

Unimicron

Unimicron Technology Corporation

2015 Corporate Social Responsibility Report



Editing Principles

Welcome to the 2015 Corporate Social Responsibility Report of Unimicron Technology (hereinafter referred to as Unimicron). This year, the CSR Report of Unimicron used the same cautious attitude to explain the investments and achievements after Unimicron entered into CSR 3.0 from the three levels, namely becoming the industrial pioneer, displaying sustainable care, and having sustainable business value and also to explain our achievements in the three major sustainable aspects, namely the governing aspect, social aspect, and environmental aspect to all the stakeholders.

Reporting Period

The information in this report covers Unimicron's various performance information, such as CSR managerial guidelines, critical issues, and responsive and action plans for the 2015 fiscal year (from Jan. 1st to Dec. 31st). For the sake of fully presenting some of the issues, information from Q1 of 2016 will also be presented. We plan on publishing the CSR Report periodically every year. The publication date of the last CSR Report was August



Scope and Boundary of Report

Taiwan Plants	Taoyuan	Shanying Plant, Hsingpong Plant, Luchu Plant, Herjiang Plant, Chungyuan Plant
	Hsinchu	Hsinfeng Plant, Renyi Plant
Mainland Plants	South China	Unimicron Technology (Shenzhen) Corp.
	East China	Unimicron Technology (Kunshan) Corp., Unimicron-FPC Technology (Kunshan) Inc., and Unimicron Technology (Suzhou) Co. Ltd.
New Scope	Taiwan	UniFresh International Co. Ltd.

Note: The number of employees and revenues covered in such boundary account for approximately more than 90% of the entire Unimicron, refer to the 2015 Annual Report for related information.

Explanation of the Representations of Subjects

For the sake of the convenience of narration and enhancing readability, "Unimicron" and "We" are used in this report to express "Unimicron Technology Corporation." "Taiwan Plants" represent the various plants in Taoyuan and Hsinchu, while "Mainland Plants" represent the plants in South and East China.

Options Followed by and Assurance of the Report

This report was prepared in accordance with G4 Version Guideline of the Global Reporting Initiative, GRI, where SGS-Taiwan Limited (SGS-Taiwan) carried out the external assurance, confirming this has met the requirements of G4 Core Options and Type 2, Moderate Assurance Level of Accountability of AA1000 Assurance Standards. Please do not hesitate to contact the Secretary Division of the CSR Management Committee using the following methods should you have any comments regarding the 2015 Unimicron CSR Report.

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Statement from the Chairman

Welcome to the CSR Report published this fiscal year by Unimicron. Faced with increased competition in the industry and market, as well as the rapid changes in the global environment and climate, as part of the high-tech industry, we deeply believe that with the power that a good social citizen has, he or she can become a vanguard of sustainable development and social responsibility. In this regard, in addition to providing the techniques and products to satisfy the needs of global customers, Unimicron also upholds four major topics on sustainability and actively heads toward environmental sustainability, care for employees and the society, and connecting with green future with big steps through transboundary innovation. The four major topics on sustainability are:

- Continual Participation in the Interaction Between Society and Stakeholders, Expand the Care for Underprivileged Groups
- Innovative Green Environmental Protection, Friendly Environment, Build a Win-Win for Sustainability and Social Responsibility
- Deepen Supply Chain Management, Create Shared Value
- Grasp the Movement of Economic Development, Optimize Corporate Governance

The sustainability that Unimicron pursues is not only a pursuit in enterprise development and a contribution in human life science and technology, it is also in the decrease of impact to the environment. The innovation that we promote is not only in the enhancement of product technologies, it is in being beneficial to the community, society, and the environment of the Earth.

Internally, we have continued to pay attention to and improve the possible impacts and influence to the environment during the operating process. Through systematic management and complete analysis of data and records, the dedicated staff in each unit of each Unimicron plant can all be equipped with the ability to find solutions to reduce or eliminate environmental impact from existing business activities and take a step further to think about how to enhance the usage efficiency of energy resources, whereby reducing greenhouse gas emissions.

Externally, we have strengthened communications and connections. In addition to actively participating in industrial organizations, sharing industrial professionalism and experience, we also entered deep into the community, enhancing connections with community residents, schools, and NPOs, and deepening social benefits in the exchanges and interactions. “Sunrise Public Welfare Convenient Store” promoted by Unimicron’s Shanying Plant and counseling local smallholders are models where we used strategic CSR thinking to expand the benefits of love.

For the part on innovation, we start from customer value, creating new business opportunities for the enterprise. According to the long-term observations of global sustainable trends, Unimicron used its existing core advantage, focusing on the issue of “technological agriculture,” and founded “UniFresh Farm.” In combination with Unimicron’s agricultural scientific and technological techniques, this helped respond to “United Nations Sustainable Development Goals (SDG),” creating an environmentally-friendly and sustainable green future.

As a responsible company, in addition to being committed to creating a good workplace environment and improving relevant welfare systems, Unimicron also constantly thinks about how to balance “customer demands and employee care,” so that under the situation where the human rights and work needs are being cared for, through the cultivating and training mechanisms of the Company, more of the employees’ potentials are stimulated. Not only can this raise company competitiveness, this can also extend and diversely develop the career of employees.

Under the industrial level’s strong competition and labor transition, as well as the continuous concern of global customers on supply chain CSR issues, Unimicron will continue to fulfill its persistence and promises to sustainability. Through continuous communication with the customers, being concerned of, responding, and disclosing related information on labor rights and CSR, while, at the same time, cooperating with external partners, including the stakeholders concerned about Unimicron, we will make every effort to implement the most positive contributions to environmental protection and social care and continue to create the shared value of sustainability.

Unimicron Technology
– Chairman and Chief
Executive Officer



Tzyy Jang (T. J.) Tseng





Unimicron Technology

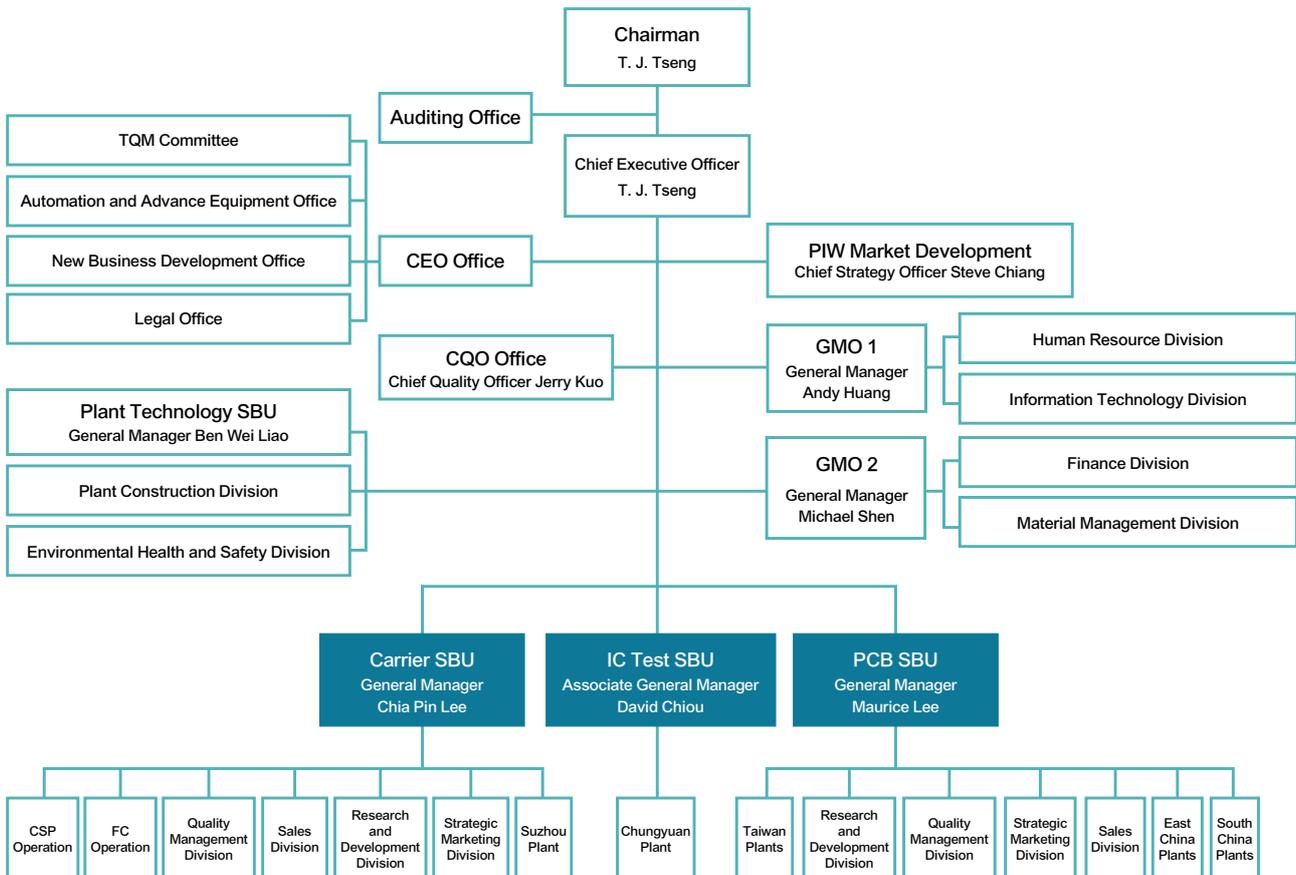


Unimicron Technology (hereinafter referred to as Unimicron) was established in 1990 and specializes in the manufacturing, processing, and sales of printed circuit boards (PCB), high density interconnection (HDI), flexible print circuit boards (FPC), rigid-flex boards, IC carriers (Carrier), IC testing and burn-in service. Unimicron's corporate vision is an expectation to become "a world-class high-tech company recognized for its high added value, high service quality, high productivity, and emphasis on innovative services."

Since its founding, in addition to Unimicron embracing the philosophy of total quality management (TQM), valuing customer satisfaction and supreme quality, persisting in innovation and improvement, advancing its operation performance, and effectively leading the Company to become a world-class leading company in the industry, through innovative green thinking, Unimicron also develops high-end products and expands high-end production to adhere to the commitment to environmental sustainable development, to actively use corporate resources to fulfill corporate social responsibility and create the greatest well-being for the employees, shareholders, the community, and all the stakeholders.

Unimicron

Company Name	Unimicron Technology Corporation (Stock Symbol: 3037)
Date of Establishment	1990.01.25
Company Headquarters	Guishan Industrial Park, Taoyuan, Taiwan
Total Capital	NTD\$15.39 billion
No. of Employees	24,583 people (2015/12/31)





Products and Services

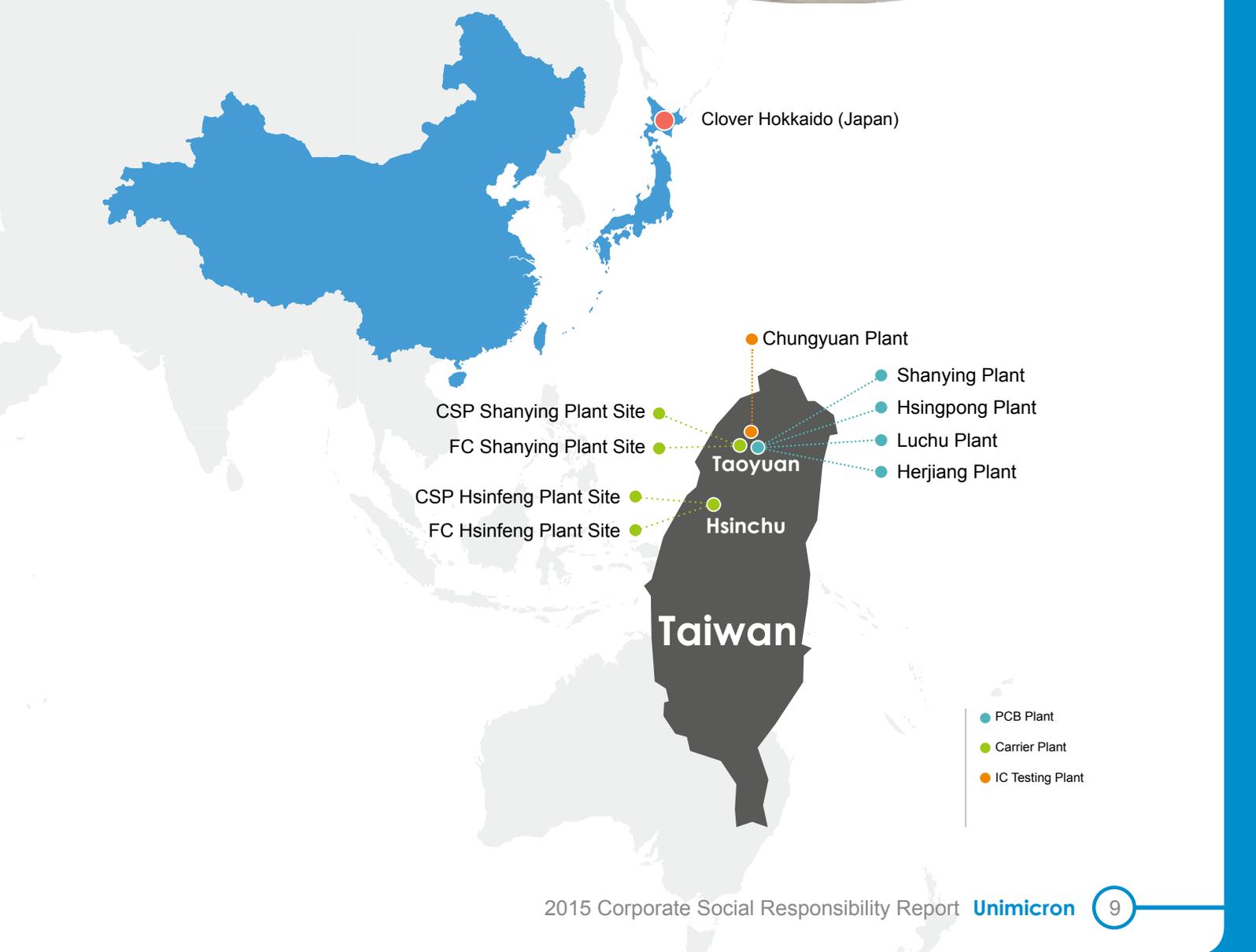
Made up of three strategic business units (SBU), namely PCB SBU, Carrier SBU, and IC Test SBU, Unimicron is currently among the top PCB and carrier manufacturers in the world and a major supplier of HDI PCBs and carriers for world advanced mobile phones.

Manufacturing bases are mainly set in Taiwan (Taoyuan, Hsinchu), Shenzhen of South China, and Kunshan and Suzhou of East China – Plants in China specialize in mass production, while those in Taiwan provide high-end products to serve the market. In addition, to instantly respond to the demands of customers, besides establishing sales departments and representative offices in America, Europe, and Asia, there are also manufacturing bases in Germany and Japan to serve the customers there.



RUWEL Geldern (Germany)







Sustainability Value Management



Sustainability Value Management

Unimicron's corporate vision is an expectation to become "a world-class high-tech company recognized for its high added value, high quality, high productivity, and emphasis on innovative services," to uphold the TQM philosophy, with Plan-Do-Check-Act (PDCA) as the aim for continuous improvement within the process of business continuity, implementing corporate social responsibility. In order to create value for the employees, shareholders, and all the stakeholders, we use the four major topics and seven major promises on sustainability as the goal, expecting to become an enterprise that takes into account both growth and sustainable development.

Four Major Topics



Continual Participation in the Interaction Between Society and Stakeholders, Expand the Care for Underprivileged Groups



Innovative Green Environmental Protection, Friendly Environment, Build a Win-Win for Sustainability and Social Responsibility



Deepen Supply Chain Management, Create Shared Value



Grasp the Movement of Economic Development, Optimize Corporate Governance

Seven Major Promises on Sustainability

- 1 To enforce corporate governance, enhance information transparency, and protect and respect the interests of shareholders and stakeholders.
- 2 To promote Company management with high ethical standards, require all employees to fully observe laws and integrity principles, respect human rights, protect intellectual property, and prevent improper transfer of benefits which jeopardizes the rights of the Company, customers, and suppliers.
- 3 To strictly comply with the labor laws, customer demands, the Electronics Industry Code of Conduct (EICC), and other international standards at the local site of operation to ensure equal employment opportunities, humane treatment, employee communication, working conditions, and other requirements.
- 4 To establish supplier management system and standards, regularly communicate with suppliers to establish a win-win stable, sustainable, and strategic partnership, expand procurement of environmentally-friendly products and forbid the use of conflict mineral products.
- 5 To participate in social welfare and emergency relief activities in accordance with the philosophy of "Taking from the Community and Giving back to the Community" to share love, give back to the community, and fulfill our social civic responsibilities.
- 6 To continuously cultivate our techniques and innovation according to HSF Quality Policy in order to meet customer and market demands; and to be actively involved in green environmental initiatives and low-cost manufacturing processes so as to solidify our core competency.
- 7 To implement environment and hazardous substance organizational operation management systems, comply with environmental protection and occupational safety regulations, respond to the green movement – "Reduce, Reuse, Recycle," implement energy conservation and waste reduction, and build a safe and comfortable working environment according to occupational safety and health, environmental protection, and energy policies.



Sustainable Plan – Recreate New Corporate Value

To ensure business continuity, we have prudently set our strategies for short-term, mid-term, and long-term development plans. The main goals are to break through with innovation, develop new business opportunities, and enhance corporate value.

Unimicron’s new era IC substrate plant that began construction at the end of 2012 has started production in the second half of 2014. Responding to the future technological development, many new cooperative projects with customers were opened up at the same time to develop new materials and manufacturing processes.

Luchu III Plant of PCB Business Department will act in concert with the expansion of high HDI in the market and is expected to have the opportunity for full production in the second half of 2016.

Jining, Shandong or Huangshi, Hubei are predetermined potential new production bases for Mainland plants and depending on future market demands, we will expand car-use, memory, consumer electronic products and other applications by phase.

FPC Business Department will continue and strive to adjust product structures, raise technical capabilities, and expand application markets.

In addition, through organizational streamlining, manufacturing process upgrade, yield and quality improvement, focusing on green environmental protection, fulfilling corporate responsibilities, and other strategies, besides improving productivity and profitability and providing products that satisfy the demands of customers and global trends, we can also enhance the sustainable value of the enterprise even more.



Communication of Value

We uphold the principles of integrity and innovation, develop high-speed performance and green environmentally-friendly solutions in accordance with the global customer demands, strengthen the conducts of corporate social responsibilities, and implement sustainable environmental protection. Unimicron not only provides products, but a value that surpasses customer expectations. In order to communicate the value we created with the vast number of stakeholders, we have built a smooth channel to maintain a grasp on trends and comments and to respond and act in a timely manner.

Sustainability Value Management

Stakeholders	Category	Communication Channels	Communication Frequency	Sustainable Issues of Concern
 Shareholders, Investors	Individual Shareholders	Annual shareholders' meeting	Once a year	Corporate Governance Corporate Business Strategies and Sustainable Development Corporate Financial Situation and Profitability Research, Development, and Innovation of Technology Information Openness and Transparency Research, Development, and Innovation of Technology
		Quarterly investors' meetings	Four times a year	
		Quarter / Annual financial reports published according to regulations	Four times a year	
		Responding to telephone or email inquiries and requests	From time to time, at any time	
		Disclosure of important information on official corporate website	From time to time, at any time	
	Institutional Shareholders	Quarterly investors' meetings	Four times a year	
		Attending local and international investment forums held externally from time to time (including international road shows)	2 times in 2015	
		Meetings or phone contacts with investment institutes from time to time	From time to time	
	Board of Directors	Board meetings	6 times in 2015	
		Audit business reports	Regularly	
Yearly internal control declaration		Regularly		
		Salary and Compensation Committee	3 times in 2015	
 Customers	-	Customer audits	Regularly	Business Integrity Prevention and Control of Environmental Pollution Quality of Products Information Security Customer Relationship Management
		Various business meetings	Regularly	
		Customer satisfaction surveys	Regularly	
		Technical seminars	From time to time	
		EICC / CSR audits	Regularly	
 Employees	-	Direct supervisors	From time to time, at any time	Labor Relations and Employee Care Occupational Safety, Health, and Care of Employees Regulatory Compliance Human Rights Corporate Image Employee Career Development Employee Wages and Benefits
		Dedicated HR staff	From time to time, at any time	
		Corporate website	From time to time	
		Corporate bulletin boards	From time to time	
		Employee suggestion mailbox	From time to time	
		Employee seminars / Regular labor forums	From time to time / Quarterly	
		Employee satisfaction surveys	Once a year	
		Monthly meetings for each division of each plant	Regularly	
		Channels for employee appeals	From time to time, at any time	
		Employee Welfare Committee and associations formed by employees	From time to time	
		Functional committees	Regularly	
		Themed activities	From time to time	
		Training courses and policy advocacy meetings	From time to time	
 Suppliers	-	Regular supplier meetings	Regularly	Corporate Governance Supply Chain Management Corporate Financial Situation and Profitability Information Security Information Openness and Transparency
		Regular audits, evaluations, and counseling	Regularly	
		Channels for supplier appeals	From time to time, continually	
		Technology seminars	From time to time	
		Horizontally-expanded projects	From time to time	
		Supplier management platform	Regularly	
		Supplier educational training	Regularly	
 Government and Competent Authorities	Printed Circuit Board Associations	Official documents	From time to time	Regulatory Compliance Greenhouse Gas Management Energy Resource Use and Management
		Participation in routine committee meetings for the setting of policies	From time to time	
	Electronic and Electrical Associations	Responding to the inquiries of competent authorities and providing supplementary information	From time to time	
		Communities	Disclosure of important information and provision of relevant reports as required by competent authorities	
 Communities	-	Corporate website	From time to time	Community Participation and Feedback Regulatory Compliance Prevention and Control of Environmental Pollution
		Fellowship of manufacturers	From time to time	
		Community events	From time to time	



Sustainable Achievements

In order to ensure that sustainable topics and promises can be completely fulfilled, Unimicron's Sustainable Committee plays a key role, where confirmation and analysis are made and carried out each year for the overall strategy, direction, and goal, and for the items that have not been achieved, review and countermeasures for improvement are proposed. Moreover, through the opportunities of participating in occupational safety, environmental protection, information disclosure, various representative awards and appraisals, and through external perspectives, Unimicron also expects to confirm and understand whether the investment and performance results in all aspects meet the expectations of the stakeholders, and will use these as our important references for continual improvement.

	Topic	Strategy	Course of Action
 <p data-bbox="268 904 560 1025">Continual Participation in the Interaction Between Society and Stakeholders, Expand the Care for Underprivileged Groups</p>	<p data-bbox="612 831 847 857">Raise employee satisfaction</p> <hr/> <p data-bbox="612 1043 879 1128">Assist the disadvantaged / non-profit organizations in economic self-sufficiency</p>	<p data-bbox="940 757 1398 813">Strengthen the health management of employees, care for the physical and mental health of employees</p> <hr/> <p data-bbox="940 893 1334 920">Continue the improvement of work environment</p> <hr/> <p data-bbox="940 1014 1406 1041">Continue to sponsor the long-term funding of campuses.</p> <hr/> <p data-bbox="940 1120 1422 1176">Profit of public welfare convenient stores is donated to the underprivileged groups</p>	
 <p data-bbox="268 1323 549 1444">Innovative Green Environmental Protection, Friendly Environment, Build a Win-Win for Sustainability and Social Responsibility</p>	<p data-bbox="612 1312 842 1339">Green friendly environment</p> <hr/> <p data-bbox="612 1487 762 1514">Health and safety</p>	<p data-bbox="940 1238 1350 1294">Promote energy-saving projects to reduce carbon emissions</p> <hr/> <p data-bbox="940 1352 1390 1408">Promote water-saving projects to save water resource quantity</p> <hr/> <p data-bbox="940 1487 1401 1514">Promote various occupational health and safety actions</p>	
 <p data-bbox="268 1650 564 1706">Deepen Supply Chain Management, Create Shared Value</p>	<p data-bbox="612 1574 895 1659">Promote various activities on green production and reduction of hazardous raw materials</p> <hr/> <p data-bbox="612 1709 855 1765">Set sustainable development supply chain policy</p>	<p data-bbox="940 1608 1390 1635">Comply with customer CSR / EICC audit requirements</p> <hr/> <p data-bbox="940 1709 1414 1765">Establish supply chain communication platform / Execute the audit of strategic suppliers</p>	
 <p data-bbox="268 1861 555 1948">Grasp the Movement of Economic Development, Optimize Corporate Governance</p>	<p data-bbox="612 1895 802 1921">Corporate governance</p>	<p data-bbox="940 1879 1385 1935">Comply with government decrees, implement integrity business management mechanism</p>	

Coverage for Review of Sustainable Achievements

Before 2014, the analysis and review of the Sustainable Committee were focused on Taiwan.

Starting in 2015, various Mainland Plants and the invested companies in Japan and Germany have also set related performance goals and reported back the quarterly regular tracking execution status to the headquarters.

In 2015, according to the mid-term sustainable plans and the major CSR issues, Unimicron has added the reduction of carbon emissions and water-saving project improvements, continued to strive for occupational safety and health-related awards, and promoted various green production, hazardous raw material reduction events, and CSR / EICC audit and eligibility requirements, etc.

