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# CS<sup>2</sup>R

Wistron Corporation  
2015 Corporate Sustainability &  
Social Responsibility Report

## Editorial Policy

### Editorial Policy

Welcome to the seventh issue of the “Corporate Sustainability and Social Responsibility (CS<sup>2</sup>R) Report” published by the Wistron Corporation (Wistron). This report is published in both Chinese and English and has been posted on our website for free downloading (www.wistron.com). We hope that the greater transparency in this report will provide all stakeholders with a better understanding of Wistron's practices and achievements in fulfilling our CS<sup>2</sup>R obligations in 2015.

### Period Covered

The Corporate Sustainability and Social Responsibility (CS<sup>2</sup>R) Report for the preceding year is published by Wistron on an annual basis. The previous report was published in June, 2015. This report covers Wistron's CS<sup>2</sup>R management policy, key issues, actions and performance for 2015 (January 1 ~ December 31, 2015).

### Scope and Boundary

The scope of the information disclosed in this report covers performance in economic, environmental and social aspects. The organizational boundary of this report encompasses Wistron's operations in Taiwan and its global manufacturing plants. Comparing with last year, Taizhou Plant is new added to the scope of information disclosure. The boundary covers as follows:

- Wistron Corporation (Neihu Headquarters)
- Wistron Corporation (Hsichih Office Complex)

- Wistron Corporation (Hsinchu Plant)
- Wistron InfoComm (Kunshan) Co. (Kunshan Plant)
- Wistron InfoComm (Taizhou) Co. (Taizhou Plant)
- Wistron InfoComm (Zhongshan) Co. (Zhongshan Plant)
- Wistron InfoComm (Chongqing) Co. (Chongqing Plant)
- Wistron InfoComm (Chengdu) Co. (Chengdu Plant)
- Wistron Mexico S.A. de C.V. (Mexico Plant)
- Wistron InfoComm (Czech Republic) s.r.o. (Czech Plant)

### Guideline for Report Preparation

The preparation of this report followed the Sustainable Reporting Guidelines Version G4 (GRI G4) developed by the Global Reporting Initiative (GRI). The contents of this report have been verified by an independent third party based on the AA1000 standards and comply with GRI G4 core level requirements.

### Contact Wistron

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## Performance Summary

Aspects	Performance Indicators	Unit	2015	2014
Economic	Total Revenue	Millions of NTD	623,274	592,347
	Earnings per Share	NTD	0.6	1.5
	Total sales Volume	Per unit/Piece/ Items	141,860,865	108,563,994
Environmental	Total Greenhouse Gas (GHG) Emissions	Tons-CO <sub>2</sub> equivalent (CO <sub>2</sub> e)	275,225.30	252,755.88
	- Scope 1		19,748.67	11,832.88
	- Scope 2		255,476.63	240,923.00
	GHG Emission per Unit-revenue	Kilo-tons/Billion NTD	0.44	0.43
	Total Water Consumption	Cubic Meter	3,723,098	3,541,607
	Water Consumption per Unit-revenue	Kilotons/Billion NTD	5.97	5.98
	Total Waste Generation	Tons	30,863.48	31,978.86
	Waste Generation per Unit-revenue	Kilotons/Billion NTD	0.050	0.054
Total Environmental Expenditures	Millions of NTD	195	209	
Social	Ratio of Local Employees Serving as Managers to All Managers	Percentage (%)	80.5	80.2
	Ratio of Local Employees in the Department Manager (or above) Positions	Percentage (%)	45	43
	Total Amount of Social Investment	Millions of NTD	49.20	39.68
	- Charity and Sponsorships		45.43	32.78
	- Charitable Activities of the Employee Welfare Committee/Company		0.53	3.48
- Employee Participation in Charitable Activities	3.42		3.42	

## A Message from the Chairman

With changes in consumer usage habits, increases in the prevalence of low-price, efficient mobile networks and smart handheld devices, and the stagnation or decline in the growth of information products such as notebooks and televisions, the overall information and communication technology industry exhibited no significant growth. Foreseeing such impacts, we have actively invested in new technologies and transformed our products. However, because of the unsatisfactory investment returns, we proceeded to adjust our operational management directions, restructured the organization, adjusted personnel structures, and enhanced the investment return forecasts and measures for countering losses. Thus, the operational performance of the company will increase.

While persisting to transform into a holistic technology service provider (TSP), we also took the following actions:

- Created value-added products to satisfy customer demands. The demands of end users are determined and predicted so that the concepts of customer demand can be converted into a more accurate technical specification. Through cloud development software service platforms can be closely integrated with hardware devices (computers and smart devices) and cloud data systems to provide more convenient and suitable products and services.
- Strengthened investment strategies and vertically integrated products to obtain a leading status in the industry, thereby acquiring a stronger growth dynamic. In response to the rapidly changing Internet era in which consumer habits have deviated from those in the past, the six sigma approach was deeply rooted into Wistron to redefine the overall process of data collection, analysis, and application. By using big data we provide manufacturing and R&D teams more real-time, effective, and forward-looking information, make better investment decisions, rapidly adjust our operational direction, and reduce the investment risk associated with outdated equipment, processes, or technologies.

Concerning environmental protection, although we are not a high-polluting and high energy-consuming industry, we actively comply with environmental laws and regulations. In the past, changes in the industrial environment, increasingly stringent environmental laws and regulations for various regions, and frequent major

accidental disasters have resulted in the generation of a complete risk management model. However, we also pay attention to the response speed and capabilities in crisis management. Thus, amidst adversity, we continue to optimize our risks management approaches, actively learn from others, and develop a complete self-reflective system and approach.

To take care of our employees, we try to enhance our employees' income level by increasing efficiency. Elevating bonus shares and implementing issuance of treasury stocks can facilitate talent retention. However, in the short run, such approach will conflict with shareholders' rights and interests. But in the long run, this methodology is the most optimal option for achieving a positive cycle for employee and company performance. We continue to support projects enriched with cultural elements, such as the film *Beyond Beauty: Taiwan From Above* and the television show *Terraced Fields: Gongliao*, both of which have achieved international recognition. During the process of social contribution, we provide employees with opportunities to participate in volunteer work and cultivate their support for society.

Corporate social responsibility is a business' commitment to becoming a sustainable business organization. Based on the philosophy of altruism, the company's business philosophy, strategies, organizational planning, and talent development/cultivation should all consider the concept of sustainability. Only with such consideration can reasonable profits be generated and used as the foundation for sustainable management. Business management is not only a tool for making profits, but also an integral part of the society and environment. We are also willing to work together in accepting this challenge.

Simon Lin / Chairman & CEO  
Wistron Corporation





## A Message from the President

In 2015, following our vision for an active transformation in the company's sustainable development strategy, we proposed the following main business focus areas:

- Enhance the competitiveness of core businesses
- Accelerate the growth and profitability of technology service businesses

Our core businesses include personal computers, servers, mobile phones, and end smart applications. Despite the declining notebook market in the past years and saturation of PC product line markets, we must still continue to grow our business with existing customers. We primarily adjust our existing customers and product combinations to increase gross margin. In addition, to improve internal operational performance we continuously promote simple product designs, automated production processes, instant inventory management, and reducing wastage of production capacity.

Our technology service businesses include display components, touch module, green recycling, after-sale service, medical devices, and educational technology applications. Although investment into these product lines was three to four years ago, the results are slower than our expectation. Furthermore, there are various difficulties and challenges that we must face.

With the oversupply and value degradation in the touch module market, we had to diminish the touch module business scale and merge with our LCM business line. Meanwhile, under the continuous adjustment of green recycling business feasible operating models were identified. With the trend of diverse applications and services driven from big data and Internet of Things (IoT), technology service business is a direction we should move forward toward.

