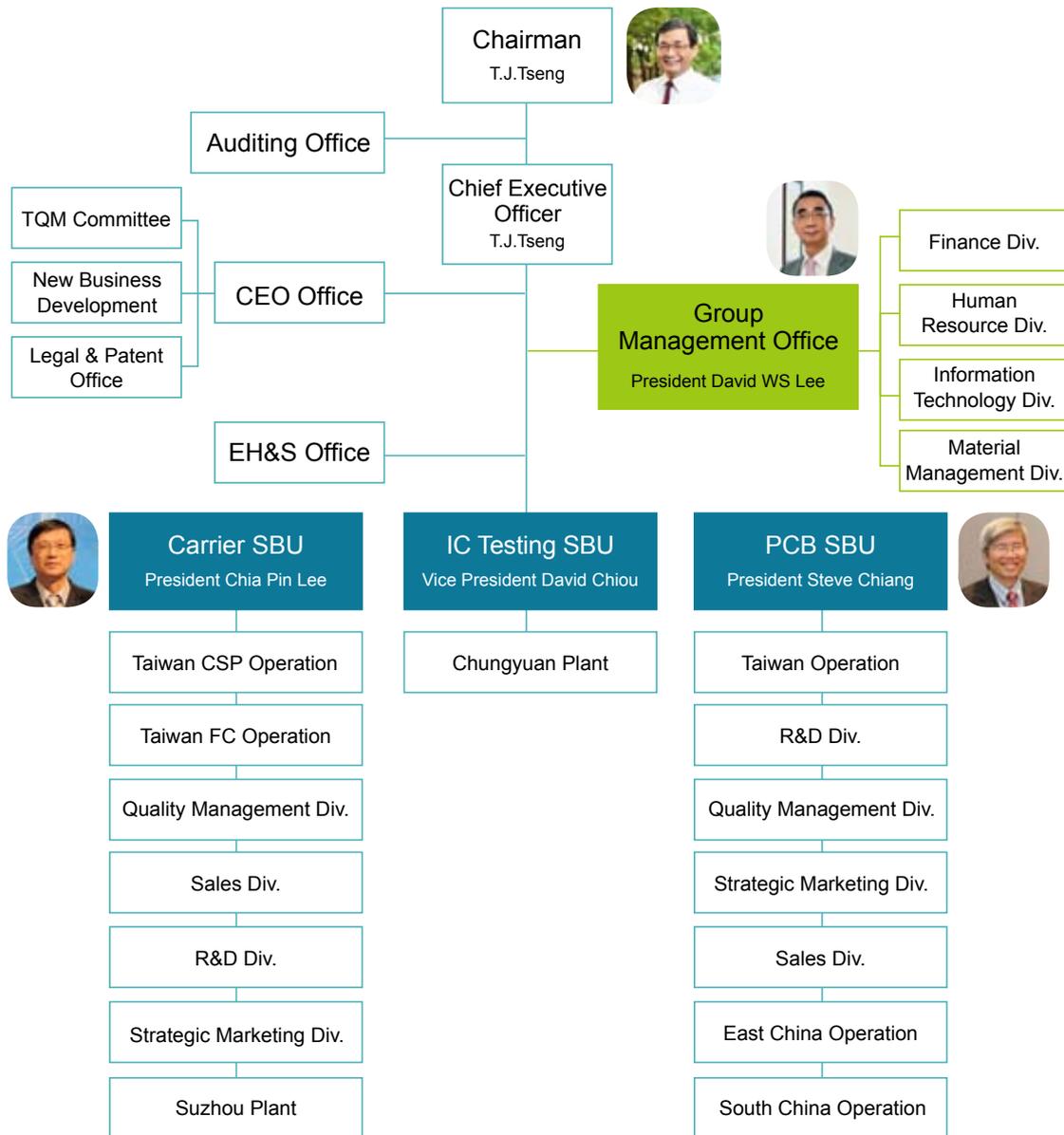
manufacturing basic components used in IC packaging process, such as CSP, BGA related products within wire bonding or flip chip processes. Their main applications include chips used in PC/NB, communications, and consumer electronics;

IC Testing SBU

conducting IC testing and burn-in processes, screening out defective ICs, and providing backend services in packaging and testing processes.



Organizational Chart



Departments and Corresponding Responsibilities

Departments	Major Responsibilities
Group Management Office	Coordinate and consolidate resources across all departments within the group
Auditing Office	Audit and assess internal control procedures and systems and provide improvement recommendations to ensure that the system is effectively enforced.
PCB SBU	Responsible for manufacturing, distribution, customer services, technology integration of PCB products and related matters
Carrier SBU	Responsible for manufacturing, distribution, customer services, technology integration of Carrier products and related matters
IC Testing SBU	Responsible for IC testing, burn-in systems, customer services, and IC design ,development and related matters

Vision and Mission

As electronics device, becoming lighter, thinner, more multi-functionality, PCB product designing toward to focus on the following features: high density, small vias, fine line process and being slimmer. Not only continuously satisfying customers' requirements, Unimicron also seeks to aggressively develop potential customers and markets. Through cultivating innovative and RD capacities and engaging in green commitments, Unimicron expects to lead the industry with high end HDI PCBs, Rigid-Flex boards, fine line FC carriers, and embedded passive components etc.

Unimicron's Vision

1.

Provide high –value-added, high quality, high productivity, innovation and service

2.

Pursue customers, employees, shareholders satisfaction and fulfill social responsibility



In response to the challenging business environment, we have prudently set our strategies for short term, mid term, and long term development. On the basis of fulfilling our corporate social responsibilities, we are committed to more actively utilizing our corporate resources and quality human resources in Taiwan. Through our innovation and green mindset to develop high end products and expand capacity, we are expecting to seize business and development opportunities in the high end product market to realize our vision and goals.

Unimicron's Mid-term Plans

1
2 3
Keep pursuing the position as a world leading company

Enhance cross function collaboration through group resource intergration

Enhance R&D and innovation to keep leading in technology

Increase operating profit through continual improvement and lean management

Cultivate talents for key process to enhance cooperate competition

Contribute to social responsibility through carry out environment sustainable development

Innovation and Technology Development

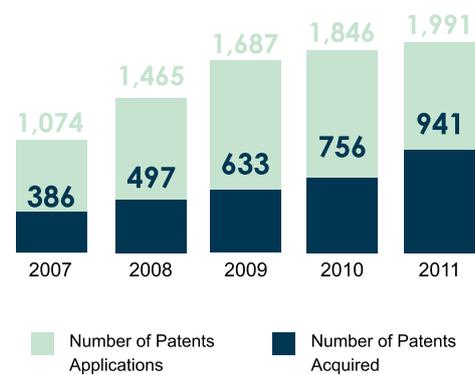
It is rooted in our faith that only through continuously accumulating and improving human resources, equipment, capital, and other R&D prerequisites we can maintain our technical capacities, cultivate our technology and innovation capacity, and ultimately satisfy the needs of all our customers around the world. Thus, armed with strategies to strive locally in Taiwan and deploy globally, we have set up R&D centers in Taoyuan and Hsinchu. Besides introducing state of art equipment and recruiting brilliant RD talent, we have also committed large R&D resources. Currently, we invest about 2%~3% of our annual revenue in R&D related activities. We place a greater emphasis on intellectual property rights and highly respect existing technologies adopted in the industry. We encourage our R&D engineers to aggressively innovate and develop proprietary technologies to establish internal technology to become the leading company in the industry.

In terms of patent numbers and quality, we are related ahead in the industry. As of 2011, we have applied for 1,991 patents worldwide, 941 patents have been awarded. We plan to keep our world leading technology position in both PCB and Carrier products.

To ensure our products' world leading position, we collaborate closely with our world class material and equipment suppliers to adopt high performance materials and state of art equipment in the new product development process. Meanwhile, we have teamed up with world class research institutes and academic communities (including the Industrial Technology Research Institute and the Institute of Microelectronics in Singapore) both in Taiwan and oversea areas to jointly develop new products and technologies. To facilitate technology exchange, we maintain positive interactions with a number of renowned domestic and international universities and set up postgraduate programs to accumulate R&D talents. As for industrial aspect, we have cooperated with the peers in Japan and the US to develop innovative products to meet market trends and customer needs as well as earning trust from customers and ensured their satisfaction.

We continue to pursue R&D and have been granted tax exemptions, investment tax credits, and subsidies from the government and subsidies for academia-industry cooperation programs. In 2011, the total amount of financial support we received from the government topped NTD 514.59 million.

Number of Patents Applications



Total Subsidies Granted by the Government in 2011

Unit: NTD 1,000 dollars

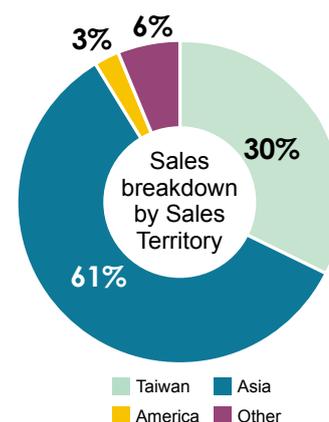
Category	Relevant Law and Program	Amount
R&D activity	Act for Industrial Innovation	19,978
Equipment	Regulations Governing Application of Tax Credit Incentive for Investments in Purchasing Equipment or Technology by Internet Enterprises, Manufacturing Enterprises, and Technical Service Enterprises	51,934
	Regulations for Encouraging Manufacturing Enterprises and Technical Service Enterprises in Newly Emerging, Important, and Strategic Industries	441,408
Academia-industry cooperation program	The Hsinfeng Plant and Chung Hua University jointly applied grant of the Academia-industry cooperation program with "Application of High Cooper Pillar on Package-ON-Package Technology" from the Science Park Administration	1,275

*The above data is only an unaudited estimate, and the tax exemption calculated for the income tax filed on May 31, 2012 is based on the actual amount of grants and tax credits received.

2011 Financial Performance

For the fiscal year of 2011, Unimicron's consolidated revenue reached NTD 66.15 billion, a historical highest record with net income topped NTD 5.01 billion. This revenue accounted for 3.8% of PCB output worldwide and ranked No. 1 among all PCB manufacturers. The sales breakdown by products, the percentages are: Carrier: 40%, HDI: 32%, PCB: 21%, FPC: 6% and other: 1%.

As for sales breakdown by application, the percentages are: Carrier: 40%, networking related products: 36%, consumer electronics & other: 17% and PC/NB: 7%. The sales breakdown by territories, the distributions are: Taiwan: 30%, Asia: 61%, America: 3% and others: 6%.



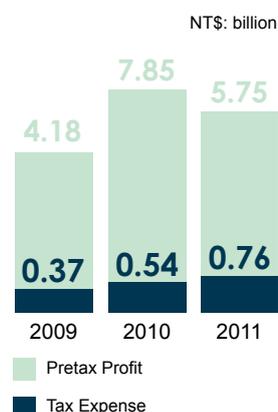
Unit: NTD 1,000 dollars

	2009	2010	2011
Net Sales	43,697,055	65,047,944	66,146,973
Cost of Sales	36,671,561	53,259,996	55,705,648
Gross Profit	7,025,494	11,787,948	10,441,325
Operating Expenses	2,919,955	3,931,404	4,457,277
Operating Income	4,105,539	7,856,544	5,984,048
Net Non-Operating Income and Gains	802,735	913,232	1,324,113
Net Non-Operating Expense and Loss	730,443	923,427	1,554,798
Income before Tax	4,177,831	7,846,349	5,753,363
Income Tax Expense	372,888	537,121	762,620
Consolidated Net Income	3,639,005	7,116,434	5,009,957
Total number of Employees	17,939	20,557	21,919

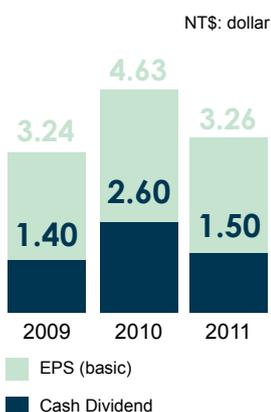
* To present overall performance, employees working at China plants are counted toward the number of employees in the table above.

Key Financial Performance Indicators for Historical Performance

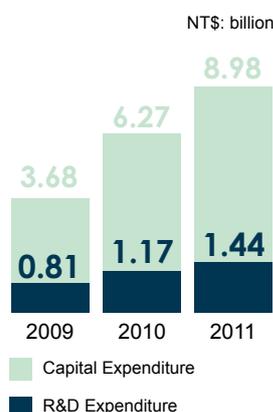
Pretax Profit and Tax Expense



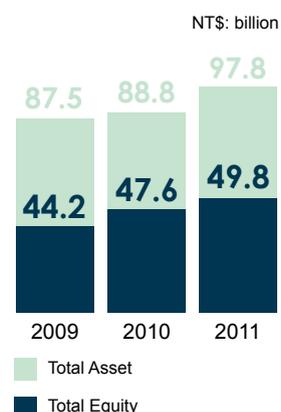
EPS / Dividends



Capital Expenditure and R&D Expenditure



Total Asset and Equity



*1. Source: audited corporate financial statement

*2. Share price is acquired from www.twse.com.tw

Awards and Recognitions



Time	Description	Presented by
Feb. 2011	Proof of Zero Accident per Million Man-hours Worked	Council of Labor Affairs, Executive Yuan
Mar. 2011	President Awards for Job Creation- 1st Quarter	Council of Labor Affairs, Executive Yuan and Ministry of Economic Affairs
Jun. 2011	President Awards for Job Creation- 2nd Quarter	Council of Labor Affairs, Executive Yuan and Ministry of Economic Affairs
Jul. 2011	Safety and Health Improvement and Occupational Safety Investment Performance Outstanding Award - Hsinfeng 1st Plant	Council of Labor Affairs, Executive Yuan
Jul. 2011	Excellent Unit for Promoting Labor Safety and Health-Science Park Branch	Science Park Administration
Jul. 2011	Excellent Unit for Promoting Labor Safety and Health-Herjiang Plant	Council of Labor Affairs, Executive Yuan
Jul. 2011	Excellent Unit for Promoting Labor Safety and Health-Hsinfeng Plant	Council of Labor Affairs, Executive Yuan
Aug. 2011	The ROC Enterprise Environmental Protection Award	Environmental Protection Administration, Executive Yuan
Aug. 2011	Silver, Taiwan TrainQuali System	Bureau of Employment and Vocational Training, Council of Labor Affairs, Executive Yuan
Aug. 2011	Class A, Taiwan Region, 8th Information Disclosure Appraisal	Securities & Futures Institute, Taiwan
Oct. 2011	Safety and Health Improvement and Occupational Safety Investment Performance Excellence Award	Council of Labor Affairs, Executive Yuan
Oct. 2011	Safety and Health Family – Industry Leading Award	Taoyuan County Government
Nov. 2011	2011 Self-accreditation of a Healthy Workplace	Bureau of Health Promotion, Depart of Health
Nov. 2011	Demining Application Prize from Japan	Japanese Union of Scientists and Engineers

Corporate Governance and CSR Management

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We are a listed company in Taiwan (Stock Code: 3037) and operates mainly based on the six principles defined in the Corporate Governance Best-Practice Principles of TSEC/GTSM Listed Companies for corporate governance. The main contents are listed below:

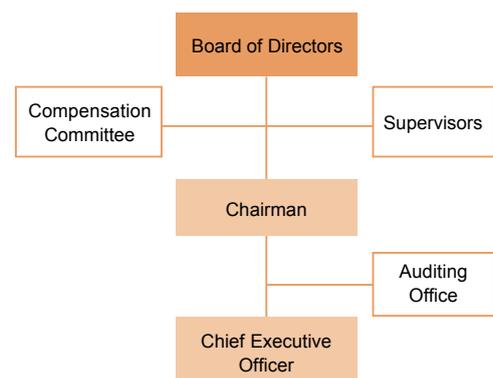




The Board of Directors comprises nine directors and includes three independent directors to oversee corporate operations and protect the lawful rights of all shareholders. With professional backgrounds in business management, finance, science and engineering, and psychology, the directors are highly respected for their professional experience and their previous positions, including experts in atomic energy and vacuum science, psychologists, chief financial officers of listed companies and managers in the high-tech industry. Empowered by their rich and diverse background and professional expertise, the directors can provide professional recommendations from different perspectives for us to carry out corporate governance more effectively.

According to the Rules and Procedures of Board of Directors Meetings, board meetings are held at least once each quarter to thoroughly review corporate performance and analyze strategies for our future development. Currently, Mr. T.J.Tseng is the chairman and he also serves as the Chief Executive Officer in the company. This arrangement, on one hand, allows the Board of Directors to gain a deep understanding into key corporate issues, and on the other hand, to ensure strategies implemented by the management team. Board members are highly disciplined, and when a conflict of interest exists for a member, the member will excuse themselves from the discussion. Their attendance and self-improvement details are disclosed in the Annual Report for external investors and shareholders to fully understand the operations of the board.

Organizational Structure of Corporate Governance



Compensation Committee

To better assist the Board to evaluate compensation policies and employee benefit programs, Unimicron established the Compensation Committee in August 2011, and its meetings are held at least twice a year.

Currently, there are three members in the committee. To ensure its independence and objectivity, all three members (independent directors) are granted voting rights. The first meeting was held in December, 2011, and compensation of managers, directors and supervisors were addressed and discussed in this meeting.

Supervisor System

The Board of Directors consists of three distinguished supervisors with extensive experience in financial tax management and they are knowledgeable about corporate finance laws and regulations. Their responsibilities include supervising the execution of business operations, regularly reviewing audit reports provided by the auditing office, providing appropriate recommendations, and attending board meetings to understand board operations.

Additionally, to prevent liability and financial loss caused by litigation brought up by shareholders against directors and supervisors as they undertake their responsibilities, Unimicron started to purchase liability insurance for them since 2003 to protect the rights of supervisors.

Information Transparency

Each quarter, we regularly hold investor conference to release consolidated financial results, operational performance and provide future prospects, through posting relevant data on the website at Market Observation Post System for reference. We also attend various investor conferences every year and visit foreign investors in face to face communications to listen to their strategic recommendations. Additionally, we work with the Securities & Futures Information Center (Taiwan) for their review of information transparency and disclosure status on public companies in Taiwan. The five evaluation categories are including "Compliance with Mandatory Disclosures", "Predictability", "Timeliness," "Annual Report", and "Web Site". We have received Grade "A" recognition for the past 8 years.



In addition, for the IFRS scheduled to be enforced in 2013, we establish a taskforce in charge of setting up corresponding plans and implementation. We continue to focus on any amendment in schedule to ensure our disclosure is in full compliance with regulatory.

Internal Audit

To thoroughly review and assess the validity of the internal auditing system, performance and efficiency of operations, reliability of financial reports and status of regulatory compliance, we have set an internal auditing mechanism for the Board, and managers of the auditing office will attend Board meetings to report on the result of annual audits. This will ensure that the system continues to function properly and corrective measures as recommended can be enforced across all departments and subsidiaries on a timely manner.

The score of internal audits covers the following frameworks: 1. environmental control; 2. risk assessment; 3. control procedure; 4. information and communication; and 5. supervision, and they are expanded to include operation procedures for the following functions covered in the nine major transaction cycles: sales, collection, procurement, production, payroll, financing, fixed asset, investment, computer, and R&D. Internal audits are enforced based on an auditing plan formulated according to annual risks that Unimicron is exposed to and include routine audits, periodic audits, and project based audits.

Auditing personnel will set up auditing procedures and conduct field investigations in accordance with audit tasks and schedules outlined in the annual audit plans. After the audits are completed, the auditing personnel will compile an audit report, communicate with managers of audited departments and set up improvement plans and scheduled completion dates if necessary to continuously track the progress of corrections and ensure that corrective measures are thoroughly enforced. A total of 50 audits were carried out in 2011 as shown in the following table. For all violations audited, we have followed up and rechecked on their progress on a quarterly basis until they were 100% corrected.

2011 Internal Audit Results

Operation Frequency	Tasks
Once per month	Engage in derivative products transaction
Once per quarter	Extension of monetary loans to others, or endorsements or Guarantees for others.
Once per year	<ol style="list-style-type: none"> 1. Management procedures for transactions conducted by related parties 2. Supervision and management procedures of subsidiaries 3. Compliance status and management procedures of board meetings 4. Management procedures for operation of compensation committee 5. Management procedure for prevention of insider trading 6. Compliance audit for applications of IFRS, procedures, making professional accounting judgments and changes of accounting principles and estimate management. 7. Control on security of information flow 8. Sales and collection cycle 9. Procurement and disbursement cycle and other operational cycles
Total violations audited in 2011: 11	Compile tracking reports each quarter until violations are completely rectified; the improvement ratio is 100%.