Goal in 2015	Achievement Status	Goal Set for 2016
<p>1. The satisfaction of health promotion activities reaches 84. 2. The satisfaction of work environment reaches 75.</p>		<p>The satisfaction of health promotion activities reaches 88. The satisfaction of work environment reaches 75.</p>
<p>The amount of campus sponsorship and underprivileged group donation reached NTD\$1,000,000.</p>		<p>Promote corporate volunteer training rate to reach 100%. Continue to sponsor and donate to underprivileged groups.</p>
<p>1. Amount of carbon conserved for the year reaches 1%. 2. 0 cases of three major disaster (fire hazard, chemical hazard, occupational hazard) occurrences.</p>		<p>Amount of carbon conserved for the year reaches 1%. Control the No. of occurrence cases of the three major disasters.</p>
<p>The significant deficiency of customer CSR / EICC audit is 0 Execute the audit of strategic suppliers each year</p>		<p>Lower the significant deficiency of customer CSR / EICC audit. Actual audit achievement rate of strategic suppliers reaches 100%.</p>
<p>Continue to participate in corporate governance evaluation Continue to carry out business continuity management and drills Hold annual Sustainable Management Committee meetings</p>		<p>Maintain top 20% in corporate governance evaluation Implement the organizational operation of business continuity management Indeed hold Sustainable Management Committee meetings</p>



External Affirmation

Award Type	Awarded Plant	Award Title	Issuer	
 <p>Social Responsibility</p>	Unimicon (Kunshan)	Taiwan Top 50 Taiwan Corporate Sustainability Report Award	Taiwan Institute for Sustainable Energy	
		IT & IC Manufacturing Silver Medal Award		
		“Kunshan Model Workers Home”	Kunshan Federation of Trade Unions	
		Four-Star “Kunshan New Public Apartments”	Leading Administration of Floating Population in Kunshan	
		The 2nd Kunshan High-Tech Zone Sports Competition “Ethical Trend Award”	Organizing Committee for the 2nd Kunshan High-Tech Zone Sports Competition	
		Legal Cultural Construction Model in Suzhou	Publicity Department of Suzhou Municipal Party, China, Legal Governing Leading Group Office in Suzhou City, Suzhou City Bureau of Justice, Suzhou Bureau of Culture, Broadcasting and Television and Press and Publication	
		“Outstanding Corporate Membership Unit”	Kunshan Volunteer Association	
		“Scholarly Enterprise”	Kunshan Reading Festival Committee	
		Suzhou “Mom Station” Demonstration Unit	Suzhou Federation of Trade Unions	
		Kunshan “Credit-A Labor Protection Unit”	Kunshan City Human Resources and Social Security Bureau	
 <p>Environmental Protection</p>	Luchu II Plant	The 24th R.O.C. Annual Enterprises Environmental Protection Award Silver Medal Award	Environmental Protection Administration (EPA), Executive Yuan (EY)	
		2015 Model for Environmental Protection Specialist Staff (Waste Specialist – Yi-Cang Wen)	EPA, EY	
	Unimicon	Hsingfeng I Plant	2015 Model for Environmental Protection Specialist Staff (Wastewater Specialist – Nan-Zhang Zeng)	
		QCC National Unity Circle Special Group – Golden Pyramid Award (Environmental Circle)	Corporate Synergy Development Center	
	Precision S3 Plant	QCC National Unity Circle Perfection Group – Silver Pyramid Award (Establishment of Non-Toxic Healthy and Low-Potassium Vegetable Cultivation Technology)		
		2015 Public or Private Premises in Taoyuan City Air Pollutant Reduction Reward	Taoyuan City Government	
		2015 Hsinchu County Air Pollution Control Excellent Award for the Evaluation and Assessment of Dedicated Staff (Shyan-Ming Huang)	Hsinchu County Government	
	Luchu II Plant	2015 Carbon Reduction Action Award	EPA, EY	
		2015 Greenhouse Gas Emissions Verification Statement of the Organization	China Electronic Standardization Institute (CESI)	
		2015 Energy Resource Management System Certificate	Centre Testing International (CTI) Certification	

Sustainability Value Management

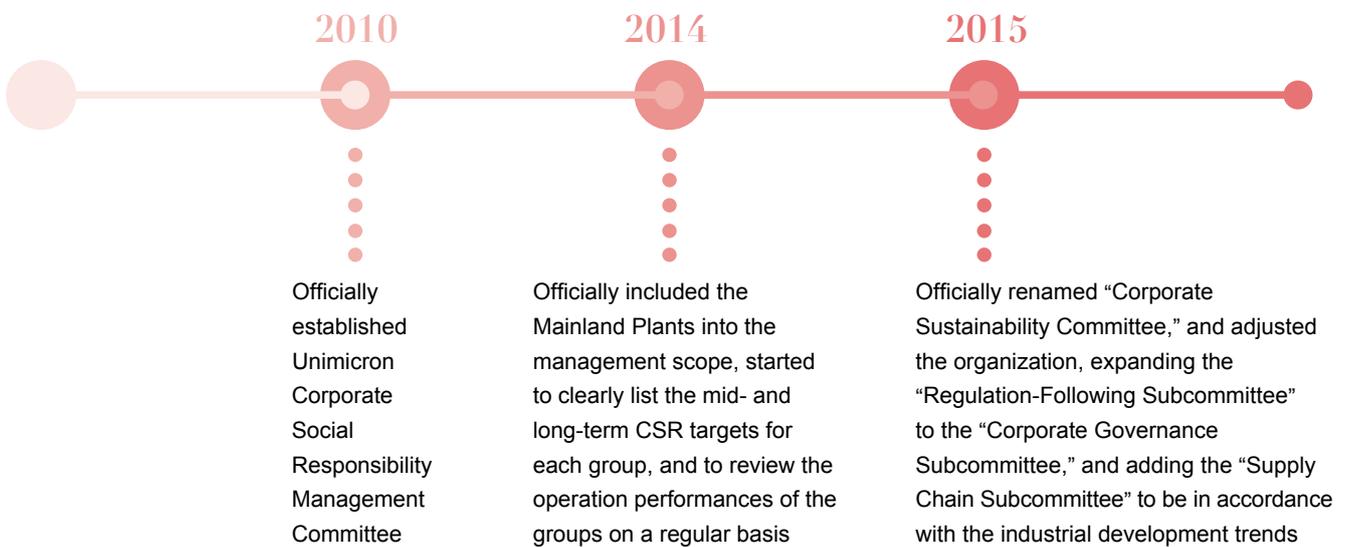
Award Type	Awarded Plant	Award Title	Issuer
 Quality	Unimicron	2015 Talent Quality Management System (TTQS) Gold Award	Workforce Development Agency, Ministry of Labor (MOL)
		2015 SEC Best Partnership Supplier Award	Samsung Semiconductor
	Unimicron (Shenzhen)	2015 Huawei Green Partner	Huawei Global Certification and Testing Center
		2015 Huawei The Excellent Core Partner	Huawei Technologies Co., Ltd.
	Unimicron	Awarded the Certificate of Appreciation	Occupational Safety and Health Administration (OSHA), MOL
		Assisted in holding Taiwan Occupation Safety & Health Management System (TOSHMS)	TOSHMS Promotional Association
		Northern Promotional Association Demonstration Event	Safety and Health Technology Center (SAHTECH)
		National Occupational Safety and Health Week Series – Proof of Participation in Implementation Planning of Activities	OSHA, MOL
		Workplace Health Certification – Badge of Accredited Healthy Workplace	Health Promotion Administration (HPA), Ministry of Health and Welfare (MOHW)
	Hsingpong Plant	Obtained 3-Year Occupational Safety and Health Management System Performance Recognition	
Hsinfeng II Plant	Proof of No Occupational Accident Hours Record (Accumulated 280 Thousand Hours of No Occupational Accident Hours)		
Nanshan Plant	Proof of No Occupational Accident Hours Record (Accumulated 480 Thousand Hours of No Occupational Accident Hours)		
Luchu Plant	Proof of No Occupational Accident Hours Record (Accumulated 5.4 Million Hours of No Occupational Accident Hours)	OSHA, MOL	
Luchu II Plant	Proof of No Occupational Accident Hours Record (Accumulated 3.8 Million Hours of No Occupational Accident Hours)		
Herjiang Plant	Proof of No Occupational Accident Hours Record (Accumulated 1.2 Million Hours of No Occupational Accident Hours)		
 Safety and Health	Herjiang II Plant	Proof of No Occupational Accident Hours Record (Accumulated 490 Thousand Hours of No Occupational Accident Hours)	
	Unimicron-FPC (Kunshan)	Work Safety Level II Standardization	Administration of Work Safety in Jiangsu Province
	Unimicron (Kunshan)	Microsoft SEA Competition I Award	Microsoft Corporation
	Unimicron (Suzhou)	Jiangsu Province Safety Culture Demonstration Enterprise	Administration of Work Safety in Jiangsu Province Administration of Coal Mine Safety in Jiangsu Province
		Work Safety Standardization (Level III) Enterprise	Shenzhen City Work Safety and Safety Culture Association
	Unimicron (Shenzhen)	Passed the Acceptance Check of Clean Production	Shenzhen Association of Environmental Protection Industry
		Work Safety Standardization Level III	State Administration of Work Safety
	Unimicron (Kunshan)	“Food Safety Standard Management Advanced Unit”	National Health and Family Planning Commission of Kunshan City
		“Smoke-Free Unit”	Patriotic Health Campaign and Health Promotion Commission Office in Kunshan City
		“Work Safety Standardization Level II Enterprise” in Jiangsu Province	Administration of Work Safety in Jiangsu Province
	Unimicron (Kunshan)	Corporate Environmental Performance Rating Green Unit	Kunshan Environmental Protection Bureau
		National Healthy Lifestyle Action “Healthy Unit”	National Health and Family Planning Commission of Suzhou City, Patriotic Health Campaign and Health Promotion Commission Office in Suzhou City
		Health and Safety Management System Certificate	China Quality Certification Centre (CQC)
		Unimicron (Shenzhen)	The 11th Young Foreign Workers Culture and Sports Festival “Builders Cup” Sports Ethical Trend Award for Ping-Pong Competition
	Work Safety Standardization Certificate		State Administration of Work Safety



Sustainable Management Mechanism

We established the “Unimicron Corporate Social Responsibility Management Committee” in 2010, and, at the same time, to ensure the operation and results of the mechanism, the management class will serve as the advisory committee members and the top executives will each be in charge of the various functional committee operations of which he or she has authority over.

Committee Accomplishments



Unimicron Sustainability Committee Operation Mode

- 1 The members of the subcommittees cover all the operational units of the Company, where the representatives include those from the Finance, Investor Relations, Human Resource, EH&S, Information Technology, Material Management, and Customer Service departments, whose main responsibility is to confirm the management guidelines and execution of CSR issues.
- 2 The executives of the Taiwan plants attend the regular meetings and discussions, where announcements and statements are expressed and communicated to the various Mainland plants through a fixed contact person, so as to carry out relevant policies and resolutions of the Committee.
- 3 The Sustainability Committee performs a director-general transfer biennially every two years, expecting to let the senior executives all have a chance to become familiar with the operations of CSR and sustainable management system, while actually realizing their business implications, so as to lay a solid foundation for the sustainable development of Unimicron.
- 4 Each year, we review and assess the governing performance of Unimicron’s corporate social responsibility through the achievement percentage of the Key Performance Indicators (KPI) and the results of external reviews on sustainable development. The executed results are periodically reported to the Management Committee members and the Chairman.

Corporate Sustainability Committee Organizational Chart



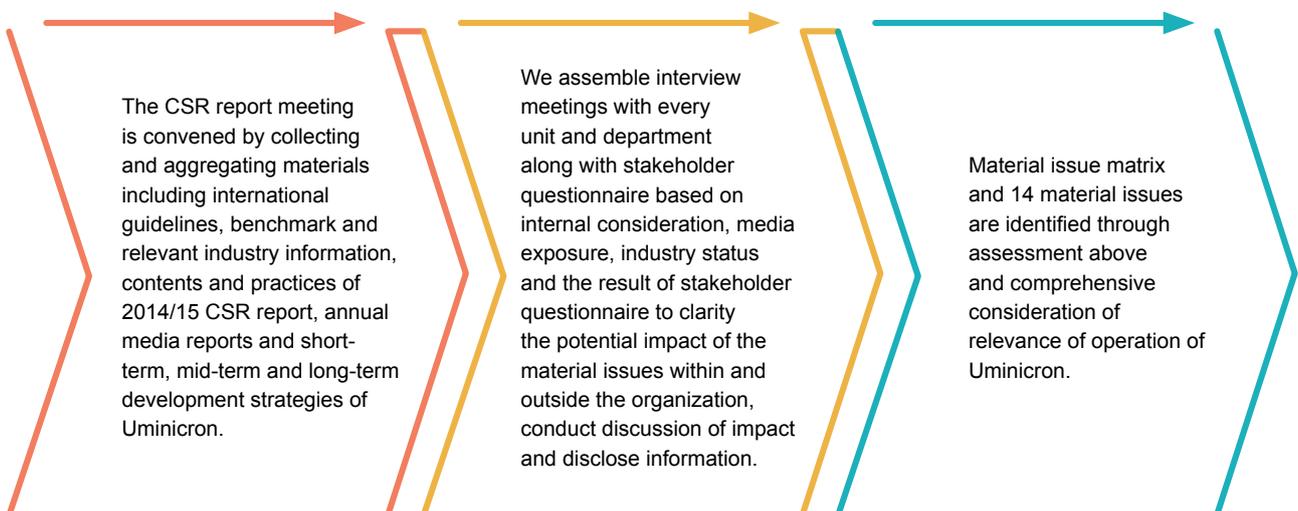


2015 Major Issues

Unimicron Sustainability Committee adopts the four steps of “Issue Identification, Ordering of Issues, Final Confirmation, and Decisions of Issues” each year to decide the major CSR issues of the year. And in order to actually grasp and adopt external perspectives, in addition to the existing communication channels, we also use questionnaires each year to understand the sustainability issues of concern of and the expectations of internal and external stakeholders. However, there is a wide range of stakeholders, in order to avoid missing key information and to focus on the responses, we confirmed the primary and secondary stakeholders using the stakeholder identification principles and carried out responses and disclosure according to their demands of and recommendations for us. For the sustainability issues of concern by the various stakeholders in 2015, please refer to what is shown in P.23.

AA1000 SES (2011) Stakeholder Identification Principles	Relation with Unimicron	Discrimination Results
Dependency	Primary Stakeholders	<ul style="list-style-type: none"> ● Employees / Unions ● Customers
Responsibility		<ul style="list-style-type: none"> ● Government / Competent Authorities ● Shareholders and Investors ● Suppliers / Contractors / Partners ● Communities
Influence		
Tension	Secondary Stakeholders	<ul style="list-style-type: none"> ● Non-Governmental Organizations (NGO) ● Media
Diverse Perspectives		<ul style="list-style-type: none"> ● Third-Party Certification Authorities ● External Consultants ● Industry Peers

Process for defining material issues



Internal and External Impacts of the Major Considerations

In order to let the various stakeholders and the readers of the Report understand the internal and external impacts or situational effects of the major CSR issues on the organization, the following table is the major considerations identified this year, confirming the subjects of which the impact occurs. In the future, aiming at the internal borders where impacts and influences might occur, we will continue to hold various events and discussion meetings through planning and include these in the scope of information gathered for the CSR Report, so that the information disclosed can be even more complete and transparent.

sustainable	Major Considerations	Internal	External		
 Economic	Economic Performance	(A) (B) (C)	(E)		
	Market Presence	(A)			
 Environmental	Materials	(A) (C)	(D) (E)		
	Water Resource Management	(A) (B)	(D) (E) (F)		
	Water Resource Management	(A) (B)	(D) (E)		
	Emissions	(A) (B)	(D)		
 Social	Employment	(A) (B)	(D)		
	Occupational Health and Safety	(A) (B)	(D) (E)		
	Training and Education	(A) (B)			
	Anti-corruption	(A) (B)	(E)		
		Internal	External		
 Taiwan Plants (A)	 Mainland Plants (B)	 UniFresh International Co. Ltd. (C)	 Suppliers (D)	 Customers (E)	 Communities (F)

Note: For the scope related to Taiwan Plants and Mainland Plants, please refer to / Editing Principles / Scope and Boundary of Report P.01



Matrix of 2015 Major Issues

In order to confirm this year's major issues, we extensively collected the opinions of stakeholders, and after going along with the critical management issues, news and media information, as well as relevant domestic and foreign appraisals and opinions of that year, we carry out cross-validation and analysis by adopting the method of online questionnaires for the major CSR management contacts and employees of the Taiwan and the Mainland plants on the degree of attention paid by the stakeholders and the level of impact to the Company. After obtaining the preliminary conclusions, we immediately convened the members of Corporate Sustainability Committee and carried out a comprehensive discussion. Lastly, after having been confirmed by the management-level executives, Unimicron's major issue matrix of this year is decided. The area in the upper right hand corner of the matrix is defined as the major issues, and these are used as the main disclosed information in this year's report.



GRI Aspect	Economic	Environmental	Social
Material Topics	<ul style="list-style-type: none"> 1. Economic Performance 2. Market Presence 	<ul style="list-style-type: none"> 3. Materials 4. Water Resource Management 5. Effluents and Waste 6. Emissions 	<ul style="list-style-type: none"> 7. Employment 8. Occupational Health and Safety 9. Training and Education 10. Anti-corruption
Relecant Topics	<ul style="list-style-type: none"> 1. Procurement Practices 	<ul style="list-style-type: none"> 2. Products and Services 3. Compliance (Environmental) 4. Overall (Environmental) 5. Supplier Environmental Assessment 	<ul style="list-style-type: none"> 6. Diversity and Equal Opportunity 7. Equal Remuneration for Women and Men 8. Supplier Assessment for Labor Practices 9. Labor Practices Grievance Mechanisms 10. Supplier Human Rights Assessment 11. Anti-competitive Behavior 12. Compliance (Society) 13. Product and Service Labeling 14. Customer Privacy 15. Compliance (Product Responsibility)

Sustainability Value Management

In order to be in line with international standards and strengthen the comparability of information, we carried out the labeling of the major issue matrix according to the considerations suggested by GRI G4. For the CSR issues that correspond with said considerations, as well as the sections and page numbers of the information disclosed, please refer to what is shown in the following table.

2015 Major Considerations (GRI)	CSR Issues	Page No. of Management Principles	GRI Indicators Disclosed
 Economic Performance	<ul style="list-style-type: none"> • Corporate Governance • Product Quality • Corporate Business Strategies and Sustainable Development • Level of Concern on the Response to Natural Disasters 	7, 8, 11, 31, 62	EC1-EC4
 Market Presence	<ul style="list-style-type: none"> • Needs Improvement on Diversified Management Risk Predictions 	58	EC5
 Materials	<ul style="list-style-type: none"> • Supplier Management • Supplier Material Check • Food Safety (Green Agriculture Technology) 	34	EN1
 Water Resource Management	<ul style="list-style-type: none"> • Prevention and Control of Environmental Pollution 	87, 89, 90, 91	EN8-EN10 EN22- EN23
 Effluents and Waste			
 Emissions	<ul style="list-style-type: none"> • Greenhouse Gas Management 	85, 88	EN15- EN19 EN21
 Employment	<ul style="list-style-type: none"> • Employee Wages and Benefits 	49-53, 58, 59, 71	LA1-3
 Occupational Health and Safety	<ul style="list-style-type: none"> • Occupational Safety, Health, and Care of Employees 	60, 61	LA5, LA6
 Training and Education	<ul style="list-style-type: none"> • Staff Training 	74-77	LA9-LA11
 Anti-corruption	<ul style="list-style-type: none"> • Anti-corruption Mechanism 	30, 39, 77	SO4, SO5



Management and Governance



Operation Performance

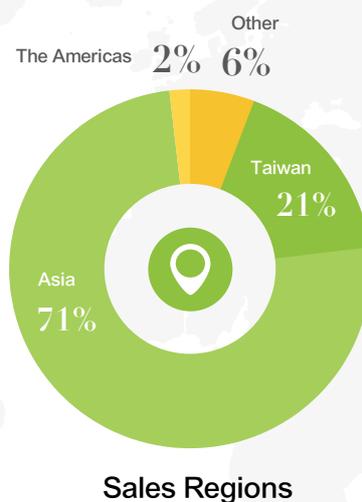
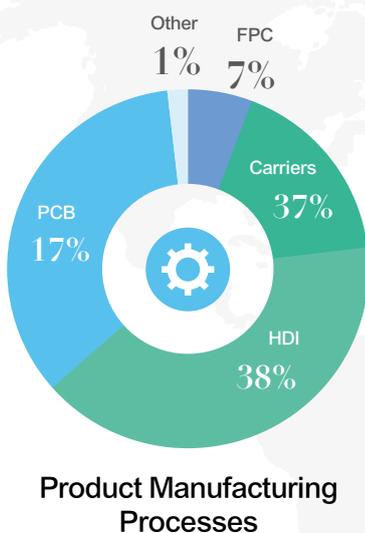
In 2015, global economic growth slowed down and there was a diverging performance in international economic and political situations, while the terminal end market demand for electronic products was more conservative. According to the data from Prismark, the global PCB industry declined by about 3.7% in 2015. In 2015, the cost of the new IC Carrier plant's initial operations was higher, and being affected by the devaluation of Japanese Yen, it also had to withstand a lot of pricing pressure. With the accumulation of mass production experience, the output situation of the new plant had significant improvements. With the arrival of the peak season during the second half of the year, HDI led and raised the overall revenue and profit. Restricted by market demands and product application, part of the production and utilization of the traditional PCB and FPC was affected.

Unimicron's consolidated revenue reached NTD\$ 64.650 billion in 2015. The consolidated net income was NTD\$ 31 million. The sales breakdowns by product manufacturing processes, end-product markets, and sales regions respectively are as follows. Please refer to Unimicron's 2015 Annual Report Operation Overview for detailed production and sales information.

Unit: NTD\$ in Millions

Item	2013	2014	2015
Operating Income	59,935	61,755	64,650
Costs of Goods Sold	53,377	55,596	58,677
Expenses on Employee Benefits	10,846	13,087	13,791
Dividend Payment for Shareholders	1,692	923	762
Income Tax Expenses	257	44	118
Social Investment / Donation Fees*	—	—	4.6
Retained Earnings	20,016	19,481	19,289

*Disclosed starting from 2015



Please refer to Unimicron's 2015 Financial Report on the "Market Observation Post System" website with respect to Unimicron's assets, liabilities, and equities, reinvestment, and other financial information. Please refer to Unimicron's 2015 Annual Report "Operational Overview" for Unimicron's PCB production volumes.



Corporate Governance

Since the establishment of Unimicron, we have been concretely introducing and implementing corporate governance in conformity with the following six principles. In 2015, the Corporate Governance Evaluation System that the Taiwan Stock Exchange Corporation (TWSE) and Taipei Exchange (TPEX) jointly deliberated has been implemented for the second year this year. The five major evaluated indicators include "Safeguarding the Rights and Interests of Shareholders," "Equal Treatment of Shareholders," "Structure and Operations of the Board of Directors," "Level of Information Transparency," and "Implementation of Corporate Social Responsibility." For the results of the first- and second-year evaluation, Unimicron was ranked as one of the companies in the top 20% of the listed companies. In the future, we will still continue to review and enhance corporate governance and operations.

- 1 Establish an Effective Corporate Governance Structure
- 2 Ensure the Rights and Interests of Shareholders
- 3 Enhance the Functions of the Board of Directors
- 4 Utilize the Functions of Supervisors
- 5 Respect the Rights and Interests of Stakeholders
- 6 Raise the Level of Information Transparency

Unimicron's Board of Directors is comprised of nine directors and three supervisors with three independent directors, including one female director and one female independent director. The professional backgrounds of the members of the Board of Directors cover business management, finance, science and engineering, psychology, and other fields, and used to be domestic specialists in atomic energy and vacuum science, professional psychologists, chief financial officers in listed companies, and operators in high-tech industries. Due to the rich industrial and academic experience and diverse professional expertise, the directors can provide professional advice from different perspectives, which is extremely beneficial for the corporate governance.

In addition, in order to enhance the functions, we also encourage the directors and supervisors to actively participate in continuing educational courses, and have entrusted the Securities & Futures Institute to hold '(Independent) Director and Supervisor Advanced Practice' three-hour training course the the fourth quarter of 2015. And the total number of continuing education hours of all the directors and supervisors for the year was 72 hours, which is an average of 6 continuing education hours for each director or supervisor. The themes of the continuing education included the director and supervisor system planning and corporate governance operational practice, healthy corporate governance and succession plan, etc. In the aspect of age, the average age of directors and supervisors is 58 years old.

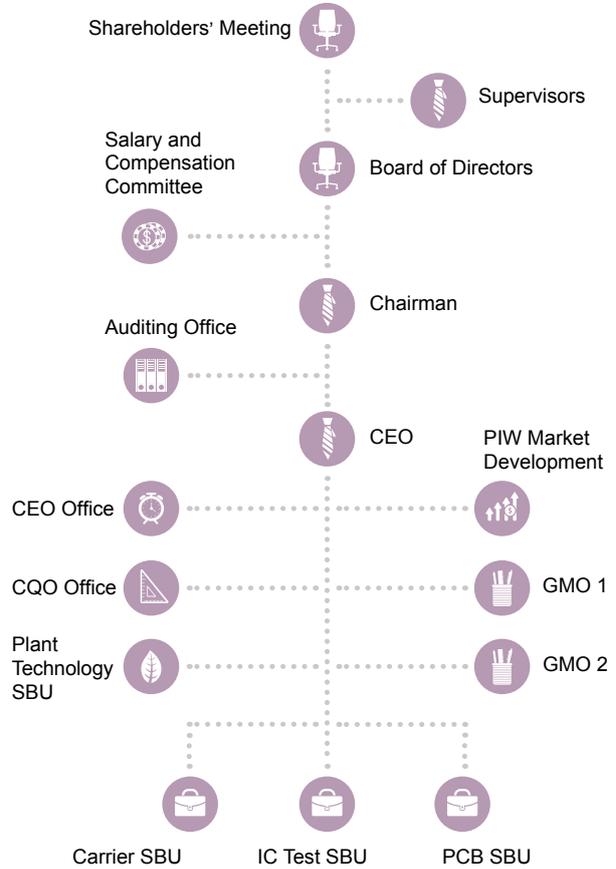


2015 Member Structure of the Board of Directors

Age	Gender	Directors	Supervisors
30-50 Years Old		2	1
		1	0
51 Years Old and Above		5	2
		1	0

*Directors (Including Independent Directors)

	Gender	No. of People	Total Training Hours	Average Training Hours
Board of Directors		10	57	5.7
		2	15	7.5
Top Executives		113	113	1
		26	26	1



The Board of Directors is the highest governing unit in Unimicron, where its main duties include supervising operational performance, preventing and resolving the conflicts of interests, and ensuring that the Company follows various laws and regulations, etc. Unimicron’s Board of Directors operates according to the “Rules and Procedures of Board of Directors Meetings” and board meetings are held at least once each quarter to thoroughly review corporate operational performance and discuss major investment issues and strategies for our future development, etc. Six board meetings were called in 2015. Major approved issues were disclosed on the “Market Observation Post System” after the meeting in a timely manner.

The “Rules and Procedures of Board of Directors Meetings” has also stated the provisions regarding the avoidance of the directors’ conflicts of interests. In terms of meeting matters, those who have interest relationships with the directors themselves or the corporations that the directors represent shall present the important contents of their interest relationships at that board meeting. If there are risks harming the Company interests, he or she shall not be included into the discussion and the vote, shall sidestep during the discussion and the vote, and shall not exercise the voting rights on behalf of other directors. Currently, Mr. T. J. Tseng is the Chairman of Unimicron and also serves as the Chief Executive Officer in the Company. This, on one hand, allows the Board of Directors for a probe into the critical issues of corporate operation, and, on the other hand, fortifies the execution of the management team. To help the directors and supervisors be able to effectively assume their duties, Unimicron has been purchasing liability insurance for the directors and supervisors since 2003 to lower or disperse the risks of critical harm caused to the Company or the shareholders due to the wrongdoings or careless behaviors of the directors and supervisors and to protect the rights of the directors and supervisors. In addition, various training meetings (including CSR) has been arranged from time to time for the Board of Directors and internal managers so as to facilitate the knowledge and professionalism of the Board of Directors to appropriately connect with international standards.



Salary and Compensation Committee

The Salary and Compensation Committee of Unimicron has been established since 2011 and assists the Board of Directors, in a professional and objective manner, to execute and evaluate the salary and compensation policies and systems of directors, supervisors, and managers. Currently, there are three committee members, who are all served by independent directors and follow the operations of the “Articles of Incorporation of Salary and Compensation Committee.” The Salary and Compensation Committee held three meetings in 2015. In addition to the three committee members, the Chairman and executives of the Human Resources Department also sat in on these meetings. In these meetings, the remuneration of the directors and supervisors, annual salary raise, profit sharing, and annual bonus for managers, etc., were discussed. The average attendance rate of the committee members increased from 78% in 2014 to 89% in 2015. The professional qualifications and independence of each committee member and the operation of the committee will be provided, through disclosure in the Annual Report, for external investors and shareholders to have a thorough understanding.

Supervisor System

Unimicron's Board of Directors consists of three distinguished supervisors who have extensive experience in financial and taxation management practices and are also familiar with the legal affairs related with corporate operations. Their tasks include being responsible for supervising the execution of various business affairs, regularly reviewing the audit reports issued by the auditing units and the various statistical forms proposed to the shareholder's meetings, and stating appropriate comments when attending board meetings so as to grasp or discover abnormalities in advance. Currently, Unimicron's Supervisor System is operating smoothly. However, to observe the timeline and provisions on which the Financial Supervisory Commission requires for TWSE-Listed and TPEX-Listed Companies to set up an auditing committee, the Company will be establishing the Auditing Committee in 2017 to replace the Supervisor System and will continue to plan the amendments of relevant laws and regulations.

Internal Audit

To thoroughly review and assess the effectiveness of the internal auditing system, the measure of the effectiveness and efficiency of operations, the reliability, timeliness, and transparency of reports, as well as the compliance of relevant laws and regulations, Unimicron's internal auditing executives sit in on the Board meetings and regularly report the annual auditing results to the supervisors. In addition to ensuring that the internal auditing process is continually and effectively implemented, corrective measures are provided in a timely manner regarding the business flaws that various units of the Company and the subsidiaries are responsible for.

The major tasks of Unimicron's internal audits can be categorized into five key elements: 1. Environmental Control; 2. Risk Assessment; 3. Control Procedures; 4. Information and Communication; and 5. Supervision Affairs. In more detail, these cover the various operation procedures involved in the following nine major transaction cycles: sales and receivables, procurement and payment, production, payroll, financing, real estate property, fixed assets of plants and equipment, investments, and computerized information systems and R&D. For the execution of internal audits, the audit plan, including routine and irregular internal audits, is formulated depending on the annual risks of Unimicron. A total of 55 audit affairs were carried out in 2015 and a total of eight flaws were found. All these flawed tasks were tracked and reviewed on a quarterly basis – the reviewing and tracking improvement ratio of these eight flaws was 100% and all have been completed.

Electronic Voting

In addition to exercising the voting rights in writing for the shareholder's meetings, the shareholders at Unimicron shareholder's annual meeting can also exercise using the electronic method, and the way of exercising this and the situation of execution have been disclosed on the Company website, so as to raise the attendance rate of shareholders at the shareholder's meetings and encourage the shareholders to participate in corporate governance. The votes exercised electronically in 2015 accounted for 29.62% of the total issued shares of the Company and accounted for 45.80% of the attendance rate at the shareholder's annual meeting. To ensure that electronic voting will be conducted smoothly, the election of Unimicron's directors and supervisors is conducted using the candidate nomination system to raise the shareholders' level of participation and their willingness to vote and to protect the shareholder's rights. For each recognition case and discussion case at the shareholder's annual meeting in 2015, we voted on these cases by case, and announced during the meeting whether a shareholder was in favor or a shareholder was against each case, and the results for those that exercised their voting rights in the electronic method, and relevant information was also disclosed on the "Market Observation Post System" after the meeting to thoroughly express the shareholders' level of support for the motions.

Information Transparency

We observed the rules and regulations of the competent authorities and completed various announcements in a timely manner. Investors can inquire Company-related data through the "Market Observation Post System." In addition to disclosing basic information, technological research and development, corporate social responsibility, and other situations, the Company website also has a special Investor Relations Area, where corporate financial information, corporate governance, and other relevant written documents and provisions are provided. Each quarter, we regularly hold the investor conference. The consolidated financial results, operational status, and future prospects of the quarter are announced and explained at the conference, and related data and video files of the conference are provided on the Company website and the "Market Observation Post System" for the reference of the investors. In addition, company specialists attend various investor conferences every year and head outside the country to directly visit foreign investors to maintain face-to-face communication and to listen to their strategic recommendations for the Company. An investor relations processing contact person is set up specially to respond to the questions of the investors. In 2015, Unimicron attended a total of two investor conferences held outside the Company and participated in more than 80 institutional investors interviews and conferences.