Furthermore, this year we will continue to emphasize the importance of innovation and execution. Regarding innovation, we endeavor to build an environment beneficial for innovation activities. Previously, we actively advocated patent applications. This year, we will encourage our employees to integrate their creativity into the company's creative platform and then use company resources (financial resources, human resources, and technical support) to support and sustain their creativity. Regarding

execution, we emphasize the importance of accountability. We also continuously set goals for research and development and production expenditures, as well as execute improvement plans. In 2015, we changed personnel and the organization structure of business units with poor performance in order to achieve improvement and profit goals.

We acutely realize that corporate social responsibility (CSR) must be incorporated into a corporate management strategy. Promoting CSR can not only bring competitive advantages for the company, but also benefit the company and enhance our corporate social value. This CSR Report covers stakeholders' topics of concern, particularly with regards to labor rights, reduction of greenhouse gases, conflict minerals, and outcomes of supplier management. In addition, we also disclose the sustainable design problems considered in product development, as well as new business development and information management.

Furthermore, we comprehensively and extensively contemplated and took actions at the environmental, social, and economic levels. We considered the plans and response measures that can be strategized, indexed, and implemented under laws and regulations, including when technologies and resources are regulated and limited. In addition, we actualized corporate sustainability, social responsibility policies, and company beliefs, to achieve the proposed company vision to create a mutually beneficial outcome for businesses and society.

Robert Hwang / President & COO  
Wistron Corporation

ROBERT HWANG



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## Company Profile

### About Wistron

Established in 2001, Wistron is a global ODM (Original Design Manufacturer). It provides overall design, manufacturing, and service related to information and communication technology products. The company is headquartered in Taipei, Taiwan, with global manufacturing and service centers in Asia, America as well as Europe. Most of our customers are from global brand companies and major customers take up average proportions. We can provide customers with the most competitive, high quality products and service, by virtue of powerful R&D capability, perfect manufacturing technology, flexible global operating ability, along with customized after-sales solutions.

Our vision is to be a global leading technology service company providing innovative ICT products, services, and systems. In recent years, we have gradually transformed from being an ODM to a company that reflects the customer's demands. We have been investing our energy and resources into after-sales service, green recycling, and vertical integration of display as well as cloud computing products and services, which distinguish us and has been our driving force for a new level of operation growth.

In January 2015, Wistron officially launched its Research and Development Center in Kaohsiung. With the prevalence of the use of the Internet of Things (IoT), we are devoted to the development and designing of the smart campus concept, corporate applications, mobile applications, and service platforms to provide a comprehensive solution.

### Wistron Quick Facts

- Established in 2001
- Major OEM/ODM provider for global top-10 ICT brands
- Principal beliefs: "Customer Focus, Integrity, Innovation, and Pursuit of Excellence"
- Vision: To be a global leading technology service company providing innovative ICT products, services, and systems
- Revenue reached NTD 623.3 billion in 2015
- Headquarters located in Taipei City, Taiwan, with global operating sites in Asia, North America and Europe
- With nearly 60,000 employees worldwide



## Products & Services

As a whole, we consider providing the best quality as our core principle. We distinguish ourselves through innovation, so as to provide customers with the most comprehensive, efficient and trustworthy products and technical services. Customers can enjoy our one-stop service including specification, R&D, design, manufacturing, information management system construction, maintenance and global operating support.

### Product Portfolio

- Notebook computers
- Tablet computers
- Smart phones/handheld devices
- Desktop computers/All-in One(AIO) computers
- LCD TVs/Monitors
- Servers
- Voice over Internet Protocol (VOIP) phones and network storage facilities
- Industrial application devices and rugged portable computer systems

### Services

#### Design Services

- Wistron offers integrated product design services to consolidate various demands in production, including industrial design, electronics, software, mechanical design and functionality, reliable engineering test and packaging/development considerations.
- Development of product heat conduction, vibration, radiation, power consumption, structure, and reliability design services for ICT products to ensure that product quality meets the standards of the global and target markets.
- Consideration of ideas, user interface, materials, styling, component selection, prototyping and engineering samples during product

development to embody environmental requirements of the green design concept.

#### Manufacturing Services

- Supply of a complete set of manufacturing services from printed circuit board assembly (PCBA) to system assembly.
- Rigorous control over production process and quality from incoming components to out-of-box (OOB) inspection, testing and analysis.
- Grasp of each link of the entire supply chain to obtain the most desirable procurement plan for a component and complete products delivery.

#### After-sales Services

- Provision of diversified and customized after-sales services. The service centers and other service solutions provide our customers center-to-center component swaps, center-to-authorized service center swaps, and Customer Replaceable Units (CRU). All of the above services are also available for non-Wistron products.
- Through a consolidated IT platform, a service chain is formed to effectively manage reverse logistics, material management, and reporting systems.

Customer satisfaction and the best product quality are our goals. We strive to maintain our existing customer base and expand the ratio of ODM business. Our short-term and medium-term goals in business development include high efficiency, high capacity utilization and reasonable profits.

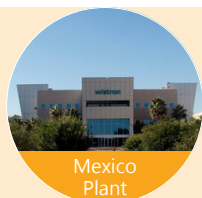
In the long term, we will continue to expand our investments into other businesses and products with higher gross profit margins. We have positioned ourselves as a global leader in technical service that offers innovative ICT products, services and system solutions. We will also continue to focus on providing innovative technical services that will boost value for our customers while increasing employee satisfaction to create long-term profits for our shareholders.





## Global Operations

In order to reach out to the international market, our manufacturing, after-sales services and R&D centers are mainly distributed in North America, Europe, Asia, etc., which provide comprehensive product development and customer service. Through an excellent operating system supported by the R&D center based in Taiwan and every overseas operation site, Wistron grows steadily. For more details, please visit our website ([www.wistron.com](http://www.wistron.com)).



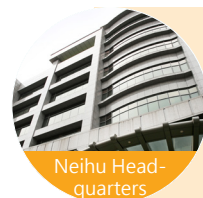
Mexico Plant



Czech Plant



Taizhou Plant



Neihu Headquarters



Hsichih Office Complex



Hsinchu Plant



Kunshan Plant



Chongqing Plant



Chengd Plant



Zhongshan Plant



## Awards & Recognition

Wistron actively strives for various certifications as well as meeting CSR-related rating and evaluations conducted by local organizations and governments, to promote corporate value and social image.

### 2015

May Wistron ranked No. 1617 among "Global Top 2000 Businesses" in Forbes

August Wistron ranked No. 27 in Common Wealth for Corporate Citizen Award-Major Industry

October Wistron ranked No. 24 in the 2015 Channel News Asia Sustainability Ranking

Wistron ranked top 5% of "2015 ( Second Round ) Corporate Governance Evaluation"

## Participation in External Organizations

Wistron establishes a good relationship or membership with cross-industrial or interdisciplinary organizations, and broadens communication and participation level, so as to grasp the international pulse and trends. Let us continue to grow and progress together.

The organizations that we have joined in 2015 are listed below:

- Allied Association for Science Park Industries
- Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)
- Taipei Computer Association (TCA)
- New Taipei City Computer Association (NTCA)
- International Electronics Manufacturing Initiative (iNEMI)
- Information Service Industry Association of R.O.C. (CISA)
- Electronic Industry Citizenship Coalition (EICC)
- 3D Interaction & Display Association (3DIDA)
- Diagnostics and Healthcare Alliance (Dx-Hc)
- Taiwan Telematics Industry Association (TTIA)





## Identifying Stakeholders and Significant Aspects

In order to communicate with different stakeholders effectively, we have initiated materiality analysis procedures since 2010. From 2014, the scope and boundary of identifying aspects were included by referring to GRI G4. The key steps are adjusted as follows:

### Step 1 : Identify stakeholders

It is mainly performed by Wistron's CS<sup>2</sup>R Promotion Committee. We refer to the five principles used to identify the stakeholders by AA1000 SES (Stakeholder Engagement Standards) (2011), including dependency, responsibility, influence, diverse perspectives and tension. Based on the average weight on each principle, the stakeholders are classified into 8 groups in total, including customers, employees, shareholders/investment institutions, suppliers, government units, non-profit organizations/communities, media and others.