Adopting High Ethical Standards

To realize our vision as a world leading company, employees are Unimicron's most valuable assets. In addition to professional skills, we pay more attention to integrity. Thus, we have set an anticorruption provisions and Code of Conduct, and specifically established rules on recruiting the relatives of our employees and for our suppliers.

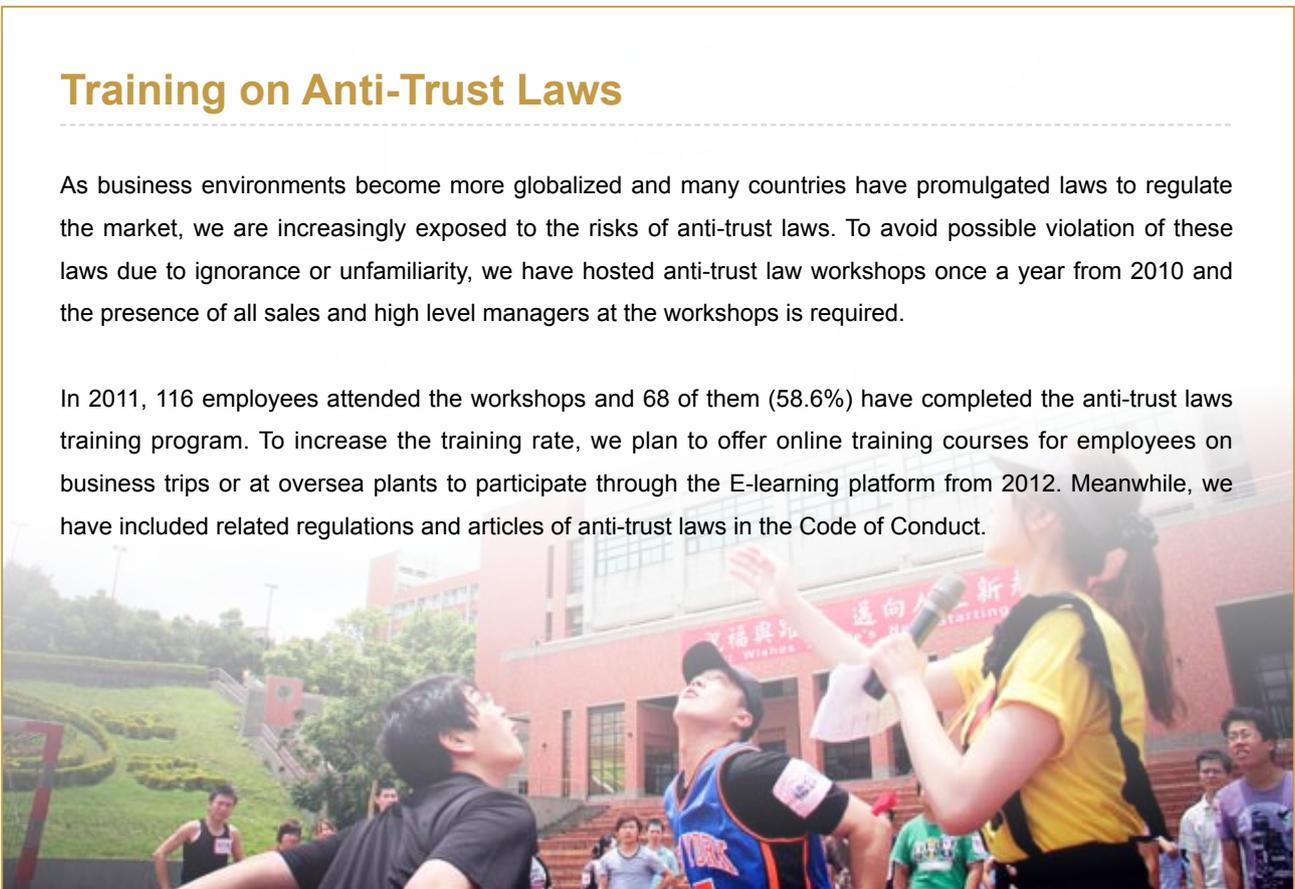
Respect for human rights, intellectual property protection, preventing the improper transfer of benefits so as not to harm the interests of company, customers and suppliers are our priority. All our employees are required to comply and we will also adopt the follow initiatives to ensure that the rules are properly enforced to avoid infringement of shareholders and corporate interests.

- Anticorruption provisions are introduced in the orientation for new employees and related clause included in the employment agreement.
- Conduct integrity surveys and employment status of employees and their relatives at Unimicron, suppliers, and competitors. In September of each year, all employees holding a managerial or higher position are subject to this survey. The report will be submitted for review by the Group Management Office, President, CEO and Chairman, and subsequent actions will be taken based on the reviews. In 2011, 2,170 employees were screened and the completion rate was 100%.
- Managers or higher level employees are required to sign the Employee Integrity Regulation and Compliance Agreement each year.
- All suppliers are required to sign "Acknowledgement Statement of Business Ethics and Social Responsibility Compliance" to commit to meet all requirements on anti-bribery and social responsibility practices. Any supplier who violates the rules will be removed from our supplier list.

Training on Anti-Trust Laws

As business environments become more globalized and many countries have promulgated laws to regulate the market, we are increasingly exposed to the risks of anti-trust laws. To avoid possible violation of these laws due to ignorance or unfamiliarity, we have hosted anti-trust law workshops once a year from 2010 and the presence of all sales and high level managers at the workshops is required.

In 2011, 116 employees attended the workshops and 68 of them (58.6%) have completed the anti-trust laws training program. To increase the training rate, we plan to offer online training courses for employees on business trips or at oversea plants to participate through the E-learning platform from 2012. Meanwhile, we have included related regulations and articles of anti-trust laws in the Code of Conduct.

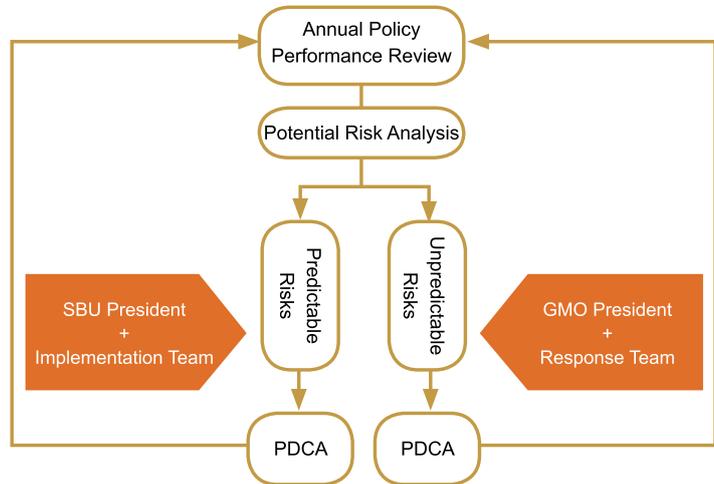


Sustainable Operations

To manage risks in a comprehensive manner, Unimicron has extended the scope of risk management to cover all services offered and activities undertaken by/taking place at all plant sites with the main purpose being that Unimicron hopes, through precautionary assessments, continuously staying vigilant, monitoring factors and traces that are likely to change (including predictable and unpredictable risks), and adopting systematic control mechanisms, then Unimicron will eliminate possible risk factors.

For those uncertainties and risk factors, we have formed a response team to formulate beforehand the feasible response measures that will ensure effective communication of risk signals to increase their transparency, to stably attain our business goals, to maintain sustainable operations, and increase corporate values for Unimicron.

Risk Management Flow Chart and System at Unimicron



Uncertainties	Preventive Measures
Single Customer	<ul style="list-style-type: none"> ● VIP & Strategic Accounts ● 4 Window Analysis ● Product Profile Management
Single Plant	<ul style="list-style-type: none"> ● Multiple Plants ● Multiple Geographic Locations
Cash Flow	<ul style="list-style-type: none"> ● Long/Short Term Bank Loan ● Capital Investment Management ● Receivable/Payable Control
Single Supplier	<ul style="list-style-type: none"> ● Multiple Suppliers ● Alternative Materials ● Safety Inventory ● Pull-in System ● Smooth Communication Channels
Acts of God	<ul style="list-style-type: none"> ● EH&S Policy ● Fire/Earthquake Drill ● Government Regulation of Infectious Diseases ● Information Sharing

To avoid contingencies or unpredictable accidents and consequently, interrupted business operations, financial liability or other risks, Unimicron has purchased insurance to respond to risks. Currently we have purchased a number of insurance policies including property insurance, business interruption insurance, engineering insurance, marine insurance, and fire insurance. For property insurance and business interruption insurance in particular, during the policy period, we will be reimbursed/compensated by insurers for all property loss or damages incurred due to unpredictable disasters or accidents.

As for loss of profit due to business interruptions, the insurers are liable for the balance up to the lost gross profit (minus non-continuing expenses) during the interruption period. Engineering insurance is purchased to ensure sufficient coverage over capital purchases until purchased equipments become fully operational at our plants (from the time equipment is delivered, installed, to the point they pass the acceptance test). Marine insurance is chosen to ensure that for all cargo related issues and loss occurred during the transportation process, we can be compensated to transfer risks, to minimize our losses and protect the interests of our property during the transportation process.

Supply Chain Emergency Response Mechanism during 311 Japan Earthquake

Due to the serious damage of 311 earthquake in Japan, suppliers in the disaster area announced the suspension of supply which shocked the industry. As the supply chain was likely to be seriously affected, Unimicron activated the emergency response team. The team was headed by the GMO President to start relevant tasks. Presidents of all SBUs worked with the GMO President to closely supervise performance and held more meetings with Japanese suppliers to secure material supplies and ensure revenue. Meanwhile, Unimicron actively certified secondary suppliers. Through internal and external collaboration to alleviate the possible impact of supply interruptions caused by the Japanese earthquake and by assuring on time delivery to satisfy the order needs for our customers, Unimicron successfully managed the crisis.

IT Security Management

Our IT security strategies are formulated based on ISO27001 SOPs by our IT department and the scope includes IT security organization, training, management, and reporting to ensure the security of the IT infrastructure. To protect trade secret for Unimicron and our customers, our IT security implementation focuses include:

Implementation Focus	Details
Personnel security management and training	New employees need to sign a NDA when they come onboard and IT security policies are stressed in their orientation
Computer system security management	Strictly enforce management of user privilege and account management to ensure control on system access and prevent virus and malicious software
Network security and management	Connections within LANs or to external networks are controlled by firewalls and emails and instant messenger applications are closely monitored
Security Management during System development and maintenance	(1) Application development environment are divided into the official environment and beta environment to ensure data security and control versions of applications (2) Contractors are required to sign the NDA and follow our IT security regulation
Information asset security and management	IT security management platform is adopted to monitor the usage of applications and hardware and the use of unauthorized software and hardware; portable storage devices (such as USB flash drives) are strictly prohibited
Computer room security and management	Enforce access control and redundancy measures/data backup operations and practices to avoid interruption caused by contingency issues.

To meet the needs of our company and customers in exchanging and transferring electronic files, we have adopted the following network security measures:

1. Security File Transfer (FTP): when transferring a number of files, they need to be encrypted and thus the FTPS is used as the standard for data transfer and the universally acknowledged VeriSign Digital ID technology is adopted to encrypt data transferred
2. Control on wireless network risks: data transferred over the wireless network is encrypted using WEP (Wired Equivalent Privacy) and WPA (Wi-Fi Protected Access) to block connections of unauthorized access points.

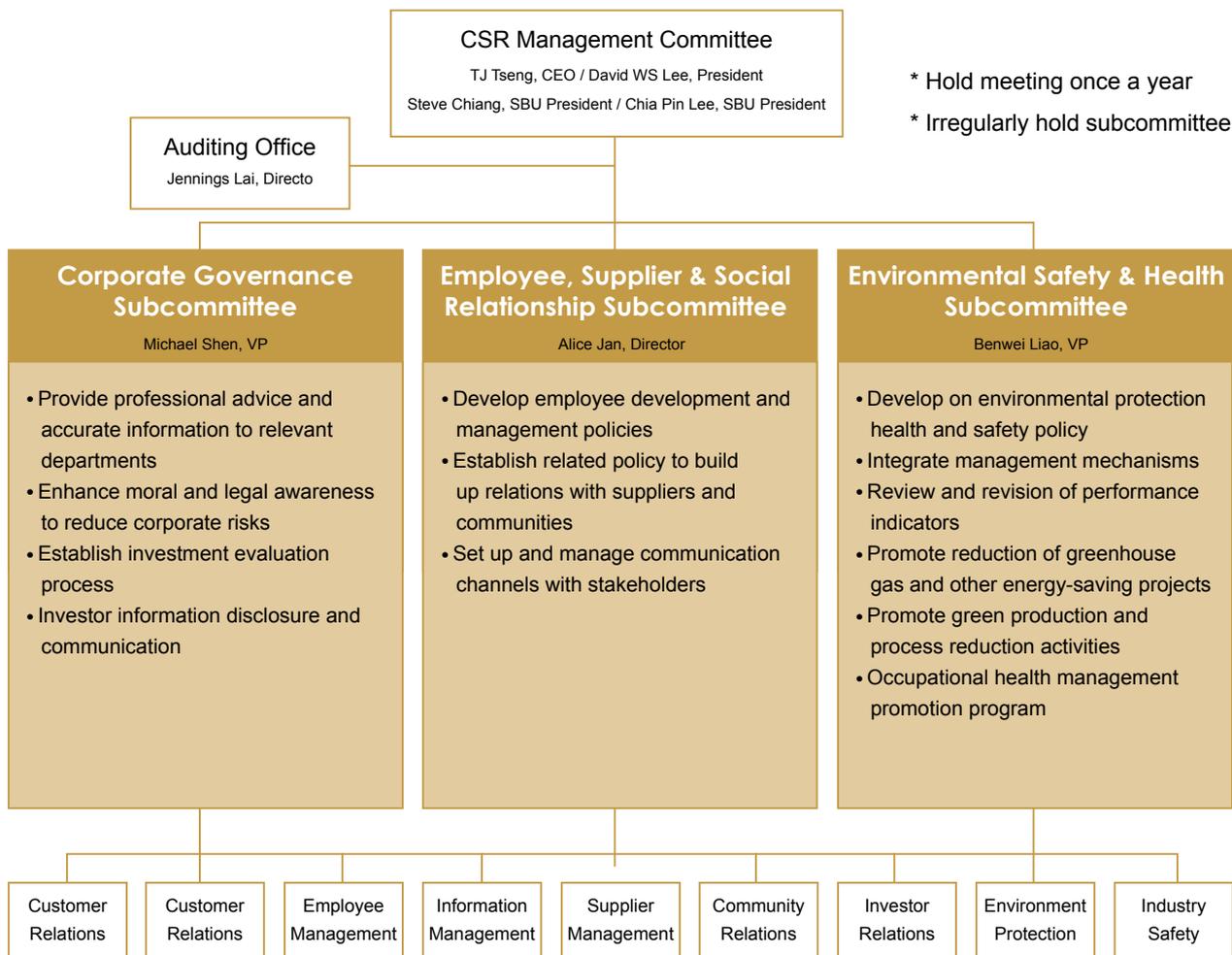
CSR Management

As a world class supplier in the PCB and Carrier industry, Unimicron is influenced by trends of change in population structure, urbanization, climate change, and globalization. These issues have revolutionized the rules of the game for global supply chains and definitely impacted our businesses and operations. We understand that these issues may contain new market opportunities while imposing significant risks in the influencing of industrial development in the future, and so, we must manage and adopt corresponding measures in our overall strategic framework from long term and systematic perspectives.



To achieve this goal, we established the Unimicron Corporate Social Responsibility Management Subcommittee in October, 2010. The subcommittee consists of top management as advisors and high level managers in charge of committee operations. This, to Unimicron, is a significant milestone. With the basis thinking of mitigating the negative impacts, the committee has developed a set of operational guidelines focusing on major CSR issues. Reducing the risks and maximizing development opportunities for our collaborations with stakeholders.

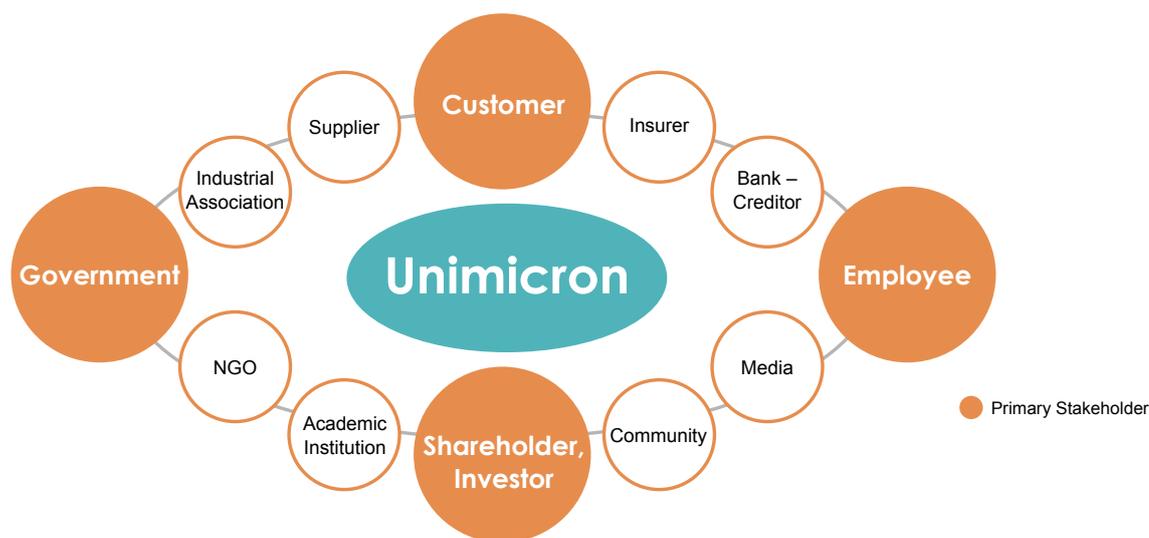
Organization and Responsibility of Unimicron's CSR Management Committee



Stakeholder Identification and Communication

Unimicron has established a special task force under the CSR Management Committee to implement CSR related initiatives. This task force comprises specialists from the Investor Relations, Human Resource, EH&S, Material Management, and Customer Service departments.

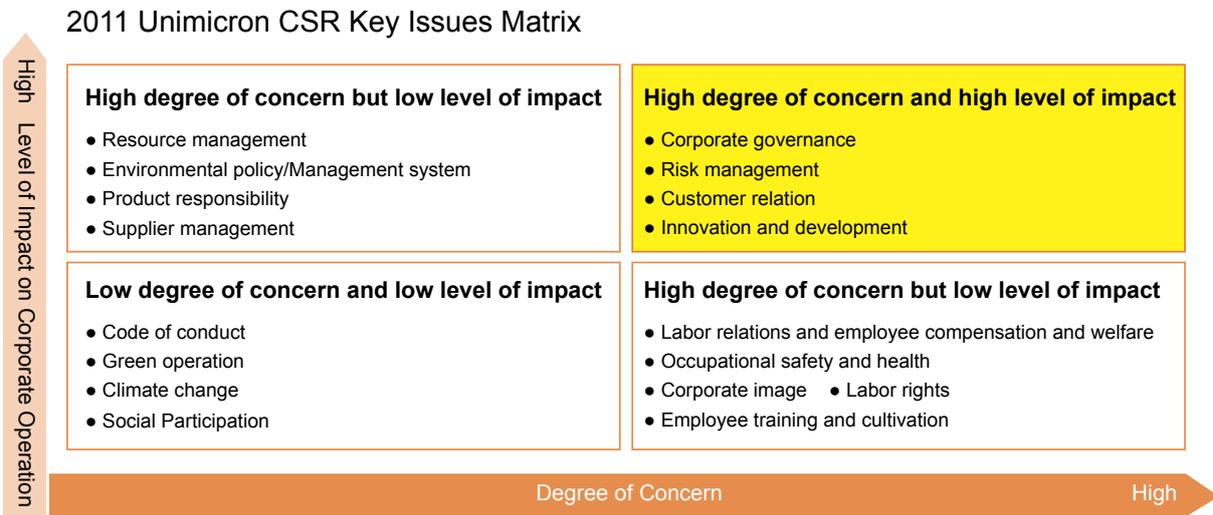
Unimicron's stakeholders include employees, suppliers, customers, shareholders and investors, government departments, communities, and NGOs. They are identified by this task force according to their relevancy to Unimicron and industrial practices. To properly address their needs, we have adopted the six major principles outlined in AA1000 SES (V.2011): stakeholders' responsibility, influence, dependency, proximity, representaton, and policy intent, to define and confirm our stakeholders. Based on those criteria, we concluded that our 2011 key stakeholders are: employees, customers, government, shareholders, and investors.