Employee's Code of Conduct

In order to realize our vision of becoming a “World-Class Leading Company,” the starting point for Unimicron are the people and we view employees as the most valuable assets. In addition to professional skills, we also pay attention to the integrity of the workers. Thus, we have formulated “Integrity Regulations” and “Code of Ethics and Code of Conduct for the Employees,” and specified rules on recruiting the relatives of employees and on the manufacturers and suppliers we make contact with. In addition to requiring all the employees to follow the aforementioned guidelines, we also adopt the following measures to ensure that the mechanisms are properly implemented and executed, related methods cover various Taiwan and Mainland areas, including:

-
- The “Company’s Integrity Regulations” are instructed during the orientation for new employees and related provisions are all included in the employment contract.
-
- “Integrity Survey” and “Investment and Representation Statuses of Employees and Their Relatives in the Company, the Manufacturers and Suppliers with Dealings, or the Competitors” surveys are conducted each September, and all the employees holding engineering or managerial positions or higher in all units are subject to these surveys. The results of the survey reports are submitted to the GM of the Group Management Office (GMO), Chairman and CEO, and subsequent actions will be implemented based on these regulations. In 2015, 2,810 employees from the Taiwan plants and 3,639 employees from overseas plants were surveyed, and the completion rate was 100%.
-
- Employees in a manager position or higher are required to sign “Employee Integrity Code Compliance Agreement” each year.
-

Regulatory Compliance

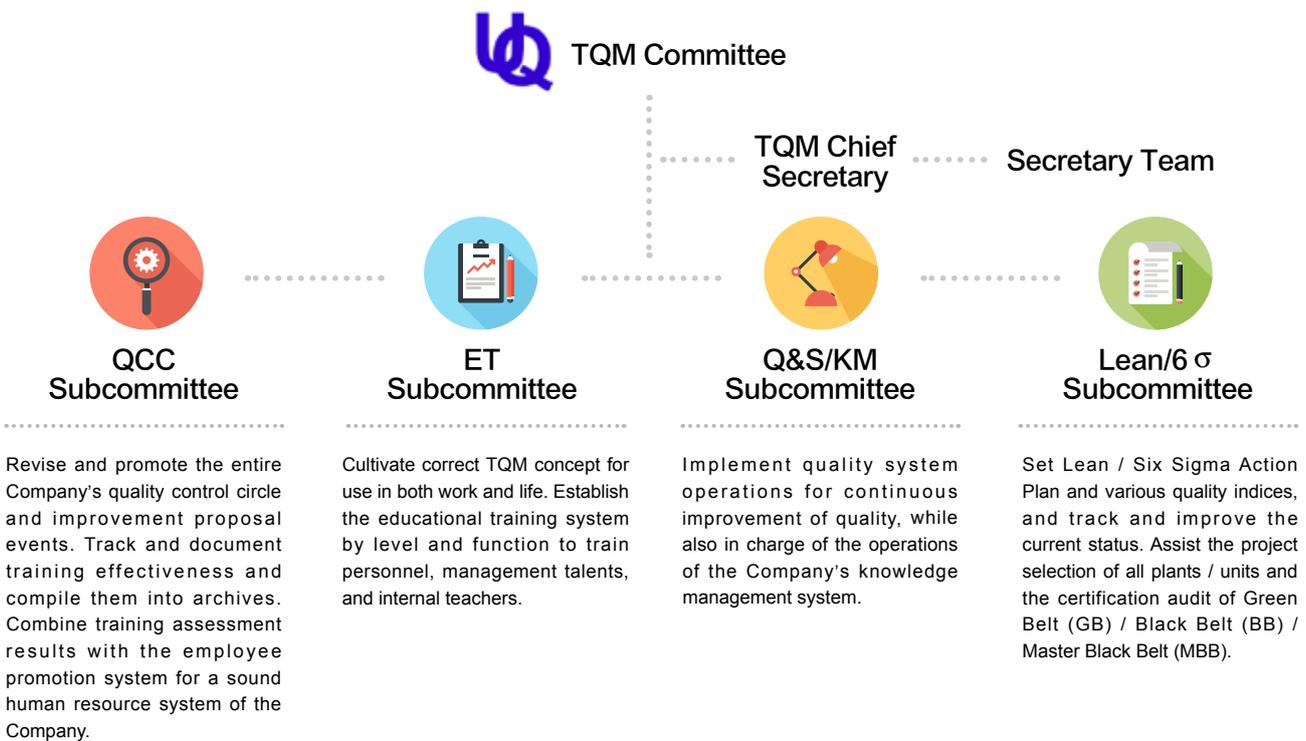
Unimicron upholds the principle of complying to laws and regulations in its business operation and has formulated Procedures in Obtaining and Identifying Regulatory and other Requirements and Key Points to Note in U.S. Anti-Trust Laws. In addition to regular reviews by legal units, we require various business management units to proceed with the review and improvement of the system on a regular basis and to comply with the inspection operations of the auditing units to ensure that the legal requirements can all be completely implemented. In 2015, under strict management, there were no circumstances where Unimicron violated the requirements of the regulations and suffered from heavy fines (more than NTD\$ 1,000,000) imposed by competent authorities and did not provide political contributions to any individuals. Also, no corruption or anti-competitive conduct violations occurred in 2015. In view of the problems of the U.S. anti-trust laws these past few years which shocked the technology industry, because there are numerous PCB industrial operators globally, the possibility of achieving a mutual agreement in concerted actions is not high, so the risks are relatively lower. However, because the U.S. processes the investigation and punishments of anti-trust laws as criminal responsibilities and based on its far-reaching national power, enterprises in Taiwan cannot take this lightly. Staying current with the situations and cases of relevant laws and amendments have become an important job in avoiding this risk. 2015, 148 people should have participated and been trained on anti-trust laws and 87 completed the training, with a training rate of 58%. We expect the training completion rate to reach 100% in 2016.

Educational Training on Regulations

In order to respond to the regulations of “Securities Exchange Act” regarding insider trading and equity transactions between insiders of listed companies and to avoid violations of related provisions by company-related personnel or insiders because of their unfamiliarity with or negligence of such laws and regulations and being penalized or fined by competent authorities, we have set the standard operating procedures on “Operation Procedures Regarding the Promotion of Insider Trading Prohibition and Standards on Insider’s Equity Transactions of Listed Companies” for Taiwan plants. In addition to arranging periodic educational training courses, the company also reminds insiders of relevant provisions on occasions and has set up consultation services with the expectation that the subjects subject to these standards can understand and comply with these legal regulations. Up until the end of 2015, we have completed the training on prevention of insider trading for 2,398 people, which is a completion rate of 82.38%. We plan on arranging training courses in the second half of 2016 for staff members who, for some reason, could not complete the training course in a timely manner and the newcomers of 2016.

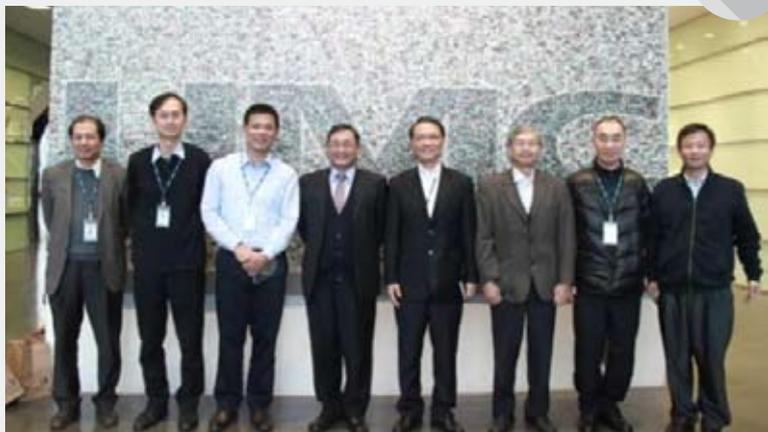
Quality and Customers

Pursuit of quality is one of the core elements of Unimicron's corporate culture, the attention we paid to Total Quality Management (TQM) can be dated as early as 1996, which included the establishment of the TQM Committee. Chairman T. J. Tseng is himself an academican of the International International Quality Association (IQA) and has been a quality ambassador for Unimicron and even the circuit board industry for the past 20 years, laying a solid foundation for Unimicron's quality management. Currently, for our quality management organization, TQM Committee is the head with a total of four subcommittees, such as the Quality Control Circle (QCC) Subcommittee, established underneath so as to completely promote quality management. The brief descriptions of the division of work are as follows:



Investment of the Chairman in the International Quality Association (IQA)

Unimicron's Chairman Tseng was invited on February 18th, 2016, to share his thoughts on the theme of TQM at the United Microelectronics Corporation (UMC) Masters Form to the UMC top executives.





Green Materials

The rise of global sustainable consumption and concept, customers' requests, and international environmental standards are the major boosts and pressures to Unimicron's commitment in implementing green material management. In this regard, we have set the HSF Quality Objectives with three main principles, namely "In Compliance with Green Specification and Requirements," "Green Procurement," and "Green Supply Chain," which expands to the Quality Management, Capital and Goods, Products, Research and Development, Manufacturing, Sales, and other Departments, to indeed implement the purposes of green materials and continual improvement, so as to satisfy the customers and to comply with the requirements on green materials by international environmental protection specifications, while, at the same time, fulfilling the social responsibility of environmental protection.

Green Material Management System



Source Management

External Management

E-Pr Platform (Receipt of Letters of Guarantee and Documents)
Hazardous Substance Non-Use Guarantee

- International Regulations
- Customer Regulations



Internal Management

Suppliers are asked to provide proof of third-party testing to ensure compliance with customer and regulatory requirements. After having been reviewed by Unimicron and are without error, these are uploaded onto the Green Material Platform, and are provided for staff queries as to whether they meet standards and that wrong materials will not be used.

In Compliance with Green Specification and Requirements

Unimicron used QC 080000 IECQ (International Electrotechnical Commission Quality Assessment System for Electronic Components) HSPM (Hazardous Substance Process Management) system as the foundation and established the Green Material Committee, setting the HSF Quality Policy and Quality Targets, carrying out a systematic management on the hazardous substances through a "process-oriented" approach to ensure that products that meet customer demands and international environmental protection regulations are provided. In response to and to comply with the requirements of the instructions in the new 2015 RoHS (Restriction of Hazardous Substances) 2.0 Version, we carried out source and finished product management according to the specifications of the management systems. In addition to requesting the suppliers to conduct hazardous substance survey to ensure that the raw materials are in accordance with the control of hazardous substances of RoHS 2.0, we will also ensure that no oversight situations occur through customer satisfaction surveys, HSF customer return statistics, periodically renewing domestic and foreign regulations related to hazardous substances, inspection by stage from import of materials to the shipment of products, regular audits on internal and external systems, and other mechanisms.

*Note: The hazardous substances currently restricted by the new RoHS Version Directive (2011/65/EU) remain at six items and the limit is also the same as the original. However, prioritized assessments of the hazardous substance Hexabromocyclododecane (HBCDD) / Bis (2- ethylhexyl) phthalate (DEHP) / Butyl benzyl phthalate (BBP) have been added.

Unimicron Green
Material Promises



100%
of the Green Materials
Comply with the
Requirements of Relevant
Product Environmental
Regulations and of
Customer Specifications

Manufacturing Process Management

Unless designated by the customers, "halogen-free manufacturing process" is used for all, encouraging the suppliers to develop halogen-free materials. Before the finished products are shipped, sampling tests will also be done internally on the finished products to ensure the shipped products all meet the standards.



**Customer-End
Management**

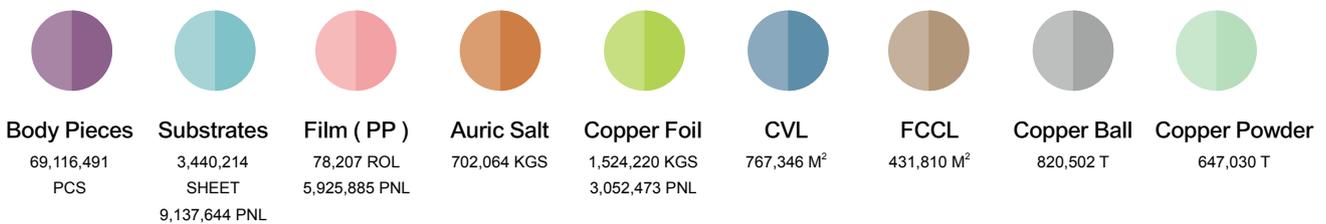
Attach proof of product inspection (1st time), then provide it once each year afterwards.



Green Procurement - Reduce the Environmental Impact of Raw Materials

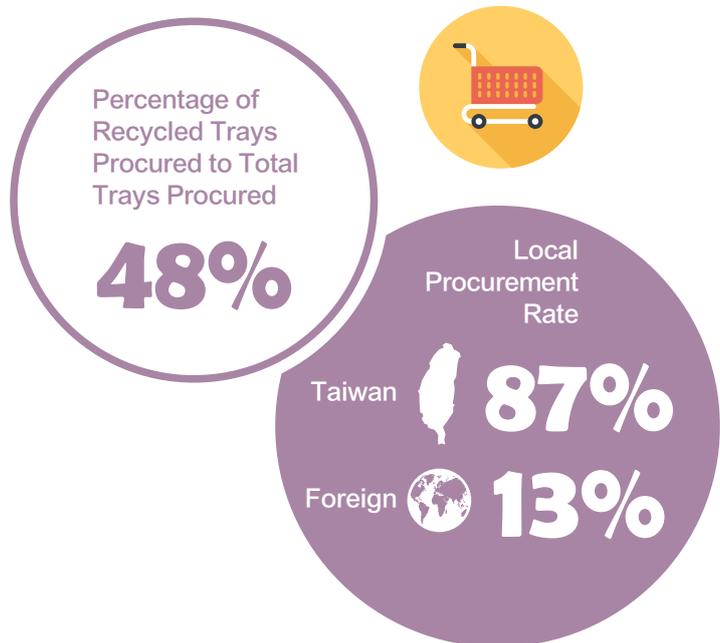
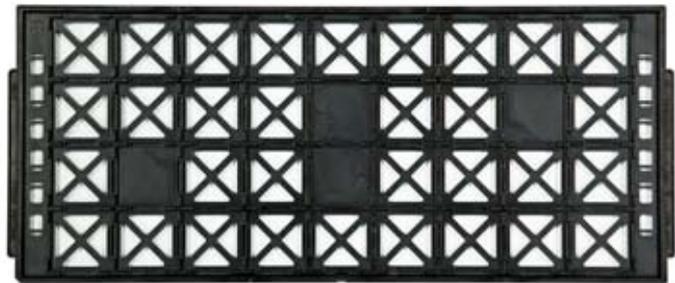
According to the statistical procurement amount on “Invested Resources / Materials in 2015,” Unimicron’s top three raw materials were “substrates, auric salt, and film.” And in order to provide customers world high-quality and environmentally-friendly products, our procurement philosophy on raw materials considers mainly on their friendliness to the environment. In addition to the necessary raw materials for maintaining quality, we will do our best to reduce usage and procure the raw materials beneficial to the environment to reduce the effect of product manufacturing to the environment.

Invested Resources / Materials in 2015



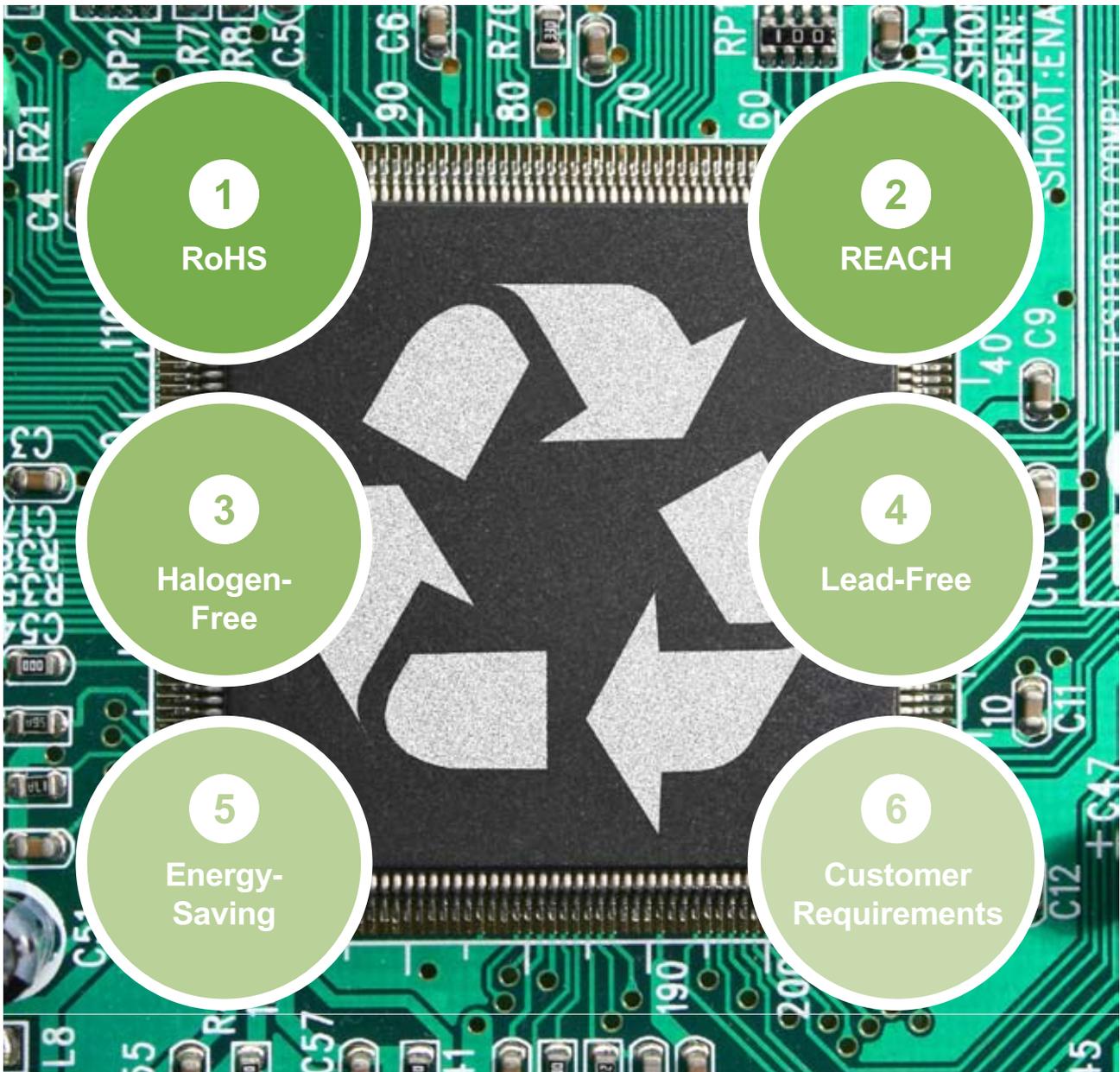
Unimicron concretely implemented the procurement policy of the localization of materials; in addition to reducing unnecessary expenses associated with air transportation or sea transportation, it will, at the same time, reduce the carbon footprint generated in the transportation process of the materials. Currently, the raw material are purchased mainly from Taiwan, where the local procurement rate reached 87%, while, for the plants in China, the internal procurement rate was 89%, which was an increase of 14% from 2014, supporting the development of local suppliers through actual procurement actions.

Also, to expand the influence of procurement, we have worked together with our procurement partners to actively promote CSR procurements and green procurements. In addition to purchasing green materials, we also exercise the recycling of packaging material. For the trays used during the shipment of carriers, after having shipped to the customer-end, Unimicron’s supplier will retrieve the trays from the customer and reuse them. Furthermore, due to the reduction of resource consumption, we also gave precedence in procuring reusable trays, where the total procurement accounted for about 48% of the amount used.



Green Supply Chain - Information Transparency

In order to start control and management from the source, we developed the E-Pr Platform to let all our cooperating suppliers be able to synchronously receive and implement Unimicron's green policies and regulations (such as Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)), so as to ensure that the green products are produced in compliance with relevant standards and meet customer demands. Under effective control and management, the related products required for green products, such as substrates, films, FPC, copper foil, ink, etc., have all met the standards and requirements of RoHS and REACH.





Innovative Technology

Uniimicron believes that through continuously accumulating and improving manpower, equipments, funds, and other R&D resource prerequisites can we continue to enhance and accumulate technical capacities and cultivate skills and innovation, so as to satisfy the demands of customers around the world.

With the strategies to stand firmly in Taiwan and deploy globally, we have set up R&D centers in Taoyuan and Hsinchu, in Taiwan and have established R&D teams according to the customer demands of various product markets to satisfy the future demands of customers.

We value the intellectual property rights (hereinafter referred to as IP rights) of enterprises. While IP rights have become the most valuable asset in the ICT industry, we not only uphold a high degree of respect to existing technologies adopted in the industry, but also encourage the engineering and R&D personnel to aggressively pursue innovation and establish their own technology, expecting to become a model in the industry with a solid IP rights system.

Role of Innovative Technology at Unimicron



R&D Investment

About 2~3% of the annual turnover of that year



Patents

Currently accumulated 2,452 applied patents and has obtained 1,571 patents

Collaboration with Customers



We maintain close collaboration with world-class material and equipment suppliers and introduce high-functional materials and state-of-the-art equipments.

Collaboration with Academia



In addition to collaborating with domestic and international research institutes and academic communities to jointly develop many new products and new technology, we also founded special industrial masters programs to continue to accumulate R&D talent pool.



Stakeholder Engagement

Collaboration with Industry Peers



We collaborated technically with the industry peers in Japan and the US to develop innovative products which meet market trends and customer demands.

Collaboration with Government



We obtained tax exemptions, investment tax credits and incentives for equipment from the government and subsidies for academia-industry cooperation programs.

Exemption and Subsidies in 2014: Around NTD\$ 194 million.

Exemption and Subsidies in 2015: Around NTD\$ 109 million.

Valuing Customer Relationships

As a world-class supplier in the PCB and Carrier industry, Unimicron's customers are from all over the world. We pursue the goal of becoming our customer's best business partner by being committed to technology innovation and providing top-quality products, and along with comprehensive services, we seek to completely satisfy our customers. Apart from pursuing customer satisfaction, we also value business integrity, in addition to the employees of the various plants (Taiwan Plants and Mainland Plants) having to sign the Integrity Letter of Commitment, the business and customer personnel of the various business departments are required to all participate in the actual "Anti-Trust" course and online advocacy course, and deal with customers by following the company's Code of Ethics and by upholding integrity and honesty. From 2012 to 2016, no relevant corruption and bribery cases occurred at the various business departments.

Customer Service Mechanism at Unimicron



Regular Communication

- Set up fixed customer service contact persons, establishing a VIP customer service team (whose leader is of the factory director level, where the discussion of customer feedback and suggestion are held weekly), quarterly meetings, regular visitations and irregular contacts.
- Customers' issues of concern: Product quality / HSF quality and service, technology, price, delivery date, CSR.



Exchanges on CSR Issue

- Through the customers coming to the plants for auditing and exchanges, we will take the opportunity to communicate concepts and practical experiences.
- We will guide the customers into visiting the equipment at Unimicron's plants and communicate on the management systems and measures, so that customers will understand the investment and efforts made by Unimicron on the CSR issue.



Satisfaction Management

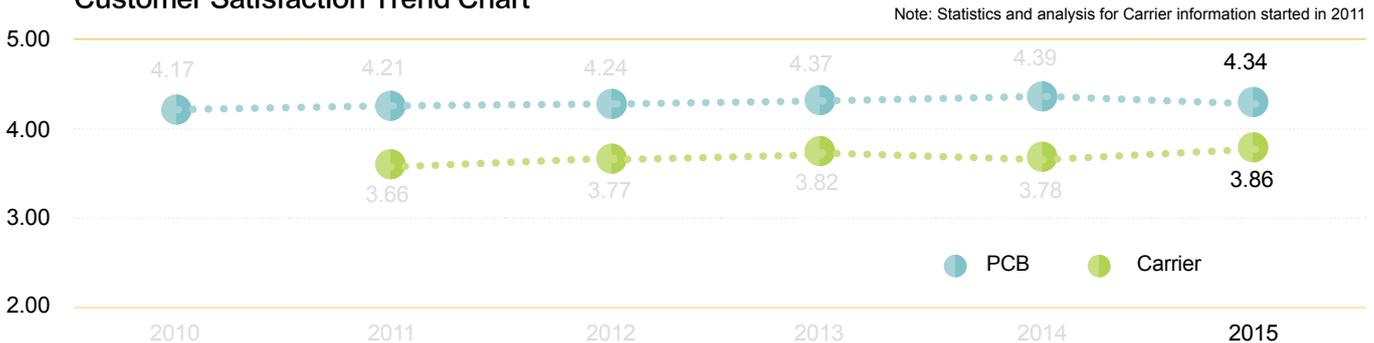
- Taiwan Plants and the South China and East China Plants conduct regular "Customer Satisfaction Assessment Tasks" semi-annually for VIP customers and annually for important customers.
- PCB: Increasing each year, going from 4.17 in 2010 to 4.34 in 2015.
- Carrier: For the past five years, the average overall customer satisfaction has increased year by year.
Note: A perfect score is 5, for single items where the average score is lower than 3.5, PDCA reviews will take place.



Response Mechanism

- After organization and analysis according to the customer satisfaction surveys and customer quarterly business review (QBR) scorecard, we will carry out a discussion of ratification and improvement plans in the meetings.
- We will promote relevant response measures, and incorporate these into the performance and management indicators of related departments.

Customer Satisfaction Trend Chart





Actively Responding to Customers

We view customers' complaints, recommendations, or suggestions as opportunities for communication and for assisting us in continuing to improve. In this regard, Unimicron established a customer demand-oriented, active, and highly effective response mechanism, where through a comprehensive, systematic, and standardized treatment process, we ensure that messages of customers can be delivered, handled, and responded effectively, safeguarding the interests of customers, while elevating and fortifying the loyalty of customers.

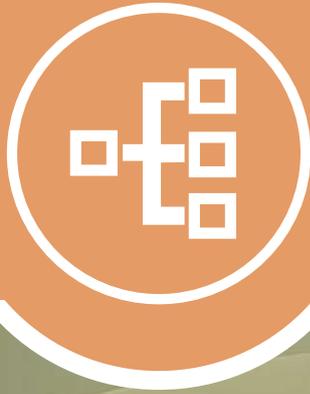


Valuing Information Security

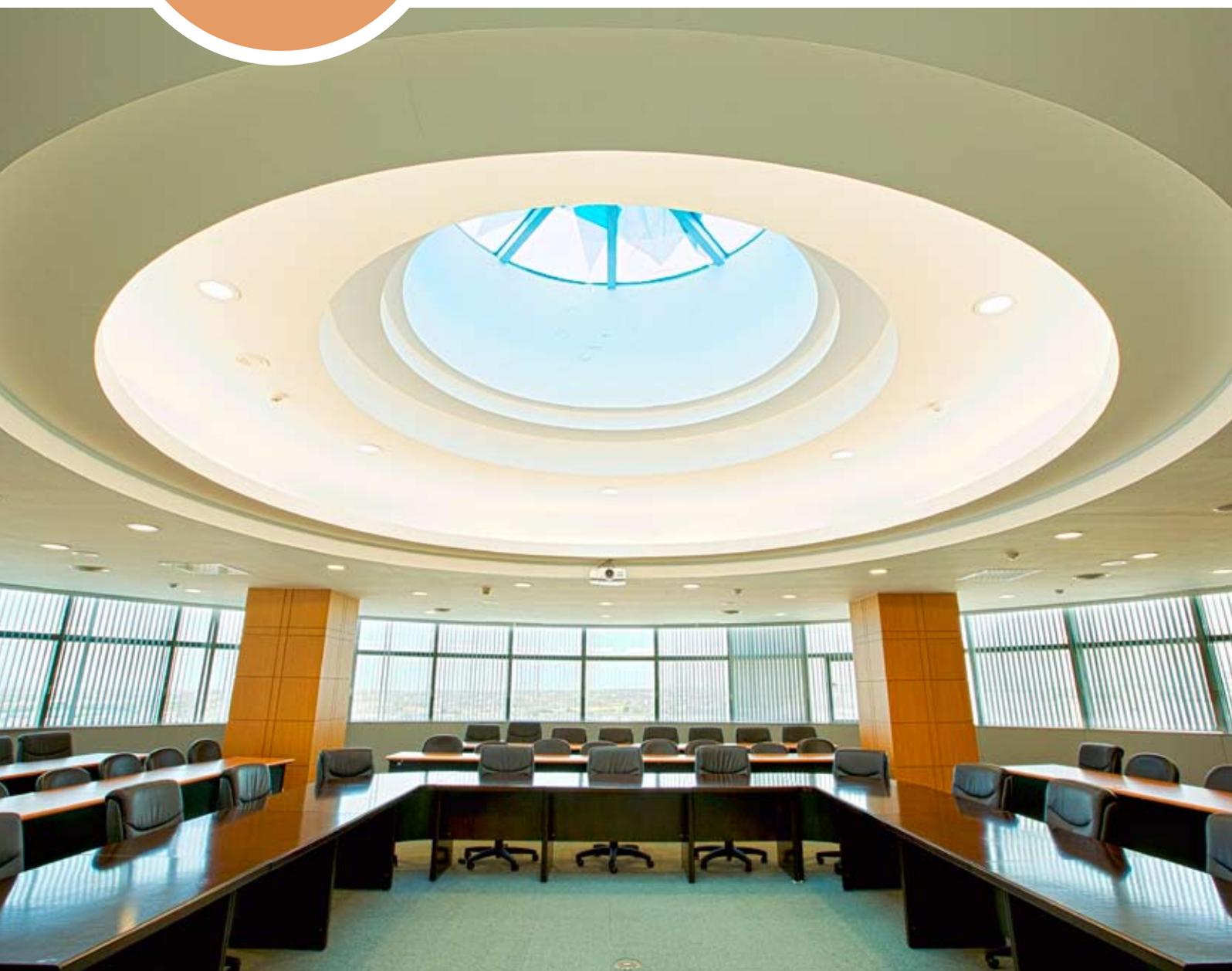
Safeguarding the customers' intellectual rights and business information are our operation and business ethics management focuses. In 2015, through rigorous training, intense advocacy, and systematic management mechanism control, there were no circumstances infringement on the privacy rights of customers and of customer complaints due to having lost customer information, and also no occurrences of sanctionable punishments of heavy fines due to the products or services being in violation of the law. Currently, Taiwan Plants and Mainland Plants have all obtained the ISO 27001 Information Security Management System Certification and established complete information security standards and management procedures to ensure the safety of the information environment. In 2015, Unimicron's information security management standards clearly elevated and having gone through the information security audits of many customers, no information security deficiencies were found.