### Step 2 : Establish communication objectives

"Sustainability, innovation and humanity" is the main axis and essence emphasized and delivered by Wistron under the corporate philosophy of "altruism". It upholds the belief that "benefiting others is benefiting us sustainably". We practice and cultivate each level of sustainability, co-existence, innovative value and humanistic care in our practical actions and reports.

### Step 3 : Collect sustainability issues

With the aspects of GRI G4 indexes as the foundation which is added with the important communication issues over the past years, we form the scope of sustainability issues in Wistron.

### Step 4 : Conduct materiality analysis and determine priorities

We conduct materiality questionnaire survey on the identified stakeholders. A total of 148 questionnaires were collected in 2015, which were used to understand the concerns of the above stakeholders toward each issue. For the same issue, the questionnaire survey is also conducted among the committee members and internal participants. The impact on the company's operation is determined by taking the economic, environmental and social dimensions into consideration. Finally, 32 major aspects were summarized based on the ranking of high concern and high impact, which are the primary materiality issues to be discussed.

### Step 5 : Identify the scope and boundary of aspects

According to the 32 critical aspects ranked above, the organization shall completely present the value chain covered by Wistron based on its activities, products, services and whether the relationship-related impact occurs internally or externally.

### Step 6 : Review and discussion

After the materiality analysis results, the Report Compiling Team will conduct a discussion to determine the sustainability issues that should take the priorities for disclosure.



■ Boundary Identification of Aspects

Category	Aspects	Disclosure Chapter in 2015 CS²R Report	Boundary Identification												
			Within the organization										Outside of the organization		
			Taiwan			Mainland China					Overseas		Suppliers/Contractors	Customers	Communities nearby
			Neihu Headquarter	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant			
Economic	Economic Performance	Economic Performance	V	V	V	V	V	V	V	V	V	V			
	Market Presence	Local Hiring	V	V	V	V	V	V	V	V	V	V	V		
Environmental	Materials	Materials Management	V	V	V	V	V	V	V	V	V	V	V	V	
	Energy	Energy Management	V	V	V	V	V	V	V	V	V	V	V	V	
	Water	Water Resource Management	V	V	V	V	V	V	V	V	V	V			V
	Emissions	Greenhouse Gas and Other Gas Emissions Management	V	V	V	V	V	V	V	V	V	V	V		V
	Effluents And Waste	Waste and Effluent Management	V	V	V	V	V	V	V	V	V	V			V
	Products And Services	Sustainable Product Design and Development	V	V	V	V	V	V	V	V	V	V	V	V	
	Compliance	Environmental Management and Legal Compliance	V	V	V	V	V	V	V	V	V	V	V		V
	Environmental Protection Expenditures And Investments	Expenditure and Benefits Associated with Environmental Protection	V	V	V	V	V	V	V	V	V	V			
	Supplier Environmental Assessment	Conflict Minerals and Supply Chain Management	V	V	V	V	V	V	V	V	V	V	V		
Social	Employment	New Hire and Turnover Management	V	V	V	V	V	V	V	V	V	V			

■ Boundary Identification of Aspects

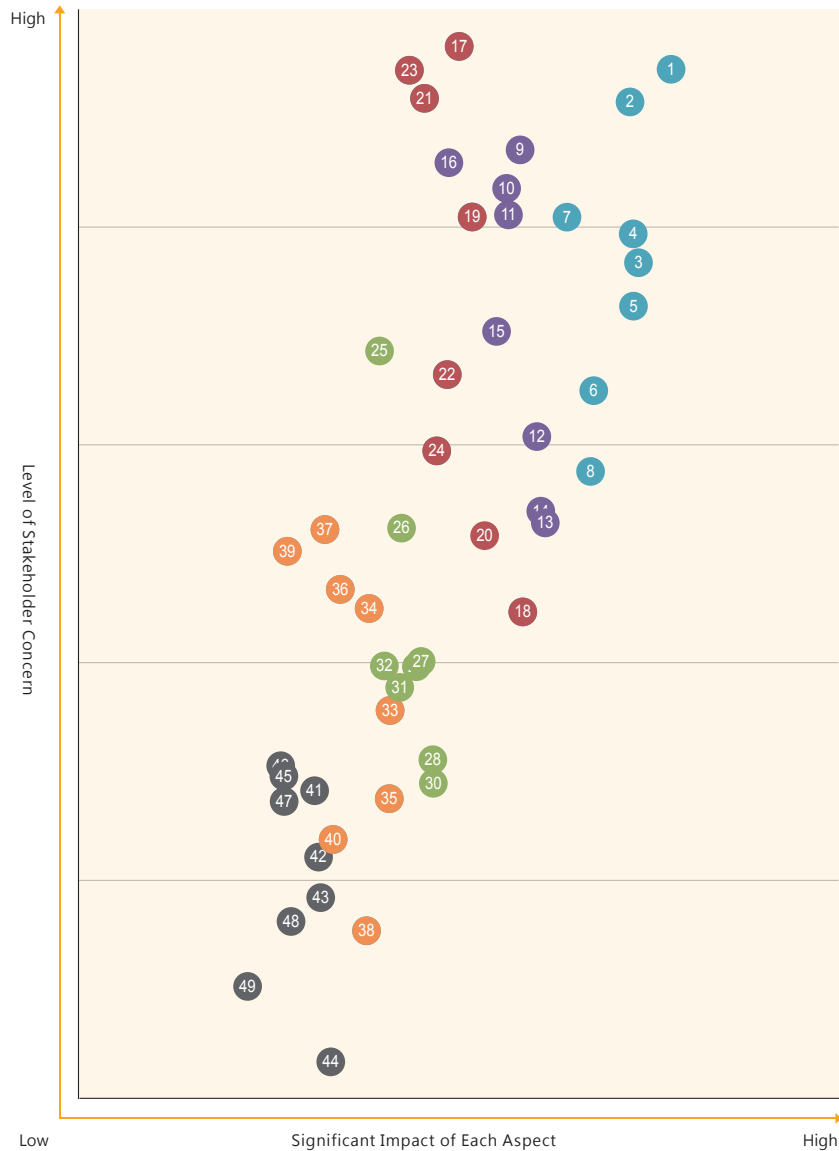
Category	Aspects	Disclosure Chapter in 2015 CS <sup>2</sup> R Report	Boundary Identification													
			Within the organization										Outside of the organization			
			Taiwan			Mainland China				Overseas			Suppliers/Contractors	Customers	Communities nearby	
			Neihu Headquarter	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant				
Social	Labor/ Management Relations	Building an Uninterrupted Communication Channel to Listen to Employees' Voices	V	V	V	V	V	V	V	V	V	V	V			
	Occupational Health And Safety	Staff Health and Occupational Safety	V	V	V	V	V	V	V	V	V	V	V			
	Training And Education	Talent Cultivation and Career Development	V	V	V	V	V	V	V	V	V	V	V			
	Diversity and Equal Opportunity	Workforce Diversity	V	V	V	V	V	V	V	V	V	V	V			
	Equal Remuneration for Women and Men	Employment and Compensation Policie	V	V	V	V	V	V	V	V	V	V	V			
	Non-discrimination	Social Responsibility Management	V	V	V	V	V	V	V	V	V	V	V			
	Freedom Of Association And Collective Bargaining	Building an Uninterrupted Communication Channel to Listen to Employees' Voices	V	V	V	V	V	V	V	V	V	V	V			
	Child Labor	Child Labor and Underage Workers	V	V	V	V	V	V	V	V	V	V	V	V		
	Forced or Compulsory Labor	Forced or Compulsory Labor	V	V	V	V	V	V	V	V	V	V	V	V		
	Anti-corruption	Anti-corruption and Principle of Integrit	V	V	V	V	V	V	V	V	V	V	V			