Communication Channels

Shareholder/ Investor	Customer	Employee
<p>*A. Individual shareholders</p> <ol style="list-style-type: none"> 1. Annual general meeting 2. Quarterly analyst meetings 3. Quarter/ annual financial summaries 4. Responses to telephone or email inquiries and requests 5. Postings on official website <p>*B. Corporate shareholders</p> <ol style="list-style-type: none"> 1. Quarterly analyst meeting 2. Local and international investment forums 3. Meetings or phone contacts with investment institutes 4. International road shows <p>*C. Board of Directors</p> <ol style="list-style-type: none"> 1. Quarterly Board meetings 2. Audit Report 3. 2011 Internal Control Declaration 4. Compensation Committee 	<ol style="list-style-type: none"> 1. Audits 2. Sales meetings 3. Customer satisfaction surveys 4. Technical seminars 5. EICC/CSR Audits 	<ol style="list-style-type: none"> 1. Direct supervisors 2. Dedicated HR staff 3. Company website 4. Company bulletin boards 5. Opinion mailbox for employees 6. Employee seminars/regular labor forum 7. Employee satisfaction surveys 8. Monthly meetings at each plant 9. Appropriate channels for employee grievances 10. Welfare committees and employee clubs 11. Functional committees 12. Themed activities 13. Training courses and policy promotion meetings

In terms of our communication and interactions with our stakeholders, we have adopted different interfaces and channels to communicate with our stakeholders, assess their needs and expectations of Unimicron and carefully gather and evaluate their feedback as references to formulate our CSR policies and action plans. For the issues concerning our stakeholders, we have appointed specific departments as contact windows and set up corresponding departments and channels to engage in instant communication and provide responses for our stakeholders.



After identifying key stakeholders, we conducted online and paper questionnaire surveys to conclude key issues concerning. Then defined the 2011 Unimicron CSR concerned issues Matrix and proposed the actions, core themes revealed in our daily operations and annual plans. Some of the key issues achieved through corss-functional corporation.

Communication Channels		
Government and Authority	Supplier	Local Community
1. Official documents 2. Responses to inquiries and supplementary information 3. Disclosed information and relevant reports as required by authorities 4. Taiwan Printed Circuit Association (TPCA) 5. Taiwan Electrical and Electronic Manufacturers Association (TEEMA) 6. Financial Supervisory Committee 7. Environmental protection authority 8. Council of Labor Affairs, Executive Yuan	1. Regular supplier meetings 2. Regular audits, evaluations, and assistance 3. Channel for supplier complaints 4. Technology seminar 5. horizontally expanded projects 6. Supplier management platform 7. Supplier training	1. Industrial park administration 2. Official website 3. Division for external affairs 4. Charity events

2011 Major Achievements

Aspects	Issues	2011 Goals	Current Status
Economics	Corporate Governance	Modify regulations and conduct improvement projects based on EICC standards	●
	Customer Relations	Customer CSR Audit and Counseling	●
	Code of Conduct	Enforce CSR and provide online training in code of conduct	▶
	Risk Management	Require suppliers to sign Business Ethics and Social Responsibility Compliance Recognizance	▶
		Audit suppliers' compliance status on CSR agendas	▶
	Supplier's participation in EICC training	●	
Society	Labor Relations	Add employee health enhancement activities	●
	Occupational Health and Safety	Implement ESH training and education courses	●
	Labor Rights	Strengthen mechanisms for employee to express their concerns	●
	Social Participation	Employee participation in charity events	▶
Environment	Energy and Resource Management	Conduct Projects to reduce carbon emission	●
		Plant trees to reduce carbon	●
	Pollution Prevention	Reduce liquid waste and solid waste	●
		Increase metal recycling	▶
	Green Operations	Promote Green Procurement	●

Achievements and Descriptions

- Establish internal CSR auditing system
- Modify supplier management SOP
- Strengthen working hour monitoring mechanisms and systems
- Conducted CSR audits either through documents or on-site investigation: 23 customers in Taiwan, 4 customers in South China, 9 customers in East China
- A total of 7,707 employees in Taiwan have completed training, passed the tests, and the training will be extended to foreign workers and employees in China in 2012
- A total of 169 suppliers have signed the acknowledgement and, in 2012, all suppliers will be required to sign.
- 6 strategic suppliers have completed self-assessment and four suppliers have completed field audits.
- 459 suppliers have participated in training through supplier conferences and the management platform
- 212 employees have received services from blind masseurs, for a total of 985.2 hours accumulated
- A total of 246 employees have participated in the health and fitness management program and total weight lost reached 302 Kg
- New recruits are provided with 3 hours of training and a total of 1,761 employees have participated in training in 2011
- Offered environmental and safety courses based on laws and annual plans, and a total of 1,459 employees attended
- Amended and added the anonymous reporting mechanism to the sexual harassment grievance regulation/ procedures
- 58% response rate in the employee satisfaction survey (1,167 employees, a 9% growth) and satisfaction reached 75.6 (increased by 4.2%)
- 395 recommendations and complaints from employees through various channels
- Donated to the devastated areas of the 311 Japan earthquake: employees donated NTD 3,417,668; company donated JPY 10 million
- Donated 303 bags of blood in 2011
- Sponsor the Shoushan Senior High School Baseball Team in Gueishan township, Taoyuan (5 years' program with funding and scholarship of NTD 1.8 million total(NTD 360,000 per year)
- Reduced carbon emission by 11,400 tons/year with enforced initiatives
- Planted 10,030 camphor trees across all sites and continue to track the progress of their growth
- Reduced 232 tons of waste generated per year, compared to the previous year
- Increased copper recycled per year by 99 tons, compared to the previous year
- Published policies of green procurement and prohibited the use of conflict metals

Environmental Sustainability

In 2007, Unimicron officially included the environmental sustainability development strategy into our management system to precisely track dynamic environmental issues such as climate change, improving resource efficiency, and controlling pollutant emissions. We expect to fulfill our commitment to environmental sustainability through our routine operations to alleviate the impacts of production activities on environments, to contribute to the society development and quality life, to win the trust of our society, and to take the sustainable development to the next level.

- Environmental Sustainability Organization 30
- Environmental Safety and Health Policy 30
- Environmental Management System 31
- Energy and Climate Change 32
- Pollution Prevention and Control 37
- Internal Green Initiatives 42
- Environmental Accounting 44
- Occupational Safety and Health 45
- Mitigate Impact of Raw Material on Environment 48

2011 Environmental Sustainability Targets and Achievements

Target

- Reduce liquid waste and waste
- Increase metal recycling

Achievement

- **232** tons less waste generated than 2010
- **99** tons more copper recycled comparing to 2010



Target

- Implement power saving projects to reduce carbon emissions
- Plant 10,000 carbon reducing trees

Achievement

- The project reduced **11,400** tons of carbon in 2011
- **10,030** camphor trees were planted across all sites together with suppliers

Target

- Implement green procurement

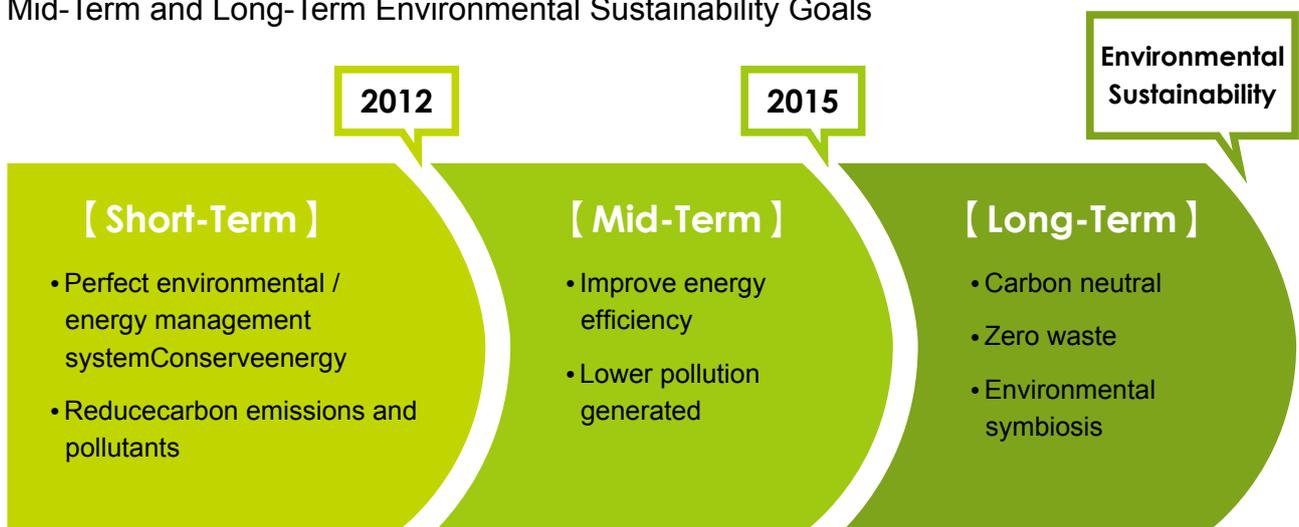
Achievement

- Published policies of green procurement and prohibited the use of conflict metals



To properly design environmental sustainable projects, we have established mid and long term environmental sustainability goals as the basis on which we carry out all action plans and set goals for all environmental issues defined in 2011. Starting from perfecting the environmental and energy management systems, we expect to gradually advance toward low pollution and high energy efficiency and finally achieve the ultimate goals of environmental sustainability – environmental symbiosis, and zero pollution.

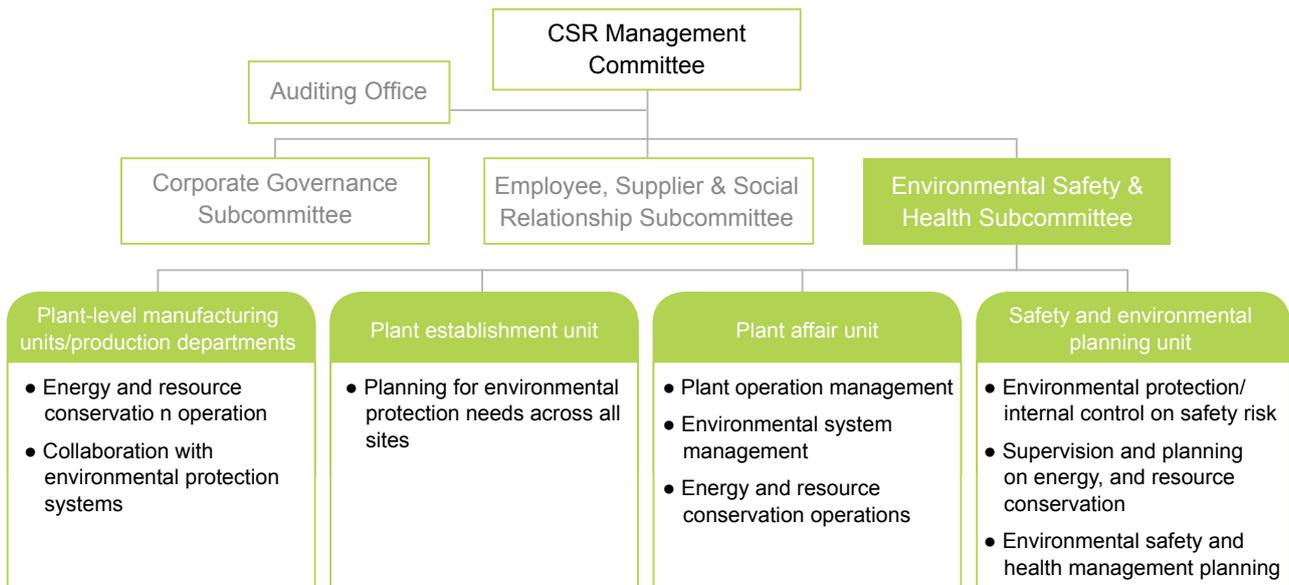
Mid-Term and Long-Term Environmental Sustainability Goals



Environmental Sustainability Organization

At Unimicron, the basic policies regarding environment sustainability affairs are set by the Environment, Health & Safety Subcommittee under the CSR Management Committee chaired by the CEO. Based on each department's responsibilities and relevant functional units we set up plant affairs, safety and environmental planning, and plant establishment units. We expect that through stringent management mechanisms, all employees can follow the PDCA cycle to carry out environmental and sustainable actions in both administrative and operational perspectives.

Unimicron's Organization Framework and Responsibility for Sustainable Development Affair



Environmental Safety & Health Policy

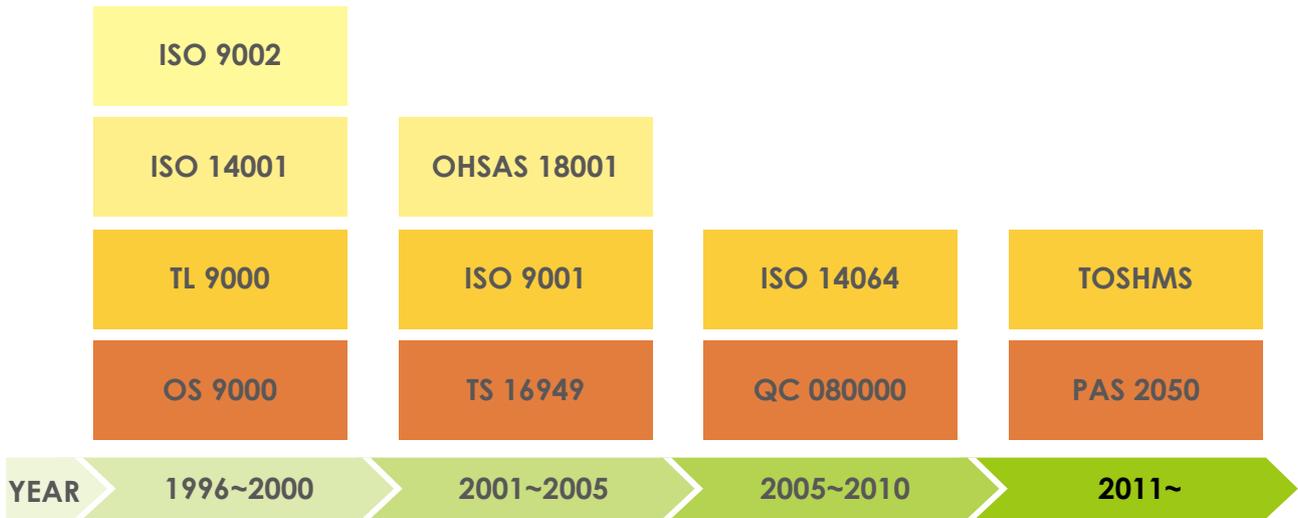
We are committed to all green actions, conserving resources, enforcing pollution prevention measures, and building a safe and comfortable working environment. With sustainability and environmental development as our long term goal, we have set the following ESH policies:

1. Abide by government regulations and customers' and other relevant requirements to build a safe and comfortable working environment.
2. Educate all employees and relevant stakeholders to treasure natural resources and stress that it is our shared responsibility to attain the safety goal of "zero incident".
3. Employees have sufficient time and adequate resources to participate in the operation of health and safety management systems in order to achieve the purpose of full participation and consultation.
4. Practice continuous improvement and prevention of pollution, injury and unhealthy factors to reduce risk management cost.
5. Voluntarily enforce GHG (Green House Gas) inventory audit, control, and reduction to promote material reduction, recycling, and reuse.
6. Establish and maintain the management and operation systems for environmental protection and occupational safety and health, and to improve ESH performance
7. Staying open to the public

Environmental Management System

To deliver our promise on environment sustainability, we have deployed a highly effective environmental management approach with clearly defined responsibilities. Since the first plant established in 1990, we have factored in all possible impacts of our production activities on the environment as well as relevant risks into plant designs. To enforce environmental management through our diary operational activities and reduce operational risks through operational standardization, we have deployed the ISO14001 standard and acquired relevant certificates in 1998. Besides, we conduct internal management reviews and external audits on a yearly basis to verify the result of implementation and earn the trust of our customers.

Management System Certification Schedule



Energy and Climate Change

After the Kyoto Protocol was signed in 1997, it is clear that climate change and impact caused by emitted GHG gases are critical issues facing all countries and enterprises on earth. Alerted by unusual weather conditions in Taiwan in recent years, Unimicron has realized that GHG emitted from the use of energy will contribute to global climate change and seriously impact and influence our environment and ecology.

Based on the above awareness and our commitment to environmental sustainability, we have coordinated our internal departments and partners in the supply chain with the needs of our global client to actively conduct reviews on and manage energy and resource inventory and engage in all GHG reduction initiatives. In 2010, we have been invited by TPCA to establish Product Category Rules (PCR) for the PCB industry and contribute to the initiative of carbon reduction for the industry.

In 2009, we chose the Shanying and Hsinfeng Plants as carbon inventory demonstration sites to implement the comprehensive GHG emission inventory project. We further set 2010 as the base year and we have, under the watch of the Energy Saving and Carbon Reduction Subcommittee, implemented energy conservation and carbon reduction projects across all relevant departments and green office initiatives. We expect the carbon reduction strategies to be carried out by all our employees, from the bottom to the top and from the manufacturing processes to plant-wide operations..

In 2011, the total GHG that Unimicron emitted reached 439,235.89 t-CO₂e, which is higher than the 2010 figure of 400,301.76 t-CO₂e. This is because the Luchu 2nd plant has joined the production operations. According to our GHG inventory investigation result, electricity purchased externally is the primary source of GHG emissions and thus, our GHG reduction strategy was implemented with an emphasis on management of electricity consumption and electricity conservation.

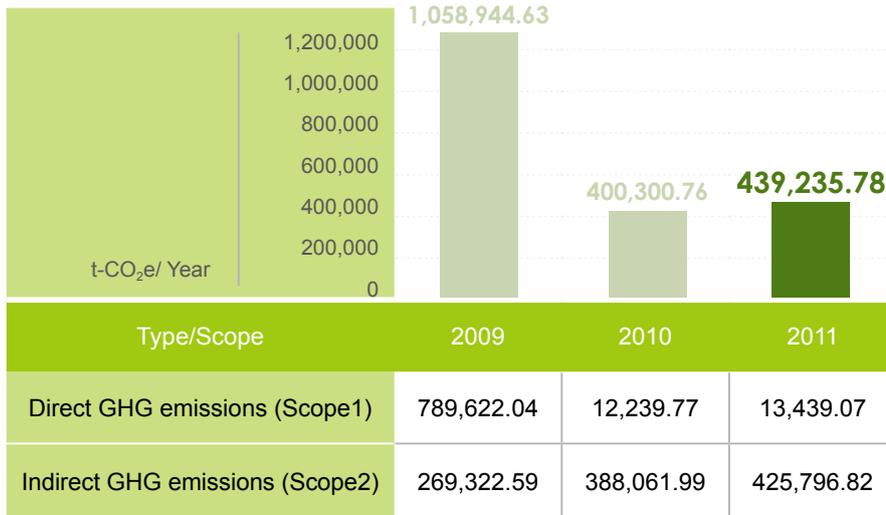
Unimicron Implement Industrial Product Carbon Footprint Calculation Guidelines

Unimicron was invited by the TPCA in 2010 to assist in the establishment of PCB product carbon footprint regulations. The product carbon footprint implementation task force was founded in October 2010 to institutionalize this regulation. In March 2011, Unimicron passed carbon footprint certification to meet the PAS2050 standard, and the amount of carbon (CO₂e) emitted during the entire product lifecycle of the product inspected was 186.44 kg per piece. Besides participating in the establishment of carbon footprint calculation guidelines for the industry, we have also teamed up with our to conduct product carbon footprint investigations for five product materials, and they are approved and recognized by our international customers.

2011 GHG Emission and Energy Consumption

Due to the impact of global economic climate and the Luchu 2nd Plant was built in 2011, GHG and other eco-efficiency ratios did not show significant improvement. We will continuously promote energy saving and carbon reduction actions to reduce GHG emissions.