Executed Items	Focuses of Information Security Management
 <p>Management of Personnel Security and Educational Training</p>	<ol style="list-style-type: none"> 1. New employees will sign the Confidentiality Agreement upon registration and the company's Information Security Policy will be explained at the orientation for new employees. 2. Production equipment management personnel will receive educational training on antivirus and anti-hacking.
 <p>Management and Control of Mobile Devices on Entering Plants</p>	<ol style="list-style-type: none"> 1. Upon entering the plants, the mobile devices brought by the manufacturers or customers must complete operations of antivirus scan before entering the plants. 2. Disable the unused USB ports of production machines. 3. Public USB drives are set within the plants, usage is controlled and managed, and record sheets are used to record usage.
 <p>Computer System Security Management</p>	<p>Strictly execute the management of authoritative limits on operations and accounts to ensure the security of system access control and enhance the prevention of computer viruses and malwares.</p>
 <p>Internet Security Management</p>	<p>The connection access of internal network and external network all need to go through the security management and control of the firewall, while the electronic mails and instant messaging software will be regulated.</p>
 <p>Security Management of System Development and Maintenance</p>	<ol style="list-style-type: none"> 1. Application System Software Development Area is split into formal environment and testing environment to ensure information security and the version of application system software is regulated. 2. Require outsourcing vendors to sign Confidentiality Agreement and comply with the Company's information security management provisions.
 <p>Security Management of Information Assets</p>	<p>Using the information security management informational platform to monitor the asset situation of the computer software and hardware and to control illegal software and hardware and the usage of mobile storage devices (such as USB drives).</p>
 <p>Computer Lab Security Management</p>	<p>Implement control and backup of personnel access / planning and drills of backup operations to avoid operational disruption in the company caused by unexpected situations.</p>
 <p>Antivirus and Anti-Hacking Security Management</p>	<ol style="list-style-type: none"> 1. Visitors bringing mobile devices into the plants must complete operations of antivirus scan. 2. Access control of PC and NB USB ports and accessed information will be recorded on this system. 3. For installation of new machines, vendors are required to install the newest version of antivirus software. 4. Establish the organization and duties of the antivirus group for standardization of the steps to antivirus scanning.

With the vision of pursuing to “Become a World-Class Leading Company” and the goals of fulfilling global CSR and sustainable specifications, Unimicron complies with international standards and regulations, such as Electronic Industry Code of Conduct (EICC), ISO14001, OHSAS18001, RoHS, HSF, Perfluorooctane Sulfonate (PFOS), Conflict Mineral Prohibitions, etc., and has established corresponding management systems and management standards based on the environmental protection, human rights, safety, and health principles. We regularly communicate and make exchanges with suppliers, so as to establish co-existing, win-win partnerships with common prosperity.



Value Chain Management



Supply Chain Management

Unimicron believes that the overall suppliers' understanding and cooperation of CSR is the key to promote and complete the carrying out of our responsibility in corporate social responsibility. For this, in addition to having found the cross-departmental "Supply Chain Management Committee," we cooperated with customers and suppliers more actively to head towards establishing a sustainable supply chain as the goal. Through regular audits and counseling, we expect to jointly create sustainable value with the supply partners, and to develop green products that have better quality and is more environmentally friendly.

Supplier Types and CSR Risks

Unimicron's suppliers consist of: raw material suppliers, equipment engineering suppliers, waste disposal firms, on-site firms (such as security service), human resource agencies, and land, sea, and air transport contractors, etc. If they are separated by type, they can roughly be split into three major types, namely "Raw Material Suppliers," "Equipment Suppliers," and "Strategic Suppliers," and most are of long-term cooperative partnerships. Unless it's due to major changes in demands or supplies, where we must search for new suppliers or adjust the proportion of procurement, we have maintained good procurement relationships with all suppliers. At the same time, through good communication and interaction, besides the strategic suppliers where the proportion of cooperation is comparatively lower, we have indeed grasped the CSR risks of the various suppliers.

Description	Raw Material Suppliers	Equipment Suppliers	Strategic Suppliers
Proportion of Suppliers	84%	16%	2%
Proportion of Transaction Amount	83%	17%	
Significance to Unimicron Technology	Provide Unimicron Technology the appropriate amount of raw materials in a timely manner, so as to comply with the product production that the customer-end requests.	Provide advanced equipments and technology to assist Unimicron Technology in producing products of high quality and yield rate, so as to meet customer requirements.	For single suppliers or important one-stage suppliers, we adopt closer cooperation and make technological exchanges, so as to enhance the competitiveness of Unimicron Technology.
Management Strategies	For the raw material supply partners, we adopt the Quality – Cost – Delivery – Service – Technology (QC DST) management strategy to ensure that the delivery quality meets the customers' expectations.	We make technological exchanges and cooperate together in the development.	We arrange visits of higher-level executives, make technological exchanges, and cooperate in the development.
Potential Risks in the Environment	<ul style="list-style-type: none"> Point inspection of first-aid kit is uncertain. Malfunction of emergency exit lights and no Chinese and English labeling for the routes. No hazardous upon inspection labeling when importing materials. Lack annual occupational health and safety inspection plan. 	<ul style="list-style-type: none"> Point inspection of first-aid kit is uncertain. Malfunction of emergency exit lights and no Chinese and English labeling for the routes. Lack annual occupational health and safety inspection plan. Accident-free response plan. 	-
Potential Risks in Labor	<ul style="list-style-type: none"> Failure to comply with the provisions of a 60-hour work week. No rules on the employment of child labor and youth labor. No relevant regulations on labor-management meetings. 	<ul style="list-style-type: none"> No relevant regulations on labor-management meetings. Inadequate safety protection for on-site workers. 	-
Potential Risks on Human Rights	<ul style="list-style-type: none"> Issues on withholding liquidated damages of foreign labor workers. Issues on the custody of foreign labor documents. Employees lack channels for appeals. Personal information items is unrelated to work. 	<ul style="list-style-type: none"> Issues on withholding liquidated damages of foreign labor workers. Issues on the custody of foreign labor documents. Issues on occupational hazard insurance of contract workers. 	-
Potential Risks in the Community	<ul style="list-style-type: none"> Noise Offensive odor Traffic congestion 	Noise	-



Management System

In order to cope with global sustainable development trends and respond to customer demands on green product development, upholding the philosophy of business continuity, Unimicron built a complete CSR supply chain management system, cooperating with customers and suppliers on the foundation of risk management to head towards establishing a stable and sustainable developmental supply chain as the goal, so as to fulfill the sustainable responsibility of the supply chain.



CSR Supply Chain Management System

-  EICC Corporate Social Responsibility Management
-  Business Continuity Planning (BCP) Continuous Operational Management
-  Supplier Financial Risk Management
-  Supplier Conflict Mineral Management



100% Promise in Fulfilling CSR

Basing on EICC, International Labor Organization (ILO) Conventions, and Social Accountability 8000 Standards (SA8000), Unimicron had set "Supplier Letter of Commitment," requiring that the raw material suppliers must sign and return the "Supplier Letter of Commitment." The contents of said letter of commitment cover various provisional aspects, such as ethical behavior, human rights, and environmental considerations, and also represents our willingness, along with our supply partners, to fulfill the promise of global CSR responsibility.

In 2015, 100% of the suppliers for Taiwan Plants have completed the signing and 99.7% of the suppliers for Mainland Plants have completed the signing of Supplier Letter of Commitment.

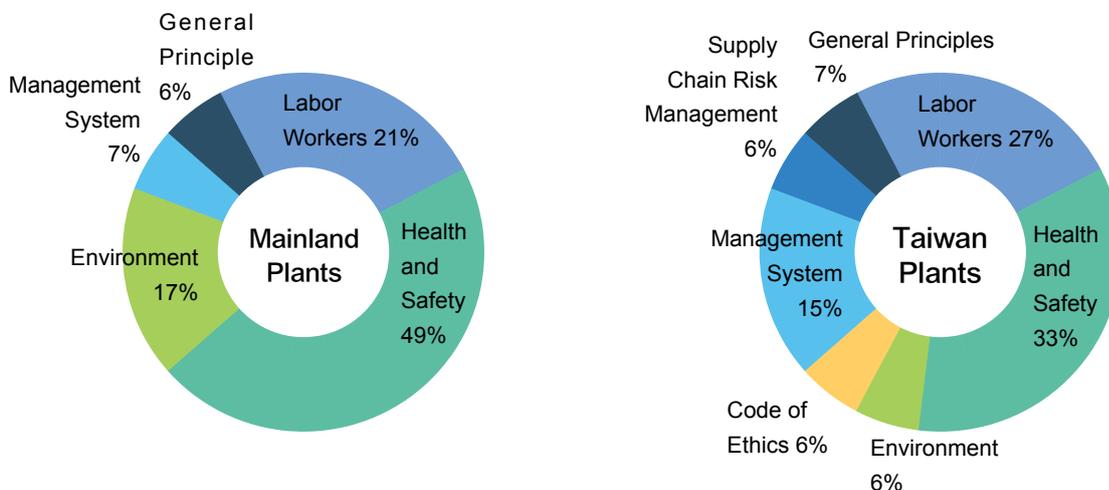
Audit and Advocacy

In order to raise the overall competitiveness for the supply chain, we have established a supply chain task force to conduct regular assessments and audits for suppliers of Taiwan Plants. In addition to including the supplier's quality, price and cost, service standards, environmental protection, work safety and health, technology, and other factors, conforming to CSR management requirements, we also listed CSR as an evaluation item. Upholding the spirit of management cycle, Plan-Do-Check-Act (PDCA), we assist the suppliers in investigating and reviewing the reasons, and provide necessary counseling in a timely manner, assisting the supplier partners in enhancing the CSR abilities, so Unimicron's supply chain can continue to maintain the highest competitiveness.

Year	Practice	Goal
2011	Official and actual on-site CSR audit	2 Suppliers
2012	Official and actual on-site CSR audit	7 suppliers
2013	Official and actual on-site CSR audit	7 suppliers
2014	Continue to conduct CSR self-assessment form and actual audit	Self-assess 46 suppliers + audit 8 suppliers
2015	Continue to conduct CSR self-assessment form and actual audit	Self-assess 22 suppliers + audit 8 suppliers
2016	Continue to conduct CSR self-assessment form and actual audit	Plan on auditing 8 suppliers

In 2015, CSR supplier audits were implemented for all Taiwan Plants and Mainland Plants, with a total of 8 suppliers for Taiwan Plants and a total of 35 suppliers for Mainland Plants. The summary of the audit results are as follows and Unimicron also requires the suppliers to improve and counsels them based on the audit results. Looking into 2016, we will further require the suppliers that have accepted on-site audit to carry out improvements on the items they failed in. If they still don't meet expectations or requirements, in addition to another audit, they may also be listed in the supplier audit watch list of the Corporate Sustainability Committee, and contract or relevant adjustments may be made depending on the situation.

2015 Distribution Chart of Items Failed in Supplier CSR On-Site Audits





Construct Platform - Reinforce Training and Exchanges

To ensure that all suppliers can understand and truly fulfill the relevant social responsibility provisions, we regularly hold supplier conferences, while also holding relevant exchanges and forums from time to time, so as to maintain communication and interaction with the suppliers. Before conducting on-site CSR audits, through prior communication and educational training, we will assist suppliers in completing the formulation of relevant documents. While for the management of other suppliers, such as on-site firms (security service) and human resource agencies, to ensure that they understand relevant standards on human rights, we also conducted relevant coordination and counseling training in accordance with relevant regulations and contract content formulated by both parties.



Note: Training Hours - once a month, with 432 total hours, among which human rights-related training accounts for around 40%



Quick Facts on Unimicron CSR Assessment and Auditing Mechanism



CSR Assessment Criteria for New Suppliers

Manufacturer whose plant is established in Taiwan, and whose capital of NTD\$ 2 billion, and who has 200 or more employees, or who has been actively determined to have environmental, social, and labor risks.



CSR Evaluation for Existing Suppliers

Top 50 in business deals each year and voluntary participation in provisions.



Filter Criteria for On-Site Audits

According to the importance of supplier (main raw material suppliers).

Strategic suppliers (key close partners)

Subjects who have had items to be improved for on-site actual audits in the past years.



CSR Auditing Process

Supplier self-evaluates and provides written supporting information.

Unimicron conducts written examination. Suppliers carry out Improvements according to audit results.

Unimicron verifies improvement results and closes the case.

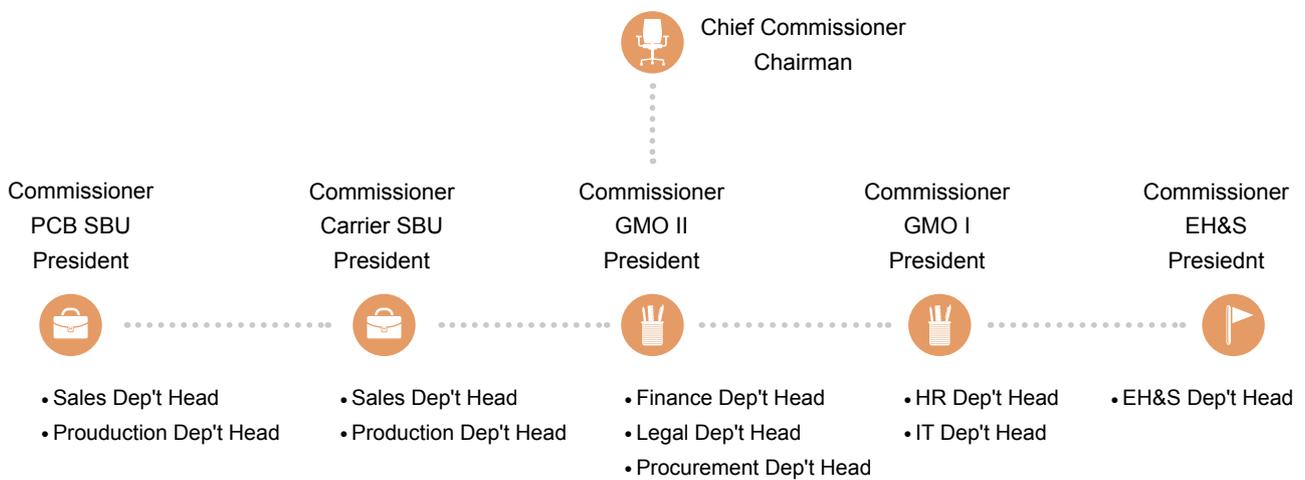
Supplier Exchange Results

	2014	Held in Taiwan Plants, a total of 90 suppliers participated.
Supplier Conference		1. Held two supplier conferences in 2015, sent out invitation cards to 111 suppliers, and a total of 99 suppliers participated. The participation rate reached 89%.
	2015	2. During the conference, explanations on green procurement, CSR supply chain management, CSR promotion results, and EICC standards were carried out. At the same time, all the information were placed onto the supplier platform for reference.
		3. For Mainland Plants, besides South China who held a supplier fellowship, all other plants mainly carried out advocacy by way of Supplier Letter of Commitment.
Industrial Safety and Environmental Protection Sustainability Forum	2014	55 suppliers participated.
	2015	1. Eight "Industrial Safety and Environmental Protection Sustainability Forums" were held from 2012 to 2015. 2. We invited customers and suppliers to participate in 2015, to share and discuss the current status and the future trends of occupational safety and health and environmental protection implementation.

Continuing Operational Management

In order to respond to various risks that may occur at any time, causing operational disruption leading to customer losses, in the past, Unimicron had formulated "Operational Procedures of Business Continuity Plan," and accordingly established "Business Continuity Plan Management Committee" to handle and respond to various situations that occur.

However, following the rapid changes in business management environment and the influence of the growing diversification of risks, the risk management system that originally focused on "business continuity" is significantly insufficient; therefore, we have once again expanded said system, and restructured it to "Risk Management Committee" to cover broader aspects, with the expectation to have a more complete grasp on the overall operational risks.



The Chairman himself holds the position of the chief commissioner of Unimicron's "Risk Management Committee" and leads the general managers of GMOs, EH&S Office, and various SBUs, as well as the department heads of related departments to regularly carry out various operational risk assessment and to set risk mitigation and disaster recovery plans. The various departments under the administration will then carry out single-item or mixed drills for being out of materials, labor shortage, information system failure, natural disasters, vandalism, or other unexpected situations according to plan, and to review and make recommendations for improvement.





In the aspect of risk assessment, "Risk Management Committee" will regularly review various potential risks, categorize them, and rate them according to predetermined risk indices. Then, among those whose risk rating is higher, mitigation and recovery plans are first set for these. These will be the main goals for Unimicron's future improvement. In 2015, the risk assessment results are as follows (the following ratings: the higher the number, the lower the risk):



Production Aspect

Type	Risk	Possibility	Severity	Rating
Malfunction of Production Facilities	Power Outage	2	2	4
	Water Supply Cut-Off	2	2	4
	Accidents in Neighboring Plants	3	3	9
	Earthquake	3	2	6
	Flood	3	2	6
	Plant Enclosure	3	3	9
	Fire	3	2	6
	Chemical Leakage	3	3	9
	Violations of Environmental Protection Laws and Regulations	3	3	9
	Violations of Industrial Safety Laws and Regulations	3	3	9



Manpower Aspect

Type	Risk	Possibility	Severity	Rating
Loss of Manpower	Environmental Protection Accident	2	2	4
	Important Personnel Replacement	3	2	6
	Occupational Injury / Personal Injury	3	2	6
Changes in Labor Market	Policy Change for Important Stakeholders	2	2	4
	Variations in Labor Market	2	2	4
Labor Practice	Issues on Personal Morality	3	2	6



System Aspect

Type	Risk	Possibility	Severity	Rating
System Shutdown	System Crash	3	1	5
	Power Outage	2	2	6
	Plant Not Operating	3	2	7
	Fire, Flood, Earthquake	3	3	7
Data Loss	Hacker Intrusion	2	1	6
	Illegal Login to the System	3	1	6

In terms of recovery plan, for the various types of risks, "Risk Management Committee" will respectively set corresponding organization and resource planning of crisis management teams. With the usual drills and point inspections, in the event of an incident occurring, we can immediately set up and operate. Supporting each other through the Group's resources, we can ensure that under a state of distress, we can still maintain operation within the maximum scope, minimizing the level of affected time and impact. During 2015, Unimicron conducted on-site drills respectively for fire disaster in plants, power outage in plants, system crash, personnel emergency evacuation, and other situations using PDCA, so as to achieve the desired effect. We expect to further promote this system to the various Mainland Plants in 2016, with complete execution from risk identification and assessment to mitigation and drills, so that related personnel may be familiar with the goal and implementation method of the overall risk management.

However, Unimicron understands clearly that even if the most comprehensive specifications and plans are developed, risks may still occur. In order to avoid the loss brought by risks, Unimicron has insured a complete variety of insurances (such as property and casualty insurance, business interruption insurance, installation insurance, marine insurance, fire insurance, etc.) to ensure that when risks occur, Unimicron still has enough ability and resources to carry out follow-up operational recovery matters and to actually shoulder the various promises made to the customers.

Conflict Minerals

Since the exploitation process of precious metals, such as cassiterite, wolframite, coltan, and gold, from within Democratic Republic of Congo and its neighboring regions have caused serious human rights and environmental issues, the metals mined from these regions are known as "conflict minerals." These metals may be used on information and communication technology products.

Unimicron has included the prohibition of "conflict minerals" in its supplier management policy and works together with our customers promising that we will not use the metals extracted under armed conflicts, illegal mining, and poor working conditions. Meanwhile, we require our suppliers to fulfill the social and environmental responsibility, track the source of gold (Au), tin (Sn), tantalum (Ta), and tungsten (W) included in products, so as to ensure that these metals are not from "conflict mining areas" or "blood mining areas"; we require the suppliers to convey this requirement to their upstream suppliers in order to eradicate such behavior through the use of market mechanism.

We have also brought out our influence on the supply chain by requesting our suppliers to actively update the content and version of the Conflict-Free Sourcing Initiative - Conflict Minerals Reporting Template (CFSI CMRT), and by confirming that all smelters and refineries that use conflict minerals, according to the content of response, have all obtained "Conflict-Free Smelter Program (CFSP)" certification since 2014 and are all in compliance with the requirements of EICC.

Statistics on Unimicron Technology's Source of Conflict Minerals



In addition to creating exceptional performance and care about the Earth's environment, the most foundational is that successful sustainable enterprises must form a tight connection with "people." Only when enterprises conduct effective interaction and communication with employees and local community residents, will shared values, co-prosperity, and mutual existence be created.



Employee & Labor Relations



Unimicron Personnel

Talents are the Company's key to success in global market competitiveness, and innovative products, techniques, and service all have to rely on outstanding talents in order to be fulfilled. According to the local labor laws and regulations of the operation location, we set the labor policies in accordance with the global customers, EICC, and other international standards and norms to construct an equal, secure, and stable employment and development environment.

In the portion on personnel recruitment, to achieve the principle of being fair and open and recruitment effectiveness, a complete recruitment standard mechanism has been formulated: including labor budget and review process, job descriptions, vacancy specifications, eligibility criteria, and assessment and interview process. And through various assessments and interviews (including logic test, English ability assessment, job suitability test, and management competency test), we ensure Unimicron's recruited employees are all placed in the appropriate positions according to their talent, so they can use their talent to the full potential. Our recruitment channels include cooperative scholarship and grant projects with the departments of nearby schools, summer internship opportunities, and R&D substitute military service personnel, etc.

Unimicron upholds the principle of equal opportunity employment with respect to recruitment, employment, appraisal, and promotion, and employees of different gender, race, religion, political stance, marital status, labor union membership, and other backgrounds, will all be viewed equally, where the only consideration of choice is finding the appropriate candidate for the appropriate position, so all are treated equally.

Unimicron's Labor Structure in 2015



Contract Type	Category	Gender	Taiwan	China
Non-Fixed Term	Direct		2,692	3,801
			3,901	6,109
	Indirect		854	822
			1,931	1,273
Fixed Term	Dispatched (Contractual)		130	142
			199	314
	Intern		0	0
			1	0
	Foreign Worker		1,313	0
			1,052	0
	In-School Trainee		14	0
			35	0

1. AGM Rank or Higher: Includes (Senior) AGM / Senior Project Special Assistant / Senior Special Assistant / Functional GM / CQO / CSO / SBU GM / Chairman
2. Assistant GM Rank: Includes Assistant GM / Associate Director / Director / Senior Special Assistant / Senior Manager / Factory Director
3. Manger or Assistant Manager Rank: Includes Special Assistant / (Senior) Assistant Manager / (Senior) Project Assistant Manager / Associate Director / Associate Factory Director / (Senior) Manager / (Senior) Project Manager
4. General Staff: Includes (Senior) Section Manager / (Senior) Project Section Manager / (Deputy) Team Leader / (Senior) Engineer / (Senior) Administrator / (Senior) Clerk / (Senior) Technician / (Senior) Technical Engineer / Assistant Engineer / Assistant Administrator / (Senior) Technician / (Senior) Clerk / Technician / Clerk / Foreign Staff / Part-Time Staff / In-School Trainee / Contractual Staff



Distribution According to Region, Gender, and Age in 2015

	30 Years Old or Below			30-50 Years Old			51 Years Old or Above		
			Total			Total			Total
Taiwan	2,013 (44%)	2,559 (56%)	4,572	2,794 (39%)	4,410 (61%)	7,204	196 (57%)	150 (43%)	346
China	3,532 (38%)	5,865 (62%)	9,397	1,228 (41%)	1,788 (59%)	3,016	3 (6%)	45 (94%)	48

Distribution of Employees' Rank and Gender in 2015

	AGM Rank or Higher			Assistant GM Rank			Manager or Assistant Manager Rank			General Staff		
			Total			Total			Total			Total
Taiwan	1 (3%)	37 (97%)	38	4 (15%)	22 (85%)	26	132 (20%)	544 (80%)	676	4,866 (43%)	6,516 (57%)	11,382
China	0 (0%)	7 (100%)	7	1 (10%)	9 (90%)	10	16 (16%)	83 (84%)	99	4,748 (38%)	7,597 (62%)	12,345

Employee & Labor Relations



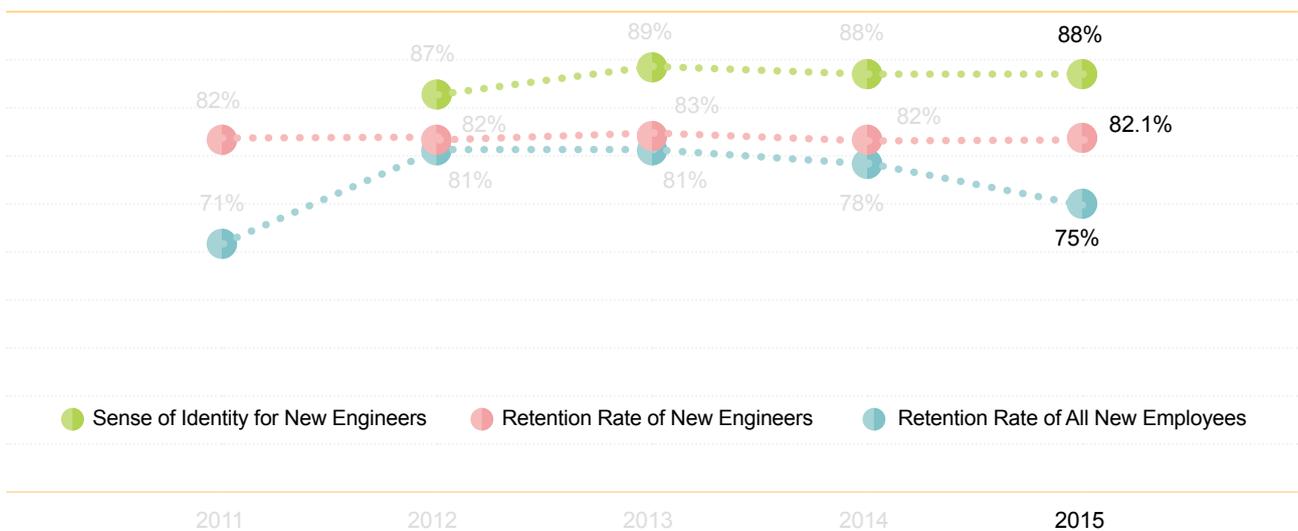
Status of New Employees in 2015

	30 Years Old or Below			30-50 Years Old			51 Years Old and Above		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
 Taiwan	1,392 (39%)	2,174 (61%)	3,566	777 (35%)	1,436 (65%)	2,213	7 (37%)	12 (63%)	19
 China	2,974 (39%)	4,675 (61%)	7,649	517 (41%)	759 (59%)	1,276	0 (0%)	3 (100%)	3



New Employee Care and Talent Retention

We will arrange a mentor for each Unimicron personnel that have just entered the Company. In addition to providing assistance in work and skills, the mentors will also assist the new employees integrate and adapt to the new environment more quickly through various methods. Because Unimicron is a skills-oriented enterprise; therefore, it especially values the integration and retention of engineering manpower. In addition to the training according to the educational training system, there are dedicated staffs from the HR Department who will conduct one-on-one care interviews with each engineer three months after reporting for duty, so, therefore, in recent years, the retention rate of new engineering manpower has maintained in a stable condition.



Retention Rate of Engineers = Engineers that remained three months after reporting for duty / All the new engineers
 Retention Rate of All New Employees = Employees that remained threemonths after reporting for duty (not fixed term employees) / All the new employees
 Not including foreign workers / fixed term employees / in-school trainees / interns



In the aspect of leave management, once an employee proposes resignation request, in addition to a related executive immediately speaking face-to-face with the party, the HR Department will also conduct a one-on-one interview, so as to understand the reason and changes for the leave of the employee in a timely manner and coordinate the matters of adjustment and care for the work being carried out.

Employee Turnover Rate in 2015



Age	Gender	Taiwan	Unimicron (Kunshan)	Unimicron (Shenzhen)	Unimicron (Suzhou)
30 Years Old or Below		18.37%	20.6%	25.92%	23.95%
		12.67%	14.6%	14.76%	13.17%
	Total	15.86%	35.2%	40.68%	37.13%
30-50 Years Old		15.71%	2.50%	6.50%	2.30%
		8.81%	2.50%	3.52%	1.25%
	Total	13.04%	5%	10.02%	3.54%
51 Years Old or Above		8%	0.10%	0.04%	0.00%
		5.6%	0.20%	0.04%	0.00%
	Total	13.91%	0.30%	0.08%	0.00%

Note: The Year's Total No. of Leave (Assumed Post > 3 months, not fixed-term employee) / No. of End-of-Year (Dec. 31st) On-Staff Personnel



Diverse Channels of Cooperation - Enhance Human Capital



Industry-University Collaboration

“Unimicron Technology – National Tsing Hua University United Research Center” joined hands in cooperation, which included the planning and implementation of: “Property Improvement of PCB and IC Carrier Plating” Plan; “IC Pair and Substrate Analog System” Plan, developing three-dimensional chip packaging integration, hoping for a breakthrough in technology and to effectively enhance performance and density.

“High-Resolution FA/RA Precision Detection Instrument Usage” Plan, where through the detection of NTHU’s professional precision instruments, error analysis and reliability analysis were carried out to enhance product quality and conduct industry-university exchanges; and “Measurement and Analysis of the RF Characteristics of High-Speed Circuit Boards” Plan, where the effectiveness reception of various new substrate materials applied in the aspect of high frequency in the future is researched, such as applications of car electronics and other fields, so as to fully achieve the goals of industry-university cooperation and enhancing technology.