■ Boundary Identification of Aspects

Category	Aspects	Disclosure Chapter in 2015 CS <sup>2</sup> R Report	Boundary Identification												
			Within the organization										Outside of the organization		
			Taiwan			Mainland China					Overseas		Suppliers/Contractors	Customers	Communities nearby
			Neihu Headquarter	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant			
Social	Public Policy	Public Policies	V	V	V	V	V	V	V	V	V	V			
	Compliance (Social)	Compliance	V	V	V	V	V	V	V	V	V	V			
	Customer Health And Safety	Sustainable Product Design and Development	V	V	V	V	V	V	V	V	V	V		V	
	Products And Service Labeling	Sustainable Product Design and Development	V	V	V	V	V	V	V	V	V	V		V	
	Customer Privacy	Protecting Customer Confidentiality	V	V	V	V	V	V	V	V	V	V		V	
	Compliance (Product Responsibility)	A Focus on Product Liability	V	V	V	V	V	V	V	V	V	V		V	
Other	Product Development	Creating Added-Value Products	V	V	V	V	V	V	V	V	V	V		V	
	New Business Development	Strengthening Investment Strategies and Enhancing Technology Services	V	V	V	V	V	V	V	V	V	V		V	
	Information Management	Information Management	V	V	V	V	V	V	V	V	V	V			
	Social Participation and Care	Social Participation and Care; Wistron Foundation	V	V	V	V	V	V	V	V	V	V			V

[ Note ] "V" indicates that this aspects is covered in the site.

■ Analysis chart of priority issues of stakeholders



- 1 Economic Performance
- 2 Effluents and Waste
- 3 Energy
- 4 Emission
- 5 Compliance
- 6 Water
- 7 New Business Development
- 8 Market Presence
- 9 Product Development
- 10 Customer Health and Safety
- 11 Employment
- 12 Products and Services
- 13 Materials
- 14 Overall
- 15 Labor / Management Relations
- 16 Occupational Health and Safety
- 17 Compliance (Product Responsibility)
- 18 Supplier Environmental Assessment
- 19 Compliance (Society)
- 20 Biodiversity
- 21 Social Participation and Care
- 22 Training and Education
- 23 Customer Privacy
- 24 Child Labor
- 25 Product and Service Labeling
- 26 Forced or Compulsory Labor
- 27 Anti-competitive Behavior
- 28 Transport
- 29 Indirect Economic Impacts
- 30 Procurement Practices
- 31 Environmental Grievance Mechanisms
- 32 Diversity and Equal Opportunity
- 33 Equal Remuneration for Women and Men
- 34 Anti-corruption
- 35 Supplier Assessment for Impacts on Society
- 36 Freedom of Association and Collective Bargaining
- 37 Non-discrimination
- 38 Local Communities
- 39 Information Management
- 40 Public Policy
- 41 Labor Practices Grievance Mechanisms
- 42 Human Rights Grievance Mechanisms
- 43 Grievance Mechanisms for Impacts on Society
- 44 Investment
- 45 Assessment
- 46 Indigenous Rights
- 47 Supplier Assessment for Labor Practices
- 48 Supplier Human Rights Assessment
- 49 Security Practices

■ Table of Stakeholders' Communication Methods and Frequency

Stakeholder		Issues	Communication Method	Communication Frequency
Customers	<ul style="list-style-type: none"> <li>Existing brand customers</li> <li>Potential customers</li> </ul>	<ul style="list-style-type: none"> <li>Management of restricted materials</li> <li>Green products</li> <li>Product quality/price/delivery time</li> <li>R&amp;D/projects capacity</li> <li>Supply chain</li> </ul>	<ol style="list-style-type: none"> <li>Regular business reviews with key customers</li> <li>Customer satisfaction surveys and feedback</li> <li>Customer audits and customer questionnaire responses</li> <li>Meeting customer requirements and requests for improvement on environmental and social responsibility</li> </ol>	<ol style="list-style-type: none"> <li>Quarterly or semi-annually</li> <li>Quarterly or semi-annually</li> <li>According to customer requirements</li> <li>According to customer requirements</li> </ol>
Employees	<ul style="list-style-type: none"> <li>Regular employees</li> <li>Contracted employees</li> <li>Dispatched workers</li> </ul>	<ul style="list-style-type: none"> <li>Regulation compliance</li> <li>Honest operation/ integrity</li> <li>Human rights</li> <li>Working condition</li> <li>Study and growth</li> <li>Health and safety</li> </ul>	<ol style="list-style-type: none"> <li>Quarterly business briefings held by company management to communicate directly with employees</li> <li>Set up welfare committee in Taiwan offices, which holds meetings every quarter. The members make resolution and execution on the activity plans and budget</li> <li>Labor meeting (Tomato Meeting): Employees can communicate through internal channels such as the company website, or express their opinions and suggestions to employee representatives at the "Tomato Meeting." Representatives communicate with management directly</li> <li>Training of new supervisors</li> <li>New employee satisfaction survey, freshmen training and workshop</li> <li>One-on-one interviews with managers</li> <li>Performance communication</li> </ol>	<ol style="list-style-type: none"> <li>Quarterly</li> <li>Quarterly</li> <li>Quarterly</li> <li>Quarterly. It depends on the number of new supervisors</li> <li>The new employee satisfaction survey is conducted one week later after their registration. New employee Forum is hosted quarterly</li> <li>Monthly</li> <li>Twice a year</li> </ol>
Suppliers	<ul style="list-style-type: none"> <li>Key component-Suppliers</li> <li>Raw material suppliers</li> <li>Contractors</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Working environment and health</li> <li>Price competitiveness</li> <li>Stable supply</li> <li>Technical capability</li> </ul>	<ol style="list-style-type: none"> <li>The suppliers initiate workshops and annual conferences.</li> <li>Suppliers consultation and auditing</li> <li>Cooperate with suppliers aiming at issues related to CSR and greenhouse gases</li> <li>Discussion about EICC on related issues</li> </ol>	<ol style="list-style-type: none"> <li>Annual</li> <li>Annual</li> <li>Annual</li> <li>Annual</li> </ol>
Media	<ul style="list-style-type: none"> <li>Plane/electrical/digital media</li> </ul>	<ul style="list-style-type: none"> <li>Operating financial performance</li> <li>Products innovation and technical development</li> <li>Corporate governance</li> <li>Environmental protection</li> <li>Sustainable development strategy</li> </ul>	<ol style="list-style-type: none"> <li>News release</li> <li>Shareholders meeting</li> <li>Online investor conferences</li> <li>Press conference</li> <li>Media reports</li> </ol>	<ol style="list-style-type: none"> <li>5~10 times on average every year</li> <li>Once every year</li> <li>1~2 times on average every year</li> <li>Three press conferences were hosted in 2015</li> </ol>