GHG Emissions



*1. GHG gases: CO₂, CH₄, N₂O, HFCs, PFCs and SF₆



Other GHG Gases Emissions

Index	2009	2010	2011
CH ₄ Emissions	1,065.18	729.26	829.44
N ₂ O Emissions	1,820.76	22.01	23.58
HFCs Emissions	199.90	1,532.56	1,559.20
SF ₆ Emissions	147.39	0	0

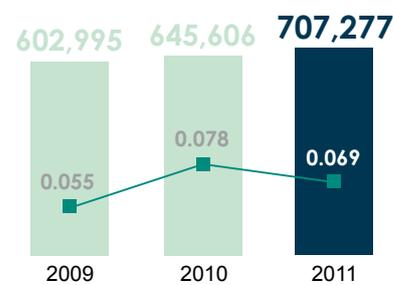
*1. 2009 GHG inventory statistics only cover the Shanying Plant and Hsinchu site

*2. 2010 and 2011 GHG inventory statistics cover Shanying Plant, Luchu Plant, Herjiang Plant, Hsingpong Plant and Hsinchu Site

*3. Shanying Plant stopped emitting SF₆ since 2010 and so, the emission was 0 for 2010 and 2011

Power Consumption

Index	2009	2010	2011
Power Consumed	602,995	645,606	707,277
Revenue for the Year	33,131	50,124	49,081
Eco-efficiency Ratio	0.055	0.078	0.069

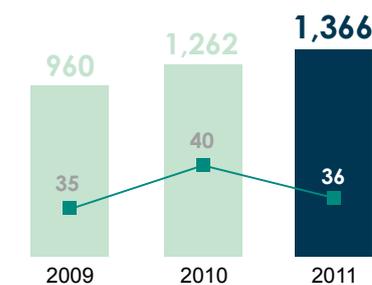


*1. Because build up Hsingpong plant (2009~2010) and Luchu site (2010~2011) that power consumption was increase.

*2. Eco-efficiency Ratio = Annual revenue in NTD 1 million / power consumed

Diesel Fuel Consumption

Index	2009	2010	2011
Diesel Fuel Consumed	960	1,262	1,366
Eco-efficiency Ratio	35	40	36



*1. Eco-efficiency Ratio = Annual revenue in NTD 1 million / Diesel fuel consumed

Heavy Oil Consumption

Index	2009	2010	2011
Heavy Oil Consumed	249	836	1,008
Eco-efficiency Ratio	133	60	49

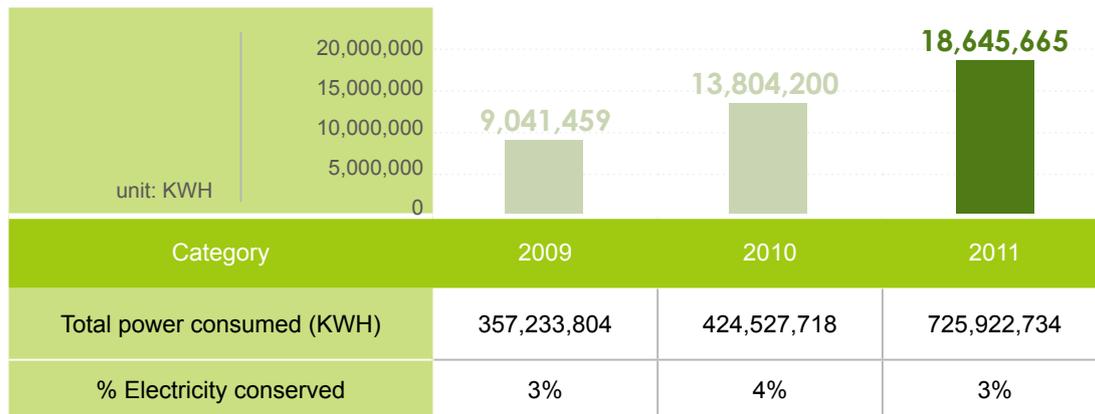


*1. Eco-efficiency Ratio = Annual revenue in NTD 1 million / Heavy oil consumed

Energy Conservation Initiatives

Since 99% of energy used in Taiwan is imported and international fuel prices have been growing steadily in recent years, it is foreseeable that the energy price (crude oil and electricity) will increase. Unimicron believes that energy conservation not only can alleviate greenhouse effects but also effectively boost production efficiency and lower production costs. Therefore, we have proactively implemented energy conservation initiatives across all sites. In addition to consolidating resources across all plants, serially connecting air pressure conduits and adopting mutual electricity support to reduce energy consumption, we have initiated the clean room temperature and humidity control projects to add copper electrolysis machines in 2011 to generate power with solar energy and waste gas to optimize clean room conditions and improve energy efficiency.

Energy Utilization and Conservation Performance



* Because plant information systems were consolidated from 2009 to 2010, Hsinchu site is not covered in the statistics of corresponding years.

In 2011, we implemented 24 energy conservation projects (including AC, process improvement, equipment energy efficiency maximization projects) and saved a total of 504 million KWH of power. We have also conducted the LED lamp replacement project and replaced about 5% of lamps across all plant sites.

Energy Conservation Category	Project	KWH Saved/year	CO ₂ Reduced (KG)
AC	6	767,003	469,405
Process improvement	14	2,371,212	1,451,219
Equipment energy efficiency maximization	4	1,907,389	1,167,322
Total	24	5,045,664	3,087,946

Improving Air Compressor Efficiency

The air compressor is a highly power consuming public equipment/facility and thus, it was chosen to have its air pressure system stabilized and its operational efficiency improved to reduce power consumption. By analyzing its efficiency and factors of power consumption to improve its performance, we have effectively saved 947,880 KWH of electricity, which accounts for 19% of total electricity consumed.

Water Conservation Initiatives

Regarding water resources, our conservation philosophy is 3R: "Reduction, Recycle and Reuse." Currently, we rely on running water as our primary water source and partially on groundwater. With all water conservation measures enforced, we have gradually reduced our reliance on groundwater. In 2011, we have implemented 7 water conservation projects and saved a total of 303,633 tons of water.

Water Consumption

Item	unit	2009	2010	2011
Running water consumed	m ³ /year	2,043,664	3,008,575	8,753,148
Total water reduced, recycled, and reused	m ³ /year	180,868	111,923	303,633
Water reduced, recycled, and reused as a percentage of water consumed	%	8.85	3.72	3.47
Eco-efficiency Ratio	Annual revenue (in NTD 1 million) / total water consumed	0.016	0.017	0.006

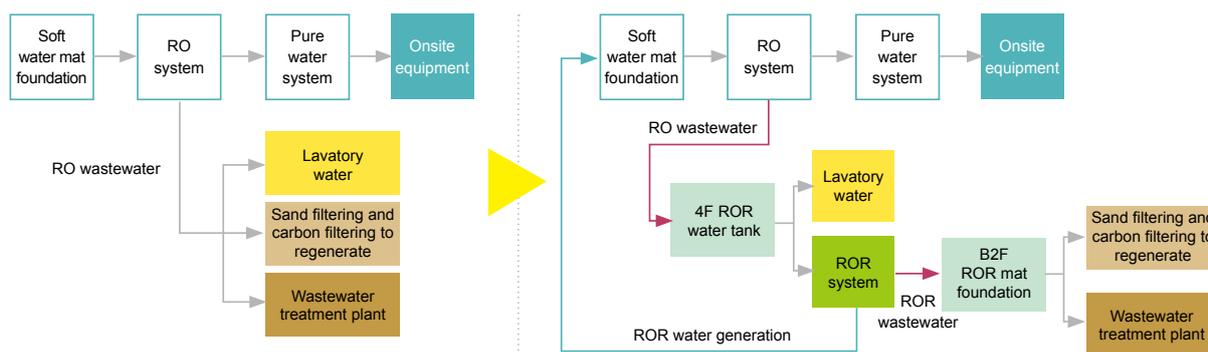
* Because the plant information systems were consolidated from 2009 to 2010, Hsinchu site is not covered in the statistics of corresponding years.

RO Water Recycled

As a result of RO water treatment, the pure water system at Unimicron generates about 3,500 tons of RO water (wastewater). To effectively reuse RO wastewater, we used the water recycling system to process the RO wastewater discharged to the wastewater treatment plant into reusable water for the process and total water recycled reached 76,650 tons.

RO Wastewater Implementation Strategy

Before Improvement	After Improvement
Overly high conductivity caused microorganism to spawn on RO membrane tubes	Installed electrical conductivity meter to monitor water quality
Ensure quality of recycled RO wastewater, as overly high turbidity is likely to cause the front filter to clog	Add cover for the RO tank to prevent foreign objects falling into the water tank



Pollution Prevention and Control

Besides regulatory compliance to install all pollution prevention equipments to prevent pollution, Unimicron has factored in possible environmental impacts and work related risks generated from production activities in the early plant designs. After completing thorough assessments, we have invested in relevant systems including the wastewater collection and treatment system, air pollution and control equipment, central acid supply systems and online process recycling and processing equipment and we have focused on the establishment of all relevant SOPs to minimize human errors caused by unfamiliarity with operational procedures with devastating consequences to the environment.

Pollution Prevention Blueprint

In 2010, we designed a pollution reduction blueprint for the next ten years and have implemented all pollution prevention projects and enforced relevant measures accordingly. All of our pollution prevention systems adopted a satellite based design and waste is first collected through conduits and treated with equipment at the plants. Dangerous gases are first cooled off and washed with water by onsite equipment near the manufacturing process areas to lower their concentration levels before they are transported to other pollution prevention facilities for subsequent treatment processes.

	Before 2010	2011-2012	2013-2015	2016-2020
Goals	1. Zero pollution ticket	1. Zero ticket 2. Reduce COD by 20% 3. Reduce heavy metals (Ni Cu) by 20% 4. Ammonium And Nitrogen Test 5. Zero ticket 6. Online test 7. Expansion of the bio center 8. Improve waste treatment performance	1. Zero ticket 2. Reduce heavy metals (Ni Cu) by 40% 3. Raw material and waste generation balancing system 4. Outsource wastewater process	1. Zero ticket 2. Zero waste 3. Zero outsourcing 4. Provide counseling for wastewater and waste treatment processes and share experiences with relevant parties
Application Cases	1. Recycle Electrolytic copper (Electroless Copper) 2. Biocenter at Shanying Plant	1. Ni metal recycling equipment 2. Send online Cu pH test updates to mobile phones 3. Biological wastewater treatment 4. Upgrade the palladium project 5. Recycle Phenolic pads 6. Add Electrolytic copper into the copper wastewater treatment process 7. Integrate the Electrolytic copper equipment with the solar energy system 8. Add soundproof walls	1. Raw material and waste generation balancing system 2. Heavy metal condensing equipment 3. Establish leavening agent process technologies 4. 5530 agent processing technology	

Control and Monitor

- 1.The EHS department will conduct self-tests and monitor performance of air pollution and wastewater equipment on a daily basis and has set a small lab to research and analyze wastewater quality for further improvement.
- 2.Based on regulatory requirements, the EHS departments will outsource the water quality test once each quarter and water pollution test once every five years.
- 3.The wastewater diffuent process was adopted to adequately process wastewater from all manufacturing processes and trained and qualified staff members are specially appointed to manage and operate the systems to comply with the effluent standards.

Air Pollution Prevention and Control

Besides basic air pollution and prevention facilities, Unimicron further focuses on relevant R&D activities to ramp up air pollution prevention efficiency and has filed for patent applications, such as:

- Extend the time and area in which waste gases remain in the washing layer through new designs to improve removal efficiency for the waste gases
- Add a high pressure misting nozzle and more filter layers at the gas entrance to improve the dust collection for the current cyclone scrubbers and promote greenification in the industry.
- Replace the bag filter by combing cyclone dust collectors and scrubbers to both save installation space and enhance greenification in the industry.

Air Pollution Prevention performance	Unit	2009	2010	2011
NOx emitted	Kg/year	2,429.98	7,634.15	15,478.5
Sox emitted	Kg/year	1,149.65	4,432.31	8,504.02
VOC emitted	Kg/year	226.02	0	0

Wastewater Treatment

Regarding wastewater management, Unimicron is in full compliance with the effluent standards regulated by the Environmental Protection Administration for the PCB industry to discharge wastewater, and the water body of all wastewater is a Class III water body.

In terms of wastewater treatment, we adopt the chemical coagulation and diffluent methods to lower/reduce the chemical oxygen demand (COD) and heavy metal content in wastewater. To reduce the possibility of wastewater pollution, chemical consumption in the chemical coagulation process and to improve the performance of wastewater discharge controls, we have invested NTD 150 million in 2009 to build a biological treatment center to reduce total wastewater emitted.



In the future, we will emphasize exceeding the regulatory requirements instead of complying with them. In order to more effectively mitigate environmental impacts and meet future environmental standards, we plan to replace or add more effective equipments to existing infrastructure in a phased manner, such as electroless copper systems or a biological treatment center to effectively improve wastewater treatment performance.

Biological Treatment Center

The bio-treatment process mainly consists of aerobic and anaerobic bioprocesses and needs to take wastewater concentration level and safety of final products into consideration. To more effectively protect the environment and reduce environmental loading, we choose to reduce the COD of wastewater with biological treatment methods. In 2010, we constructed a 4 floor biological treatment center and the center contains surge tanks at B1, temporary waste storage at 1F, labs, temporary effluent tank and sand filter housings, effluent tanks, sludge thickeners, temporary emergency backwash tank on 2F, computer rooms on 3F and bio tanks on 4F. After operations at this biological treatment center started, the COD and cooper ion in the effluent were both 50% lower than the effluent threshold as of the end of 2011.



Biological Monitoring Indicator

As a demonstration that our quality of effluent proceeded by the wastewater treatment is better than the requirement by law, we have set a biological indicator before the effluent tank of the biological treatment center and water quality monitoring log sheet to exhibit our effluent treatment status in real time.



Waste Management

In terms of waste management, we focus on quality and quantity balance as our top guideline to divide our industrial waste into 126 categories and among them, 115 are reusable waste and total weight is 29,603 tons.

In 2011, we implemented 5 waste reduction projects, including reduction for ordinary garbage and recycling of palladium and copper. Our reuse rate has been increased from 86% in 2009 to 91% in 2011.

Waste Management Performance Analysis

Description	Classification	Process	Unit	2009	2010	2011
General industrial waste (EPA Declaration code: category D, E and R)	Reusable	Processed by methods other than the incineration and burial methods	ton/year	8,014	8,188	18,274
	Unreusable	Processed with incineration and burial methods	ton/year	2,358	1,802	2,879
Subtotal				10,372	9,990	21,153
General industrial waste (EPA Declaration code: category A, B and C)	Reusable	Processed by methods other than the incineration and burial methods	ton/year	6,675	5,459	11,329
	Unreusable	Processed with incineration and burial methods	ton/year	-	-	221
Subtotal				6,675	5,459	11,550
Total				17,047	15,449	32,703

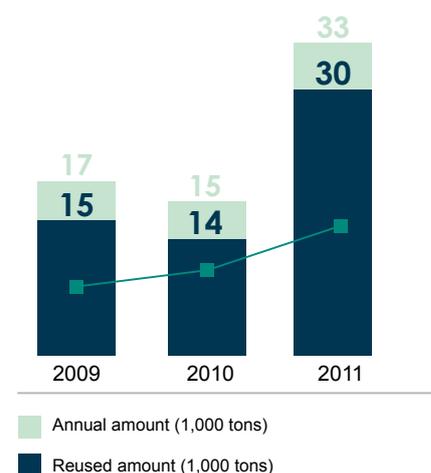
* 2009 ~ 2010 scope: Taoyuan site, 2011 scope: Taoyuan and Hsinchu sites

Reusable Quantity and Proportion Increased Each Year



* 2009 ~ 2010 scope: Taoyuan site, 2011 scope: Taoyuan and Hsinchu sites

Waste Reusing Trend



■ Annual amount (1,000 tons)
■ Reused amount (1,000 tons)

Reduction of Unusable, General Waste - Taoyuan Plant

Unimicron launched the waste classification initiative “resources if in right position” in 2010 and implemented the waste reduction initiative for unusable general waste (including general industrial waste and employee daily waste) in 2011.

Industrial Waste

Before Improvement	After Improvement
Plant employees were unclear about the correct waste classifications	<ul style="list-style-type: none"> • Manufacturing process as basic unit to check waste and create the corresponding classification table • Training offered at each unit
Unregulated	<ul style="list-style-type: none"> • Open style storage pits changed to locked container semi-trailers • Open at specific hours and each bag inspected in the beginning before its acceptance and returned if not meeting the criteria/fitting the description/requirement • Classification is rewarded and for all cost saved, it is provided as incentive bonuses and distributed proportionally among all plants

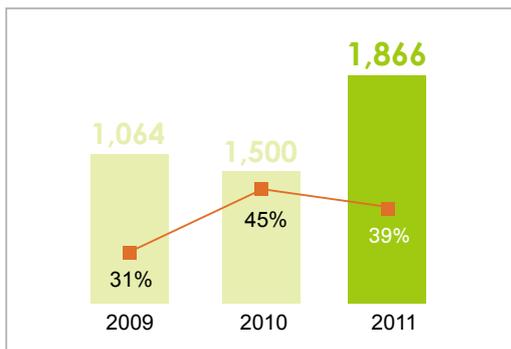
Employee Daily Waste

Before Improvement	After Improvement
Classification for general waste is not specified	<ul style="list-style-type: none"> • General garbage and recycled waste standards are defined – four garbage types and uniformed label styles
No classification indication diagrams shown on garbage bins and no one was put in charge of the classifications	<ul style="list-style-type: none"> • Confirmed classification labels of the daily waste garbage bins • Numbered/controlled garbage bin locations, specified departments in charge of the bins and their responsibilities and issued ticket for violations

Benefits

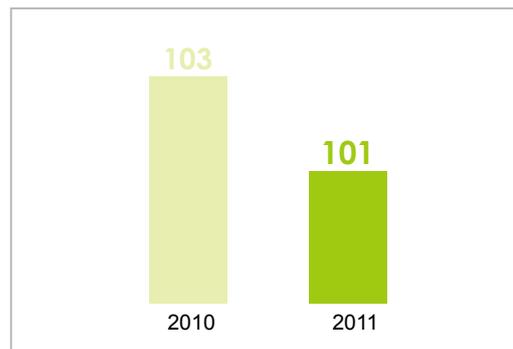
• General Industrial Waste

In 2009, recycled garbage made up 31% of unusable, general waste, and that figure has increased to 39% in 2011



• Employee Daily Waste:

In 2010, each employee generated 103 Kg of waste per day and that figure has decreased to 101 Kg in 2011, or a total of 13 tons



Internal Green Initiatives

We believe that environmental actions should start from our employees and gradually promoted to outside parties and thus, we emphasize on employees relevant training and the completion rate of 2011 training programs for new employees is 100%.

Paperless office

We strive to reduce paper consumption and actively implement a paperless office. In 2010, we have established 6 e-systems to reduce paper usage. In 2011, we have added an e-system to computerize our sales returns and allowances processes.

Initiatives	Paper saved (sheets)	
	2010	2011
E-quote system	900	2,250
Customer credit investigation field added to the customer database and e-countersigning system for line of credit approval	530	590
Contract countersigning system	1,407	583
e-Fax	864	900
Petition scanning and saving system	3,010	5,760
Computerized the RMA countersigning process	3,600	6,300
Computerized the sales return and allowance process	0	3,240
Total	10,311	19,623





• Tree Planting Event

Carpooling

To reduce GHG emissions and offer convenient transportation services for employees, we have introduced the carpooling initiative for employees to share a ride on their business trips and prepared 7 company vehicles for employees from the Taoyuan and Hsinchu sites to visit the Zaoqiao, Emei and Taoyuan areas. In 2011, 400 employees used this service to reduce GHG emission and for the Shanying site alone, we have saved 6,480 L of gasoline*

* saved 60 trips X 90km per trip X 12 months X 0.1 L/km = 6,480 L



Since 2011, we encouraged our employees to coordinate their business trips or meeting schedules to share rides and reduce carbon emission as a result. Additionally, we have deployed a remote search system and allowed employees to search for needed information without coming back to the office. This initiative has saved 960 L* of gasoline.

* saved 80 trips X 10km per trip X 12 months X 0.1 L/km = 960 L



Tree Planting Event

To promote energy saving and carbon reduction, we have initiated carbon reducing tree planting events within the company two years in a row. We planted autumn maple trees in 2010 and camphor trees in 2011. All trees were cultivated from their seeds and were planted throughout Taiwan plant sites. After they mature, trees are transferred to suppliers and they are invited to join the event with us. Until the date of the report, a total of 23,733 trees have been planted.