Recruit High-Tech R&D Substitute Military Service Personnel

In order to enhance the opportunities of exchanges with the students, Unimicron started to enter into the campuses in 2011 to hold briefing sessions for R&D substitute military service personnel. Through introducing the industry vision and the Company, more students will be able to get to know and join Unimicron. In 2015, we expanded to holding six employment fairs and briefing sessions.

As of 2015, there were a total of 79 employees that entered the Company because of R&D substitute military service personnel project, among which those R&D substitute military service personnel on active duty were appointed to units with R&D nature (including Manufacturing Process Department, Research and Development Department, and Product Department). Under good working environment and system, there were a total of 25 employees who chose to remain and serve in the Company after retiring from military duty, among which 10 had already been promoted to executive positions, expanding a good career at Unimicron.



Military Personnel on Active Duty	• Manufacturing Process Department	22 people
	• Research and Development Department	18 people
	• Product Department	14 people
Remained after Retirement from Military Service	• 3~5 Years of Service	15 people
	• 5~7 Years of Service	4 people
	• 7 or More Years of Service	6 people
Remained and Promoted	• Section-Rank Executive	1 people
	• Assistant Manager Rank	5 people
	• Manager Rank	4 people



Holding Career Camp

In 2015, we held the Career Camp. Through a four-day-two-night course, under the leadership of Unimicron's senior staff, those with a master's degree or doctorate degree from domestic graduate school of science and technology can understand the movement and corporate management of technology industries and through the project activities, they can absorb the successful experience of enterprise managers in a short period of time.

Through context simulation and the successful experience sharing of CEOs and experts, not only can the participants obtain the newest industry movement and new knowledge on technology development, what's more precious is that they have the opportunity to learn how to integrate academic studies and practical work, understand the expertise and advantages of personal functions, and shorten the exploration period of entering into the workplace, so as to achieve the goal of applying their knowledge.



School-Enterprise Cooperation, Win-Win for Industry and School

Unimicron has had long-term school-enterprise cooperation with Private Chung-Hsin High School of Hsinchu County, providing a good work environment and learning environment for students, and has planned comprehensive subsidy and care measures for students during their working period, including:

- One month after the student reports for duty, assessment on adaptation to work and life was conducted to understand the adaptation of students in all aspects of the new environment, hoping to be able to make appropriate adjustments and give appropriate assistance.
- Worked with professional assistant teachers to assist the students in immediate handling of issues in life, work, and school.
- Conducted consultative interviews with students from time to time, being able to grasp the situation of students at any time.
- Dedicated Staff have be set up by the Human Resource Department Employee Relationship Team to be the bridge between the executives and the students.
- Provided independent accommodations within the plant, along with strict access control mechanism to maintain the safety of the lives of students.
- NTD\$ 10,000 was subsidized for each student's tuition and fees each semester, and, in 2015, a total of NTD\$ 990,000 was subsidized.
- Provided Filial Award Subsidy each year and subsidy for the injection of influenza vaccine.
- Provided merit rewards vouchers for the top three graduating students
- Rewards contract were set with merit graduates who decided to remain in office.



Prohibiting Child Labor in Accordance with the Law - Comprehensive Correction Mechanism

According to the provisions of the local laws of the operation location and in compliance with EICC regulations, Unimicron prohibits the employment of child labors and formulated relevant preventive regulations. We will handle using the following method if after recruitment of employee, through verification, it is found that the party is below the legal age for employment to ensure the rights and benefits of both the employer and the employee, including:

1. His or her right to work will be retained until the legal age for employment is met;
2. The party can choose to return to the home of the guardian or stay in the company to receive training and complete compulsory education until the legal age of employment is met;
3. Provide the following expense subsidies:
 - For six months or when the party reaches the legal age for employment, whichever is greater;
 - Transportation expenses to return to the home of the guardian;
 - Tuition costs and incidental expenses before reaching the legal age for employment;
 - Original wages before reaching the legal age for employment.
4. If the party chooses to stay in the Company to receive training, Unimicron will still pay his or her wages, and if his or her identity is an in-school trainee and he or she has already signed the contract with the Company, then, during his or her training period, Unimicron will still pay the related subsidy expenses according to the contents of the contract.



Unimpeded Communication Channels

We significantly value communication with employees. In addition to directly reporting to the direct supervisors, substantial factory director mailbox, quarterly labor-management conferences, and employee suggestion electronic mailbox, reporting hotlines, such as Auditing Office, HR Department, and foreign employees, are even set up. Moreover, electronic mailbox exclusively for anonymous appeals or “Got Something to Say” at “myumt” employee corner in the corporate intranet in Taiwan, etc., assist in resolving more private issues. As for the Mainland Plants, in order to understand the work and living status of the current employees and increase the retention rate, a symposium is held each quarter. In addition to having resolved basic issues related to clothing, food, and accommodations, we also invited executives of departments to participate in the symposium to care about the problems and suggestions of work and various aspects raised by the staff members.

Communication Channels for Taiwan Plants		Status of Employee Reactions and Comments in 2015		
Direct Supervisors	From time to time, at any time	 <p>Complaints 363 cases Responded 100%</p>	 <p>Appeals 8 cases Responded 100%</p>	 <p>Suggestions 139 cases Responded 100%</p>
Dedicated Staff from HR Department	From time to time, at any time			
Corporate Website	From time to time			
Corporate Bulletin Boards	From time to time			
Employee Suggestion Box	From time to time			
Employee Seminars / Regular Labor Forums	From time to time			
Employee Satisfaction Surveys	Once a year			
Monthly Meetings for Each Plant and Department	Regularly			
Channels for Employee Appeals	From time to time, at any time			

For the feedback, suggestions, and problems of employees, they will also be truthfully conveyed to the related departments for response or follow-up tracking and processing. Using Taiwan Plants as an example, there were a total of two official cases proposed through the employee appeal channels, which were both disputes among the interaction between one employee and another employee and both were 100% resolved.

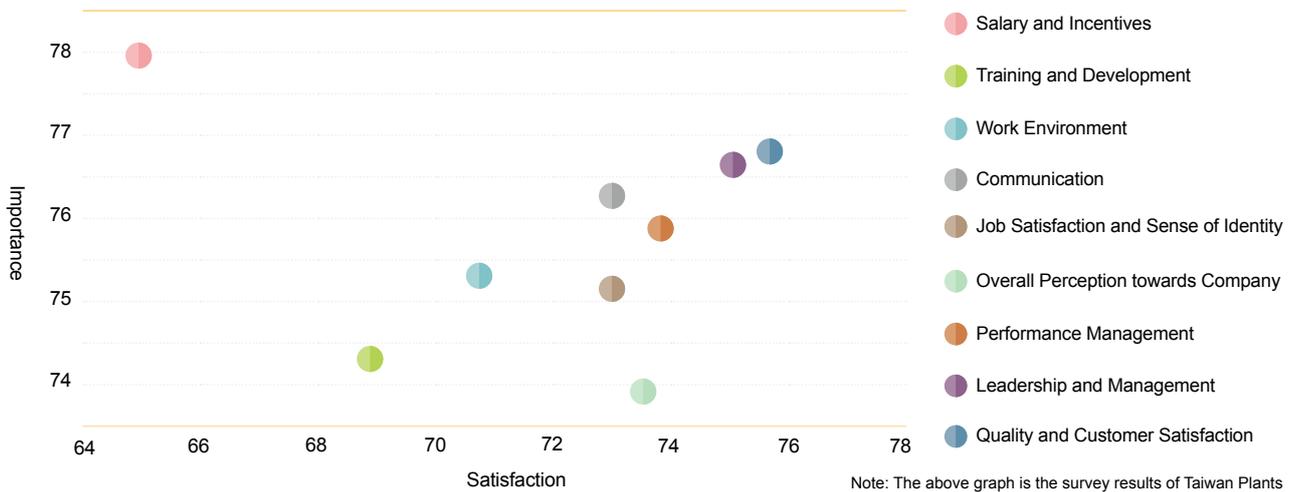
Satisfaction Survey, Listening to the Voices of Employees

Unimicron is “people-oriented,” values, and listens to the voices of the employees, and has conducted the “Indirect Personnel Satisfaction Survey” for many years, which focuses on aspects that employees care about, such as “Training and Development, Communication, Salary and Incentives, Leadership and Management, Business Philosophy, Performance Management, Quality and Customer Satisfaction, Job Satisfaction and Sense of Identity, Work Environment, and Corporate Image.” Using the feedbacks and suggestions of the employees, in-depth investigation and analysis is carried out, which will be used as an important reference for follow-up promotion of related improvement work. And the Company will also carefully assess whether the aspects of corporate governance policies and implementation need to be adjusted according to the feedback and suggestions of the employees.

Results of Employee Satisfaction Survey in 2015

	Taiwan 		Mainland 	
	Participation Rate	Satisfaction	Participation Rate	Satisfaction
2011	58%	75.6	-	-
2012	87%	72.3	-	-
2013	89%	72.9	53%	72.9
2014	84%	74.3	89%	73.8
2015	86%	72.3	96%	75.2

Overall Satisfaction Survey Results of Each Facet



For the decrease in satisfaction score in Taiwan Plants, of the three items with the lowest satisfaction scores, two of them fall in the facet of salary and incentives, and according to the feedback and suggestion of employees, there were 33% that proposed related comments to salary and incentives. The reasons mostly fell on the issue of benefits for the three main holidays, and the majority of the comments came from switching gift vouchers to dining gift certificates of affiliates under the premise that no agreement has been reached from the communications in 2015. In the future, when we are to implement related benefit decisions, we will first advocate and communicate with the employees well, and explain the reason for the change in benefits, so as to enhance the transparency of information and completeness of communication.

For the facet on communications, according to the feedback and comments of employees, the employees believe that "Poor Communication between Departments" is a possible difficulty that they might face when executing work and might even be one of the reasons that talents cannot be retained. In the future, we will encourage and help carry out mutual communication and cooperation between departments, so as to carry out communication and exchanges with an attitude of mutually respecting and valuing each other.



Features of Unimicron Employee Satisfaction Survey

1. Adopted internet anonymous survey method, so employees won't have to worry about pressure from the Company, executives, and co-workers;
2. Employees can give evaluations and suggestions for the executives, organization, and management system;
3. Value and Support for Management and Operation Level: Our management and operation level views this as the overall physical examination of the management system. After the completion of the survey report, these are reported to the senior management, including the GMs, CEO, SBU GMs, AGMs, factory directors, and directors, for them to understand the opinions of the employees;
4. Open and Transparent Communication: Convened by each plant, the communication meeting is led by the top executives themselves, all the staff members are invited to attend;
5. Implementation of Improvement and Maintenance: Executives of units will propose improvement plans and implement them.



Competitive Salary, Compensation, and Benefits

Unimicron adopts salary and benefit strategies of competitiveness for the overall salary and benefits. In addition to designing an encouragement system to attract and retain outstanding employees and to having all employees conduct performance assessment as a basis of reference for salary, we participate in external salary and benefits surveys each year to review the connectivity of the salary measures and benefits measures with the market, so as to carry out adjustments to the salaries of employees in a timely manner. For the salary and benefits of each employee, the comprehensive salary package is in accordance with the employee's professional knowledge and skill, office duties, education background and experience, and personal performance, along with the Company's operational goals. The salary package will not differ due to gender, race, religion, political stance, and marital status, and will comply with the salary guidelines stipulated by the laws and regulations.

And in order to unite the solidarity of the employees towards Unimicron, in addition to the basic salary, Unimicron will carry out flexible changes in payroll management according to the Company's operational situation during that year, including annual salary adjustments, performance-based bonuses, employee bonuses, achievement bonuses, incentive bonuses, and stock rewards (transfer of treasury shares), etc., to, in a timely manner, boost morale and encourage employees to continually contribute.

Proportion of Average Employee Salary by Gender and Rank (Taiwan Plants)

Rank		
AGM Rank or Higher	0.87	1
Assistant GM Rank	0.95	1
Manager or Assistant Manager	0.91	1
General Staff	0.94	1

Explanation: There is a greater difference in the salary of the females in AGM rank or higher compared to the males, because the female executives are just newly promoted to that rank. Salary items include basic salary and other allowances

Proportion of Local Salaries

Region	Local Base Salary (\$)	Basic Starting Salary of General Personnel at Unimicron
 Taiwan Plants	1	1.2
 South China	1	1
 East China (Suzhou)	1	1.2
 East China (Kunshan)	1	1.1

Average Salary Increase of Employees in 2015

Year	2014	2015
Average Salary of General Staff	1	1.001



Benefits Measures of Employees

Unimicron has planned a diverse benefit system. In addition to being in accordance with local laws and regulations in setting aside various insurance benefits and pensions, Unimicron also provides group insurance that exceeds what is stated in the laws and regulations to ensure the work and living security of the employees. We purchase group insurance for all our employees on the day of registration and they can choose, at their own expense, to add their dependents into the Company's preferential welfare measures to extend the coverage from the employees themselves to their family members. Additionally, Unimicron further offers comprehensive group insurance combinations for the dispatched overseas employees, so that the dispatched personnel can be devoted to their overseas responsibilities without worries. The Employee Welfare Committee also provides subsidies and stipends of varying amounts based on different events, such as weddings, funerals, further training and education, hospitalization, or occupation injury.



On-the-Job Training

Unimicron provides subsidy for on-the-job training once every school year. In 2015, a total of 77 people applied, including high school, college, university, and higher education, and the subsidy amount for each person ranged from NTD\$ 2,500 to NTD\$ 8,500. In addition, full subsidies are given to top executives for domestic and international EMBA tuition to encourage the common practice of continuing education, while also expanding and enhancing the management perspective.



Pension System

Covers All Official Staff

According to the statutory pension system, Unimicron sets aside pension for each employee, and 100% of the employees participate in the pension plan.

According to the Labor Standards Act and Labor Pension Act, for the employees that were recruited before (including) June 30th, 2005, at the plants in Taiwan, they can enjoy the old pension seniority system. According to the employee pension measures set by "Labor Standards Act" and "Labor Pension Act" and according to the escrow amount as stipulated by the laws and regulations, Unimicron entrusted actuaries at the end of each year to conduct calculation to ensure that the retirement reserve appropriated is enough to satisfy and safeguard the rights and benefits of the employees' future pension requests.

Plant	Methods of Retirement Plan	Ratio of Appropriated Pension to Salary	Employee's Participation in the Retirement Plan
Taiwan 	Old Pension System: Corporate Pension Account	Employer 2%; Employee 0%	1.2%
	New Pension System: Personal Pension Account	Employer 6%; Employee 0~6%	98.8%
Mainland 	Endowment Insurance (Employee Account)	Employer 13~20%; Employee 8%	100%



Valuing Occupational Safety and Health

Creating a good, safe, healthy, and comfortable work environment is Unimicron's philosophy in implementing occupational safety and health, where relevant occupational safety and health measures and actions are promoted. And conforming with the requirements of competent authorities, customers, and employees on the occupational safety and health system, we continue to enhance and improve the management system, actively sharing the management practice results externally, so as to create and share the value of occupational safety and health from the inside to the outside. Occupational Safety and Health Committees have been set up for all the Taiwan Plants and Mainland Plants and regularly holds committee meetings. The labor representative ratios in the Committees in the various Taiwan Plants are all better than the (30%) requirement provided in the laws and regulations. The average labor representative ratio accounts for 58% at all the plants, among which the labor representative ratio at Shanying Plant is the highest at 66%.



Complete Import of Management System

Unimicron believes that a comprehensive occupational safety and health management mechanism is constructed on the spirit of self-management. Based on this belief, we have actively imported the OHSAS 18001 Management System in all the plants, and through e-management interface, the spirit of PDCA continuous improvement is implemented and the system efficiency is improved.

Under complete control and management of occupational safety and health mechanism, no severe occupational accidents occurred in 2015. The disabling injury frequency rate (F.R.) and the disabling injury severity rate (S.R.) in all areas from 2013 to 2015 are shown in the following chart. The main reason for the increase in S.R. for the whole Company in 2015 is that improper operations of personnel occurred in the Mainland Plants, causing severe occupational accidents. In view of this, we immediately did a review and analysis and strengthened the safety awareness of employees through training, so as to implement occupational safety and health act in all sectors. We upgraded the equipment protection devices and regularly reviewed the operating procedures, so as to prevent similar incidents from happening again.

Results of the Import of Unimicron's Occupational Safety and Health System



Taiwan

- 100% obtained OHSAS 18001: Certified in 2007, and have regularly passed the investigation of third-party certification authorities;
- According to Chinese National Standards CNS 15506: Received certification of "Taiwan Occupational Safety & Health Management System" (TOSHMS) in 2011.



Mainland

- 100% obtained OHSAS 18001: Certified in 2007, and have regularly passed the investigation of third-party certification authorities;
- Unimicron-FPC (Kunshan), Unimicron (Kunshan), and Unimicron (Suzhou) received the "Work Safety Level II Standardization" certification;
- Unimicron (Shenzhen) received the "Work Safety Level III Standardization" certification.

Year	Disabling Injury Frequency Rate (F.R.) for Each Year			Disabling Injury Severity Rate (S.R.) for Each Year		
	Whole Company	Taiwan Plants	Mainland Plants	Whole Company	Taiwan Plants	Mainland Plants
2015	0.62	0.86	0.43	106	8	173
2014	0.74	1.31	0.34	64	144	7
2013	0.68	0.87	0.53	127	8	217

Note 1: Disabling Injury Frequency Rate (F.R.) = No. of times of disabling injury × 106 / total labor hours
 Disabling Injury Severity Rate (S.R.) = (No. of times of disabling injury × total lost days) × 106 / total labor hours
 Definition of No. of times of disabling injury: No. of cases where labors cannot return to work for at least one day (inclusive) due to the occurrence of occupational injuries.
 Total lost days: No. of days where labors cannot return to work for at least one day (inclusive) due to the occurrence of occupational injuries. The total lost days do not include the day the injury happened and the day the labor returns to work.

Note 2: Definition of Severe Occupational Accidents: In Taiwan Plants, it refers to the "Severe Occupational Accidents" specified in Article 31 of the Enforcement Rules of the Labor Inspection Act; in Mainland Plants, it refers to the "Large Accidents" specified in Article 3 of the Regulations on the Reporting, Investigation, and Disposition of Work Safety Accidents.



External Awards and Affirmations for Occupational Safety and Health

Plant Awarded in 2015	Award Title	Issuer	
Taiwan	Unimicron	Awarded the Certificate of Appreciation: Assisted in holding Taiwan Occupation Safety & Health Management System (TOSHMS) Northern Promotional Association Demonstration Event	Occupational Safety and Health Administration (OSHA), Ministry of Labor (MOL) TOSHMS Promotional Association Safety and Health Technology Center (SAHTECH)
	Hsingpong Plant	Obtained 3-Year Occupational Safety and Health Management System Performance Recognition	OSHA, MOL
	Hsinfeng II Plant	Awarded Proof of No Occupational Accident Hours Record (Accumulated 280 Thousand Hours of No Occupational Accident Hours)	OSHA, MOL
	Nanshan Plant	Awarded Proof of No Occupational Accident Hours Record (Accumulated 480 Thousand Hours of No Occupational Accident Hours)	OSHA, MOL
	Luchu Plant	Awarded Proof of No Occupational Accident Hours Record (Accumulated 5.4 Million Hours of No Occupational Accident Hours)	OSHA, MOL
	Luchu II Plant	Awarded Proof of No Occupational Accident Hours Record (Accumulated 3.8 Million Hours of No Occupational Accident Hours)	OSHA, MOL
	Herjiang Plant	Awarded Proof of No Occupational Accident Hours Record (Accumulated 1.21 Million Hours of No Occupational Accident Hours)	OSHA, MOL
Mainland	Herjiang II Plant	Awarded Proof of No Occupational Accident Hours Record (Accumulated 490 Thousand Hours of No Occupational Accident Hours)	OSHA, MOL
	Unimicron-FPC (Kunshan)	Work Safety Level III Standardization	Administration of Work Safety in Kunshan City
	Unimicron-FPC (Kunshan)	Work Safety Level II Standardization	Administration of Work Safety in Jiangsu Province
	Unimicron (Kunshan)	Awarded Microsoft SEA Competition I Award in 2015	Microsoft Corporation
	Unimicron (Suzhou)	Jiangsu Province Safety Culture Demonstration Enterprise in 2014	Administration of Work Safety in Jiangsu Province Administration of Coal Mine Safety in Jiangsu Province
	Unimicron (Shenzhen)	Work Safety Standardization (Level III) Enterprise	Shenzhen City Work Safety and Safety Culture Association

Related GRI Occupational Safety and Health Indicators

Gender	Injury Rate (IR)			Lost Labor Days' Rate (LDR)			Absence Rate		
	Whole Company	Taiwan	Mainland	Whole Company	Taiwan	Mainland	Whole Company	Taiwan	Mainland
Male	0.138	0.173	0.115	491	316	677	0.0754%	0.0656%	0.0886%
Female	0.096	0.171	0.042	544	308	825	0.0430%	0.0378%	0.0483%
Total	0.122	0.172	0.087	132.06	70.46	61.7	0.0611%	0.0542%	0.0692%

Note: Injury Rate (IR) = Total No. of injuries / total No. of labor hours × 200,000*

Lost Labor Days' Rate (LDR) = Total No. of lost labor days / total No. of labor hours × 200,000*

Occupational Diseases Rate (ODR) = (Total No. of occupational diseases / total No. of labor hours) × 200,000*

Absent Rate (AR) = Total No. of absent days / total No. of work days × 100%

*200,000 refers to every 100 employees working 40 hours per week for 50 weeks each year

AR – the range for statistics of total No. of absent days: injury leaves, sick leaves, personal leaves.

The ODR was 0, so we chose not to list it out



Communication Training System

In order to cultivate a safety and health culture and implement the goal of the participation of all employees in occupational safety and health action, Unimicron has set up occupational safety and health officers at all the plants, where for an average of every 50 people, there is 1 occupational safety and health officer. Such a high ratio is rarely seen in the industry, it is obvious the value Unimicron places on the implementation of occupational safety and health. Safety and health officers hold meetings regularly each month to carry out two-way conversations, advocacy, and counseling, and actively promote various occupational safety and health events, while resolving the demands and doubts of employees towards occupational safety and health. Through these, the culture of occupational safety and health is implanted.

We set up annual occupational safety and health educational training plan for employees. In addition to actual classes, these are also placed on an internet learning platform to let employees take a class at anytime from

anywhere by going to Unimicron's e-Classroom. Training themes include: cultivation of professional occupational safety and health information, awareness of various hazard prevention in the workplace, advocacy of work and home security, and how to use personal protective equipment, etc., concretely enhancing the safety and health awareness of employees. In addition, to prevent the occurrence of various emergency situations, emergency drills are set each year for each plant and unit to execute. The themes of drills include fire hazard, chemical hazard, occupational hazard, firefighting, earthquake, and other disasters, which are to enhance the response skills of all personnel, ensuring the stability of operation.

	Taiwan	Mainland	Total
No. of Drills	347	250	597
Themes of Drills	Accident where equipment catches fire, fire evacuation drills, handling of chemical spills, unexpected situation of personnel fainting, emergency response during earthquake occurrence		

Dedicated Staff Training



- Occupational Safety and Health Business Executives
- Safety and Health Manager / Administrator
- Other Dedicated Staff Training (First Aid, Fire Prevention, Specialization...)

Occupational Safety and Health Training for New Employees



- General Safety and Health Training
- Training on General Knowledge of Hazard
- Basic Fire Escape Training

External Courses & Seminars



- Discussion and Advocacy Meetings Held by Government Agencies
- Seminars Held by Professional Safety and Health and Environmental Agencies
- Safety and Health and Environmental Management Practices (includes Factory Service & Equipment System Check)

On-the-Job Educational Training



- Hazard Prevention Training for Machinery and Chemicals
- Hazard Prevention for Noisy Locations
- Hazard Prevention for Radiation Operation Locations
- Educational Training on the Categorization of Manufacturing Process Waste

Comprehensive Training System

Professional E-Learning Courses



- Occupational Safety and Health Management System
- Environmental Management System
- Occupational Safety and Health, Environmental Protection, and Fire Protection Statutes
- Operating Environment Measurement Standards (A total of 27 courses, only a portion is listed)

Life Safety and Health Training



- Training and Advocacy on Traffic Safety
- Advocacy on Tobacco Hazard
- Talk on Greenhouse Effect and Footprints of Life
- Purification of Indoor Air Quality
- Health Preservation Perspective on Low-Carbon Healthy Fruit and Vegetable Diet

Emergency Response Drills



- Drills on Fire Hazard and Chemical Hazard
- Drills on Operation Outage and Interruption

System Courses



- Internal Auditing and Hazard Identification for OHSAS18001
- Internal Auditing and Hazard Identification for CNS15506
- Internal Auditing and Hazard Identification for ISO14001
- Internal Auditing and Hazard Identification for ISO14064
- Internal Auditing and Hazard Identification for QC080000
- Water Footprint Training Course



Emergency Response Drills for Earthquakes

Under the affect of global climate change, the frequency of earthquakes have also gradually increased, and Taiwan is located in a zone where earthquakes happen frequently. In order for the employees to possess the concept and ability to respond in an emergency when earthquakes occur, we conducted emergency response drills for the foreign colleagues in 2015, simulating the sudden occurrence of earthquake, and because personnel didn't turn off the main power switch, which led to the situation of electrical appliances catching on fire in the dormitory, which includes immediate broadcasting for immediate evacuation of all personnel, as well as immediate launching of the response team to assist in disaster relief.



01

Situation description and safety precautionary advocacy before earthquake drill



02

Personnel realizes earthquake occurrence



04

Immediately using fire extinguisher to extinguish fire



03

Emergency situation - discovered that electrical appliance caught on fire



05

Broadcast to notify all personnel in the dormitory to evacuate as soon as possible



06

Personnel evacuation





Occupational Safety and Health Tradition - Events for Safety Environment Month

Since 2004, Unimicron has held events for Safety Environment Month during Q3 of each year, and it has been the 12th consecutive year this year. Participating units have increased to 26 units, which included related groups, Mainland and Taiwan Plants, etc., the range and number of people participating have been increasing, and have become an important traditional event of the Company's occupational safety and health management.

The theme of 2015 Safety Environment Month was "Autonomously Safe, Followed by Health, Saving Water and Energy, Always Having Resources," hoping that employees can implement various occupational safety and health measures from the aspects of safety, health, and environment, promoting healthy work environment and personnel. The holding of events during Safety Environment Month helps enhance health, safety, and environmental qualities of all the units at Unimicron, reinforce the integrated operations of the Group's safety environment management, promote and activate full participation, and the good practice of merit units can be expanded horizontally to other units through sharing and learning, so as to achieve the goal of full participation.

Theme and Goal of 2015 Safety Environment Month



Safety Aspect

All units utilize the concepts of "Work Safety for All Employees" and "Equipment Safety" to achieve the goal of no disaster and to continue the focus promoted the previous year.



Health Aspect

In order to be in compliance with the new provisions of four major plans in the Occupational Safety and Health Act, each unit promoted relevant health educational trainings, and actively showed care for the pregnant employees, youth and adolescent employees, employees with heavy workload, and employees with the fear of triggering musculoskeletal disorders, please refer to Health Promotion for more details.



Environmental Protection Aspect

Each unit used the event of Full Employee Participation in Environmental Protection to improve the situation of wasting energy resources and to achieve zero waste in energy resources, and zero environmental pollution, please refer to Green Environmental Protection for more details.



Through the active participation of various units in the events, the following benefits have been achieved, and the event results helped enhance the safety, health, and environmental protection qualities of all the Group's units, reinforced the integrated operations of the Group's safety environment management, and promoted and activated the full participation of employees, and expanded the good practices horizontally to all units:

- Produced a total of 69 short advocacy films for Safety Environment Month and continuously played these for around 100 thousand hours during the event period.
- Commended 7 units for obtaining merit performance and 75 excellent occupational safety and health officers.
- Compared to other periods, work injury cases decreased by 40% during Safety Environment Month, and updated 416 risk maps of operating environment.



Sharing of Case - Traffic Safety Innovative Practice

Invited professional motorcycle technical team to the plant to hold motorcycle defensive driving educational training courses and to explain on-site the precautions to note when riding motorcycles, when to use the front and rear wheel brakes of motorcycles, independent inspection matters before going on the road, identification of tire treads, and other teachings. In addition, considering that a majority of the employees at the Taiwan plants use motorcycles as a means of commuting transport, especially for the employees who ride motorcycles, motorcycle security checks were performed during work hours for employees, where the items checked included headlights, brake lights, rear view mirror, brakes, tire pressure, treads, shock absorbers, and exhaust. A total of 1,740 motorcycles were inspected. And for the employees who drive automobiles, independent inspection of automotive safety systems was promoted, where colleagues could check the tire life, tire pressure, treads, engine oil, transmission fluid, power steering fluid, brake fluid, gasoline, engine coolant, battery acid, windshield washer fluid, headlights, turn signals, and windshield wipers by themselves. 106 point inspection forms were returned.



Various Units Held Advocacy Lectures on Traffic Safety



Professional Motorcycle Technical Team Explained On-Site the Precautions to Note when Riding Motorcycles



Event for Motorcycle Security Checks was Provided within the Plants



Automotive Safety System Self-Check



Participation in External Conference, Sharing Promotional Experience

Besides strict self-requirements, we also actively participated in external conferences and events. In 2015, in compliance with the requirements of OSHA, MOL, Unimicron held one - TOSHMS Northern Promotional Association Member Conference and Member Demonstration Event, and was awarded with a medal of appreciation. Since 2013, Unimicron has been the TOSHMS Northern Promotional Association promotion committee member and has received affirmation from OSHA, MOL.