■ Table of Stakeholders' Communication Methods and Frequency

Stakeholder		Issues	Communication Method	Communication Frequency
Shareholders/ investment organization	<ul style="list-style-type: none"> <li>• Ordinary shareholders</li> <li>• Entity shareholders</li> <li>• Rating organizations</li> <li>• Finance and insurance Organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Industrial outlook, company Competitiveness and future growth potential</li> <li>• Profitability and dividend policies</li> <li>• Stock value</li> <li>• Corporate governance Risk management</li> <li>• Information disclosure transparency</li> <li>• CSR re-investment</li> </ul>	<ol style="list-style-type: none"> <li>1. Investor conferences</li> <li>2. Annual shareholder meeting</li> <li>3. Online investor conferences</li> <li>4. Road shows</li> </ol>	<ol style="list-style-type: none"> <li>1. More than one hundred times every year</li> <li>2. Annual</li> <li>3. Once or twice every year</li> <li>4. Approximately one to five times every year</li> </ol>
Government units	<ul style="list-style-type: none"> <li>• Securities competent authorities</li> </ul>	<ul style="list-style-type: none"> <li>• Operating effects and efficiency</li> <li>• Reports are reliable, timely, transparent and in conformation to the related norms</li> <li>• Compliance with the related legislations</li> </ul>	<ol style="list-style-type: none"> <li>1. Company websites</li> <li>2. Information disclosure on the Market Observation Post System(containing CSR reports)</li> <li>3. Questionnaires and related briefings</li> <li>4. Participating in competent authorities' promotion councils</li> <li>5. Reporting to the Market Observation Post System</li> <li>6. Competent authorities' inspection</li> </ol>	<ol style="list-style-type: none"> <li>1. Non-scheduled</li> <li>2. Non-scheduled</li> <li>3. Non-scheduled</li> <li>4. Non-scheduled</li> <li>5. Non-scheduled</li> <li>6. Non-scheduled ( Once in 2014)</li> </ol>
Non-profit or- ganizations/ communities	<ul style="list-style-type: none"> <li>• Preservation Association</li> <li>• Environmental protection groups</li> <li>• Foundations and other welfare groups</li> <li>• Community groups</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental protection</li> <li>• Energy and water resource management</li> <li>• Waste management and recycling</li> <li>• Environmental protection expenditure and benefits</li> <li>• Green supply chain management</li> <li>• Social participation and care</li> </ul>	<ol style="list-style-type: none"> <li>1. Disclosing related information in stakeholders annual reports and company/foundation websites</li> <li>2. The company and employees directly participate in environmental protection actions and caring for the disadvantaged</li> <li>3. The company and employees take part in public activities</li> </ol>	<ol style="list-style-type: none"> <li>1. Once a year</li> <li>2. More than twenty times every year</li> <li>3-1. Setting up a public area on the company website ; participating in domestic public welfare donations &amp;making pledges and donations twice a month</li> <li>3-2. Participating in public activities at least twelve times every year</li> </ol>
Others	<ul style="list-style-type: none"> <li>• Directors</li> <li>• Independent directors</li> <li>• Consultants</li> </ul>	<ul style="list-style-type: none"> <li>• Operating performance</li> <li>• Sustainable development</li> <li>• Core competitiveness</li> </ul>	<ol style="list-style-type: none"> <li>1. Board meeting</li> <li>2. Audit Committee meeting</li> <li>3. Meeting on operating projects</li> </ol>	<ol style="list-style-type: none"> <li>1. At least six times every year</li> <li>2. At least four times every year</li> <li>3. Non-scheduled</li> </ol>





# Altruism

Following the company philosophy of “altruism”, Wistron’s goal is to establish the roots of sustainability and social responsibility not only in every staff but also in all stakeholders.

Wistron enhances employees’ knowledge of humanities, as well as involves them with social concerns and public welfare. They are educated to learn that enterprise development is not only about profit, but allowing stakeholders and the whole society to benefit from its long-term business performance.

We present this report with our three themes of Sustainability, Innovation and Humanity.

# Sustainability



# Accountability Management



## Corporate Governance

Wistron has a long-standing commitment to superior corporate governance practice. We have endeavored to build an effective company management framework, protect shareholder rights, improve the structure of our Board of Directors, respect the rights of associated partners, and enhance information transparency.

We believe a good structure of the Board of Directors is the cornerstone of good corporate governance practice. Therefore, to reinforce the management mechanism of the Board of Directors, independent directors and supervisors have been included on the Board since Wistron's initial public offering in 2003. The independent directors and supervisors are highly experienced and respected professionals in the industry and they ensure that the company adheres to the ethics and legal regulations while pursuing increased growth. In 2009, Wistron took a major step to enhance corporate governance by replacing the Supervisory Board with an Audit Committee, which is formed by the panel of independent directors under the Board and began operation under the governance of the Board of Directors Meeting Guidelines and Audit Committee Charter. And with the understanding that the compensation system for the directors and management is a key link between the company and risk management, in 2011, Wistron's Board of Directors made a resolution to set up the Compensation Committee and the Compensation Committee Charter. Establishment of this Committee brought Wistron's corporate governance practices a step forward.

## Board of Directors

In accordance with the Articles of Incorporation, Wistron's Board of Directors consists of seven to nine Directors, who will be elected by the shareholders' meeting from the director candidate list via the candidate nomination system. Each Director will serve an office term of three years and may be re-elected.

Currently the Board is composed of nine members with rich operations experience and reputation in the industrial circle, which also includes accountants and lawyers for overall consideration, including five independent directors whose qualifications are in compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". The general directors include Mr. Simon Lin (Hsien-Ming Lin), who is the current Chairman and CEO of Wistron, Mr. Stan Shih (Chen-Jung Shih), who is the founder of Acer Group, Mr. Haydn Hsieh (Hong-Po Hsieh), who is the Chairman and CEO of Wistron NeWeb Corp., and Mr. Robert Huang (Po-Tuan Huang), who is the President and COO of Wistron. The five independent directors include Mr. John Hsuan (Min-Chih Hsuan), who is the Vice Chairman Emeritus of United Microelectronics Corp., Mr. Michael Tsai (Kuo-Chih Tsai), who is the Chairman of Maxchip Electronics Corp., Mr. James K.F. Wu (Kuo-Feng Wu), who was a former partner of KPMG Taiwan, Mr. Victor C.J. Cheng (Chung-Jen Cheng), who is a doctor of Jurisprudence from Stanford University, and Mr. Duh-Kung Tsai, who is the Chairman and CEO of Powertech Technology Inc.. The company's Chairman is elected by the Board of Directors and represents the company externally. Please refer to our website and annual reports for the detailed biography of each member of the Board.

The Board is required to hold at least one meeting each quarter, and a total of 10 board meetings were held in 2015. The Board is the highest

government unit in the company, which is mainly responsible for improving supervision function and strengthening the management mechanism. The Board members oversee the operations team to ensure that the team strictly abides by all regulations and enhances information transparency. Moreover, it instructs the operation teams in major decision-making instances by using its own experience, so as to achieve sustainable operations for the company and further guarantee the shareholders' rights and interests. If any board member or the represented entity has a stake in any matter of the meeting, which may cause harm to the corporate benefits, the said member shall not join the discussion and voting, nor practice the voting right on behalf of another board member. The management team regularly reports to the Board regarding the operations, development strategies, and other important issues, so as to maintain smooth and open communications with the Board.

## Audit Committee

One of the major functions of Wistron's Audit Committee is to develop a risk management system that monitors the company's potential risks. The scope of this mandate includes verifying the adequacy and accuracy of financial statements, appointing (and dismissing) certified public accountants and assessing their independence and performance, overseeing the integrity of internal controls, evaluating the company's compliance with legal or regulatory requirements, and monitoring the company's existing or potential risks. In addition, the general auditor, senior accounting officers, and certified accountant must attend the Committee's meetings every quarter to report on the status of internal audits and financial performance, as well as the most recent developments in pertinent regulations.