Year	Target of trees planted	Trees actually planted	Tree species	Details
2010	10,000	13,703	Autumn Maple Tree	Set up tree planting areas at all plant sites
2011	10,000	10,030	Camphor Tree	Distribute seeds to plant sites and all plant employees are mobilized to plant the seeds and maintain the grown trees

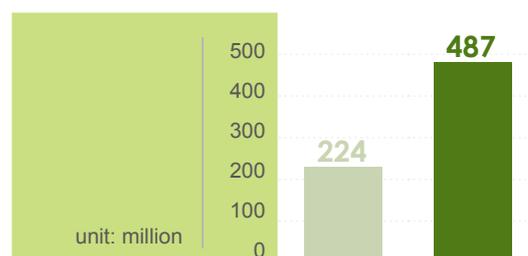
Environmental Accounting

Adopting the Environmental Accounting Guideline published by the Environmental Protection Administration, Executive Yuan, in 2011, we have set up environmental accounting codes and the following six categories are included (as illustrated in the diagram below): operation cost, management cost, research and development cost, restoration cost, social activity cost, and upstream and downstream cost.

With environmental accounting data as the reference for us to make environmental decisions and systematically analyze the relationship between costs and benefits, we can gain a deep understanding into investment distribution and their implication to improve our investment strategies.

* The environmental accounting coding guidelines are defined at the end of 2011 and based on the Environmental Accounting Guideline published by the Environmental Protection Administration, Executive Yuan, and the process has been computerized; the upstream and downstream cost, social activity cost, and research and development cost are added into the coding guideline.

2011 Environmental Expenditure



Category (year/million)	2010	2011
Operation cost	130	200
Management cost	93	232
Restoration cost	0.52	55
Upstream and downstream Cost	0	0.4
Social activity cost	0.22	0.6
Research and development cost	0	0

Environmental Protection Fines

Despite stringent environment protection measures, we still received wastewater tickets. In addition to honestly disclosing this information on the Market Observation Post System, we have conducted extensive reviews on the overall wastewater pollution prevention system. After improvement, the water quality is stable and 30% higher than the effluent standard required by law.

Significant Fines

Item	2010	2011
Significant Fines (million/year)	1.03	0.6

Improvements	Details
Readiness of treatment facilities and equipment	<ol style="list-style-type: none"> 1. Offer training for wastewater collection, diffluent, and onsite discharging operations 2. Deploy control system and set up relevant parameters for high concentration wastewater 3. Repair and optimize equipment with total expenditure at about 3.3 million
Operator professionalism	<ol style="list-style-type: none"> 1. Reform labor structure and provide job training 2. Improve wastewater treatment plants and enhance ventilation performance for the central area 3. Host job hand over meetings for the morning and night shifts to enhance communications and experience sharing
Daily control index	Set up internal control indexes such as PH control for the front end systems and test the water quality every four hours to adjust the dosage
Contingency measures	Set up a wastewater reflux mechanism to repeat the treatment process and activate the mechanism under abnormal operating conditions
Set biological monitoring pond at the effluent gate	Raise the Tilapias, Mosquito fish, and Guppies in the effluent ecological pond as biological observatory indicators
Construct internal control mechanism	Test effluent at treatment plants periodically and set up reward and punishment programs

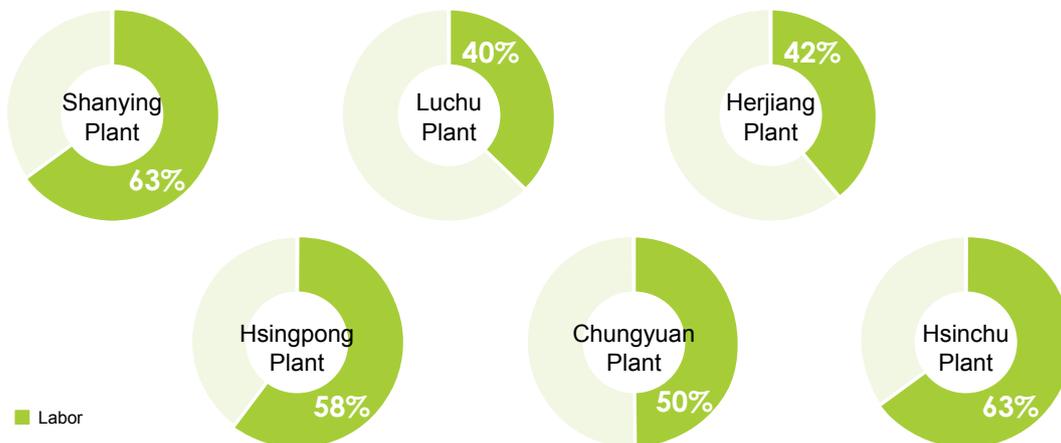
Occupational Safety and Health

With regard to occupational safety and health, we have focused to ensure full compliance with ESH regulations and treat the safety and health of our employees and stakeholders as critical elements of our corporate operations. Furthermore, with construction safety and comfortable working environments as our goals, we have implemented a series of occupational safety and health related initiatives. The main initiatives and their achievements include:

1. Organization and Operation

The detailed occupational safety and health policies and relevant organizational structures are established by top management, and among all plants, Shanying and Hsinchu plants have the higher percentage of employees who belong to their respective occupational safety and health committees over the years (63% for Shanying plant in 2011 and 63% for Hsinchu site in 2011).

Percentage of Labor Joining Occupational Safety and Health Committees at Unimicron



2.Safety and Health Management Program and Self-management

We believe that a complete and legitimate occupational safety and health management program (including contractor management) is based on self-management. Thus, we have deployed the OHSAS 18001 Management System and enforced the PDCA philosophy through IT systems to enhance system benefits. Currently, all Unimicron sites have acquired the OHSAS 18001:2007 certificate and all Taiwan sites are TOSHMS certified. Through OHSAS18001 and TOSHMS systems deployed as well as requirements and supervision by our stakeholder groups, we expect to attain the goals of accident prevention, facilitation of employee safety and health, and asset protection.

3.Occupational Accident Prevention Measure

In addition to meeting basic regulatory requirements, to better attain the goal of zero accident and zero-injury, we have purchased proactive detectors, including infrared thermal imaging devices, spectrum type noise meters and acid gas detectors to actively prevent the occurrence of accidents.

4.Safety and Health Education Training

We prepare annual training programs for our employees and contractorsto promote proper safety and health related knowledge while the following topics are included in the training programs: work safety and home safety, personal protective equipment, traffic safety, fire protection equipment and systems, emergency response plan and earthquake survival guidelines, etc. In 2010, training hours totaled 9,235.5 hours while the figure grows to 10,863 hours in 2011. Additionally, we have established the Unimicron Co-Prosperity safety and health family under the center-satellite system model to promote the concept of safety and health for our contractors.



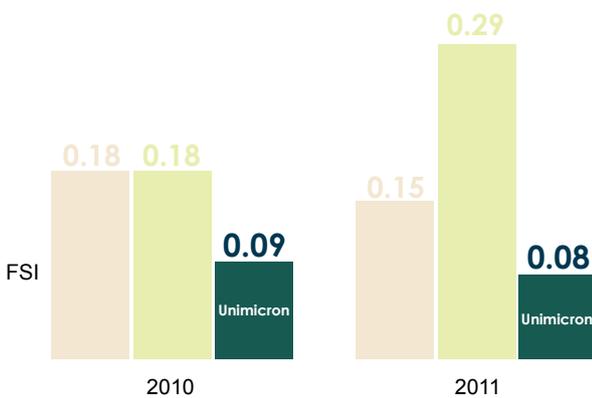
5.Occupational Accidents Investigation, Analysis, and Record

Through precise and complete reporting and accident investigation procedures, we can provide investigation results back to all departments and engage in preventive measures to lower the recurrence of accidents. Through the joint effort by all employees, our Frequency-Severity Indicator (FSI) is lower than that of other firms in the same industry and the industrial average for the PCB industry when comparing in the same period.

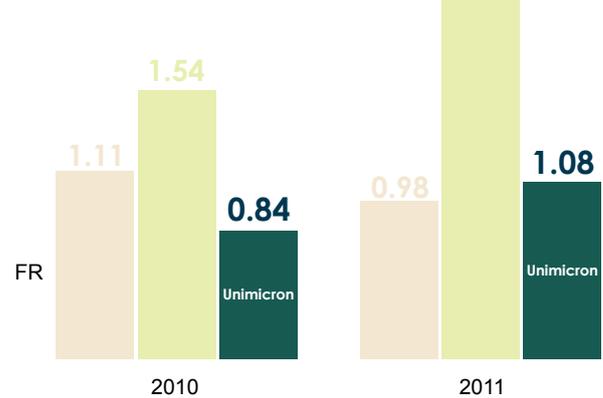


We foster site safety culture and thoroughly carry out routine inspections and audits to protect the workplace safety for our employees. According to our 2011 occupational accident statistics (excluding traffic accidents), our disabling injury frequency rate is 1.08 for all plants in Taiwan, while the occupational injury FSI is 0.08.

Frequency-Severity Indicator



Disabling Frequency Rate



■ Electronics industry in Taiwan ■ PCB industry in Taiwan ■ Unimicron

2011 Employee Work-Related Injuries and Days-away from Work Statistics

Gender	Occupational Injury (Cases)	Days away from work(Days)	Total hours worked	% lost work hours (industrial injuries)	% Lost work days	Disabling Injury Frequency Rate	Occupational injury frequency-severity indicator
Male	17	58	13096697	0.26	0.89	1.29	0.07
Female	6	92	9177397	0.13	2.00	0.65	0.08
Total	23	150	22274094	0.21	1.35	1.08	0.08

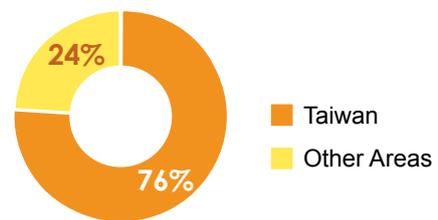
* Disabling Injury Frequency Rate = number disabled due to disabling injury * 10⁶ / Total hours worked
 * FSI = (number of disabled due to disabling injury * Days away from work) * 10⁵ / Total hours worked
 * Occupational injury FSI = √ [(Disabling Injury Frequency Rate * Disabling Injury Severity Rate) /1000]

Mitigate Impact of Raw Material on Environment

To supply high quality and environmental friendly products to our customers around the world, our material procurement guideline is focused on environmental friendliness as its key consideration. Besides necessary raw materials to maintain the quality of our products, we choose only environmental friendly raw materials to alleviate the impact of our manufacturing process on the environment. We primarily purchase three types of materials: raw materials required in the manufacturing process, equipment and materials used in projects and all other miscellaneous items. To realize our green mindset through our procurement behavior, we start from the source management. In addition to prohibiting the use of hazardous substances, we further expand the procurement scope of environmental friendly products and commit to the use of conflict-free minerals to reduce the impact of raw materials on the environment.

We purchase raw materials primarily from Taiwan and to promote proper business practices, we have teamed up with our procurement partners to implement green procurement, enforce localized material supplies, reduce unnecessary expenses associated with ocean and air transportation, and reduce carbon footprint generated in the transportation process. This not only allows us to fulfill our responsibilities for energy saving and carbon reduction, but also lowers our cost. Currently, 76% of the materials used in Taiwan sites are purchased domestically to support the development of local economy.

Procurement Distribution by Regions and Amount

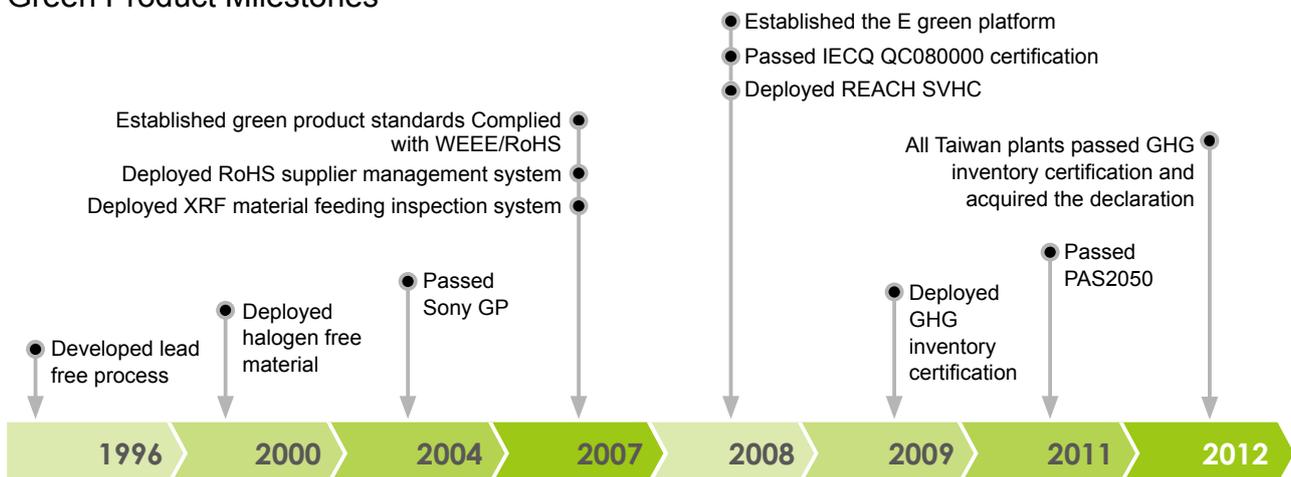


* For raw materials used in high end products as required by customers, they still need to be imported from oversea areas

We established the Green Material Committee based on the QC080000 (HSPM) system, and set up HSF quality policies and goals. We enforce our source control of HSF products from suppliers to manufacture green products that meet EU regulations and customer requirements. Under the procurement guidelines for purchasing green raw materials, all materials purchased in 2011 that are directly relevant to environment qualities, such as Copper Clad Laminate, Prepreg, FCCL, Copper Foil, and Ink are 100% green raw materials that meet the HSF goal set by our customers.

Through consolidating corporate resources and procurement behaviors, we have contributed to the development of local society and economy. In the future, we will continue to capitalize on our purchasing power and team up with our suppliers to jointly search for and develop high quality and environmental friendly products.

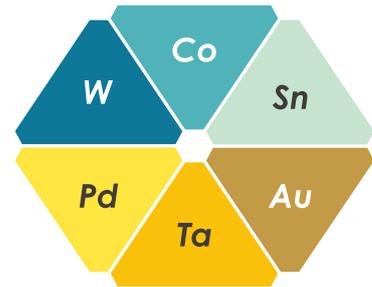
Green Product Milestones



Management of Conflict Metal

Since the exploitation process of precious metals, such as cassiterite, wolframite, coltan, gold, from Democratic Republic of Congo and neighboring regions have caused many serious human rights and environmental issues, and those metals are known as conflict minerals. The majority of those minerals eventually wind up in consumer electronic devices such as cell phone, portable music players, and computers. With this in mind, Unimicron has included "Commitment to manufacturing a conflict-free product" in its supplier management policy and work with our customers to ensure that those conflict minerals are not used in our products.

We promise not to use conflict metals extracted illegally by workers in poor working conditions and require our suppliers to fulfill their CSRs, ensure the source of Co, Au, Pd, Ta, Sn and W used in their products are not from conflict areas, and urge them to pass this message to their upstream suppliers.



Unimicron Recognized with 2011 Annual Enterprises Environmental Protection Award

The Annual Enterprises Environmental Protection Award, or the most prestigious award for implementing environment protection initiatives, is set by the Environmental Protection Administration to recognize enterprises with exceptional performance in implementing environmental initiatives and designed to encourage other enterprises to follow the examples set by the award winning enterprises to fulfill their CSRs and join with them to protect the environment. Through this award, external judges can provide us with their feedback as improvement directions for our subsequent environmental effort. As a member of the manufacturing industry that consumes natural and social resources, we have recognized the importance of protecting the environment. Thus, our Carrier 1st Plant participated in this 2011 Annual Enterprises Environmental Protection Award on behalf of Unimicron and was chosen as the winner of this award.



Labor Relations

Talent is the key of company success in the global market. Innovative products, technologies and services can only be realized by brilliant talent.

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- Happy Unimicron 54
- Employee Training and Diversity Development 58
- Employee Care 60

Unimicron's Labor Policy

Equal employment opportunity	Prevent discrimination during recruitment, employment, assessment, or promotion
Humane treatment	Ensure equal opportunity and dignity for all employees
Communication with employees	Encourage employees to express opinions, and protect the rights of the aggrieved
Improve work conditions	Provide comprehensive wage and welfare system and strengthen employee training to enhance their competitiveness
Integrity	Uphold principles of honesty and justice

With faith, honesty and mutual trust, Unimicron has committed to creating a work environment that will cultivate the talent of our employees, allow employees and teams to utilize their potentials and to attract top talent from all fields. We further offer competitive employee benefit programs and compensation systems that will stimulate the potentials of prospective employees. Through complete training programs to retain top talent and boost our productivity and core competency, we expect to maximize our corporate performance.



Until the end of 2011, the total number of employees at Unimicron reached 21,919 (Taiwan: 9,687; China: 12,232). We value employee diversity and cultures and recruit and offer new immigrants long term and stable employment opportunities. Until the end of 2011, the number of our foreign workers totaled 44.

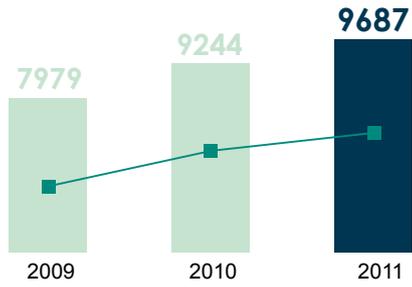
We set our labor policies based on local labor regulations, requirements of our global customers, EICC, and other international standards to construct an equal, secure and stable employment and development environment. In the last three years, we have observed steady growth in number of employees in Taiwan, dropping employee turnover rates, and creating and offering stable employment opportunities.

Regarding talent recruitment, In order to meet the fair, open principles and effectiveness, we establish recruitment standard procedure , which covers the scope of the manpower budget, review process, job description, job vacancy requirements, qualification standard, and interview and test process. Through the tests and interviews, (including logic test, TOEIC, career appraisal of personal potential, and managerial competence assessment), we have ensured that all Unimicron employees can utilize their potentials and thrive in their positions.

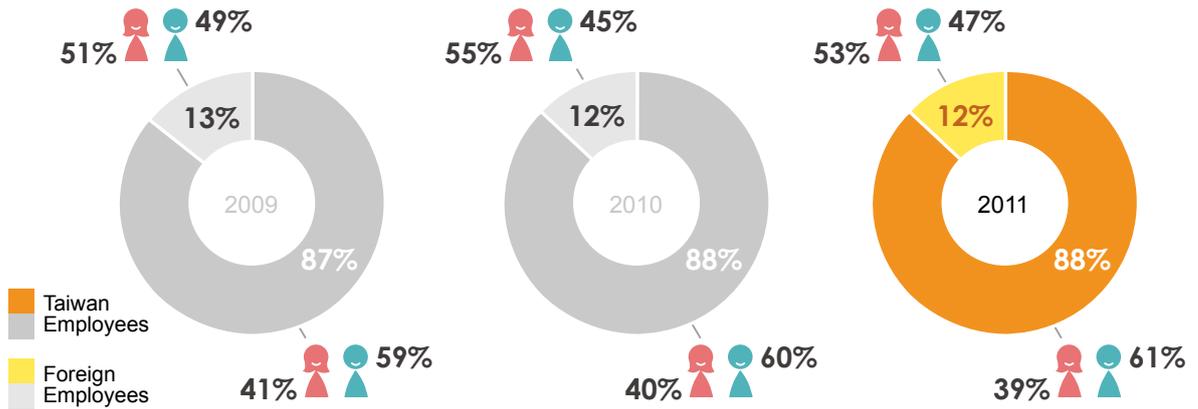
Additionally, to protect the privacy of all the applicants and ensure their interview performance, we have separated the entrances of the recruiting center from the main employee entrance and planned a spacious rest area and landscape observation area for applicants to relax in.