Establishing Safety and Health Families

Unimicron actively participated in the “Program of Rooting Occupational Safety and Health” promoted by OSHA, MOL, and was a core enterprise, implementing the mission of “large enterprise leading small enterprise” to enhance the safety and health constitution of surrounding small and medium enterprises. The focus of the events led by Unimicron included:

- Sharing safety and health management experience, and providing these to family members to conduct demonstration event.
- Actual counseling with family members, and co-hosting safety and health family training courses
- Assisting nearby small and medium enterprises in the improvement of work environment, creating a safe and happy workplace together



Development Process of Unimicron's Safety Family

- Founded “Unimicron Glory” Family in 2011
- Founded “Unimicron ZhuAn” Family in 2015, a total of 26 enterprises as family members, and held 12 hours of training.



In addition, at the invitation of external parties such as the government and industry, 2015 GM Ben Wei Liao of the Environmental Health and Safety Division represented Unimicron in participating in four occupational safety and health-related experience sharings, expecting to drive and shape an occupational safety culture in the industry through experience sharing and exchanges.



Contribute One's Expertise

Starting from 2013, Unimicron has actively participated in TPCA events, where representative Manager Lin-Cheng Huang of Environmental Health and Safety Division took the post as the chief convener of TPCA Environmental Protection, Industrial Safety, and Occupational Health Committee, assisting with the discussion and implementation of related occupational safety and health guidance, plan, or project for PCB industries, so as to enhance the occupational safety and health quality of the industry through the contribution of efforts.

Major Items	Event	Content
Committee	8th Environmental Safety Committee Meeting No. 4	Convener – Host of Meeting
	8th Environmental Safety Committee Meeting No. 5	
	8th Environmental Safety Committee Meeting No. 5	
	White Paper – Green Team Meeting	
Forums	TPCA Environment Foundation (TPCF) iECO Discussion Forum	Participated in Sharing
	Occupational Health Counseling and Chemical Hazard Classification Briefing Session	Co-Host with TPCA
	Self-Management of Top Executives in PCB Industry	
	(South China) TPCA Environmental Safety Fellowship	Assisted in Inviting Unimicron Speaker
Questionnaire	(East China) TPCA Environmental Safety Fellowship	
	Occupational Health Counseling Results Demonstration	Co-Host with TPCA
	Taoyuan City Circuit Board Industries – Environmental Protection Forum	
	Green Competitiveness Questionnaire	Assist in the Response of Questionnaire, Assist in the Modification of Questionnaire Content
Guidance Plan	Water Shortage Survey	
	Motherhood Protection	
	Workplace Violence	Assist in the Confirmation and Modification of Content
Other Projects	Overfatigue Prevention	
	Safety of Manufacturing Process Equipment	Discussion and Implementation of Project
	Sharing and Planning Forum on Fire Disaster	Assist in Making Appointment and Visiting Taoyuan Fire Department
Participated in Public Hearing	Environmental Protection Administration, Department of Environmental Protection, Taoyuan Industrial Development Bureau	Represented TPCA in Attending
White Paper	White Paper – Environmental Safety and Health and Green	Convener and Provided Advice



Community Occupational Safety and Health Technical Guidance

Unimicron walked out of the factory and actively shared the professional talent resources of Unimicron Technology with neighboring communities, using practical actions to exert influence and make changes to the issue of social occupational safety and health:

- Through the outstanding talents within the plants, conducting occupational safety and health field counseling for the families of employees, communities, and educational units.
- Assist in reviewing and diagnosing life safety, including the usage safety of electricity, usage safety of natural gas, taking emergency refuge and other daily safety instructions and advocacy.



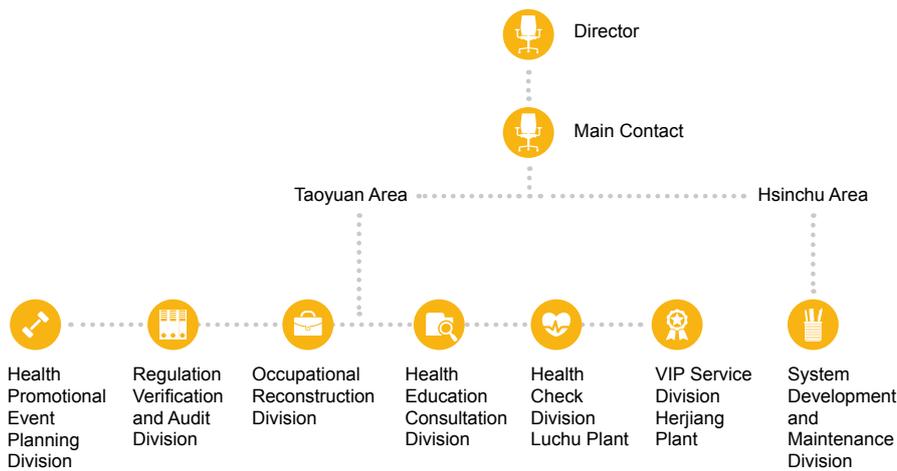


Fulfilling the Balance between Work and Life

Unimicron believes that only with excellent life quality will the employees be able to create maximum efficiency at work. We value the leisure life of employees. In addition to regularly holding celebratory events and family day activities, so as to enhance the work morale of employees and promote the parent-child interactions within the families, events are also held from time to time, for the employees to obtain a balance between work and life.

Health Promotion Platform - Unimicron's Health Management Center

Unimicron officially established the "Health Management Center" in 2014, with the concept that prevention is more important than treatment, through various health promotion events and services, the physical and mental health of each employee are being cared for, creating a friendly workplace to work safely and happily.



Unimicron's Health Management Center is committed to the physical and mental health management and health promotion of employees. Currently, 2 occupational specialist physicians and 13 therapists are employed and appointed to be responsible for the execution of health promotional work in the Taiwan Plants. The physicians headed to the plants 27 times each month to serve, with a total of 54 hours of clinical health service. The content included: employee health education, health consultation assessment, operating hazard improvement in workplace environment, and assessment for resumption and arrangement of work after employee injury or sickness, ensuring that employees can work under a healthy and safe environment.

Unimicron's Health Management Center

Item	Performance
No. of Occupational Specialist Physicians Employed and Appointed	2 physicians
No. of Therapists Employed and Appointed	13 therapists
No. of Times Served	324 times
Total No. of Hours Served	1,648 hours



Results

1. Held 127 various health promotional events in the Taiwan Plants, and a total of 29,514 people participated; a total of 6,302 people attended the health promotional event of the year in the Mainland Plants.
2. Continued to participate in the "Workplace Health Certification" of HPA, MOHW.
3. Herjiang Plant obtained "2015 Workplace Health Certification – Badge of Accredited Healthy Workplace."



Questionnaire Survey - Active Participation in Health Promotion

In 2015, Unimicron further enhanced the employee health management mechanism, and researched, developed, and set up the “Personal Health Management Questionnaire Platform,” where various health management questionnaire surveys are conducted on a regular basis. Analysis is conducted by the occupational specialist physicians and the therapists of each plant in accordance with the employee health check results, expecting to effectively grasp the health statuses of the employees and to discover abnormalities early on so as to give related health management recommendations.

Questionnaire Theme	Results
Musculoskeletal System	Human factors engineering assessment and, if necessary, the industrial safety personnel will accompany to the operating site of employee for assessment, when the problem is confirmed, medical and life recommendations and improvements for operating modes are given. The number of people who participated in one-on-one counseling reached 706.
Pressure (Overfatigue)	In combination with the results of employee health check, the 10-year cardiovascular risk assessment is analyzed. Personnel with high risks were arranged for one-on-one counseling with the physicians and, if necessary, medical referrals were given. A total of 67 people completed one-on-one health consultation. A series of dynamic and static pressure-relief, relaxation health promotional courses were designed for employees with heavy loads. A total of 1,109 people participated in the pressure-relief courses.
Sleep Assessment	Employees who are suspected to have sleep-disordered breathing were arranged to participate in a lecture to get to know the apnea syndrome.

Employee Health Check

Regarding the care for employee health, we regularly conduct employee health checks, where the items include general annual health checks and special workplace health checks. For every two years that each employee works, they are subject to free metabolic syndrome and 10-year cardiovascular risk assessment screenings. For personnel engaged in visual inspection operations, vision care and management inspection is arranged annually. And according to the health check results of employees, various health guidance are executed, including:

1. One-on-one health check report consultation with the physician
2. Special operating health guidance course
3. For employees with a high risk in metabolic syndrome, health lectures were opened and weight loss, fat loss programs and other health promotional events were held.

Regarding health management of senior personnel, the company provides full subsidy for the expenses of health checks. And specialists from the Health Management Center managed and signed health check cooperative programs with major hospitals, assisting in the scheduling arrangement of health checks for executives who are in compliance with the health check eligibility, providing recommendations for health check program selection in accordance with personal physical condition and intention, tracking the report results, and assisting in medical referrals depending on the situation. In addition to the aforementioned health check affairs and services, four-cancer screenings, breast ultrasound examinations, and abdominal sonography examinations are held twice a year at all the plants to provide the employees with convenient, initiative self-health management programs.



Care for Female Employees

To implement the Act of Gender Equality in Employment and caring for female employees, Unimicron fully promoted motherhood health and care action at all the Taiwan Plants. Through various gestation care measures, female employees can receive better care before, after, and during their pregnancy period. In 2015, we completed the motherhood care for 138 personnel during their pregnancy period and postpartum, related measures included:



Face-to-face health educational consultation during pregnancy period and postpartum, assisting in medical advice in a timely manner, assessment of operating environment appropriateness, and adjustments for operating content and shift schedules; within the plants, provided pregnant resting chairs, opened up elevator privileges, gestation parking spots, pregnancy identification armbands, New Mommy Manuals, breastfeeding instruction manual, etc.

For the female employees in postpartum, all the plants decorated heartwarming, comfortable, and convenient nursing rooms, so the employees, who need to breastfeed in postpartum, will have an exclusive environment to collect breast milk and feed their young. At the same time, this is also opened for the visiting customers and firms who have breastfeeding needs to use. For Unimicron's female care measures, we can see from the increase in the usage rate of nursing rooms over the years, the usage rate of nursing rooms reached 32,891 people in 2015. At the same time, the reinstatement rates and retention rates of the application of unpaid parental leave at the Taiwan plants have also showed a steady state. (Mainland China has not yet implemented the unpaid parental leave system and is, therefore, not listed in the statistics.)

Year	2013	2014	2015
No. of People who Used Nursing Rooms	20,424	31,068	32,891



Parental Leave Statistics

	Gender	Taiwan
No. of Applicants Having Met Qualifications for Parental Leave (A)		773
		576
	Total	1,349
Actual No. of Applicants (B)		36
		83
	Total	119
Application Rate (B/A)		4.7%
		14.4%
	Total	8.8%
No. of People to be Reinstated (C)		36
		99
	Total	135
Actual No. of People Reinstated (D)		25
		69
	Total	94
Reinstatement Rate (D/C)		69.4%
		69.7%
	Total	69.6%
No. of People Reinstated the Previous Year (E)		23
		74
	Total	97
No. of People Reinstated the Previous Year who Remained for One Whole Year (F)		18
		63
	Total	81
Retention Rate (F/E)		78.2%
		85.1%
	Total	83.5%





Visually-Impaired Massage Service

Unimicron values employee diversity, in addition to employing persons with disabilities for positions as staff members for general workplaces, massage rooms are also set up at the various plants, and visually-impaired masseurs are employed and appointed to provide massage service for employees. Currently, 13 masseurs are employed and appointed, where the appointment system is adopted, and conforming to the industry characteristics, for the indirect personnel who needs to stand for a long time or who needs to sit for a long time during work, muscle relaxation massage service for the whole body is provided. Employees responded enthusiastically, and the number of people serviced increased yearly.

Year	2013	2014	2015
No. of People Massaged	1,072	1,524	1,525
No. of Hours Used for Massage	1,548	2,160	2,398

Special Employee Care

We value the needs of special employees. In 2015, for the employees with disabilities, we executed and completed three job redesign projects, providing an even more comfortable and safe work environment for the employees with disabilities. The content of the projects included:

- For employees with reduced mobility: Re-planning the walk path for employees going to and heading from work and installing safety handrails in the toilets and walkways.
- For employees with visual impairment: adding guide bricks on the walk paths, elevator arrival remote control, and installing LED indicator lights on the white canes.





Club Activities and Other Benefits



Club Activities: Currently the entire Unimicron Company has 12 clubs, among which there are nine sports clubs, two public welfare clubs, and one recreation and leisure club. The types of club activities are rich and diverse, and, at the same time, the Company provides subsidies, letting employees to select suitable clubs according to interests, so as to let the body and mind relax and develop. From 2013 to 2015, a total of NTD\$ 1,108,708 were subsidized for the employee club activity fund. Also, this has been increasing each year. In 2015, the baseball club even won the fourth place medal at the Association Cup held by “Taoyuan Country Baseball and Softball Association.”

	2013	2014	2015
Subsidized Amount for Clubs	350,000	348,822	409,886



Celebratory Gatherings: Regularly held celebratory events to enhance the interaction and friendship among employees, promote the parent-child interactions of employees, and express the corporation’s heartfelt thanks.



Special Events: Provide event information for authorized stores on food, clothing, accommodations, and travel, and events are held from time to time to enjoy the preferential benefits of purchasing a variety of tickets.



Gifting of New Year’s gift certificates, Labor Day gifts, birthday cash gifts, marriage cash gifts.



Funeral and Emergency Subsidies (Funeral subsidy and emergency relief)



Gifting of bonuses according to profit status, employee’s personal performance, and achievement rate of organizational goals.



Free Group Insurance: Includes life insurance, accident insurance, medical insurance, and cancer insurance, and includes preferential insurance for dependents.



24-Hr convenient store within the plant, can enjoy employee discount. In 2015, the total amount of discount for the year reached NTD\$ 5,472,011.



Recreational Events: Held vibrant activities within the departments to promote internal harmonious atmosphere.

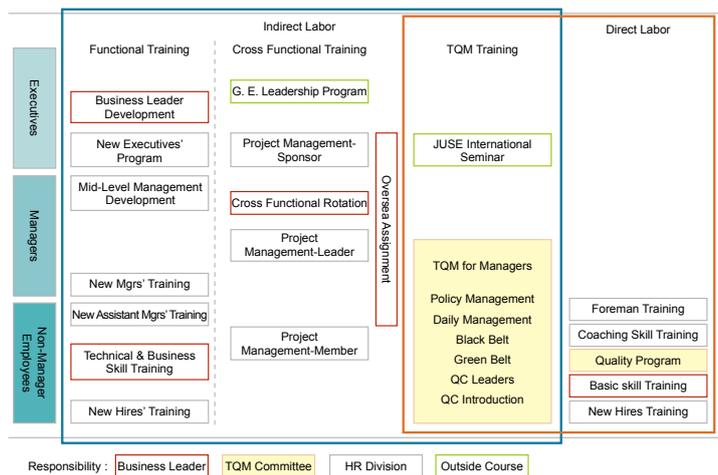


Professional Career Development

Unimicron upholds the philosophy of honesty and mutual trust, commits to creating a work environment with appropriate positions for appropriate candidates and that can easily play to personal and team potentials to recruit elites from all circles, and provides a comprehensive training system, attracting and retaining top talents, so as to expand and maintain the productivity and competitiveness of the enterprise. In order to equip each of Unimicron's employees with the best occupational competency, we have planned a comprehensive training system and a career development direction, and provided diverse learning channels so that employees can have opportunities to participate in cross-field and cross-technology cooperative projects, strengthening the interactions between employees and so that employees can learn from each other through team mode and mutual brainstorming, shaping a diverse, self-driven, and excellent learning culture, in order for both the employee's career and living quality to continue to be enhanced.

Solid Personnel Training System

According to the needs of new employees, general employees, and management positions, Unimicron's educational training system has planned different training structures. Meanwhile, to enrich the skills of employees and broaden their career development opportunities, the training programs will continue to be optimized according to the fields and levels of the employees. In addition to implementing the educational training plan of the year, we will also design leadership- and management-related training programs for the current leaders and potential leaders of the future depending on the demands of the operating strategies, and along with the planning and execution of the job rotation systems and the promotional systems, the potential talents can be continuously promoted, and the corporate manpower constitution can be maintained and strengthened.



Unimicron's Investment Situation in Educational Training (Taiwan Plants)

	Unit	2013	2014	2015
Total Amount in Employee Training	NTD\$ in Thousands	8,638	5,759	5,006
Total Amount in Employee Training / Total Revenue	%	0.014	0.009	0.007
Total Amount in Employee Training / Total No. of Employees	NTD\$	846	487	413

Note1: Not including foreign staff and fixed-term contractual employees.

Note2: Analysis on the reason the amount of money for training of unit revenue increased in 2015, yet, the amount of money for employee training of unit decreased:

- Compared to 2014, the number of trained personnel increased by 2,841 people in 2015 (including those who departed)
- Also, since Unimicron executed precision training, internal personnel held the positions as the lecturer for related courses, with the efficiency of both reducing cost and enhancing the abilities of internal instructors.

In training the next generation leadership, the average training completion rate of required courses for management positions of all ranks at Unimicron was 50% in 2015, effectively raising the management and occupational competencies of executives. Meanwhile, under a solid development training of competent personnel, the percentage of personnel of a manager rank or higher who had been promoted from within the Company reached 71%.

Comprehensive New Personnel Cultivation Mechanism

For the new employees to get familiar with the environment, get to know the job specifications, and quickly integrate into the corporate culture, regular orientation for new employees are held by the Dedicated Training and Development Unit and will adjust the frequency and the number of hours flexibly depending on the actual need. Orientation for New Employees include: Company Introduction, Manufacturing Process Introduction, Quality Awareness and Quality Events, Human Rights and Electronics Industry Statute of Conduct, Promotion of Information Security, Unimicron Code of Conduct, Personnel Regulations and Welfare System, Introduction of Waste and Pollution Prevention, and Introduction of Labor Safety, a 12-hour course.

In addition, we have also arranged a series of courses for new employees, including Statistical Process Control (SPC) courses, Seven Quality Control (7QC) Tools, Appraisal of Professional Licenses, The Winning Team Training courses, and other courses. Through dynamic competitive events, the employees will understand the company's business philosophy, values, and goals, and be able to implement these in the daily work, whereby connecting personal values with team values. Three to four training sessions are held each year, and, on average, more than NTD\$ 100 thousand are spent for each session.

Invested Resources for New Employee Training (Taiwan Plants)

Item	2011	2012	2013	2014	2015
Funds for Training Courses	NTD\$ 1.06 Million	NTD\$ 1.22 Million	NTD\$ 1.18 Million	NTD\$ 1.12 Million	NTD\$ 1.90 Million
Training Course Hours	1,486 hours	1,207 hours	1,236 hours	1,363 hours	1,512 hours
Total No. of New Employees	2,517 people	2,315 people	2,860 people	3,448 people	2,974 people

Invested Resources for New Employee Training (Overseas Plants)

Item	2011	2012	2013	2014	2015
Funds for Training Courses	NTD\$ 710 Thousand	NTD\$ 470 Thousand	NTD\$ 620 Thousand	NTD\$ 730 Thousand	NTD\$ 990 Thousand
Training Course Hours	4,704 hours	3,891.2 hours	3,198.4 hours	4,390.4 hours	3,465.6 hours
Total No. of New Employees	9,247 people	10,468 people	7,046 people	8,439 people	5,864 people

Note 1: The scope of courses includes orientation for new employees, SPC, QC, The Winning Team Training, and other courses; funds for training courses does not include internal instructor fees.

Note 2: Funds is related to course sessions and hours, not necessarily related to number of people.

Note 3: Total number of new employees is the number still incumbent at year's end.





We expect that all Unimicron's employees can be transformed from "human material" to "top talents," and leap to "financial profit generators." For this to happen, we have planned corresponding personal training and development blueprint according to manpower requirements for each position and provide related talent-cultivating plans so that employees can continuously grow through learning and contribution and increase their self-worth.

Average No. of Training Hours for Employees (Taiwan Plants)

Gender	Training	2013	2014	2015
	No. of Training Hours	57,731.8	77,912.2	63,714
	No. of People	4,134	4,922	5,003
	Average No. of Training Hours	14.0	15.8	12.7
	No. of Training Hours	147,671.2	163,925.6	147,294.2
	No. of People	6,211	6,914	7,119
	Average No. of Training Hours	23.8	23.7	20.7
Total Average No. of Hours		13.9	15.8	12.7

Total Average No. of Hours = Total No. of Training Hours ÷ Total No. of People

Average No. of Training Hours for Employees (Overseas Plants)

Gender	Training	2013	2014	2015
	No. of Training Hours	33,924	33,159	26,075
	No. of People	4,531	5,119	5,089
	Average No. of Training Hours	7.49	6.48	5.15
	No. of Training Hours	42,386	41,627	40,586
	No. of People	6,860	7,550	7,372
	Average No. of Training Hours	6.18	5.51	5.51
Total Average No. of Hours		6.83	6.00	5.33

No. of Training Hours for Various Ranks (Taiwan Plants)

Rank						
	Total No. of Hours	Total No. of People	Average No. of Training Hours Per Person	Total No. of Hours	Total No. of People	Average No. of Training Hours Per Person
AGM Rank or Higher	308.06	37.00	8.33	5.5	1.00	5.50
Assistant GM	412.96	22.00	18.77	55.26	4.00	13.82
Manager or Assistant Manager	18646.29	544.00	34.28	6309.94	132.00	47.80
General Staff	127,926.88	6,516.00	19.63	57,343.25	4,866.00	11.78
Direct Laborers (DL)	64764.90	3218.00	20.13	36807.62	2,311.00	15.93
Indirect Laborers (IDL)	63161.98	3,298.00	19.15	20535.63	2,555.00	8.04

Human Rights-Related Training

Unimicron values the labor human rights of employees and safeguards the personal dignities of all employees. In addition to having set up the risk mechanism for elimination of forced labor (appeal and communication channels) at each operation location, we also actively held human rights-related trainings for employees to understand their rights and interests. In 2015, for Sexual Harassment Prevention Act / Act of Gender Equality in Employment courses, the number of IDL to be trained is close to 2,000 people, DL also participated in the training; however, because the calculation of actual completion rate currently only covers IDL employees; therefore, this caused the completion rate to be lower. In the future, we will enhance the completeness of data calculation and survey.

Human Rights- / Anti-Discriminatory-Related Training Courses (Taiwan Plants)

Course Name	Intended Participants	No. of Hours	No. of People Trained	Completion Rate
EICC / Unimicron Technology Code of Conduct	All employees	0.5	10,486	100%
Introduction to Labor Standards Act	5~10 management positions of all levels	4	555	74.5%
Sexual Harassment Prevention Act / Act of Gender Equality in Employment	IDL employees	2	1,153	45.1%
Total		6.5	12,194	73.2%

Human Rights- / Anti-Discriminatory-Related Training Courses (Overseas Plants)

Course Name	Intended Participants	No. of Hours	No. of People Trained	Completion Rate
EICC / Unimicron Technology Code of Conduct	All employees	0.5	11073	100%
Introduction to Labor Standards Act	5~10 management positions of all levels	1	69	38.3%
Sexual Harassment Prevention Act / Act of Gender Equality in Employment	IDL employees	1	2633	100%
Total		2.5	13775	79.4%

Employee Feedback on EICC Training

Training Assessment Item	Average Score of Employees
Benefit Level of Course Content	8.6
Satisfaction of Teaching Material	8.7
Practical Degree of Course	8.7
Overall Satisfaction	8.7



In 2007, we officially included environmental sustainable development strategy into the management system, so that we are able to accurately grasp the continually-changing environmental issues. And through internalization into the business events, the impact to the environment caused by the production events are reduced. For this, we have set “Unimicron’s short-, mid-, long-term environmental sustainability goals,” with Planet (Green Ecosystem), People (Green Humanities), Performance (Green Competitiveness) – 3P – as the focus, developing and promoting various environmental sustainability action projects.



Cherish the Earth with 3P



Environmental Sustainable Development Blueprint

In 2015, considering the overall development strategy of the company and the implementation energy of the various plants, we re-discussed and amended “Unimicron’s short-, mid-, long-term environmental sustainability goals” to “Unimicron’s environmental sustainable development blueprint,” combining the actual accomplishments of the various plants during that year. We expect that this will be more in line with fulfilling our commitments and implementation to environmental sustainability.

CSR Focus	 Green Ecologic Planet	 Green Humanities People	 Green Competitiveness Performance
Action Blueprint	<ul style="list-style-type: none"> • River Remediation / Ecological Pond • Plant Factory (Non-Toxic Planting) • Ecological Restoration / Environmental Forestation 	<ul style="list-style-type: none"> • Environmental Safety Month / Promotion of Environmental Safety and Health Events • Environmental Education / Symposium and Observation • Home Life Energy Saving and Green Promotion 	<ul style="list-style-type: none"> • Green Production / Resource Recycling / Waste Resource Recycling and Reuse • Green Energy Resource / Carbon Reduction / Energy Resource Management System • Environmental Protection Technology Innovation and R&D • Disclosure of Environmental Information
Taiwan Plants	 <ul style="list-style-type: none"> • Promotion of tree planting, the number of total trees planted reached 26,403 trees. • Development of plant factory to be in line with the trend of green agriculture 	<ul style="list-style-type: none"> • Held Environmental Safety Month events to shape the Workplace safety culture for all employees • Propose case to improve system, encourage employees to actively propose cases 	<ul style="list-style-type: none"> • Furnace fuel uses natural gas in the place of fossil fuel • Using the new gas-liquid separator sulfuric acid mist, the removal efficiency can reach 75%-96%, with the hydrochloric acid mist, the removal efficiency can reach 91%-98%. • Build exhaust wind power generation system to reduce commercial power usage.
South China Plants	<ul style="list-style-type: none"> • Carried out street cleaning with Shajing Volunteer Group • Promotion of tree planting event, the number of total trees planted reached 635 trees. 	<ul style="list-style-type: none"> • Establish environmental dedicated personnel license identification. 	<ul style="list-style-type: none"> • In the carbon trade mechanism, there is still 170 thousand tons not traded, through conversion, this amount can increase the company’s revenue by RMB 6.8 million (with a conversion scale of RMB 40 / ton) • Plan on establishing the Energy Management Center in 2016
East China Plants	<ul style="list-style-type: none"> • Promotion of tree planting event, the number of total trees planted reached 1,791 trees. 	<ul style="list-style-type: none"> • Invite families of employees to visit the factories and the environmental protection facilities, so as to implement environmental education 	<ul style="list-style-type: none"> • Changing and installing the new patented researched and designed scrubbing tower, the organic exhaust removal efficiency can reach 90%. • Installing water recycling systems can increase the amount of water produced by 2,760 tons / day.



Environmental Sustainable Management

In order to fulfill Unimicron's promise to environmental sustainability, we have set up an environmental management system with clear rights and responsibilities and strong execution. Since the establishment of the plant in 1990, we immediately made detailed consideration and design for the possible environmental impacts and risks caused by production events, so that environmental management can be internalized into the daily operational events, where execution risks are reduced through standardization. In addition, we also actively responded and introduced various management systems in accordance with the changes in environmental sustainable trends, including:

Name of System / Standard	Coverage
ISO 14001 Environmental Management System	All Plants
ISO 14064-1 Greenhouse Gases Management System	All Plants
PAS 2050 Carbon Footprint Assessment	Hsingfeng I Plant
WFN Water Footprint Assessment of Products	Hsingpong Plant
Clean Production Assessment System	Unimicron Precision S1 Plant, Unimicron (Shenzhen), Unimicron (Kunshan) Unimicron (Suzhou), Unimicron-FPC (Kunshan)
ISO 50001 Energy Management System	Luchu II Plant



- The saving of energy and improvement of chillers and air compressors to increase energy efficiency.
- Adding green systems (exhaust wind power generation, solar power generation).
- Increase the operating performance of grid-connect dust collection and heat-removal devices.

- Setting up rainwater recycling system .
- Replace illumination lights from fluorescent lighting to LED.
- For wastewater at biological center, small hydraulic power equipments are set up.
- Natural gas replaces furnace fuel oil.

- Import energy resource management system.
- Recycle and reuse of waste heat for manufacturing machinery.
- Energy-saving system added to Human-machine interfaces.
- Increase production efficiency to decrease the number of production equipment in operation.
- Installation of the energy-saving facilities for ovens.
- Application of energy-saving motor inverter technology.
- Hot water wash thermal energy recovery energy conservation improvement.

360° Environmental Actions in Plants

Unimicron upholds the philosophy of complete pollution prevention, follows the local regulations, and actively searches for and promotes the 360° environmental action, so as to decrease the possible environmental impacts caused by the operational events at the plants. In order to enhance the plant environment and pollution control efficiency, we imported the philosophy of clean production, reducing the amount starting from the source, and also promoting various environmental pollution prevention techniques and management to reduce the pollutants produced and the energy resources consumed at the end, actively heading towards the goal of green industry.

- Design and improve the washing layer, so as to increase the removal efficiency of exhaust gas treatment.
- Install high-pressure fine-mist spray nozzle and add many layers of sieve plates to improve the dust-collection efficiency of the whirlwind scrubbing towers.
- Combining whirlwind dust-collection machine and scrubbing tower to replace dust cleaning with filter bags.
- New gas-liquid separator to lower the total amount of air pollution emissions of scrubbing tower.
- Patent for the design of integrated dust-collection scrubbing tower.
- Patented design scrubbing tower, which effectively captures organic waste gas.