The Audit Committee may by resolution engage lawyers, auditors and/or other professional consultants to seek independent advice within the

scope of its authorization. The Audit Committee may also establish direct communication with the internal auditors, certified accountants and/or the management teams. The Audit Committee is required to hold a meeting at least once each quarter, and a total of 9 Audit Committee Meetings were held in 2015. Please refer to the Annual Report and Market Observation Post System (MOPS) for details.

## Compensation Committee

Wistron's Compensation Committee is given the authority to establish and review compensation policies for the company's directors and senior management. The policies are linked with the company's performance and goals, designed to recruit and retain high quality personnel and enhance competitiveness. The compensation for Wistron's directors is set up according to the Article of Incorporation and the actual payments are made according to the duties, attendance rate at the Board meetings, and performance of each director. In case of any revisions, they shall be submitted for resolution at the Shareholder's Meeting, so as to evaluate the management performance of the highest governing unit. The compensation package for each senior manager includes a fixed component of wage, three Chinese festival grants paying, and benefits and a variable component of bonus, dividends (cash/stock) and stock options. The fixed terms aim to maintain the company's competitiveness at a certain level and the variable terms are considered based on the company's and the individual's performance. When the company and individual's performance is higher, the ratio of the variable terms to the fixed terms will also be higher. The assessment standards are based on the extent to which the annual goals are achieved, which include annual financial targets (revenues, profits, etc.), market/customer, and the growth and development of the organization and personnel. In the beginning of each year, the Compensation Committee sets the assessment items, goals, and weight ratios, taking internal and external

development into consideration. The compensation for the managers is assessed based on personal performance and the terms are evaluated before forwarding to the Board of Directors for approval.

Wistron's Compensation Committee is required to hold a meeting at least twice a year. The Committee is composed of three members and all the members are independent directors. The independent director Mr. Xuan Mingzhi was unanimously elected by all Committee members to serve as convener and Chairman of the meeting. The Committee members are required to invite the company's the Chairman of the Board to attend the meetings. However, the members of the Compensation Committee should excuse themselves from the meetings if the issues to be discussed involve personal interests. The Committee may also request directors, managerial officers of relevant departments, internal auditors, accountants, legal consultants, and other personnel to attend the meetings and provide them with pertinent and necessary information. A total of 5 Compensation Committee Meetings were held in 2015. For the attendance records, please refer to the Annual Report and Market Observation Post System.

## Compliance

Since 2001, Wistron has diligently complied with all relevant regulations to set up its internal operations and governance. After public listing, the company has tracked the development of new regulations closely and requires all subsidiaries to strictly abide by them. The company sets goals to strengthen our core values, maintain a high level of integrity, ensure that the employees observe the company's ethical standards when conducting business and daily operations, and maintain a good reputation to win the

trust and respect of our customers, suppliers and the general public. To achieve these goals, Wistron developed the Employee Code of Conduct, which serves as a set of guidelines for all employees and executives. The company keeps a continuous watch on the domestic and international policies that may have an impact on the company's finances and businesses and put in place a set of risk management procedures to respond to any potential impacts. Also, we continuously enhance employees' legal awareness through training and education. Wistron had never been subjected to any monetary or non-monetary penalties due to any failure to comply with the relevant regulations in 2015.

## Anti-corruption and Principle of Integrity

Wistron is committed to complying with the Electronic Industry Citizenship Coalition (EICC) code of conduct to enhance corporate governance. It has formulated Corporate Governance Best Practices, Principle of Integrity, and Code of Ethics Conduct, all of which clearly specify the principles of recusal of conflicts of interest, gifts and hospitality, handling procedures for political donations, personal donations, or sponsorship, and employee code of conducts. We anticipate our customers, suppliers, business partners, and other affiliates to understand and support our integrity management policies. Please refer to the company's website and the Market Observation Post System (MOPS) for details.

To help employees understand related regulations, Wistron requires all new employees in its Kunshan, Taizhou, Chengdu, Chongqing, Czech and Mexico Plants to undergo industrial ethics training. Its Taiwan office requires

new employees to undergo online ethics training. Moreover, all indirect employees at the Kunshan, Chongqing and Chengdu Plants are required to sign the Pledge for Ethical Practices. At the Zhongshan Plant, all new employees are likewise required to sign the Pledge for Ethical Practices. All employees have a duty to report unethical and improper conduct to the company through the appropriate channels. The company also pledges to protect employees who report or cooperate with the investigation of such cases to prevent any untoward incident or treatment.

To strengthen its anti-corruption management system, the company conducts evaluation and self-inspection of the design and implementation of internal control systems including its accounting system, which is also double-checked by the auditor. Moreover, the Capital, Purchasing, Supply Chain Management, and Administration Departments are listed as potential risks. The related departments shall be subject to internal audit or periodical job rotation. In case of non-compliance, such action will be reported during the Board Meeting.

Concerning the operation of the Board of Directors, directors may express their opinions and respond to questions in regards to meeting agendas that have interest relationships with themselves or their proxy, which may conflict with the company's interest. Directors may not participate in discussions and exercise their voting rights, and they should recuse themselves from such discussions and execution of voting rights. Directors are also prohibited from exercising voting rights by proxy.

In terms of external relationships, regulatory compliance, integrity and non-compliance records must first be evaluated before any business relationship can be established with agents, suppliers, customers or other business partners. During the business process, the company shall explain its operation integrity strategies and related regulations. It will also reject

any direct or indirect form of promise, favor or unjustified incentive. If any integrity or compliance violation should occur, the business relationship shall be immediately terminated and the entity involved would be placed on the blacklist. Compliance together with the anti-corruption policy is included in the contract which covers the following: clear and reasonable payment terms, handling of integrity issues, and violation of the terms and conditions related to illegal commissions, rebates or other interests.

In addition, Wistron informs suppliers of its anti-corruption policies through the World Supplier Relationship Management (WSRM), and promotes its operations integrity strategies and principles during the Suppliers Meeting and Corporate Briefing. The supplier's implementation status is also reviewed every year. Thanks to the company's advocacy efforts and management system, there have been no major cases involving unethical behavior or business practice.

## Public Policies

Public policies are guidelines for public organizations such as the government in managing social and public affairs which determine the direction and objective of management activities. Proper and effective implementation of policies will have favorable results on the development of the national economy, society and environment. In dealing with this issue, Wistron has established social responsibility guidelines, which include complying with national regulations and local laws related to social responsibility, continuously enhancing employee rights, interests and welfare; upholding honest, healthy and safe workplace, and fulfilling its corporate social responsibility.

The company regularly monitors the development of domestic and national policies, in order to review and improve the effectiveness of the existing corporate governance system. Besides, Wistron has always remained politically neutral, objective and detached from public policy. We do not participate in any form of lobbying. We do not take part in the activities of political parties or related organizations. Employees have the freedom to express their political beliefs, and are encouraged to fulfill their civic duty, and vote for their preferred candidate during elections. No political contributions are made by Wistron.

## Protecting Customer Confidentiality

"Protecting customer's confidentiality and adhering to the principle of good faith" is one of our commitments. We have stipulated "Professional Ethics" and "Administration Roles for Wistron People" to establish and cultivate the value and culture of integrity among employees. We have strict policies and internal control mechanisms to protect the confidentiality of information provided by our customers. In addition to managing all hardware and software containing technical information and customer information related to intellectual property rights, confidentiality agreements will be signed with the customers and suppliers to protect confidential information. "Protecting Customer Confidentiality" has also been included as a part of the new employee training program. Through training and management, Wistron ensures that every employee adheres to our confidentiality commitment in their dealings with customers. There were no violations of customer privacy rights or loss of customer data that harmed customer interests in 2015.