Employees Demographics

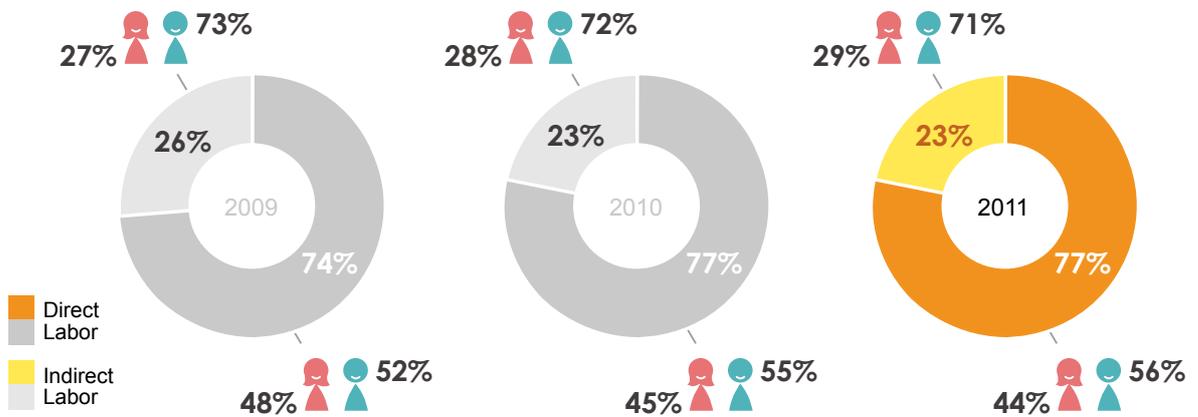
Total Number of Employees



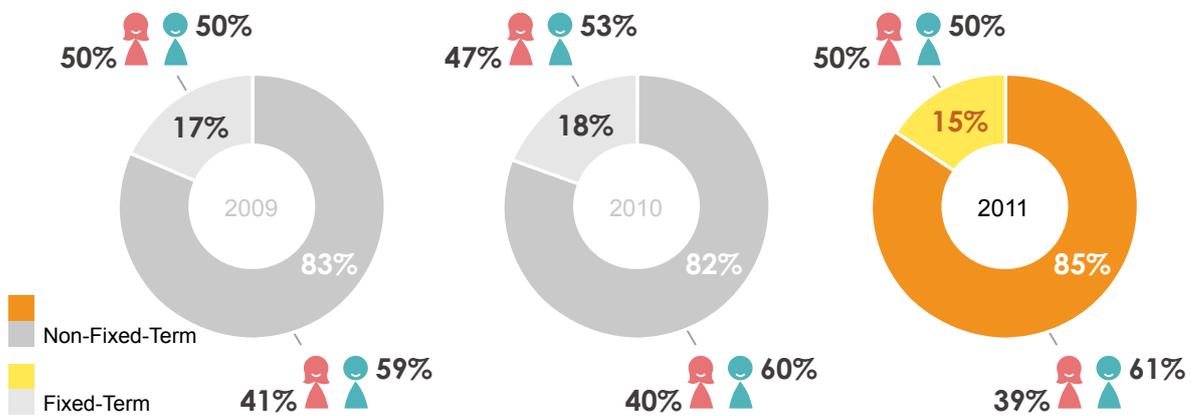
Taiwan & Foreign Employees



Direct & Indirect Labor



Fixed-Term & Non-Fixed-Term Contractor



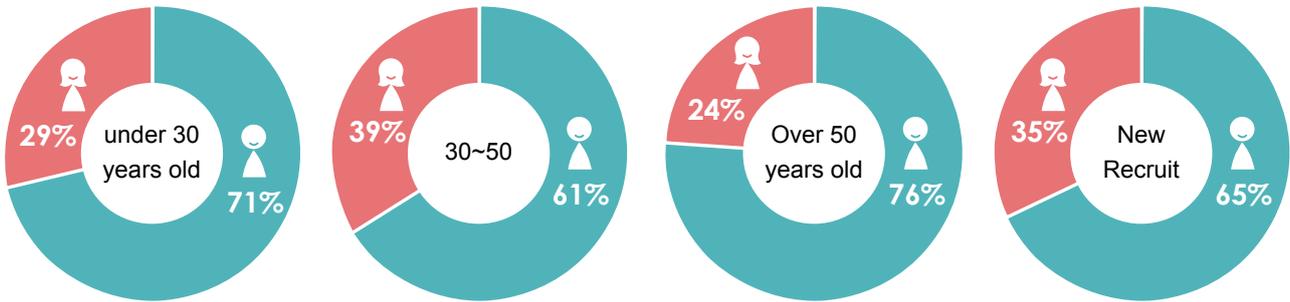
*1. Direct labor: employees holding technical positions and directly related to the manufacturing/production functions

*2. Indirect labor: administrator/engineers, or supervisors

*3. Non-fixed-Term contractor: temporary employees whose employment period is not fixed

*4. Fixed-Term contractor: contractors whose employment period is fixed

2011 Employees Turnover Rate

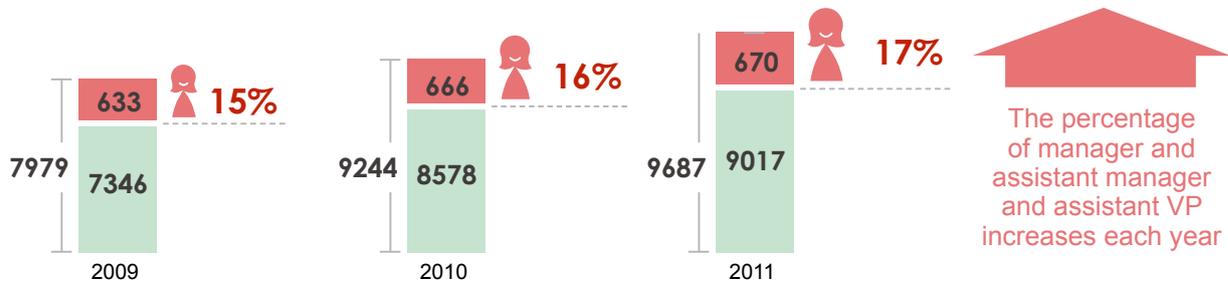


Male Female

*1. The total number of new employee turnover is 1,045 in 2011

*2. The total number of employee turnover is 2,241 in 2011

Percentage of Female Employees Holding Managerial Positions



The percentage of manager and assistant manager and assistant VP increases each year

Employees of Non-Management Positions Employees of Management Positions



Happy Unimicron

Unimicron believes that the quality of life may stimulate employees' potential to accomplish work efficiency, and we value the leisure life of our employees. In addition to regularly hosting corporate social events and Family Day events to boost employee morale and interaction with family. Publish special offers information from contract shops and events to we will notify our employees about special offers provided by our authorized stores ranging from food, apparel, housing, and transportation shops and periodically hold special activities to ensure the best benefits for our employees.

Comprehensive Facilities and Employees Benefit Programs

Regarding facilities, we feature basketball courts, fitness centers, table tennis rooms, badminton courts, aerobic classrooms, and KTV rooms to encourage healthy activities and sports, and for employees to engage in proper activities in designated locations available during their free time to strengthen the bond between employees and enhance their health and wellbeing.

To facilitate transportation for employees and ensure that they are not troubled by parking issues, exclusive parking lots are available at each plant and the parking lots of all plants across Taiwan can accommodate a total of 1,554 cars and 4,128 scooters. Additionally, each department usually voluntarily hosts all kinds of recreational activities to foster the spirit of teamwork and a harmonious atmosphere in the workplace. In terms of club activities, we have the travel club, bowling club, golf club, etc to offer employees diverse choices of leisure activities. In 2011, we hosted a total of 130 volunteer recreational activities and 8,700 employees participated in them. Additionally, in order to understand the needs of employees, we conduct large employee satisfaction surveys each year as well as regular labor forums and periodic employee engagement summits from time to time.

Massage rooms are available at each plant and professional blind masseuses are recruited to serve employees onsite from Monday to Friday. Diverse dining environments are featured to offer employees a number of varied choices including business meals, buffets, noodles, and Chinese delicacies. Convenient stores and café bars are also accessible for employees to relieve their work pressure during their breaks. As a leader in the PCB industry, we strive to retain top talent. Thus, we offer competitive compensation and fringe benefits. Since 2010, we have participated in external compensation surveys and among all participating companies, our salary is relatively competitive and thus can enhance our competitiveness to retain and attract top talent.

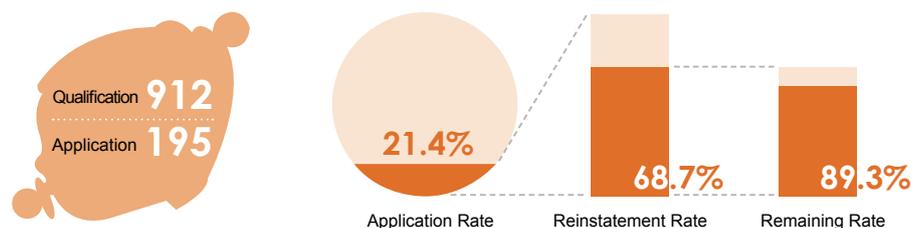
In terms of the compensation packages, we set compensation standards based on an employee's educational and professional background, knowledge, skill set, years of professional experiences, and personal performance. The compensation package we offer is in full compliance with relevant labor regulations, both male and female workers are compensated equally, and are free from discrimination based on gender, race, religion, political orientation, marital status, and labor union membership. Besides basic salary and festival bonuses, we will flexibly adjust salaries based on corporate performance and include performance based bonuses, employee profit sharing plans, incentive bonuses to boost morale and to retain brilliant employees. In accordance to the law, we offer labor and national health insurance, maternity leave/parental leave, pension reserve funds, and purchase group insurance for all our employees when employees come on board. Employees can choose to apply for employee benefit programs for their family members at their own expense to extend coverage to their family members. Additionally, we further offer complete group insurance combinations for oversea employees so they can be devoted to their responsibility without worries. The employee welfare committee will provide subsidies of different amounts based on different life events (ex. customary occasions, employee training, hospitalization, or occupation injury.)



Parental Leave

To carry out the Act of Gender Equality in Employment and offer better care to our female employees who have just given birth, we offer unpaid parental leave to both male and female employees. In 2011, a total of 10 male employees and 52 female employees applied for parental leave.

Number of Parental Leave Applications and Reinstatement Rate



* "number of employees who are qualified for unpaid parental leave" is calculated using the number of employees who have applied for maternity leave or paternity leave within the three years from 2009 (2009 – 2011)

Grievance Mechanism and Channels

To protect employee rights and ensure a workplace free from sexual harassment and gender discrimination, we have established grievance procedures to help employees resolve discriminatory practices or practices violating their personal benefits and rights, to prevent sexual harassment and protect the benefits and rights of the victims. Numbers of reporting channels are available: for example, employees can directly report to their supervisors, file complaints using complaint boxes (directly submit to factory chief), quarterly labor-management conferences, outlook employee email, reporting hotline, anonymous reporting email, or “got something to say” at Myumt employee corner in corporate intranet. A total of 395 complaints were received through those reporting channels in 2011 and all of them were resolved, for a 100% resolution rate.

2011 Grievance Channel Utilization Statistics

Channel	Number of Complaints	Response Rate (%)
Labor-management conference	195	100
Employee email	50	100
HR hotline	83	100
Foreign worker monthly meeting	67	100
Total	395	100

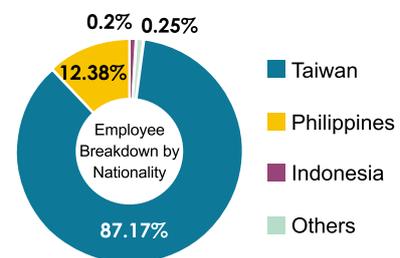
* Foreign workers are workers from countries other than Taiwan (foreign labor)

Forbidding Forced Labor

We emphasize the labor rights and respect for all employees. Besides the forced labor forbiddance mechanism deployed at all operation sites, all of our suppliers are requested to sign the Business Ethics Compliance and Social Responsibility Acknowledgment (forced labor forbiddance clauses are included within) to reduce the risks of forced labor in the supply chain. Our position toward freedom of association and club participation is:

1. enhance employees health, encourage employees to join clubs, promote proper entertainment to enrich their choices of leisure activities, improve job efficiency, develop interpersonal awareness, foster the spirit of dedication, and enhance bonds with colleagues
2. employees are entitled to freedom of speech, voting right, and right to stand for election
3. behaviors violating socially accepted norms, laws, and proper cultural demeanors are forbidden

Numbers of foreign workers are employed at Unimicron. Besides communicating with them in their native language during the recruiting orientation sessions to eliminate language barriers and risk of information asymmetry, we will make sure that they are not charged with unreasonable fees or treated as forced labor before they leave their countries. After their arrival, they will be provided with foreign worker employment manuals with information about internal and external reporting channels and employee consultations to ensure they are treated fairly. Additionally, foreign workers' passports and work permits are kept self-custody and forced savings or salary distraintment is prohibited. To ensure thorough care, we host a symposium each month to communicate with them.



Employee Breakdown by Nationality

Year	Taiwan	Philippines	Mainland China	Indonesia	Korea	Vietnam	Malaysia	Thailand	United States	France	Tanzania	Japan
2011	8444	1199	7	19	1	5	4	4	1	1	1	1

Employment of child labor is strictly prohibited at Unimicron and we have established child labor prevention procedures with clauses for hiring underage workers in the SOP: we shall reserve employee's right to work until he reaches the legally permitted age if an employee is verified under the work-permitted age after being hired.

Anti-discrimination Measures

We have indicated the anti-discrimination clause in Article 4 of the work rules, as shown below:



The company shall not discriminate against any job applicant due to his/her race, rank, language, thought, religion, political party, origin, birthplace, sex, sexual preference, age, marital status, look, facial features, disability status, former labor union membership during interview, recruitment, assignment, allocation, assessment or promotion (excluding positions requiring special characteristics). "All employees must pass the interviews and examinations before they are hired." For personal background information such as gender, birthplace, age, marital status, status of disability, and medical history, job candidates can choose whether to reveal them in the employment application form.

Total Number of Employees with Disability Hired (statistics at the year end)

2009	2010	2011
96	91	94

* The differential payroll tax subsidies as a result of the insufficient number of employees recruited to meet the 2011 legally mandated employment quota ratio has been returned and we are active in recruiting new employees to meet this quota ratio.

We support employment for people with disabilities and until the end of 2011, a total of 94 employees with a disability were employed at Unimicron.

For all employees of all ranks to gain a deeper understanding of human rights and relevant anti-discrimination details and mechanisms, we have added relevant topics into the basic training courses designed for employees at different levels. We also present EICC promotional documents on bulletin boards and TV walls across all plants; completed EICC general courses, manager EICC courses, and tests offered to all Taiwan employees to enforce training of EICC standards and in 2011, a total of 7,707 employees have completed the training program.

Human Rights/Anti-Discrimination Related Training Courses

Course	Intended Audience	Duration/ hours	Number of Participants completed	Training Completion Rate
EICC/Unimicron Code of Conduct	All employees	0.5	7707	100%
Introduction of Labor Law	All employees	4	311	65.2%
Sexual Harassment Prevention Act/ Act of Gender Equality in Employment	All employees	1.5	397	19%
Total hours		6.0	8415	61.4%

Feedback from EICC Training Program Participant

Training Evaluation Criteria	Average Rating
Perceived benefits from the course	87
Satisfaction with teaching materials	87.3
Usefulness in boosting work performance	88.4
Service quality satisfaction	88.6

Employee Training and Diversity Development

Employees are our irreplaceable asset of corporate competitiveness and therefore we value each employee. In addition to building a safe and health workplace, we also strive to provide a cultivating environment for employees to learn and grow. To equip every employee with endless competitiveness, we have planned a series of training and career planning programs to foster a diverse, self-directed learning and quality learning culture to ensure that employees can improve both their careers and quality of life.

We provide diverse learning channels for employees to participate in cross fields and multi-technology projects to facilitate interactions among employees and ensure that employees can brainstorm with and learn from one another in a teamwork based environment and allow them to engage in diverse development. Additionally, we encourage employees to take on new challenges and, through training and learning in different fields, employees can develop a comprehensive understanding about overall business operations and directions of future corporate development.

New Employees Training

For new employees to quickly familiarize themselves with their responsibilities, we have set a dedicated training department to host training courses for new employees each month and flexibly adjust the frequency and hours of curriculums based on actual needs to ensure that employees can fit into the corporate culture and environment in no time. Training courses for new employees include: company introduction, HR policy and regulations, employee welfare and benefit programs, quality policies and systems, human rights and Code of Conduct of the Electronics Industry, and 6 hours of safety and healthy training seminars.

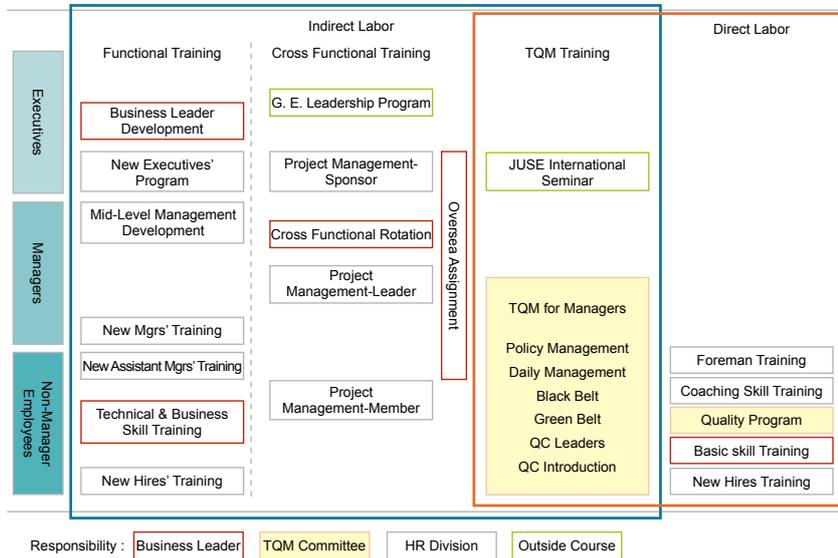
Additionally, professional training and verification of technical certificates for new employees are conducted by the department of new employees at each plant and a tutor is assigned to coach new employees and provide the most appropriate and needed training for employees.

Solid Training and Education System

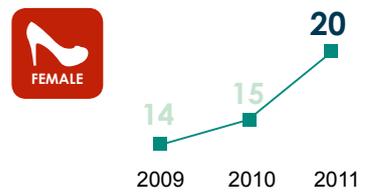
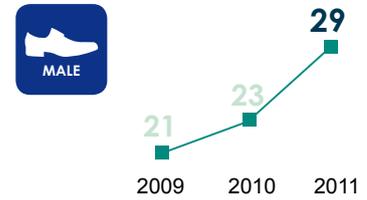
We design different training frameworks based on the needs of employees in different positions (new employees, full time employees and employees holding managerial positions). Meanwhile, to enhance the skills of employees and broaden their scope of career development, we will also provide customized training plans according to their fields and levels to continuously perfect the training system. Besides enforcing an annual training plan, we will offer leadership and management related training programs designed to meet the needs of our operational strategies and those of current leaders or potential leaders. Along with the job rotation systems and the planning and implementation of promotional systems, we will ensure continuous improvements to our talent recognized for their development potentials and maintain and strengthen our talent pools.

Until December 2011, the average course completion rate of required courses for employees in managerial positions is 57.6% and the curriculum includes the following courses: how to lead a team and coach employees, fundamentals of management practice, management development program (MDP), training within the industry - job description, training within the industry - job relations, interview skills (recruitment/employment termination/performance appraisal), project management-members, project management-leaders, project management-sponsors, basic cost management, advanced cost management, etc. Under our solid training program, 84.3% of managers in Unimicron are promoted from within.

Career Development and Training Program at Unimicron



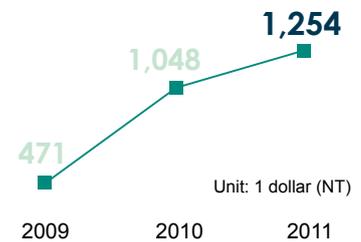
Average of Employees Training Hours



* Total average hours = total training hours / total number of training participants

We expect that all our employees can be transformed from human resources to top talent, and finally, profit generators. To achieve this goal, we develop a personal training development blueprint according to HR requirements at each position and offer relevant talent cultivating plans for employees to continuously grow in a learning dedicative environment and increase their value.

Training Expense



* The statistics above do not cover foreign workers and fixed-term contractors

Manpower Allocation and Personal Development Plan

We expect that all employees can utilize their talents at their position and allocate HR to help employees with their personal development plan based on the HR needs of each department. The HR department will plan and review manpower deployment according to the HR roadmap and level of HR maturity and each department will carry out the provided plans. For important projects, we will define the level of HR maturity based on the project requirements and use the required professional abilities, potentials, and completeness of necessary training items to evaluate HR allocation to ensure that projects can achieve the pre-established goals and performance level.

To systematically assess the performance level of each department and employee, we have both deployed the TQM system at all levels and individual employees into the scope of daily management to regularly review their performance. Each subcommittee under the TQM committee will expand on the annual plan set by the TQM committee and implement and review progress accordingly. This will not only tighten and link systems together, but also assist all Unimicron employees in making efficient use of their abilities and maximize the benefits for the company.

Employee Care

Unimicron is people-oriented and we value each of our employee. We listen to the voices of our employees and decide if adjustment for the corporate management strategies and implementation plans is appropriate based on employee feedback.