- Establish Biological Treatment Center to lower the total amount of wastewater pollution discharge.
- Establish biological monitoring indicators.
- 5530 liquid waste characteristics and treatment techniques at the Biological Treatment Center.
- Additional build two Wastewater Biological Treatment Centers.
- Water recycling systems.

- Promotion of waste reduction project action and the recycling ratio has increased each year.
- Using the principle of “mass balance” to increase the amount of waste being reused.
- Using the derivatives of recycled copper chloride liquid waste (sodium chloride NaCl) to replace the sodium chlorate used to generate water.





Energy Source Management

To reduce greenhouse gas emissions, Unimicron established a Carbon Reduction Management Organization. Through various management systems and analysis, reasonable and efficient use of energy sources is ensured. In the future, our objectives will continue to be reducing energy source usage, enhancing energy source efficiency, and searching for clean alternative energy source, using the most appropriate ways to achieve energy source management objectives.

【 Energy Conservation Objectives 】

Save 1% of energy each year, reaching an accumulation of 3% by 2020

Management / Incentive Mechanisms

- The highest executives of each plant, department, and unit also hold the positions of implementation officers and are responsible for the promotional work of effectively using energy sources in their units.
- Linking energy conservation results and bonuses, appraisals through comparison will be carried out in the plants semi-annually. The three top-performing plants will be given certificates and bonuses as rewards.

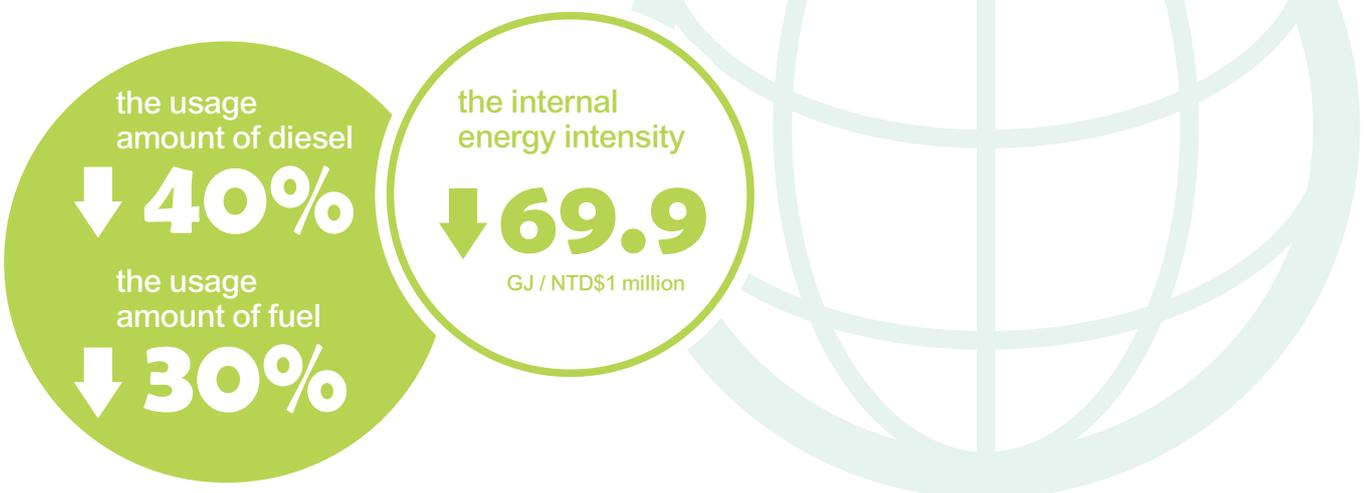
Energy Conservation Results

- In 2014, the total electricity savings for the plants in Taiwan and the four plants in East China and South China was 2.03%.
- In 2015, the total electricity savings for the plants in Taiwan and the four plants in East China and South China was 3.43%.

Usage Analysis of Energy Sources

In 2015, the total energy consumption was 4,498,944 (GJ), which was lower than 4,502,947 (GJ) in 2014, the main reason being that the plants reduced the usage of fossil fuels with higher heating value (such as diesel and fuel oil), and are replaced by natural gases; therefore, in 2015, compared with the previous year, the usage amount of diesel and fuel oil are reduced respectively by 40% and 30%.

The types of energy sources that Unimicron plants use includes purchased electricity, steam, gasoline and diesel, fuel oil, natural gas, etc. In the implementation of various energy-saving measures, the internal energy intensity declined from the 72.9+ GJ / NTD\$1 million in 2014 to 69.9 GJ / NTD\$1 million in 2015, which already shows concrete energy-conservation results.



Energy Sources	Environmental Indicator	Unit	2013	2014	2015
	Electricity	MWh	1,083,338	1,147,344	1,148,830
	Gasoline (Regardless 92 or 95)	kl	168	153	155
	Diesel	kl	3,913	1,807	1,098
	Biodiesel	kl	61	19	0
	Total Amount of Diesel	kl	3,974	1,826	1,098
	Liquefied Petroleum Gas (LPG) Used in the Kitchen and the Dormitory	kl	111,405	109,695	109,445
	Liquefied Natural Gas (LNG)	m3	4,832,736	7,613,796	8,111,317
	Fuel Oil	kl	1,116	606	422
	Coal	ton	0	0	0
	Electricity	kJ	3,900,016,320,044	4,130,439,249,396	4,135,788,964,470
	Gasoline (Regardless 92 or 95)	kJ	5,531,991,855	5,024,276,953	5,182,941,748
	Diesel	kJ	137,792,706,381	63,671,553,502	38,912,906,650
	Biodiesel	kJ	2,153,655,649	657,503,885	0
	Total Amount of Diesel	kJ	139,946,362,030	64,329,057,387	38,912,906,650
	Liquefied Petroleum Gas (LPG) Used in the Kitchen and the Dormitory	kJ	5,590,191,495	5,504,385,405	5,491,840,655
	Liquefied Natural Gas (LNG)	kJ	174,491,093,885	273,309,327,817	296,622,659,114
	Fuel Oil	kJ	44,814,536,141	24,340,838,400	16,944,195,840
	Coal	kJ	0	0	0
Total Internal Consumption of Energy Sources		GJ	4,270,390	4,502,947	4,498,944
Internal Energy Intensity		GJ / NTD\$1 million	71.3	72.9	69.6
Internal Energy Intensity		(GJ)/SF	0.14	0.15	0.16

Note: Source of basis formula for GJ conversion and heating value

1. Taiwan – 2014 Energy Statistical Annual Report of the Bureau of Energy

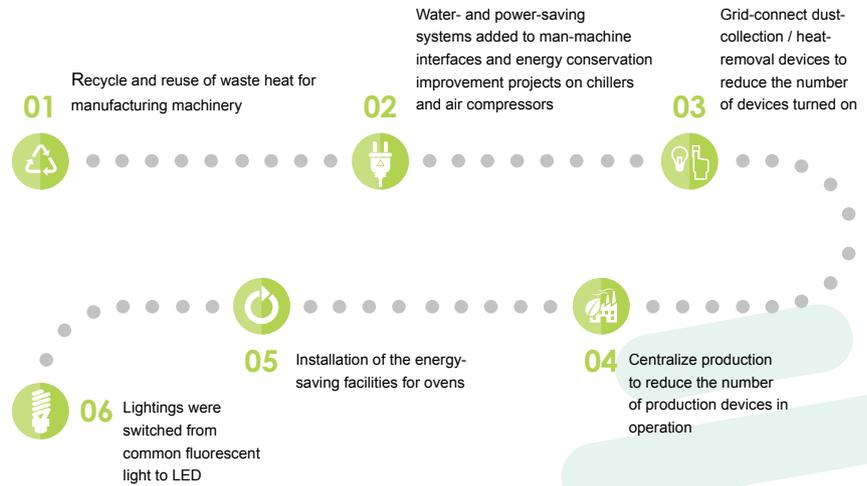
2. East China – China Energy Statistical Yearbook 2015

3. South China – Shenzhen City: SZDB/Z69 – 2012 Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions



Implementation of Energy Conservation Projects

To reduce the risks of energy price fluctuations and restrictions (such as rising oil prices and lack of electricity), we actively promoted energy- and electricity-saving actions at the various plants, while, at the same time, in terms of alternative energy, we promoted the programs of using solar power for dormitory lighting, using natural gas to replace fuel oil or diesel for the furnaces at the plants, etc., and the improvement results were excellent. Other improvement projects also include:



Type of Energy-Saving Program	Description of Plan	Energy Efficiency		Energy Efficiency (in GJ/yr)	Reduction of Greenhouse Gas Emissions (in t-CO ₂ e/yr)	Invested Amount (NTDS in Thousands)
		Electricity (in MWh/yr)	Fuel Oil (in kl/yr)			
Process Transformation	Improvement is carried out for production processes and efficiency is raised so as to reduce the consumption of invalid energy	33,381.88	0.000	120,174.5	17,845	2,092.5
Equipment Modification or Refurbishment	Updates and renewals, as well as the enhancements of energy efficiency are carried out for equipments and systems	4,293.7	86,904	19,163.95	277,104.2	21,115.5
Changes in Employee Behavior	Improve management and behavior patterns so as to avoid wasting energy resources	35.1	0	126.5	18.305	0
Other	Production arrangements	3,098.4	0	11,154.2	1,614.3	0

Note: Source of basis formula for GJ conversion and heating value 1. MJ = Energy Resource Usage * Heating Value * 4.186/10,000,000

2. Heating Value Source: Taiwan – 2014 Energy Statistical Annual Report of the Bureau of Energy
East China – China Energy Statistical Yearbook 2015

South China – Shenzhen City: SZDB/Z69 – 2012 Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions

Featured Energy-Saving Program - Energy-saving of Furnaces at Plants

For the part where natural gas replaced fuel oil or diesel for the furnaces at the plants, the energy-saving results were especially outstanding. The intensity of carbon emissions of the energy consumption of furnaces in 2015 has reduced from 0.36 in 2014 to 0.3, where the reduction rate reached 16%. If only the Shanying Plant of Taiwan is calculated, the ratio of natural gas usage in furnaces increased significantly from 1.45% to 98.04%, and the equivalence of the discharged carbon dioxide decreased from 2,524.5 t-CO₂e to 1,674.7 t-CO₂e, where the reduction rate of carbon reached 33.7%. The results were outstanding.

	2014	2015
Diesel (kl)	297.29	8.95
Fuel Oil (kl)	160	0
Natural Gas (m ³)	663.45	877.98
Equivalence of Carbon Dioxide Discharge	2,524.505	1,674.698

Greenhouse Gas Management

Because the increase of greenhouse gas emissions has caused the global warming situation to become increasingly serious, thereby triggering climate changes. This has officially become an important issue that the world must face together. Also, with the appearance of all kinds of extreme weathers in Taiwan in recent years, Unimicron has had a deeper experience and understanding that we must completely grasp, control, and manage greenhouse gas emissions along with the energy-saving measures in order to contribute to global climate changes and the environment and ecology.

We have followed the standards of ISO 14064-1 Greenhouse Gas Management System each year and carried out and passed the third-party inventory and verification. In 2015, the total greenhouse gas emissions for Scope 1 and Scope 2 was 748,265.44 tons of CO₂e, among which the plants in Taiwan accounted for 56% of the emissions, the plants in East China at Jiangsu Province accounted for 29%, and the plants in South China at Shenzhen City accounted for 14%. The emission intensity was 12.64 T/NTD\$ 1 million in 2014 and reduced to 11.57 T/NTD\$1 million in 2015, which concretely reflected our energy-saving results.

Scope	2014	2015
Direct Emissions (Scope 1)	39,872.94	24,305.02
Indirect Emissions (Scope 2)	740,870.96	723,960.42
Other Indirect Emissions (Scope 3)	-	690.38
Total Emissions (Scope 1 + 2)	780743.9	748265.44
Emission Intensity (T / NTD\$ 1 million in revenue)	12.64	11.57

- Note: 1. The source of Global Warming Potential (GWP) information of Taiwan Plants: IPCC 2nd Assessment Report (1995).
 2. Emission factor of Taiwan Plants: Greenhouse Gas Emission Factor Management Chart 6.0.2 (2016.02)
 3. The source of GWP information for Mainland Plants: IPCC Guidance for National Greenhouse Gas Inventories (2006), China National Energy Statistical Yearbook (2007), China National Energy Statistical Yearbook (2013), China National Energy Statistical Yearbook (2015)
 4. Emission factor of Mainland Plants: IPCC 3rd Assessment Report (2001), East China IPCC 5th Assessment Report (2013)

Scope 3 Inventory

In 2015, we referred to the emission factors of the International Civil Aviation Organization (ICAO) Carbon Emissions Calculator Methodology Version 8 and locked in on “Business Travel arising from and due to Work Needs (Aircraft Aviation Fuel)” to carry out Scope 3 inventory on indirect emission sources of employee air travel. In the future we will dwell on the completeness of Scope 3 data collection, so that the inventory data will be more in line with the actual situation.

Amount of Greenhouse Gas Emissions (t-CO₂e)



Employee business travel (airplane)

690.38

mainly occur in Taiwan Plants (accounting for 61.3%)



Electricity Usage of Suppliers

118,787.17

Note: For the part on electricity usage of suppliers, eight questionnaires were given out and one supplier responded in 2015.



In the part on carbon trade, Unimicron (Shenzhen) joined the Shenzhen Carbon Trade Mechanism in 2014. And up until 2015, the accumulated amount of carbon emissions was about 110,000 metric tons, and calculating backwards according to the industrial added value, the allocated quota for the year was 190,000 metric tons, there was temporarily a balance of 80,000 metric tons. Currently, for the quota of carbon emissions, the total accumulated amount at Unimicron has reached 170,000 metric tons that have been retained temporarily and have not gone through carbon trade.

Note: Industrial Added Value (Income Recognition) = Industrial Gross Product – Intermediate Input + Value-Added Tax (VAT) to be Paid
 Amount of Carbon Emissions Quota = Agreed Carbon Intensity * Industrial Added Value
 Carbon Intensity = Amount of Carbon Emissions (t-CO₂) / Industrial Added Value



Response to CDP Questionnaire

In response to the trends of international concerns on climate changes, global warming, and greenhouse gas emission issues, and responding to the demands of global investors and other stakeholders, so they can understand the data, risks, and opportunities of Unimicron's response to the challenges of climate changes, including approaches of response and environmental-related policies. In 2015, we first conducted the preliminary assessment on the content of the CDP questionnaire and planned to complete the response in 2016.

In the future, depending on the results of the response, we will also progressively review the internal climate change strategies and promote relevant carbon reduction measures in a timely manner. We will take the CDP questionnaire seriously and gradually transform the planned strategies into actual actions.

Unimicron Technology's Actions on Climate Change Risks

	Risk Factors	Response Approaches
Regulatory Risks	 Greenhouse gas reduction	<ul style="list-style-type: none"> • Conduct voluntary greenhouse gas inventory • Autonomous greenhouse gas reduction, reduce energy usage • Continue to be concerned of the changes in environmental protection regulations and develop countermeasures to lower regulatory risks
Actual Risks	 Increased incidences of extreme weather	<ul style="list-style-type: none"> • Save water and electricity • Establish the baseline information of water usage to grasp water usage situation • Assess the affect caused by natural disasters (windstormms / floods / earthquakes), and develop mitigation mechanisms

Waste Management

Since during the manufacturing process of printed circuit boards, solid wastes and high-concentration liquid wastes will be produced, if they cannot be properly handled, they will cause harm to the environment; therefore, we value the operations, storage, removal, and disposal within and outside the plants, and strictly guard against the occurrences of pollution and hazard.

Unimicron wastes are split into two main categories, namely general industrial waste and hazardous industrial waste. In terms of waste management, we filter and entrust qualified firms to process, and set strict review and audit mechanisms for the firms; and internally, with the spirit of material flow cost, the wasting of raw materials during manufacturing process is reduced so as to carry out source reduction.

Due to the features of PCB products, there is one similarity for all the solid or liquid waste produced, that is, the copper content is comparatively higher. Some of the waste even contains gold, palladium, silver, and other precious metals, and because of their high-resource recovery value, the risk of the waste being illegally dumped causing environmental pollution is low. At the same time, the waste is not processed cross-border and so does not involve the specifications of the Basel Convention.

Data showed that the total amount of waste produced in 2015 (121,933 T) exceeded that of 2014 (117,410 T), with the main reason caused by the investment of Precision S2 Plant and Herjiang II Plant in Taiwan and the overseas Unimicron-FPC (Kunshan) II Plant into production and an increase in production. However, we still continue to develop the reusable amount, the overall reusable ratio reached the high standard of 88.4%.

Results of Waste Management



General Industrial Waste

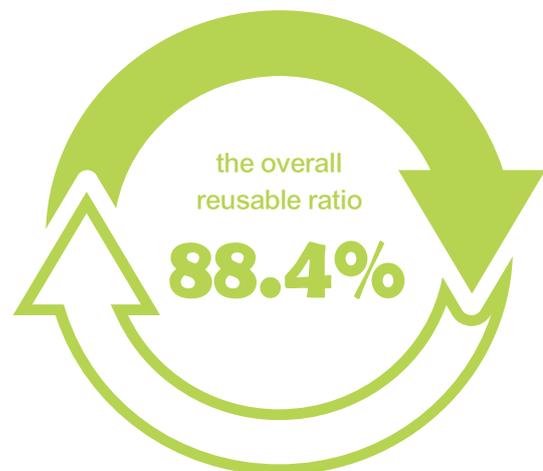
	2015
Reusable	41,600
Not Reusable (Incinerated or Buried)	11,912
Subtotal	53,511

Unit: Metric Tons (T)



Hazardous Industrial Waste

	2015
Reusable	66,241
Not Reusable (Incinerated or Buried)	2,181
Subtotal	68,422





Air Pollution Prevention

To reduce the air pollutants discharged through production, besides the installation of basic air pollution prevention facilities, Unimicron further actively commits in various R&D to obtain relevant patents and increase air pollution prevention efficiency.

In terms of the results of air pollution control, because reasons such as increase in production and turnover in 2015, the total air pollutant emissions slightly increased from 2014. In terms of air pollution emission intensity*, besides an increase in sulfur oxides, the rest, namely nitrogen oxides, volatile organic compounds (VOCs), and particulate matter (PM), either declined or remained the same. Compared to the expansion of turnover, air pollution control efficiency has already reached a certain standard.

Air Pollution Prevention R&D Results



Obtained three new patents on air emission reduction technology, which carry out improvements to the front-end of the acid scrubbing tower. The empirical results showed that the sulfuric acid mist removal efficiency can reach 75-96% and the hydrochloric acid mist removal efficiency can reach 91-98%.



Obtained one new patent, where the high vapor pressure characteristic of organic waste gas and the low vapor pressure characteristic of brine ice are used to strengthen the mass transfer momentum between the two. Along with the structure of the newly-designed scrubbing tower, the air flow paths are evenly distributed so that the liquid and gas can be thoroughly mixed. Brine ice will effectively collect organic waste gas and its removal efficiency reaches 90%.

Results of Air Pollution Emission Management in 2015

Type	Emission Amount (kg)	Air Pollution Emission Intensity
Nitrogen Oxides	25,479	0.39
Sulfur Oxides	13,520	0.21
Volatile Organic Compounds (VOCs)	44,745	0.69
Particulate Matter (PM)	22,574	0.35

Note: Air Pollution Emission Intensity = Annual Emissions (kg) / NTDS\$ 1 million in turnover

Water Resource Management

To store and effectively use the precious water resource and in response to the extreme weathers caused by climate changes and the water crisis caused by the drought, when the Unimicron plants were just built, we immediately conducted assessments on the usage and storage of water resources. Water reservoirs are set up within the plants to ensure that the usage of water in the plants will not cause immediate water crisis due to scarcity of water resources.

For the water resource scheduling contingency measures during drought, standardized water resource management was also conducted, where the command center will uniformly deploy water tankers, cisterns, water sources, and other water resources scheduling matters to ensure operation without interruption. For the current water resource usage proportions, the Taiwan Plants accounted for around 76%, the others are respectively South China Plant (Unimicron (Shenzhen)) with 7% and the three East China Plants with 17%. The total water consumption of Unimicron in 2015 was around 26,462,784 m³, which was higher than 21,655,869 m³ in 2014. The main reason for the increase in water usage intensity in 2015 is due to the great investment of Precision S2 Plant and the overseas Unimicron-FPC (Kunshan) II Plant into production, causing an increase in the water usage intensity.

2015 Water Resource Management Results



Performance Data	Running Water	Well Water	Recycled Rainwater	Recycled Water
2015 Usage Amount (m ³)	10,870,698	12,554,450	1,368	3,037,636
Total Water Usage (m ³)	26,462,784			
Recycled Ratio (%)	11			
Water Sources for Kunshan Suzhou Plants	Yangcheng Lake and Lake Tai			
Water Sources for Shenzhen Plant	Wuzhipa Reservoir, Songgang			



Running Water (Accounting for 66%)

Exercising Rainwater Recycling

Unimicron understands that water sources do not come easily, to save water resource and use water resource wisely, Unimicron uses saved rainwater to replace some of the running water usage, which is mainly utilized for landscaping watering of plants. The amount of collected rainwater used in 2015 was about 1,368 T. Unimicron expects that through rainwater collection, storage, and usage, functions, such as conservation and deployment, can be achieved. The rainwater collection storage tanks set up at the various plants can also provide the meanings of flood detention, flood storage, disaster prevention, and landscaping. In addition, we have added the installation of water recycling systems at the Mainland Plants (East China), using DF + RO film technology to carry out wastewater treatment to effectively reduce conductivity of wastewater. And it can already replace the usage amount of undustrial production-use running water, reducing the usage of water resources.



Wastewater Management

We opened up sources and reduced the amount from the source and also value end-of-pipe treatments. The wastewater discharge at Unimicron's various operational locations have all gone through wastewater processing equipment and have been confirmed to be in compliance with effluence standards before being discharged into designated streams or incorporated into local specialized wastewater processing plants. In addition, we also uphold the spirit of actively making the environmental information public, the company's official website (www.unimicron.com/responsibility2013/responsibility_07.htm) announces the third-party inspection data on wastewater discharge each quarter and explains the wastewater treatment process.

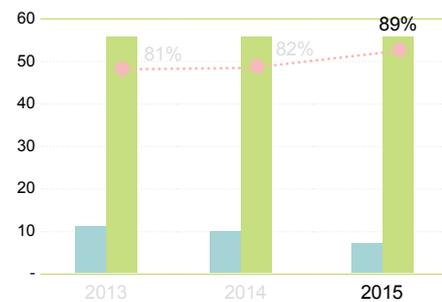
In 2015, the total amount of wastewater discharged was 13.1226 million T. The wastewater discharged in the Taiwan Plants and Mainland Plants were respectively 9.4811 million T and 3.6415 million T. The self-discharge plants in Taiwan (Luchu I Plant, Luchu II Plant, Luchu III Plant, Precision S2 Plant, Precision S3 Plant, Hsingpong Plant, Hsinfeng I Plant, and Hsinfeng II Plant) respectively discharge into Nankan River, Laojie River, Dongmen River, and Xinfeng River (the aforementioned streams are all Class C Water Bodies). All the plants in the regions in China are incorporated into the local specialized wastewater processing plants, which ultimately discharges into Type IV and V Water Bodies.

To confirm the wastewater processing results, we are actively carrying out review and improvement on the wastewater pollution control system with the plants. Currently, the emission standards in Taiwan Plants and Mainland Plants are far lower than the approved standards of the local regulations. Under the comparison with the total permitted standard amount of the Group, the reduction of Chemical Oxygen Demands (COD) in the Taiwan Plants and Mainland Plants reached 3,186.7 T / yr in 2015, where the percentage of reduction reached 75.8%, the copper ions reduced by around 50.9 T, where the percentage of reduction reached 88%.

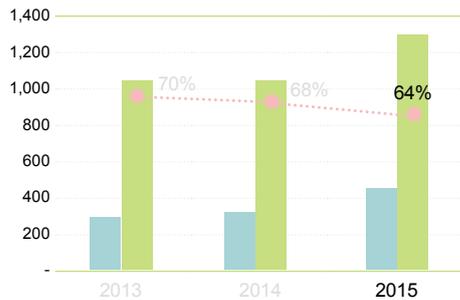
Wastewater Discharge Standard of COD in Taiwan



Wastewater Discharge Standard of Cu in Taiwan



Wastewater Discharge Standard of COD in the Mainland China

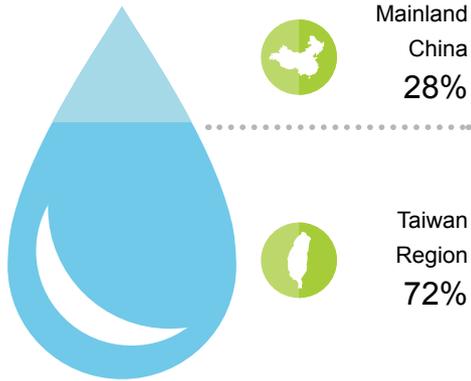


Wastewater Discharge Standard of Cu in the Mainland China



● Actual Discharge (t/a)
 ● Amount Permitted (t/a)
 ● Reduction Percentage

Amount of Wastewater Discharge (in 1,000 T)



Water Footprint Inventory
- Effectively Grasp the Usage Efficiency of Water Resources

To grasp the use and impact of water resources, enhance the utilization of water resources, and reduce the risk of water shortage, early on in 2012, Unimicron has implemented product water footprint calculation and obtained the certificate. Analysis is conducted on inventory results which will be used as important references in the future for water resource planning.

Quick Facts on Unimicron Product Water Footprint

- The total water footprint of the life cycle of unit product (Model No. V03117): 3.27 m³ / each rigid-flex board
- Understand the virtual water consumption situation of the life cycles of Unimicron's main products and assist the top executives in grasping the environmental impacts of water consumption of relevant products, enhancing the water-saving data management capabilities of the manufacturing stage.
- Provide suppliers opportunities to improve the water consumption of life cycles.
- Through this report, to self-declare, and become the communication medium with the government, customers, and other stakeholders.

Unit	Green Water	Blue Water	Grey Water	Total	Unit	Percentage
Raw Material Stage	0.00	2.74	0.39	3.13	m ³ / board	95.64%
Manufacturing Stage	0.00	0.03	0.11	0.14	m ³ / board	4.36%
Total Water Footprint	0.00	2.77	0.50	3.27	m ³ / board	100%

Water footprints include green, blue, and gray / grey water footprints, among which the gray / grey water footprint pertains to the situation of virtual water consumption.

A.Green Water Footprint – Soil water consumption from rainwater (including evapotranspiration)

B.Blue Water Footprint – Amount of surface or underground freshwater resources used for the production of products or services

C.Gray / Grey Water Footprint - Dilute the wastewater to conform to the amount of water resource needed to withstand the quality standard of the water body



Environmental Accounting Expenditures

Unimicron referred to the Environmental Accounting Guidelines set by the Environmental Protection Administration to carry out environmental accounting coding and calculation, expecting that through complete cash flow statistics and using environmental accounting information, these can be used as a basis of reference for the decision-making of relevant environmental actions. In addition, with environmental accounting data, we can also analyze the relationship between the costs and benefits in detail and understand the distribution status and the pros and cons of various environmental investments, which can be used as a basis for improvements of strategies and enhancement actions.

Statistics and Analysis on Unimicron's Environmental Accounting Expenditures

Item	2014	2015
Total Environmental Protection Expenditures	666	1,119
Main Expenditure	Operation Costs and Management Costs Accounted for 99%	Direct Costs Accounted for 54.86%
Data Coverage	Taiwan Plants and Mainland China Plants	Taiwan Plants and Mainland Plants

Unit: NTD\$ in Millions

2015 Performance Analysis

1. In order for the various pollutants to be handled properly; therefore the main expenditures were costs on the prevention and control of pollution and business waste and general office waste treatment and recycling costs.
2. In response to the expansion of production area in 2015, therefore, there was a significant increase in the portion on pollution control and prevention equipments and personnel costs in the items of environmental accounting statistics.
3. Also, to maintain normal operations of pollution control and prevention equipments and implement environmental management, the main expenditure in indirect costs was the personnel cost of dedicated organizations.

Explanation of Environmental Protection Fines in 2015

In 2015, for the fines paid due to violating environmental protection regulations, there was a total of eight cases in the Taiwan plants, where the total fine was NTD\$ 350 thousand, and a total of one case in the Mainland plants, where the total fine was RMB 45 thousand. Improvements have been made and prevention measures have been formulated for related breaches. For complaint and suggestion channels on issues related to the environmental aspect, one can carry out complaints and proposals through the mailbox CSR@unimicron.com at the CSR website. There were no related complaint cases in 2015.



In order to more realistically reflect Unimicron's investment in the environment, we adjusted the environmental accounting classifications in 2015, where the environmental costs was split into three major types, namely direct, indirect, and other environmental costs, so that the vast number of stakeholders can understand Unimicron's investment situation in the various environmental items more clearly.