# Enhancing Operational Performance



## Economic Performance

Wistron is continuing to boost customer satisfaction and quality. Efficiency, capacity utilization and reasonable profits are used as indicators of short-term business growth. In the long term, we will continue to expand our investment into businesses and products with higher gross profits. We are positioning ourselves as a global leader in technical services, offering innovative ICT products, services, and system solutions. We will also continue to focus on providing innovative technical services and expect these services to bring profits to our customers, increase employee satisfaction rates, and create long-term profits for our stockholders. Wistron has not received any major financial assistance from the government in recent years. Relevant financial information is disclosed in the following tables:

### Financial Performance Overview

Unit: Millions of NTD

Item	Year		2015		2014	
Revenue	623,274	100%	592,347	100%		
Gross Profit	29,416	4.7%	31,117	5.3%		
Operating Costs	27,027	4.3%	27,351	4.6%		
Net Profit	2,390	0.4%	3,766	0.6%		
Net Profit Before Tax	2,370	0.4%	4,844	0.8%		
Income Tax	1,099	0.2%	1,253	0.2%		
Consolidated Net Profit After Tax (including minority shares)	1,271	0.2%	3,591	0.6%		
Earnings Per Share	0.6	0%	1.5	0%		
Retained Earnings	22,162	3.6%	24,651	4.2%		
Personnel Expenses	29,576	4.7%	28,561	4.8%		
Employees Bonus	692	0.1%	618	0.1%		
Cash Dividends	2,962	0.5%	4,281	0.7%		
Stock Dividends	740	0.1%	476	0.1%		

### Total Capitalization of Debt and Equity

Unit: Millions of NTD

Item	Year		Year	
	2015		2014	
Assets	290,385	100%	299,570	100%
Shareholder Equity	69,217	23.8%	70,007	23.4%
Short-Term Loans [ Note ]	77,002	26.5%	70,423	23.5%
Long-Term Loans	14,068	4.8%	19,851	6.6%
Debt Payable	0	0%	0	0%

[ Note ] Includes long-term loans due within one year.

### Profitability Analysis

Item		2015	2014
Profitability	Return on Assets (%)	0.90	1.89
	Return on Equity (%)	1.82	5.26
	Ratio to Pay-in Capital (%)	9.28	19.63
	Net Profit (%)	0.20	0.61
	Earnings per share (NTD)	0.6	1.5

[ Note ] For more financial information, please visit the Wistron website Home/Investor Services page: <http://www.wistron.com>.

### Product Sales

Quantity/Unit: Per units/Pcs/Items ValueUnit: Millions of NTD

Year	Sales	2015				2014			
		Domestic		Export		Domestic		Export	
		Quantity	Value	Quantity	Value	Quantity	Value	Quantity	Value
NB Computer		111,928	1,279	17,841,966	252,850	272,257	3,102	21,350,164	293,590
Desktop PC		36,476	341	12,713,443	73,788	406,880	2,464	14,685,143	71,921
Other		410,200	3,544	110,746,852	291,472	1,471,665	5,082	70,377,885	216,187
Total		558,604	5,164	141,302,261	618,110	2,150,802	10,648	106,413,192	581,698

## Product Sales

Wistron does not own any brands, so we use annual growth in output in place of market share. In addition to soliciting orders from international manufacturers, another key to maintaining market competitiveness is to maintain a stable rate of gross profit amid intensifying price wars.

Regarding Wistron's product performance in 2015, the growth of its LCD Module (LCM) and Internet Telephone was the most prominent, whereas a decline was observed in the sales of its notebook, desktop computers, monitors, and smart terminal devices (including smartphones and tablet computers). Growth of other products such as servers and LCD TVs remained steady or fluctuated slightly.

## Risk Management

### Operational Risk Management

To protect stakeholders' rights and benefits, Wistron focuses on the performance of its core businesses and never engages in risky and high-leverage investments. Meanwhile, it actively evaluates the risks and benefits of introducing new technologies and strengthens the competitiveness of its core businesses. Wistron also controls operating costs by ensuring a high utilization rate of its extant equipment to elevate production capacity and productivity. It expedites business development by endeavoring to transform into a comprehensive technical service provider. Thus, more convenient, appropriate high value-added services are provided in response to the advancement of cloud applications, thereby increasing Wistron's gross profit. Wistron regularly holds strategic development conferences to discuss long-term business development strategies.

### Financial Risk Management

The drastic fluctuation in the global financial market, exchange rates, interest rates, and even product prices have instigated more challenges to business operations because a slight negligence may erode profits and subsequently jeopardize shareholder equity. In response, our financial department has established Guidelines for the Management of Derivative Transactions, in which hedging instruments, evaluation procedures, and various financial instruments (including forward exchange, swap contracts, and options) are stipulated for risk mitigation.

As export products account for approximately 99% of Wistron's revenue, and most exported products and raw materials procurement are quoted in U.S. dollars, most of our foreign currency transactions are offset against regular payments for the incoming materials procurement to achieve automatic currency hedging. Remaining funds are converted into New Taiwan Dollars

according to capital requirements. In the future, we will reinforce the mechanism of automatic currency hedging through offsets of payments and collections, and use tools, such as derivatives and other financial products (forward exchange or swap contracts), to conduct risk hedging under the terms of proper risk management regulations.

### Information Management

To protect company and personal information as well as internal/external communication systems and minimize the impact on company operations caused by human factors such as leakage, theft, sabotage or other unpleasant incidents, we will conduct regular penetration test of our network and systems to manage information risk. The purpose of these probes is to understand and evaluate the security of the organizational network environment and systems, identify current security level and effectiveness as well as acquire information that can be used for security vulnerabilities elimination, technology improvement and security consolidation.

#### ■ Summary of Information Risk Management Strategies and Methods

Information risk management issues	Strategies and methods
<ul style="list-style-type: none"> <li>• Conduct regular penetration test for assessment.</li> <li>• Develop remedial measures to correct vulnerabilities or threats.</li> <li>• Continue to conduct training of internal employees, subcontractors and third parties.</li> <li>• Establish basic information security facilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Define factors that threaten organizational information and assets security so as to understand potential risks and problems.</li> <li>• Test whether internal information suffers from possible disclosure, manipulation or leakage.</li> <li>• Effectively locate resources to avoid information security risk and reduce afterwards treatment costs as well as information security costs.</li> <li>• Ensure periodical security strategies or information security investment costs.</li> <li>• Provide information security assessment to strengthen overall safety of networks and systems.</li> </ul>

To ensure the normal operation of the company's key application system (Service Class 2 – Business Critical), our information department implements a Backup Data Center Rehearsal once a year in Hsinchu. Thus, when major disasters occur causing its Global Data Center (GDC) in Neihu or other areas to malfunction, the company's key application system can still be operated by the Backup Data Center (BDC) in Hsinchu.

The rehearsal was implemented from September 14 to 16, 2015, and the results conformed to the BDC Policy. The rehearsal results are described below:

BDC Policy	Rehearsal Result
RPO of SC2 Services <= 4 hours	2.17 hours
RTO of SC2 Services <=24 hours	21.05 hours

The BDC Policy content is described below:

RPO: Recovery Point Objective

RTO: Recovery Time Objective



## Climate Change Risk Management

Global warming issues are becoming increasingly serious and climate change is causing natural disasters around the world. Appropriate "Risk Management" is therefore essential to business continuity. In addition to closely monitoring climate change issues, we have included emergencies that may lead to loss of life or property or environmental pollution such as power outage, water stoppage, fires, flooding, typhoons, earthquakes, personnel injuries (temporary or permanently disabling injuries), food poisoning, designated infectious diseases (like SARS) and water pollution into our "Emergency Response and Management Procedure" for our headquarters and each plant.