Employee Satisfaction Survey

We have persistently and continuously conducted all sorts of surveys on employee opinions, and our early surveys were focused on ideas about life dimensions such as food, transportation, housing, and cleanliness. However, since 2008, it came to our attention that more than half of our employees are from the N generation (Net Generation) and they are keen to participate in corporate affairs. Thus, we have adjusted the direction



of our employee satisfaction surveys and shifted our focus to conduct in-depth surveys and analyses on dimensions that concern the N generation, such as training and education, communications, compensation packages, leadership and management, business philosophy, performance management, quality and customer satisfaction, job satisfaction, corporate identification, work environment, corporate image, etc.

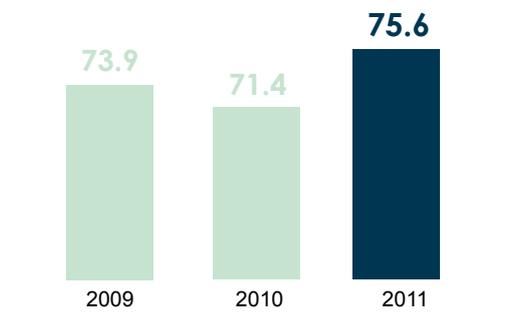
Unimicron's employee satisfaction survey features:

- 1.** Anonymous online survey where employees do not need to worry about pressure coming from the company, supervisors, and colleagues
- 2.** Employees are free to provide comments and recommendations regarding supervisors, corporate organizations, and management policies
- 3.** Emphasized and supported by top management: the surveys are viewed as health checkups for the management system by top management. After the survey report is complete, it is provided to first level managers including the chairman, CEO, SBU president, VP, factory chief/department head for them to understand the concerns shared by all employees
- 4.** Open and transparent communications: a communication meeting is hosted by top managers at each plant and all employees are invited
- 5.** Enforce and maintain improvement: managers of all departments will propose improvement plans and they are thoroughly enforced.

Employee Satisfaction Survey Criteria and Scores

Criteria	2009	2010	2011	2011 vs 2010
(1) Training and development	78	74	76	2.0%
(2) Communication	75	73	76	4.8%
(3) Compensation and Incentive Program	70	68	68	-0.4%
(4) Leadership and Management	67	62	77	24.8%
(5) Business Philosophy	74	73	80	10.5%
(6) Performance Management	79	77	77	0.4%
(7) Quality and Customer Satisfaction	74	71	80	11.9%
(8) Job Satisfaction	77	75	78	3.6%
(9) Working Environment	77	75	71	-5.3%
(10) Corporate Image	70	67	75	10.7%
Average	73.9	71.4	75.6	5.9%

The 2010 average score is slightly lower due to the corporate merger with the Phoenix Precision Technology and the worldwide financial crisis. From the survey, we discovered that employees are concerned about the future prospects of the company, and thus, top management has honestly and humbly accepted employee opinions and openly communicated with employees about improvement initiatives and their results. From the 2011 response rate and the overall increased score, we observed that employees are positive and supportive about the improvement and response from the top management.



After we reviewed and discussed according to the 2011 satisfaction survey results, we have implemented relevant improvement initiatives focusing on the following dimensions: 1. communications; 2. compensation and rewards; and 3. team establishment to respond to employee concerns with tangible actions.

Dimension	Improvement Initiatives
Communications	<ul style="list-style-type: none"> Communicate with section managers and above about company operation and compensation policies Conduct employment termination interview with assistant managers and above
Compensation and Rewards	<ul style="list-style-type: none"> Adjust annual salaries for all employees Brief to all employees about salary adjustment and salary competitiveness enhancement policies HR department plan retention project and specific procedures to retain top performing employees
Team Building	<ul style="list-style-type: none"> SBU managers handle job rotation details and provide technical support to align employee values with corporate values The HR department plans team building consensus camp and the CEO leads all employees and families (total 8000 people) in Family Day and similar activities to increase their sense of coherence.

Physical and Mental Health Facilitating Mechanism

We value the health of our employees. In their personal health care, we regularly host all kinds of health diagnoses and set up their annual health management plans according to the results of their diagnosis. We offer female employees free pap tests, middle- up aged employees with free colorectal cancer screening tests, free bone density tests, free breast ultrasound exams, free eye examinations and eye care, free screening for oral cancer, etc., and invite professional physicians to station themselves on site to provide free medicine consult services.

Besides regular health education seminars hosted by professional medical specialists, we will periodically offer health issues seminars, interpersonal relationship programs, stress reduction programs, and hold smoking cessation contests and tobacco hazard prevention seminars to enhance the awareness of employees and care for their physical and mental health. Moreover, to foster the spirit of “help others equals help yourself,” we will host blood donation events each quarter and in 2011, we donated a total of 303 bags of blood.

Onsite Physicians and Nurses

Currently 13 onsite nurses along with professional physicians are allocated for each plant to provide employees with all kinds of medical consultation services. Each plant also features health center, message services, nursery rooms, and health examinations to track and improve the health of our employees and provide employees with emergency medical services. In addition, employees can interact with onsite physicians online through the email accounts of stationed physicians in the Outlook All Groups. We have also reached agreements with neighboring hospitals to provide necessary referral or project based medical services.

Massage Services Provided by Visually Impaired Masseurs

Since 2006, we started to offer long-term employment to professional, blind masseurs to provide convenient massage services to all employees at their plant and we support minority groups in society with employment opportunities and actions. Currently, a total of seven professional blinded masseurs are employed and they are entitled to the same benefits as other employees. In 2011, 212 employees have received massage services and the total hours of service reached 985.5 hours.

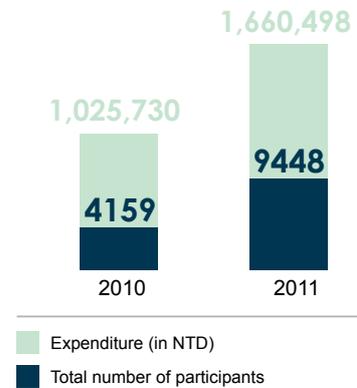
Health and Weight Management

According to the employee obesity survey conducted by the Bureau of Health Promotion in 2010, among all employees surveyed, 22.7% are overweight and 11.8% are identified as obese. However, our 2010 employee health examination result revealed that 23.5% of our employees are overweight while 20.7% have reached the obesity standard, and they all surpass the statistics published by the Bureau of Health Promotion. In view of this, we followed the “2011 Healthy and Energetic Taiwan” policy initiated by the Bureau of Health Promotion in 2011 and chose/set 2011 as our “Health and Weight Management Year” to implement a 5 month “Health and Weight Management” event. With this event, we hoped to both foster a non-smoking culture at the workplace as the first step toward a healthy work environment and encourage an atmosphere in which employees can voluntarily maintain their weight to shape the workplace into a health facilitating domain and achieve the goal of a healthy workplace.

In 2011, a total of 246 employees signed up for this event and of the total weight loss reached 302 Kg. Because of our excellent weight loss result, we were recognized by the Bureau of Health Promotion and awarded with the Badge of Accredited Healthy Workplace.



Expenditure and Participant Statistics of Health Management Event



Bidirectional Communication and Psychological Counseling Mechanism

To more effectively engage in bidirectional communications with employees, listen to employee concerns, and adequately provide assistance and rectification measures, we have classified employees into four types: existing employees, new employees (employees working at the company for less than 3 months), apprentice, and employees who have submitted their resignation applications, and adopt different communications and psychological counseling mechanisms accordingly.

Type	Description - Bidirectional Communication and Psychological Counseling Mechanism
Existing Employees	<ul style="list-style-type: none"> ● Got something to say" email box is available and a dedicated specialist will handle and reply to inquiries within 24 hours and employees can provide their input anytime they prefer ● Interactive occasions such as monthly meeting, coffee time, seminar, and seminar luncheon are available at each plant to understand employees' concerns and listen to their suggestions ● A labor forum is hosted once every quarter for top management and employees to communicate and discuss all topics of concern: employees will select their own representatives and they will collect and submit employee opinions before the forum for corresponding departments to reply to and further discuss at the meeting.
New Employees	<ul style="list-style-type: none"> ● New employee orientation: an orientation will be provided on the first day employees come on board and topics covered include company introduction, employee code of conduct, work rules, safety and health regulations, etc. and a number of channels are available for new employees to provide feedback and opinions. ● New employee opinion survey: a questionnaire will be sent to new employees one month after they come on board to assess their level of satisfaction regarding the interview process, onboard process, orientation, job coaching, and personal preference and to understand their status and individual perceptions towards the job. ● Learning records: every new employee will receive a coaching journal to record their learning progress and comments from supervisor and counselor.
Apprentices	<ul style="list-style-type: none"> ● Apprentices refer to students who take their internship at the plant. Each apprentice is assigned an onsite teaching assistant to watch over their life and learning progress. ● A questionnaire is provided to apprentices and their supervisors to assess their coping status and confirm if job assignments are appropriate. ● For students exhibiting signs of poor adaption, they will receive individual consultation from their onsite teaching assistant and interviewed by the HR department on a weekly basis to provide them with timely support
Leave Management	<ul style="list-style-type: none"> ● We have a job termination procedure and regulations in place. After employees submit their resignation application, the HR department will conduct individual interviews with the employee and supervisor to assess the reason of resignation, issues encountered, and support that the company can provide, and recommendations they have for the company. ● If their reasons are special situations such as marriage, relocation, or continuing education, the company will respect employees' decision and provide necessary support such as transfer to another plant or affiliates to continue their career. ● If employees are willing to resume their career at our company or affiliates, as long as they leave the company less than 3 months, we will still count their prior years of experience at our company.

Care for Foreign Workers

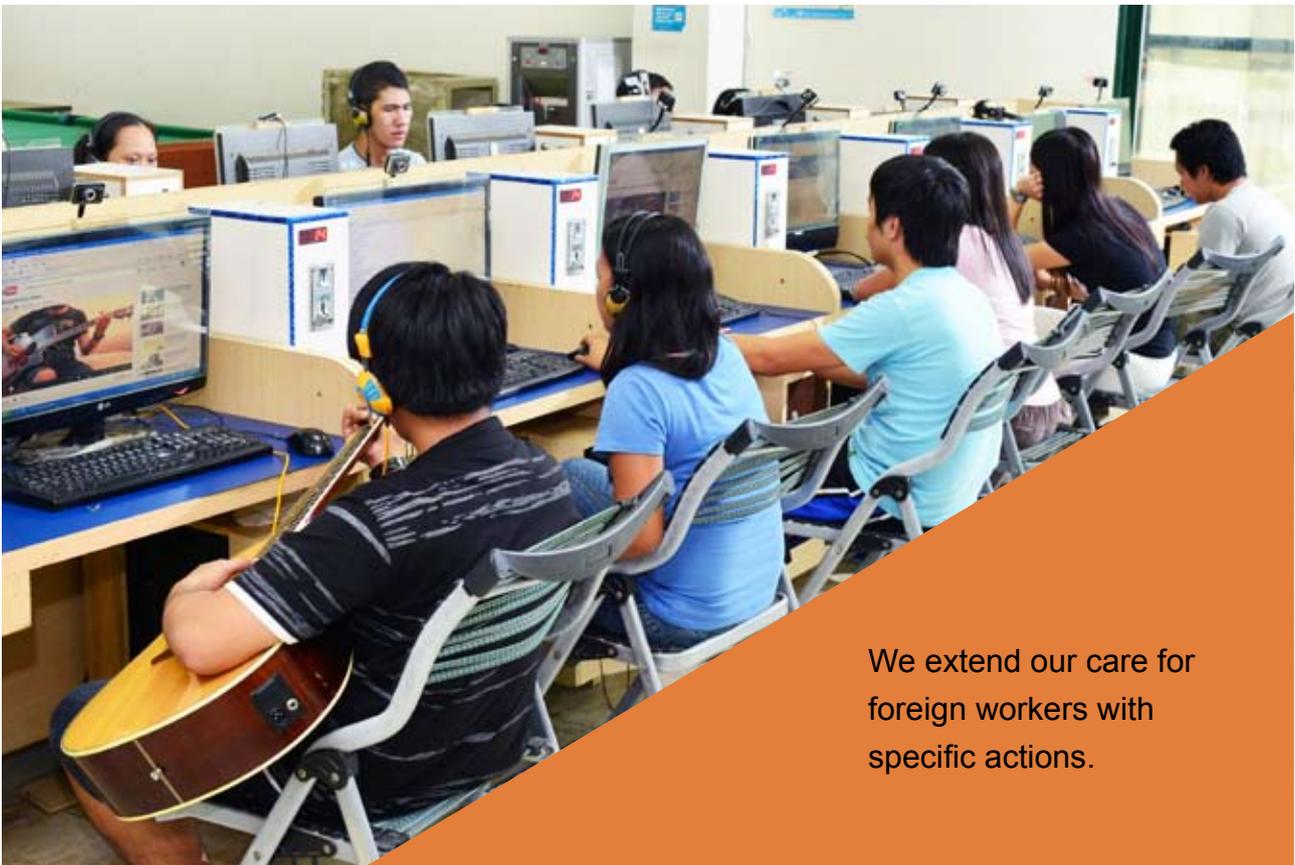
Unimicron's corporate culture emphasizes "dedication, harmony, comfort and happiness" and the word harmony indicates our expectations that employees must get along like families and support one another.

For foreign workers who have come a long way from their countries to create a better future with us, we uphold the spirit of "we are the world and we are all a part of Unimicron", empathy, care, and dedication to provide a full-range daily support to care for their mental, physical, and spiritual health, and express our care for them with specific actions.

To facilitate life for employees coming from out of the town and foreign workers, we offer full featured employee dorms with a capacity to accommodate 2,600 employees and they can select their desired rooms based on budgets. In addition to sufficient personal space, the dorms feature recreational sites for dorm residents to engage in sports and relaxation, dedicated parking lots, food vending machines, and 24 hour onsite security service to ensure safety for employees.

Regarding their physical and mental health, we hire foreign administrators of the same nationality as the foreign workers to assist them in their daily life, provide life counseling, and translate for them to reduce the barriers caused by their nationalities, languages, and cultures. Also, all sorts of health enhancing activities are regularly hosted each year, including: sports day, paint ball games, mid-autumn BBQ, Christmas Parties, etc.

In terms of communications with foreign workers, foreign administrators and HR managers will communicate with representatives of foreign workers at monthly meetings. Besides promoting upcoming corporate events, policies and regulations, we will assess the needs and recommendations of foreign workers at the meeting and communicate with them in real time to thoroughly fulfill our commitment for foreign workers in all life dimensions (food, clothing, housing, transportation, education and entertainment).



We extend our care for foreign workers with specific actions.



- Feature prayer rooms for foreign workers to seek their spiritual comfort

Care Measures for Foreign Workers

Items	Care Measures
Food 	<ul style="list-style-type: none"> • Offer diverse meal choices for foreign workers at employee cafeterias • Set vending machines at dorms to provide foreign workers with 24 hour services
Clothing 	<ul style="list-style-type: none"> • Uniforms are offered at the workplace and Polo shirts and jackets are provided to foreign workers as their casual dress during their free time
Housing 	<ul style="list-style-type: none"> • Provide independent dorms for foreign workers and they are not required to share rooms with local employees to ensure their privacy rights • Provide computers for foreign workers to go online and contact their families back home • Filipino TV channels are available at the dorms to alleviate homesickness for foreign workers • Feature prayer rooms for foreign workers to seek their spiritual comfort • Dorms are regularly sterilized
Transportation 	<ul style="list-style-type: none"> • For the Hsinchu and Luichu sites, the dorms are located outside the facilities and shuttle services are available between the dorms and plants to ensure their safety.
Education 	<ul style="list-style-type: none"> • Host regular training sessions to improve their safety at work and sharpen their professional skills • Onsite physicians are available to ensure foreign workers can work without worries • Regular employee symposiums are hosted each quarter • Set up complaint box
Entertainment 	<ul style="list-style-type: none"> • Regularly host recreational activities to ensure balance between work and life. For example: sports day, ball games, mid-autumn BBQ, Christmas Mass and Family Day
Other 	<ul style="list-style-type: none"> • Set up foreign administrators to provide foreign workers with life counseling and medical assistance • Host regular life care interview • Host regular foreign employee symposiums and list their concerns and complaints

Supply Chain Management

Inspired by the vision of “being a world leading company”, we treat fulfilling our CSR as the basic principle we follow for all our business activities. We understand that this will help Unimicron become an international company, and thus, all our customers, employees, and collaborating suppliers should follow and enforce this guideline.

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- Customer Satisfaction Assessment and Management 69

It is rooted in our belief that the understanding and collaboration of the entire supply chain toward CSR is the key for us to facilitate the fulfillment of our CSR. Thus, we team up with our customers and suppliers to construct a stable and sustainable supply chain and with this idea in mind to establish a cross departmental Supply Chain Committee. Through regular consultation and audits, we help our suppliers engage in the following initiatives: improving their quality systems, protecting the environment, green procurement and plant safety.

We follow international standards and regulations such as EICC, ISO14001, RoHS, and PFOs and established corresponding management systems or regulations based on the environmental, human rights, safety, and health principles outlined in the above international standards. Our Material Management Division regularly promote relevant supply chain activities and communicate with suppliers frequently to create a win-win partnership.





Request Suppliers to Sign Business Ethics and Social Responsibility Compliance

Starting from 2011, all our raw material suppliers are required to provide their Business Ethics and Social Responsibility Compliance. This compliance is created based on EICC, ILO conventions and the SA8000 standard and covers behavioral ethics, human rights, and environmental related clauses. Currently, 80% of our suppliers have signed this compliance and we plan to require all suppliers and contractors to sign this document in 2012.



Supplier Auditing and Counseling

In an effort to upgrade overall competitiveness for the entire supply chain, we have established a supply chain task force to conduct regular supplier audits and inspections. Besides evaluating suppliers based on their quality, price and quality, service quality, environmental protection effort, work safety, health, and technology to ensure their quality standards, we also uphold the spirit of PDCA to assist our suppliers to track the root causes of their weakness to provide timely and necessary support and maintain the strongest competitiveness for the entire supply chain.

To ensure that all suppliers thoroughly understand and fulfill their CSRs, we will host EICC training seminars. Before their audits, we will first communicate with them and provide necessary training and prepare all relevant documents, stress and promote CSRs internally and externally, and communicate with suppliers via CSR and EICC promotion conferences.

In terms of implementation, suppliers are requested to meet EICC and relevant environmental requirements to conduct a self-assessments before our field audits. For suppliers not complying with requirements, they will need to set an improvement action plan. If they fail the assessment again, they will be removed from our qualified supplier list. In 2011, we hosted a Supplier EICC Promotion Conference and sent 93 invitations. A total of 83 suppliers participated in the conference, or a 90% participation rate. We also hosted another Energy Saving and Carbon Reduction Promotion Conference to promote energy efficient lamps and 55 suppliers joined this conference.

In the future, we plan to hold regular high end supplier conferences and recognize top performing suppliers and summon/call technology forums to improve our product development roadmap, our management mindset, and philosophy about environmental protection and CSR.



Customer Satisfaction Assessment and Management

We pursue the goal of becoming the best business partner for our customers and offer top quality products to ensure their satisfaction. To acquire customer information and gain a deep understanding into their needs and expectations for our product quality and service, technology, price and delivery dates, we will conduct a regular customer satisfaction survey every 6 months or 12 months to assess the needs and expectations our customers have for us.

After the survey is complete, we will discuss ratification and improvement plans at the review meetings based on trends analyzed from gathered customer satisfaction questionnaires and customer QBRs, implement corresponding measures accordingly, and include the measures in the KPI assessments for departments. This not only can increase customer satisfaction, but also serves as reference for us to adjust corporate strategies and development direction.

Unimicron

Suppliers' Social Responsibility Letter of Commitment

1. Compliance with the statutory remunerations and working hours, including payment to meet the statutory minimum wage, and shall not exceed the statutory maximum extent of the working hours and work overtime.
2. Prohibition of the employment of child labor: hiring labors under the legal minimum age is prohibited, while legitimate apprenticeships such as school-to-work and technical students are excluded.
3. Prohibition of forced labor: any form of involuntary labor employment is not allowed, such as imprisonment, offset debt, repossessed or other form of involuntary labor.
4. Prohibition of discrimination: employment is not differed by race, color, age, sex, sex orientation, disability, pregnant, belief, political standpoint, union membership or marital status.
5. No interference in the willingness of employees to participate in the legitimate associations or unions; employees have the freedom to participate in associations
6. Do not offer any cash or non-cash presents to Unimicron's employees
7. Follow related laws and Unimicron's policy on conflict of interest, accepting and offering presents, business trips, hospitality, entertainment, agency, and bribery remuneration etc.