2015 Classification Principles		Corresponding to 2014 Items	Expenditure Amount in 2015
Categories	Major Items	Item Content	
1 Direct Costs in Reducing Environmental Impact	(1.1) Pollution Prevention Costs	E111 Air Pollution Prevention E112 Water Pollution Control and Prevention E113 Soil and Groundwater Pollution Control and Prevention E114 Noise Prevention E115 Vibration Prevention E116 Offensive Odor Prevention	614.11
	(1.2) Saving Resource Consumption Costs	E121 Climate Change Prevention E131 Effective Use of Resources	
	(1.3) Business Waste and General Office Waste Treatment and Recycling Costs	E132, 133 Reduce and Recycle General (Hazardous) Business Waste E134, 135 Treatment and Final Disposal of General (Hazardous) Business Waste	
2 Indirect Costs in Reducing Environmental Impact (Environmentally-Related Management Costs)	(2.1) Environmental Protection Educational Training Expenditures	E31 Environmental Education E34 Other Management Costs	503.94
	(2.2) Environmental Management System Certification Fees	E32 Environmental Management System Execution and Maintenance	
	(2.3) Various Environmental Monitoring Expenditures	Detection / Inspection Expenditures on Air, Water, Waste, Poison, Noise, and Soil	
	(2.4) Procurement of Environmental Protection Products	Green Procurement Statistical Information (Restricted to Taiwan Plants)	
	(2.5) Personnel Costs for Environmental Protection Dedicated Organization	E33 Environmental Monitoring	
	(2.6) R&D of Products with Low Environmental Impact	E41 R&D of Products with Low Environmental Impact	
3 Other Environmental-Related Costs	(3.1) Environmental Renovation and Restoration	E51 External Environmental Improvement	1.34
	(3.2) Environmental Protection Fines	E63 Other Losses and Remediation Costs	

Unit: NTDS\$ in Millions

Looking into the future, we will be thinking about how to be in line with international standards, assessing the impact of products on the external environment from the perspective of the product and calculating the true environmental cost or environmental profit and loss (P&L). We expect to reflect even more realistically to the situation of the products' environmental impact and use this as the management basis of investment distribution and reduction of external environmental cost for the enterprise. We will also actively grasp its derivation with current environmental accounting and assess how to maximize the benefit of the current system.

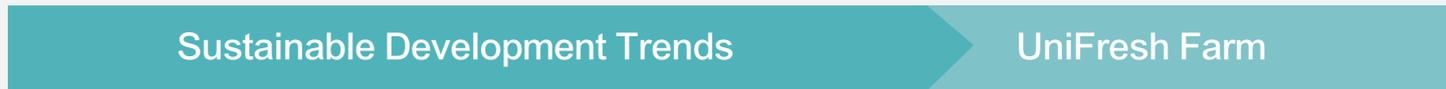


Transboundary Innovation – Green Agriculture Technology

In the sustainable development of industrial environment, Unimicron Technology invested considerable funds and manpower on the development and control of various environmental protection technology so as to meet the industrial benchmarking standards. This led us to start thinking about how to carry out cross-industry application of the environmental protection technology, so that Unimicron can continue to make a positive influence in the environmental protection field and to be a benefit to more of the general public.

Reassuring Health - Environmental Sustainability

Upholding the philosophy of “Starting Out from Customer Value and Creating New Business Opportunities” and according to the long-term observations of global sustainable trends, we used the Group’s own existing core advantage, focusing on the issue of “technological agriculture,” we founded “UniFresh Farm.” In combination with the agricultural technology, this helped respond to “United Nations Sustainable Development Goals (SDG),” creating an environmentally-friendly and sustainable green future.



Climate Change, Inadequate Food Production
UN SDGs : Zero Hunger



- In recent years, global climate change has intensified and traditional agriculture rely on the weather. In addition to the food production being affected by the seasons and the weather, the diseases and pests of outdoor cultivated crops also affect crop yields.
- The continuous increase in world population and the gradual decrease of arable land have caused increased demands for agricultural food products. In the foreseeable future, humanity will face food shortage crisis.

**Excessive Use of Pesticides
Food Safety and Environmental Pollution**
UN SDGs : Responsible Consumption and Production



- To ensure crop yields, pesticides and fertilizers are often misused. Not only do these affect the health of consumers, these will also cause pollution to agricultural lands, rivers, lakes, and oceans, severely damaging the natural ecology of the Earth.





Opportunities that Unimicron Sees



Healthy Diet Increase in Consumer Demands

- With the changing of lifestyles, the increase in obese population caused by unhealthy dieting habits has even led to many chronic diseases.
- Consumers have started to value healthy eating, increasing the proportion of vegetables and fruits in the diet, and the plant factory, which uses a cleanroom to plant vegetables and fruits, can become the primary choice that provides pesticide-free, safe vegetables and fruits.



Plant Factory Rise of Innovative Agriculture

- In the indoor environment, the plant factory uses equipment to control the plant growth environment. Since there are no pests, along with not being affected by the climate, the production of vegetables, fruits, and other plants can be in a timely, quantitative, and qualitative manner, effectively resolving the food shortage and environmental pollution problems faced by traditional farming, and also conforming to the trends of healthy dieting.



Innovative Environmental Technology - Connection to Green Future

Unimicron has a professional agricultural-biotechnology team, in addition to R&D and innovation, it has strong automated production management capabilities, and along with combining with the various professional skills of the subsidiaries of the Group, these help UniFresh Farm in producing high-quality vegetables and fruits.

Innovative Environmental Technology



Solar Power Generation

- Using sunlight to electricity conversion and capturing inexhaustible electric power, it is integrated in the plant factory to provide the necessary application of energy in the greenhouse.
- According to the different environments in coordination with the characteristics of plant growth, the best solar power generation system is planned, which lowers the dependence on traditional energy sources and reduces energy consumption and carbon emissions.



Efficient LED Lighting Technology

- Adopts the special plant lights that were researched, designed, and produced by the subsidiary of the Group, in coordination with the needs of plant growth, suitable light source was researched and developed.
- Currently, the development has gone from white light to red light, as well as red-blue light and adjustable wavelength light fixtures, etc., to be in accordance with the planting of different types of vegetables and fruits.



High-Quality Automated Management

- Designing and planning our own plant factory with the core automation equipment production management capabilities.
- All-in-one operations from R&D, plant construction, production management, quality assurance, etc., lets the plant factory have high-quality production capabilities.



Cloud Environmental Monitoring Technology

- Introducing communication and automation technology, establishing cloud intelligent monitoring system; connecting cloud database, wireless connectivity sensors, monitoring systems, PC, and mobile devices.
- Immediately grasp crop growth environment and quality control to satisfy the required conditions of growth for the various growth stages of vegetables.



Professional Biotechnology R&D Team

- Introducing the innovative technology of planting vegetables and fruits in cleanrooms, having an agricultural technology R&D team with experience.
- Creating a new SBU – UniFresh Farm. In combination with the Group's environmental protection skills, through research, innovation, and standardized processes, the team continues to develop new green products to give back to the society.



Connection to Green Future

Since starting from the creation of the plant factory, not only did Unimicron think about planting vegetables and fruits but also expect to create a new LOHAS lifestyle with the combination of health and environmental sustainability and to be beneficial to the future of the company. Starting from our employees, carrying out to the formation of the industry, and even social culture, the plant factory is the starting point of Unimicron's connection to a green future.

Unimicron's Green Future Prospect and Plan

Develop plant factory green miracle, expand the scale of planting, start supplier market

- Combining with the Group's advanced technology to develop new green industry.
- Train agricultural and technological talents and provide diverse employment opportunities
- Causing the production to double for the price to be more reasonable. In the beginning, the employees were the first targets of supply, after expanding the production capacity and entering into the market, more people can enjoy the vegetables of the plant factory.



Natural ecological farm, LOHAS field of employees

- Company retained part of the plant's open space and hired agricultural consultants to carry out ecological farm testing and provide employees with free planting and adoption as the organic education promotional and training venue.
- Plan eco-cycle concept, using biological fermentation principle to manufacture compost from food waste for farm use to implement environmental protection sustainability concept and maintain regional ecological balance and self-sufficient environment.



Promote healthy eating and LOHAS culture

- Combining the healthy ingredients of plant factory and ecological farm, providing a comfortable and leisure dining environment for enthusiasts who are conscious of healthy dieting.
- Promote LOHAS Culture, so Unimicron can become the best "good neighbor" in the hearts of customers, suppliers, colleagues, and the people in neighboring communities, creating shared value in the society.



Business connections, expanding future business opportunities

- Invest in the R&D of agricultural technology, cultivating deeply in the plant factoring, continue to expand mass production scale and channel development in Taiwan. Currently, a lot of key skills and know-hows have been accumulated.
- Through global partners, Unimicron team will be able to provide an all-in-one professional service, from design, plant establishment, production to marketing, Expand to the world with the output mode of the whole plant.



"UniFresh Farm" Website www.unifresh.com.tw



Social Involvement



Following the philosophy of ‘Taking from the Society and Giving Back to the Society,’ for a long time, from cultivating locally with the operation bases to cross-border charity events, whether it is sponsoring social welfare or the number of corporate manpower participants, Unimicron has seen increasing trends over the years.

Focusing on related industrial issues and actively exerting core competence, we encourage employees and suppliers to participate in CSR actions to broaden the scope of effectiveness and increase the scope of benefits, expecting to more effectively promote the social involvement and participation of employees through the integration of corporate and internal organizational skills, so as to increasingly spread love and care, building a society with both educational care and environmental sustainability.

Unimicron’s social involvement can be divided into three major fields, “Strategic CSR, Environmental Protection, Charitable Events/Donation,” and the statistical data on “Monetary Donations, Supplies / Fundraising, and Volunteer Involvement” of various plants have been calculated in detail, expecting that through a more efficient information integration, our limited resources can produce a greater efficiency.

Overview of Unimicron ’ s Social Involvement

Field of Focus	Item	Brief Description of Actual Results in 2015
 Strategic CSR	Taiwan Plants	1. UniFresh Farm 2. Sunrise Public Welfare Convenient Store <ul style="list-style-type: none"> • Donation to Social Welfare Units • NTD\$ 100 thousand for Taoyuan Reform School, Agency of Corrections • NTD\$ 150 thousand for Taoyuan City Shan Ding Elementary School • NTD\$ 95 thousand for Chinese Youth Care Association • NTD\$ 100 thousand for Chengjheng High School
	Taiwan Plants	Green Giant Club Events 1. Tree Planting 2. Beach-Cleaning Environmental Protection Event 3. Environmental Protection Lectures, Summer Camps <ul style="list-style-type: none"> • Total number of volunteer involved was 113 people • 300 trees planted • Weight of trash cleaned from beaches was 150 kg. • Held two environmental protection lectures and two summer camps
 Environmental Protection	Taiwan Plants	1. Community Care / Care for the Disadvantaged 2. Love and Charity Bazaar / Donations <ul style="list-style-type: none"> • Total number of volunteer involved was 274 people • NTD\$ 13,870 from love and charity bazaar • 231 items donated; NTD\$ 35,000 donated
	Mainland Plants	1. Downtown Suzhou Blood Donation 2. Plaza Volunteer Service Event of Hudong Social Worker Committee 3. Caring Flea Market of Hudong District 4. Social Enterprise Direct Train Special Evening Program 5. Unimicron (Shenzhen) Volunteer Union Volunteer Service Event <ul style="list-style-type: none"> • 14,800 ml of blood donated • Served in repairing 22 objects • 807 hours of volunteer service
 Charitable Events / Donations	Mainland Plants	1. Light Up Hope – Gansu Donation Event 2. Blood Donation Event of Taiwan Business Association <ul style="list-style-type: none"> • Donation amount was RMB 46,387 • 27,900 ml of blood donated
	Mainland Plants	1. Kunshan Tzu Chi Foundation / Maoku Community, Inguei Villa / Zhoushi Nursing Hope / Zhiteng Community Donations <ul style="list-style-type: none"> • Donation amount was RMB 318,744



New Model of Public Welfare – Sunrise Public Welfare Convenient Store

Unimicron used strategic CSR thinking and used innovative public interest mode to create a three-win shared value between enterprise, NPO, and the subjects being helped. In 2014, “Unimicron Technology Sunrise Public Welfare Convenient Store,” which officially opened at Shanying Plant, is where Unimicron used new thinking to do public service, a corporate philanthropy model that enlarged the effectiveness of love. The starting point for us are the “people,” different from the past enterprise’s method of simply donating, the public welfare convenient store lets us convert the philosophy from “donating fish” to “giving fishing poles.” Through operating profit platform, the operating results could help even more people, spending NTD\$ 1 in investment, a social remuneration efficiency of NTD\$ 9.98 could be obtained*.

Quick Facts of Unimicron Technology Sunrise Public Welfare Convenient Store - CSR Innovative Mode

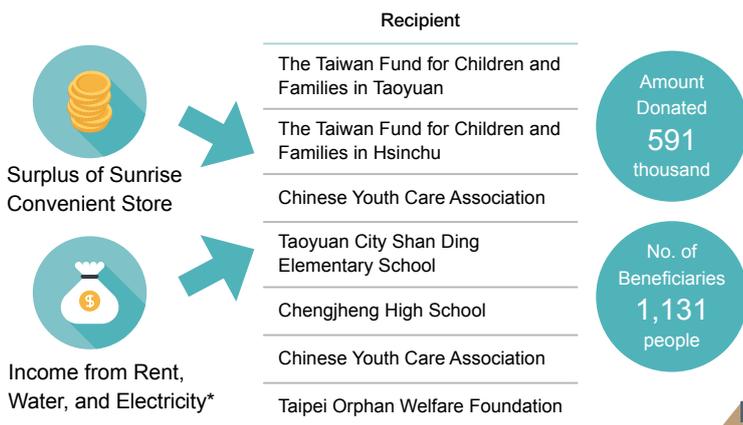


*Note: NTD\$ 1 producing NTD\$ 9.98 efficiency is the results calculated according to the Social Return on Investment (SROI) model in 2014.

For the surplus from the convenient store, we also coordinated the use on external social disadvantaged groups and social welfare units. In 2015, the main uses were for emergency purpose funds for juvenile prisoners, counseling for the Agency of Corrections and elementary schools, various skills license obtainment for rehabilitated juveniles, material expenses for baking class, assisting disadvantaged schools in rural and remote areas..., etc.

For the lack of resources in nearby disadvantaged school districts, Unimicron also sympathizes with the importance of basic level education in the community, in addition to regularly setting aside sponsorship fund through the surplus of business operation, also, through the combination of the resources of the Company, employees, and supply chain, we held a public welfare and love Christmas party in December 2015. A total of 1,000 public welfare tickets were sold, accumulating a total sales of NTD\$ 100 thousand, among which 20% were donated to doing public service, where the total amount was donated to Gueishan Shan Ding Elementary School, where the principal personally accepted the donation, so as to improve their teaching-related equipments and to purchase books.

Efficiency Chart of Public Welfare Convenient Store in 2015



*Note: The convenient store is set up within the factory, where the Company donates the income from leasing-related rent, water, and electricity.

Statistical Table of Employment Assistance at Public Welfare Convenient Store in 2015

Assisted Subjects	No. of People Employed
Single-Parent Families	4
Single Mothers	2
Persons with Disabilities	2
Disadvantaged Families	1
Rehabilitated Juveniles	3



2015 Career Exploration Empowerment Camp for Youth Orphan

In 2015, we participated in the "Career Exploration Empowerment Camp for Youth Orphans" held by Taipei Orphan Welfare Foundation, hoping that through experiencing and a relaxed and lively learning style, the future career vision of children can be developed, breaking through their own background and environmental constraints, thereby breaking away from the family's poverty cycle, finding a vocation that suits them, and bravely pursuing their dreams. During last year's event, over 100 11-18 year-old orphans (youth where one or both parents have passed away) from Yilan, Taitung, and Hualien came to participate. Through the holding of the event, in the gap between the awareness and opportunities of social participation, these orphans found a career development that met their interests and expertise and learned about the knowledge and skills of professional financial management, so as to achieve the goals of actively breaking away from poverty and being independent.



Valuing Food Safety – Roi du Pain

Cooperating with baking professionals, Unimicron created “Unimicron Technology Plant Farm Fusion Restaurant.” Integrating the bakery with French-fusion restaurant Bistro 181, with this new concept, fresh vegetables are integrated with baked products to promote the new thinking of diverse and rich, safe and healthy, and non-toxic diet.

In recent years, there has been a series of outbreak of food safety incidents, which shook the public's confidence towards food safety. In view that the staple foods of many people in Taiwan are noodles and bread, yet due to having eaten too much sweet food and additives and, instead, this has caused damage to the bodies. In this regard, cooperating with baking professionals, Unimicron introduced the low-oil, sugar-free French bread, and with the appeal of having no additives, we want to let the public understand what is healthy dieting, hoping to lead with the atmosphere of returning to innocence and of a healthy and lohas lifestyle.

In addition to advocating healthy and safe dieting, filled with public spirit, the bakery also connected resources with schools and government agencies to provide students with internship opportunities and disadvantaged groups with employment opportunities, promoting the concept of healthy dieting to employees, suppliers, and neighborhood communities, and for them to enjoy healthy and affordable dieting.



Social Involvement





Focusing on Environmental Education

Diverse Activities in Safety Environment Month

Since 2004 Unimicron has regularly held the “Safety Environment Month Events” during the third quarter of each year. The area covers the Taiwan and overseas plants and up until 2015, this has been continuously promoted for 12 years. Along with the internal “Cost Month” and “Quality Month,” these are the three annual thematic events at Unimicron. The abundant activities and contents have received general recognition and participation of the employees.

Other Environmental Protection Events (Taiwan Plants Events List in 2015)

In order to reinforce the horizontal and vertical push of the concept of environmental protection, the Green Giant Volunteer Club of the Environmental Health and Safety Division handles environmental protection-related activation events from time to time, inviting employees and their families to participate together, hoping that through the joint participation of employees and their families, everyone’s concept of environmental protection is enhanced, while, at the same time, uniting the emotions and solidarity of the employees and their families.

Event Name	Date	Length of Time	Instructor / Cooperating Unit	Event Location
Environmental Protection Volunteer Experience Activity	2015/3/21	3 hours	Instructor from Tzu Chi Recycling Center	Changrong Recycling Center
2015 Tree-Planting Event	2015/4/16	2 hours	-	Yangmei Farm
Environmental Protection Lecture ‘DIY Environmental Protection Cockroach Spray’	2015/8/12	2 hours	Kuei-Yin Lin of Homemakers Union and Foundation	Hsinfeng Plant A626 Training Classroom
Environmental Protection Lecture ‘Being Friends with Nature’	2015/8/14	2 hours	Tzi-Han Lin of The Society of Wilderness	Taoyuan District PCB 602 Training Classroom
Environmental Protection Summer Camp ‘Getting to Know the Green Elf’	2015/8/29	2 hours	UniFresh Environmental Education Center	Taoyuan District RD L109 Training Classroom
Environmental Protection Summer Camp ‘I am a Technological Farmer’	2015/8/29	2 hours	UniFresh Environmental Education Center	Taoyuan District RD L109 Training Classroom
Hsinchu County – Beach-Cleaning Mobilization in Autumn	2015/9/29	2 hours	Hsinchu County Environmental Protection Bureau	Mangrove Ecological Reserve in Xinfeng Township
Sustainable Resource, Unending Love – Love and Charity Bazaar	2015/11/15	4 hours	The Taiwan Fund for Children and Families in Taoyuan	Taoyuan Arts Plaza
Dongyan Mountain Nature Education – Silver Grass Dancing among Clouds and Waterfall	2015/12/21	4 hours	Dongyan Mountain Nature Education Centre	Dongyan Mountain



Environmental Protection Volunteer Experience

Unimicron handled the experience activity with Tzu Chi Recycling Center in Taiwan, leading everyone to the recycling center for hands-on experience, so the employees can understand about the importance of garbage classification, and also know how to implement this to make the Earth a better place.



Decade for Tree to Grow, Century to Educate People

Since 2010, Unimicron has initiated carbon-reducing tree-planting events and planted and cultivated autumn maple trees and camphor trees. In 2012, to develop Yangmei Ecological Park, we started Chinese Junipers as the foundation of environment protection-based forestation. Other than the promotion and planting in the factories, we have also planted and cultivated tree seedlings and transferred them to the suppliers, inviting the suppliers to jointly respond. We also planted cherry blossom trees and fruit trees around Yangmei Farm. Until 2015, the amount of trees planted by Unimicron has accumulated and reached 28,829. In the future, we will continue heading towards the goal of handling tree-planting each year.



Environmental Protection Lectures

In 2015, we invited professionals from Homemakers Union and Foundation and The Society of Wilderness to come to the Company and share on themes, so employees can understand the beauty of Taiwan's natural environment and the importance of ecological conservation. In the classes, the employees also experienced hands-on on how to make environmental protection cockroach spray, a win-win method that achieves pest elimination, yet does no harm to the environment.





Environmental Protection Summer Camp

Employee clubs worked with UniFresh Environmental Education and Sustainable Center to hold the Environmental Protection Summer Camp during the summer vacation, hoping that children can learn to protect the environment and care for the environment through games and hands-on projects, so environmental education can take root.



Beach-Cleaning Mobilization in Autumn

We participated in the beach-cleaning event held by government agencies and local patrol teams, using actions to prove their determination to love and care for the environment and the Earth.



Love and Charity Bazaar

To extend the life journey of goods, we cooperated with the Care Association within the Company and The Taiwan Fund for Children and Families and invited employees to donate objects that are worthy of use, yet not being used, from the family, and let these goods find new owners by way of a charity bazaar, and to donate the full amount gained from the charity bazaar to help disadvantaged groups.



Dongyan Mountain Nature Education Centre - Silver Grass Dancing among Clouds and Waterfall

Taiwan is a treasure island that is geologically young, yet has many ancient creatures. This treasure island has many places of worth for us to deeply understand and to know. The club hopes to help everyone get to know the environment, thereby trigger the love of employees to care for the environment.



Energy-Saving in Life, Environmental Greening, and Safety Guidance

With the professional personnel in all areas within the plant, counseling is carried out for the surrounding neighborhoods, communities, educational institutions, and families of employees. The content of counseling integrates the review of life safety, including the usage safety of electricity, usage safety of natural gas, taking emergency refuge, and other daily safety instructions and advocacy, hoping to share resources with the society, using actions to exert influence and improve social and environmental issues.



Adopting Rivers

Participated in the river adoption event in accordance with Department of Environmental Protection, Taoyuan, where the factory employees would patrol and clean the rivers from time to time and send their feedbacks back to the Department of Environmental Protection, so as to love and care for the rivers together with the government.





Demonstrating Care across the Nations

Unimicron (Suzhou)

- 1 Blood Donation:** In 2015, Unimicron (Suzhou) spontaneously organized a blood donation event, and the love of the employees received praise from both Hudong Social Worker Committee and Downtown Suzhou Blood Station. Apart from the intensive work, everyone actively participate, there were 60 people who successfully donated blood, and the total amount of blood donated was 14,800 ml, which demonstrated a good corporate image.
- 2 Plaza Volunteer Service Event of Hudong Social Worker Committee:** On Mar. 21st, 2015, we participated in the large public community service [Bringing Warmth in the Spring Wind – Happy Hudong] event held by Hudong Social Worker Committee. As an enterprise supporter, Unimicron (Suzhou) participated and set up a booth – maintenance of computer software and hardware. On that day, numerous Hudong residents lined up and waited to get their computers and small household appliances fixed, and we received praise from the residents. A total of six employees from Unimicron (Suzhou) participated, and they assisted in repairing a total of 22 items and serviced 28 people.
- 3 Caring Flea Market of Hudong District:** The sources of the items for flea market were the donations of employees and administrative New Year' s gifts still in stock, the autonomously registered to participate in this love and charity bazaar, and the amount gained from the charity bazaar are donated to help the children who are in need. A total of eight employees from Unimicron (Suzhou) participated, and the amount earned from the charity bazaar was more than RMB 600.
- 4 Social Enterprise Direct Train Special Evening Program:** Unimicron (Suzhou) handled an art event in cooperation with Hudong Social Worker Committee, so Hudong residents could feel the passion and vigor of the employees of Unimicron (Suzhou).

Unimicron (Kunshan) / Unimicron-FPC (Kunshan)

- 1** The social volunteers and Company volunteers of the Community Good-Neighborliness Event Organization actively participated in the events, adhering to the serving philosophy of a natural attitude and of sacrifice and dedication and carrying out appropriate service aimed at the demands of the service recipients. In 2015, Unimicron-FPC (Kunshan) held 43 community public welfare events, 86 volunteers participated, with 215 serving hours, and 1,577 people who were served. Unimicron (Kunshan) held 86 community public welfare events, among which 318 company volunteers participated, with 285 serving hours, and 3,800 people who were served.

The Social volunteers of the Community Good-Neighborliness Event Organization and the company volunteers actively participated in the events, adhering to the serving philosophy of “Serving Others, Enjoying Oneself” and carrying out appropriate service aimed at the demands of the service recipients. In 2014, 69 events were held, among which 276 social volunteers participated and 229 company volunteers participated, with 773 serving hours and 2,928 people being served.

Unimicron (Shenzhen)

1 Light Up Hope – Gansu Donation Event

- From Jun. 2011 to Feb. 2016
- A total of RMB 210,723 was donated

In April 2011, during an overseas visit, Unimicron (Shenzhen) was recommended to Rong Hua Group Enterprises, and the two companies met in Dingxi City, Gansu Province. Starting from June 2011, the company began to initiate Gansu Donation. From June 2011 to Mar. 2015, a total of RMB 161,015 was donated, and with RMB 120,000 donations Unimicron (Shenzhen) built its first elementary school.

- (1). In April 2011, during an overseas visit, Unimicron (Shenzhen) was recommended to Rong Hua Group Enterprises, and the two companies met in Dingxi City, Gansu Province. Starting from June 2011, the Company began to initiate Gansu donation, hoping to establish Unimicron (Shenzhen) First Elementary School at Anding Dist., Xiding City. From June 2011 to February 2016, a total of RMB 210,723 was donated. For the entire year in 2015, Unimicron (Shenzhen) donated a total of RMB 48,594. Unimicron (Shenzhen) First Elementary School was officially launched in April 2015.
- (2). In December 2015, Shajing Shangxing Civic Plaza Blood Donation Event was organized by Shajing Taiwan Business Association, Feian Dist. Center Blood Station, and Shajing Street Group Work Committee. A total of 93 people participated from Unimicron (Shenzhen), which was the unit with the most registrations from the enterprise members of Shajing Taiwan Business Association.
- (3). In July 2015, we applied to Shajing Volunteers United to officially found the Unimicron (Shenzhen) Volunteers United Team and established contact persons at the plant: EH&S Office / Chien-Feng Ren and Administration Office / Chun-Peng Wu. In 2015, 110 plant employees officially joined Unimicron (Shenzhen) Volunteers United to become volunteers (not including members who joined organizations outside the plant and Taiwan Business Association)
- (4). The Company volunteers of the Community Good-Neighborliness Event Organization actively participated in the events, adhering to the serving philosophy of serving others and enjoying oneself and carrying out appropriate service aimed at the demands of the service recipients (care for the elderly and widowed, care for children who were left behind, healthy environmental protection actions, resource recycling day, civilized command of the traffic, help and assistance in hospitals, etc.). In 2015, we participated in 2014 events, among which 173 social volunteers participated and 87 company volunteers participated, with 807 serving hours, and 1,471 people being served. Unimicron (Shenzhen) Volunteers United Team was rated as Advanced Group in Shajing Streets Volunteers by Shajing Streets.



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S INDEPENDENT ASSURANCE REPORT ON SUSTAINABILITY ACTIVITIES IN THE UNIMICRON TECHNOLOGY CORP.'S CORPORATE SOCIAL RESPONSIBILITY REPORT FOR 2015

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Unimicron Technology Corp. (hereinafter referred to as Unimicron) to conduct an independent assurance of the Corporate Social Responsibility Report (hereinafter referred to as CSR Report) of 2015. The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text, and data in accompanying tables contained in this report.

The information in the Unimicron's CSR Report of 2015 and its presentation are the responsibility of the superintendents, CSR committee and the management of Unimicron. SGS has not been involved in the preparation of any of the material included in the Unimicron's CSR Report of 2015.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance 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 (hereinafter referred to as GRI) 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 Organization.

This report has been assured using our protocols for:

- evaluation of content veracity at a high level of scrutiny for Unimicron and moderate level of scrutiny for subsidiaries, joint ventures, and applicable aspect boundaries outside of the organization covered by this report ;
- evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2008);
- evaluation of the report against the GRI Sustainability Reporting Guidelines (G4 2013).

The assurance comprised a combination of pre-assurance research; interviews with relevant superintendents, CSR office members and the senior management 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 affirms our independence from Unimicron, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, EICC, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation 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 CSR Report of 2015 verified is accurate, reliable and provides a fair and balanced representation of Unimicron sustainability activities in 01/01/2015 to 12/31/2015.

The assurance team is of the opinion that the report can be used by the Reporting Organization's Stakeholders. We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting. The report is the Fourth to be assured by an independent assurance team and Unimicron has taken a bold step by offering the report to evaluation against both GRI G4 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 GRI G4 Core Option and AA1000 Assurance Standard (2008) Type 2, Moderate level assurance.

AA1000 ACCOUNTABILITY PRINCIPLES CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

Unimicron has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, government authorities, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. Unimicron may consider raising engagement maturity to concentrate relevant significant issues in future reporting.

Materiality

Unimicron has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

GLOBAL REPORTING INITIATIVE REPORTING GUIDELINES CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, Unimicron's CSR Report of 2015, is adequately in line with the GRI G4 Core Option. The material aspects and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material aspects and boundaries, and stakeholder engagement, G4-17 to G4-27, are correctly located in content index and report. In future reports, the alignments of short-term goals with each material aspects may be strengthened, and further descriptions on the specific actions taken to achieve goals and targets are recommended. Disclosures on other governance indicators may be enhanced. It is also encouraged to enhance supply chain management performances in further details and focus on significant issues to draw out long-term strategies.

Signed:

For and on behalf of SGS Taiwan Ltd.



Dennis Yang, Chief Operating Officer

Taipei, Taiwan

24 June, 2016

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