Supplier _____

Representative _____

Community Initiatives

We faithfully follow the philosophy “taking from the society and giving back to the society.” From cultivating the local communities of branches across the world, contributing to boundaryless charity events, to sponsoring social and charity development, we have seen increasing trends in our commitment over the years. Besides sponsoring R&D efforts in the academic community, talent cultivation and charity events, we further encourage our employee association to involve in our social participation initiatives to expand the scope of benefits and influences.

We fulfill our CSR and contribute to the society with specific actions. In the future, we promise to continuously consolidate our corporate, social, and employee resources to support social charity events.

- Sponsorship for R&D Activities in the Academic Community and Talent Cultivation 70
- Job Fairs and Workplace Experience for Youth 71
- Care for Minority Groups and Participation in Social Welfare Activities 72
- Promotion of Environmental Protection and Protection of Bio-Diversity 72
- Social Participation and Achievement 73

Sponsorship for R&D Activities in the Academic Community and Talent Cultivation

We have engaged in long term Academia-industry cooperation programs and established a long term partnership with National Central University, National Taiwan University, National Tsing Hua University and Zhongxin High School. Through sponsoring talent cultivation and campus activities, and providing scholarships for master’s and PhD candidates and high schools, we encourage students to focus on their studies and improve R&D qualities, and we expect to enhance synergy to attract potential employees and talent. We believe that by consolidating academic and corporate resources, we can cultivate more brilliant elites with solid academic and industrial experiences for society.





Job Fairs and Workplace Experience for Youth

As a reflection of the financial crisis and economic fluctuations, employment for the youth has become the most important social issue in Taiwan. As a pioneer in a key industry, we participate in campus recruiting fairs each year and invite graduates from the R&D, sales, and manufacturing related fields to join us. This not only increases the employment opportunities for the youth, but allows us to contribute to our responsibilities by offering the youth with on-the-job training and career development plans.

In responding to the call of the government to create employment opportunities, we have participated in the Sustainable Employment Program and hired unemployed laborers, help them to return to workplace, regain their confidence, and reshape their employability. In 2011, we participated in the On-the-Job Youth Training Program to offer new, inexperienced graduates with employment opportunities and, through internship programs, assist students in experiencing the workplace and establishing their employment competitiveness. Additionally, we have been selected to receive the Employment Contribution Award from Ministry of Economic Affairs and Council of Labor Affairs, Executive Yuan twice in 2011.



Care for Minority Groups and Participation in Social Welfare Activities

With regards to our care and support for minority groups, besides our cash donations, we further provide job and part time opportunities to develop their “Helping People to Help Themselves” concepts and ability to integrate into society.

We encourage employees to voluntarily contribute to charity events. Through the appeals of our internal employee association, our employees initiate regular material donation events during major festivals (Dragon Boat Festival, Mid-Autumn Festival, and Christmas). With the support of our passionate volunteer groups, the gathered materials are delivered to low income families in Hsinchu, Ren-ai Senior Citizen's Home, Family Support Centers, Blue Sky Home, Youth Outreaching Social Service Centers, Miaoli Toufen Shengfangji Orphanages, minority families, independent-living seniors, low income families in Taoyuan and disadvantaged families and indigenous tribes in Lala Mountain, etc. With our practical action, we continue to spread love and care to people in need.

Promotion of Environmental Protection and Protection of Bio-Diversity

Deguei Creek Clean-up Project



Before



After

To protect the environment and realize our philosophy of sustainable development, we started to clean up the Deguei Creek behind the Hsinfeng site since 2009 to greenify the landscape and finally adopted the river course. The Deguei Creek Clean-up Project was conducted based on the concept of respecting, following, and integrating with nature to improve water flow facilitating functions and effectively alleviate the influence and damage caused by rainstorms.

In this river renovation project, we have effectively improve the water flow, facilitating the function of the river, alleviate the damage and influence caused by rainstorms, accelerate the speed of water flow under nature conditions, and improved the dragging power of the river to avoid deposits in the river course; Furthermore, by implementing designs for banks along the river, we can increase the level of dissolved oxygen in the water to enhance its look and natural purification ability, avoid occupation of dominating species, restore natural balance and environmental health, achieve the goal of sustainable development, and develop the natural environment for the local community.

Additionally, to promote environmental concepts to neighboring communities, consumer segments and schools, we have further launched a number of outreach programs including street-sweeping activities, mountain cleaning, Family Day, family support center and flea market charity sales, etc.

Social Participation and Achievement

Besides participation in social charity events, we spare no pains in our devotion and commitment to social and public affairs; we hope that by consolidating government, corporate, and personal resources, we can contribute to our society in Taiwan and relevant industries. Through actively participating in national and (ex. Taiwan Printed Circuit Association, Taiwan Electrical and Electronic Manufacturers' Association, Allied Association for Science Park Industries) regional industrial associations, functional associations or ESH, and charitable organizations while playing the role of driving force, we expect to exert our influence and commit our corporate and personal resources to good deeds and foster a positive atmosphere in society and industry.

Social Investment by Unimicron and Employees

Year	Site	Project	Intended for/Recipient	Accumulated Family Benefited
2011	Hsinchu Site	Charity Sales Carnival	<ul style="list-style-type: none"> ● Taoyuan Family Support Center ● Hsinchu County Family Support Center ● Hsinchu City Family Support Center ● New Taipei City Family Support Center 	60
	Taoyuan Site	Charity Sales Carnival		48
	Taoyuan Site	Family Day Charity Sales		45
	Hsinchu Site	You are my Santa Claus Event	<ul style="list-style-type: none"> ● Miaoli Family Support Center ● Taoyuan Naluo Tribe 	250
	Hsinchu Site	World Vision – Sponsor Children Photo Exhibition	● Jianshin Township, Hsinchu County	300
	Hsinchu Site	Yearend Party Charity Event	● Miaoli Toufen Shengfangji Orphanages	60
	Hsinchu Site Taoyuan Site	Mid-Autumn Festival Moon Cake Gift Box Donation Event	<ul style="list-style-type: none"> ● Taoyuan Family Support Center ● Social Welfare Bureau , Taoyuan County ● Shengfangji OrphanagesBlue Sky Home ● Hsinchu Renai Children's Home ● SOS Children's VillageXiangyuan Correctional Facility ● Champions Education Association ● Tribes at Jianshin Township, Hsinchu County 	970
Total				1,733



List of NPOs We have Joined

National Industrial Organization/ Association

- Taiwan Printed Circuit Association(TPCA)
 - Taiwan Electrical and Electronic Manufacturers' Association
 - Taiwan Surface Finishing Association
 - Allied Association for Science Park Industries
 - Chinese Society of Mechanical Engineers
 - Chinese Excellent Management Association
 - Industrial Technology Research Institute- Advanced Stacked-System and Application Consortium
 - Industrial Technology Research Institute- Advanced Microsystems & Package Technology Alliance
 - The Institute of Internal Auditors, ROC
 - Computer Audit Association
-

Regional Association

- Taoyuan County Zhongli Industrial Park Association of Manufacturers
 - Taoyuan County Industrial Association
 - HsinChu County Industrial Park Association of Manufacturers
 - Chinese Human Resource Management Association
 - North Taiwan IT Industry HR Manager's Association
 - Packaging Industry Manager's Association
-

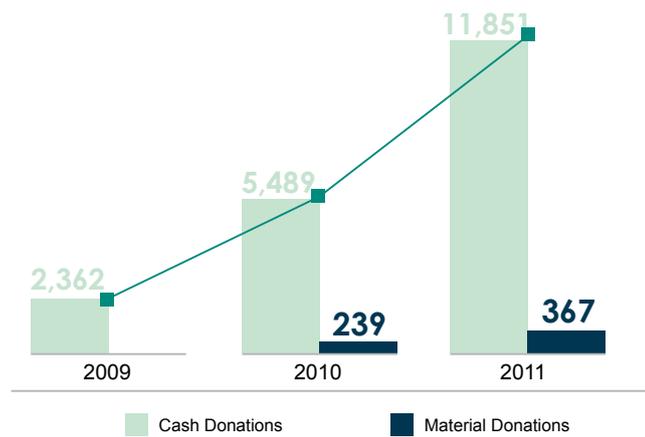
ESH Organization

- Taoyuan County Fire Protection Association
 - Hsinchu County Government Fire Bureau's Friend
 - Taoyuan County Police Office's Friends
 - Taoyuan County Government Labor Safety and Health Registration Family
 - Hsinchu County Nurses Association
 - Hsinchu City Nurses Association
 - Taoyuan County Nurses Association
-

Charitable Organization

- Zhongxin Cultural And Educational Foundation
 - Tosun Public Interest Foundation
 - Tsinghua Alumni Association
-

Total Amount of Cash Donations and Aid in the last three years



* The donation for Japan 311 Earthquake is included in the 2011 figure: NTD 3,417,668 by Unimicron employees and JPY 10 million by the company

Love Without Border- Unimicronians Created a Beautiful World with Love

Deeply rooted in Taiwan, besides devoted ourself to Taiwanese people, Unimicron is never far behind in caring for the world. From "Spread love to northern Thailand at Christmas", "Japan Earthquake Donation Event", to "Children Sponsorship Program", we are never absent and we bring the world closer together with love and create a beautiful new world together with our stakeholders.



SGS TAIWAN'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE UNIMICRON TECHNOLOGY CORP'S CORPORATE SOCIAL RESPONSIBILITY REPORT FOR 2011

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan was commissioned by UNIMICRON TECHNOLOGY CORP. (hereinafter referred to as UNIMICRON) to conduct an independent assurance of the Corporate Social Responsibility Report of 2011. The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text, and data in accompanying tables, contained in UNIMICRON's operational sites in Taiwan of this report.

The information in the UNIMICRON's Corporate Social Responsibility Report of 2011 and its presentation are the responsibility of the superintendents, CSR committee and the management of UNIMICRON. SGS Taiwan has not been involved in the preparation of any of the material included in the UNIMICRON's Corporate Social Responsibility Report of 2011.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification set out below with the intention to inform all UNIMICRON's stakeholders.

The SGS Group has developed a set of protocols for the Assurance of Sustainability Reports based on current best practice guidance provided in the Global Reporting Initiative Sustainability Reporting Guidelines and the AA1000 Assurance Standard (2008). These protocols follow differing options for Assurance depending the reporting history and capabilities of the Reporting Organisation.

This report has been assured at a Type 1, Moderate level of scrutiny using our protocols for:

- evaluation of content veracity;
- evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2008);
- evaluation of the report against the Global Reporting Initiative Sustainability Reporting Guidelines (G3.1 2011).

The assurance comprised a combination of pre-assurance research; interviews with relevant employees at headquarter of UNIMICRON in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant. Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS Taiwan affirms our independence from UNIMICRON, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with QMS, EMS, SMS, EnMS, GPMS, SA 8000, GHG Verification Lead Auditors and experience on the SRA Assurance service provisions.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the information and data contained within UNIMICRON's Corporate Social Responsibility Report of 2011 verified is accurate, reliable and provides a fair and balanced representation of UNIMICRON sustainability activities in 01/01/2011 to 12/31/2011.

The assurance team is of the opinion that the report can be used by the Reporting Organisation's Stakeholders. We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting. The report is the first to be assured by an independent assurance team and UNIMICRON has taken a bold step by offering the report to evaluation against both Global Reporting Initiative's G3.1 guidelines and the AA1000 Assurance standard. This shows a deserved confidence in their reporting process.

In our opinion, the contents of the report meet the requirements of Global Reporting Initiative G3.1 Application Level A⁺ and AA1000 Assurance Standard (2008) type 1, moderate level.

AA1000 ACCOUNTABILITY PRINCIPLES (2008) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**Inclusivity**

UNIMICRON has demonstrated a strong commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, consumers, investors, local communities, suppliers, media, NGOs and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. It is recommended to develop a stakeholder mapping process and to consider have direct involvement of stakeholders during future engagement.

Materiality

UNIMICRON has established and implemented appropriate process for determining issues that are material to the organization. The report has addressed the great majority of UNIMICRON's material issues at an appropriate level to reflect their importance and priority to the stakeholders. UNIMICRON may consider direct engagement to its stakeholders and formalized the engagement process as well as documented in future reporting.

Responsiveness

The report covered responsive to stakeholders and their concerns. Future reporting may focus on how the contribution is made to sustainable development outcomes.

GLOBAL REPORTING INITIATIVE REPORTING GUIDELINES (2006) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**Principles, Standard Disclosures and Indicators**

The report, UNIMICRON's Corporate Sustainability Report 2011, is adequately in line with the Global Reporting Initiative G3.1 application level A⁺. Contents of Disclosure on Management Approach may have more clearly defined policies and goals for each aspect. It is also recommended to have more disclosure on the performance of supplier chain management, sustainability strategy and material impacts.

Signed:

For and on behalf of SGS Taiwan



Dennis Yang, Chief Operating Officer
Taipei, Taiwan
12 July, 2012
WWW.SGS.COM



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Licensed Assurance Provider
000-8

GRI G.3.1 Index

GRI 3.1		Disclosure Items	Disclosure Level	page
Strategy and Analysis	1.1	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy.	●	4-5
	1.2	Description of key impacts, risks, and opportunities.	●	4-5
Organizational Profile	2.1	Name of the organization.	●	1
	2.2	Primary brands, products, and/or services.	●	10
	2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	●	11
	2.4	Location of organization's headquarters.	●	9
	2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	14
	2.6	Nature of ownership and legal form.	◎	8
	2.7	Markets served.	●	14
	2.8	Scale of the reporting organization.	●	14
	2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	No significant change
	2.10	Awards received in the reporting period.	●	15
Report Parameters	3.1	Reporting period for information provided.	●	1
	3.2	Date of most recent previous report	●	First publication
	3.3	Reporting cycle.	●	Annually
	3.4	Contact point for questions regarding the report or its contents.	●	1
	3.5	Process for defining report content.	●	26-27
	3.6	Boundary of the report.	●	1
	3.7	State any specific limitations on the scope or boundary of the report.	●	1
	3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	●	There are no joint ventures/subsidiaries etc
	3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	●	Refer to each chapter
	3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.	●	First Publication
	3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●	First Publication
	3.12	Table identifying the location of the Standard Disclosures in the report.	●	78
	3.13	Policy and current practice with regard to seeking external assurance for the report.	●	76-77
Governance, Commitments, and Engagement	4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	●	17
	4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	17
	4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	●	16
	4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	18, 26
	4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance.	●	18
	4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	16
	4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	●	19, 23
	4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	●	12, 20
	4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	●	23
	4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	●	17, 23
	4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	●	21
	4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	●	66
	4.13	Memberships in associations and/or national/international advocacy organizations.	●	74
	4.14	List of stakeholder groups engaged by the organization.	●	24-25
	4.15	Basis for identification and selection of stakeholders with whom to engage.	●	24
	4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	24-25
	4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	●	26-27

GRI 3.1		Disclosure Items	Disclosure Level	page
Economic		Disclosure on Management Approach	●	8, 14
ECONOMIC PERFORMANCE	EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	●	14, 75
	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	●	21, 32
	EC3	Coverage of the organization's defined benefit plan obligations.	●	55
	EC4	Significant financial assistance received from government.	●	13
MARKET PRESENCE	EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	●	57
	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	●	66-67, 48
	EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	●	51
INDIRECT ECONOMIC IMPACTS	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	◎	72
	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	●	70-71

GRI 3.1		Disclosure Items	Disclosure Level	page
Environmental		Disclosure on Management Approach	●	28
MATERIALS	EN1	Materials used by weight or volume.	●	48
	EN2	Percentage of materials used that are recycled input materials.	●	No relevant issues
ENERGY	EN3	Direct energy consumption by primary energy source.	●	34
	EN4	Indirect energy consumption by primary source.	●	34
	EN5	Energy saved due to conservation and efficiency improvements.	●	35
	EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	●	35
	EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	●	35
WATER	EN8	Total water withdrawal by source.	●	36
	EN9	Water sources significantly affected by withdrawal of water.	●	There is no relevant issues during the reporting period
	EN10	Percentage and total volume of water recycled and reused.	●	36
BIODIVERSITY	EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	●	All plants are located in the industrial area
	EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	●	No relevant issues
	EN13	Habitats protected or restored.	●	All plants are located in the industrial area
	EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	●	72
	EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	●	No relevant issues
EMISSIONS, EFFLUENTS, AND WASTE	EN16	Total direct and indirect greenhouse gas emissions by weight.	●	33
	EN17	Other relevant indirect greenhouse gas emissions by weight.	●	34
	EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●	35, 42-43
	EN19	Emissions of ozone-depleting substances by weight.	●	No relevant issues
	EN20	NO, SO, and other significant air emissions by type and weight.	●	38
	EN21	Total water discharge by quality and destination.	●	36, 38
	EN22	Total weight of waste by type and disposal method.	●	40
	EN23	Total number and volume of significant spills.	●	No relevant issues
	EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	●	No relevant issues
	EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	●	No relevant issues
Products and Services	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	●	36-41
	EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	◎	No statistical data and is expected to disclose in 2012
COMPLIANCE	EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations.	●	44
TRANSPORT	EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	●	43
OVERALL	EN30	Total environmental protection expenditures and investments by type.	●	44

GRI 3.1		Disclosure Items	Disclosure Level	page
Labor Practices and Decent Work		Disclosure on Management Approach	●	50
EMPLOYMENT	LA1	Total workforce by employment type, employment contract, and region.	●	52
	LA2	Total number and rate of employee turnover by age group, gender, and region.	●	52-53
	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	●	54
	LA15	Return to work and retention rates after parental leave, by gender.	●	55
LABOR/ MANAGEMENT RELATIONS	LA4	Percentage of employees covered by collective bargaining agreements.	●	No labor union
	LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	●	No labor union
OCCUPATIONAL HEALTH AND SAFETY	LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	●	45
	LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.	●	47
	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	●	62-63
	LA9	Health and safety topics covered in formal agreements with trade unions.	●	No labor union
TRAINING AND EDUCATION	LA10	Average hours of training per year per employee by employee category.	●	59
TRAINING AND EDUCATION	LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	●	58-59
	LA12	Percentage of employees receiving regular performance and career development reviews.	●	58

GRI 3.1		Disclosure Items	Disclosure Level	page
DIVERSITY AND EQUAL OPPORTUNITY	LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	●	56
Equal Remuneration for women and men	LA14	Ratio of basic salary of men to women by employee category.	●	57

GRI 3.1		Disclosure Items	Disclosure Level	page
Human Rights		Disclosure on Management Approach	●	56
INVESTMENT AND PROCUREMENT PRACTICES	HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	●	No relevant investment in 2011
	HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	●	100%
	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	●	57
NON-DISCRIMINATION	HR4	Total number of incidents of discrimination and actions taken.	●	No relevant issues
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	●	56
CHILD LABOR	HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	●	56
FORCED AND COMPULSORY LABOR	HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	●	56
SECURITY PRACTICES	HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	◎	57
INDIGENOUS RIGHTS	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	●	No relevant incidents
Assessment	HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	●	100%
Remediation	HR11	Number of grievances related to human rights filed, addressed, and resolved through formal grievance mechanisms.	●	No relevant issues

GRI 3.1		Disclosure Items	Disclosure Level	page
Society		Disclosure on Management Approach	●	70
Local communities	SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	◎	70-72
	SO9	Operations with significant potential or actual negative impacts on local communities.	●	No relevant issues
	SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	●	No relevant issues
CORRUPTION	SO2	Percentage and total number of business units analyzed for risks related to corruption.	●	100%
	SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	●	100%
	SO4	Actions taken in response to incidents of corruption.	●	No relevant issues
PUBLIC POLICY	SO5	Public policy positions and participation in public policy development and lobbying.	●	32
	SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	●	No relevant issues
ANTI-COMPETITIVE BEHAVIOR	SO7	Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.	●	No relevant issues
COMPLIANCE	SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	●	No relevant issues

GRI 3.1		Disclosure Items	Disclosure Level	page
Product Responsibility		Disclosure on Management Approach	●	13
CUSTOMER HEALTH AND SAFETY	PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	●	31, 66
	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	●	No relevant issues
PRODUCT AND SERVICE LABELING	PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	●	31-32
	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	●	No relevant issues
	PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	●	69
MARKETING COMMUNICATIONS	PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	●	66
	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.	●	No relevant issues
CUSTOMER PRIVACY	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	●	No relevant issues
COMPLIANCE	PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.	●	No relevant issues

● means fully disclosed ◎ means partially disclosed