We have been checking our own greenhouse gas (GHG) emissions since 2009 to provide a reference for energy conservation and carbon reduction. We also joined the Carbon Disclosure Project (CDP) in 2009 and now regularly publish our GHG emission data on the CDP website for stakeholders. We listed potential regulatory risks, actual risks as well as other potential risks as follows:

### ■ Climate Change Risks Assessments

Risks		Effects/Impacts	Opportunities
Regulatory Risks	The Legislative Yuan passed the Greenhouse Gas Reduction and Management Act following three readings.	The total gas emission will be regulated and emission amount will be specified, thereby limiting business production expansion. In addition, businesses that provide false information shall be penalized; for severe cases, the competent authority may request the business operator to cease operation, cease construction, or close down his/her business.	Consider increasing the proportion of software and service sales according to the carbon reduction target.
	National governments now looking at levying a carbon, energy or environment tax.	Increase in cost of production. Global commodity and energy prices will increase.	<ol style="list-style-type: none"> <li>Promote low-carbon practices among employees.</li> <li>Cooperate with customers/suppliers: Implement carbon management training and carbon emission audits for suppliers.</li> <li>Choose materials carefully and simplify designs. (e.g., reduce the number of parts, adopt common standards)</li> <li>Promote energy-saving plans for new green factory buildings.</li> </ol>
	Global product carbon labeling regulations.	Increase in all information technology and communications product costs as well as operating costs.	Discuss with customers the possibility of disclosure of product lifecycles and environmental information can be integrated.
	Product energy efficiency regulations and standards. (e.g., Energy Stars, ErP, etc.)	Increased costs of procuring raw materials and spare parts, and longer time for design and product verification.	Increase the differentiation of product energy efficiency and regulations.
Physical Risks	Limitations on energy purchases. (e.g., oil and electricity)	Fluctuation of oil and electricity prices influences operating costs.	<ol style="list-style-type: none"> <li>Reinforce internal controls and seek alternative energy sources.</li> <li>Purchase green electricity, assist with encouraging Taiwan government and corporations to develop renewable energy sources.</li> </ol>
	Global warming generates climate anomalies that lead to more severe and more frequent hurricanes, flooding and droughts.	Direct or indirect impact on production and transportation. (e.g., employee commutes, business trips, unstable power supply leading to suspension of production, or even loss of life and property). Post-disaster reconstruction costs time, manpower and money.	Execute assessment of physical risks in regions where Wistron offices, plants, and supply chains are located.
Other Risks	Change in consumption patterns. (e.g., awareness of green consumption)	Consumers will gradually give importance to and choose low emissions and environmentally friendly products.	Actively develop more energy-efficient, environmentally friendly, and cost-effective products or services and promote the corporation's green image in order to increase the company's revenue and market share.



# Corporate Sustainability and Social Responsibility Management

## Wistron CS<sup>2</sup>R Policy

Wistron is committed to establishing a CS<sup>2</sup>R management system that will exceed local regulatory and ethical standards. The development of high-quality green products and services will also be complemented by protection of the environment as well as employee health, safety and



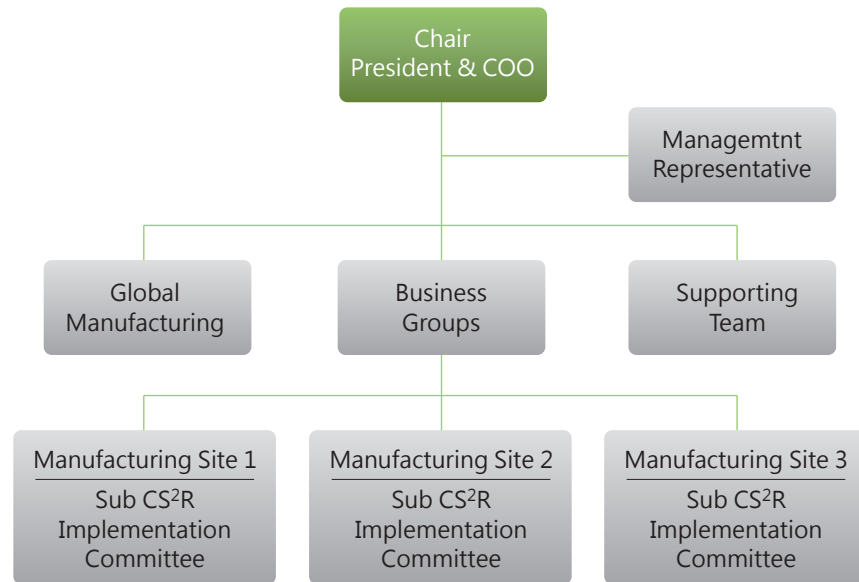
human rights in order to protect stakeholders' interests. In addition, Wistron will make corporate governance/investor relations, customer satisfaction, supply chain management, employee rights and care, and community participation the five functional areas in CS<sup>2</sup>R communication. Apart from conforming to the basic requirements of the EICC Code of Conduct, we will work even harder to realize the harmonious development of "Sustainable Environment", "Role-model for Innovation" and "Humanitarian Society".

To promote CS<sup>2</sup>R-related plans, we have set up a "Corporate Sustainability and Social Responsibility Implementation Committee" (CS<sup>2</sup>R Implementation Committee) to promote the CS<sup>2</sup>R management system. The CS<sup>2</sup>R Implementation Committee is the highest body for CS<sup>2</sup>R affairs within Wistron and is chaired by the company President personally with the rest of the Committee made up of tier-1 executives.

The head of each production site also chairs its site CS<sup>2</sup>R Committee to ensure the proper implementation of the CS<sup>2</sup>R management system. Based on the management system's spirit of continuous improvement, internal audits are planned and executed each year to verify that the management system is being properly implemented and the results are reported to upper management.

In March, 2010, our Board of Directors adopted the "Code of Practices for Corporate Social Responsibility". The general managers have to report to the Board of Directors at least once a year on the implementation and performance of Wistron CS<sup>2</sup>R program as well as the plans and goals for the following year.

### Organizational Structure of Wistron's Corporate Sustainability and Social Responsibility Implementation Committee



### Operation of the CS<sup>2</sup>R Management System

To further pursue Wistron's goal of CS<sup>2</sup>R, we implement the CS<sup>2</sup>R management system, covering environment, society and economy. "Sustainability, innovation and humanity" defines the essence of Wistron CS<sup>2</sup>R.

The CS<sup>2</sup>R Management System policy defines Wistron's commitment to establishing a management system for corporate sustainability and social responsibility that will exceed local regulatory and ethical standards. The development of high-quality green products and services will also be complemented by protection of the environment as well as employee health, safety and human rights in order to protect shareholder interests.

To ensure that the policies and resolutions of the CS<sup>2</sup>R Implementation Committee are implemented, Wistron has established five corresponding management systems to manage the five key issues of "quality, green products, environmental protection, occupational health and safety, and social responsibility".

Through these management systems, Wistron strives to bring the company's practices into line with international standards and acquire management system certifications, thereby integrating corporate sustainability and social responsibility policies and goals into daily business operations.



# Implementing Environmental Protection



## Environmental Management and Legal Compliance

Wistron is dedicated to complying with environmental and energy laws and regulations relevant to its business activities, products, and services and fulfilling customers' environmental demands. It comprehensively considers the up, mid and downstream processes in production and manufacturing, including the environmental effects and impacts of part manufacturing, product assembly, transportation, usage, and disposal processes.

Wistron is committed to avoid using prohibited substances and raw materials by purchasing energy-efficient equipment to increase energy performance, conserve energy, and prevent environmental pollution. We actualize implementations as well as auditing and self-reflection to achieve the tangible goals of environmental improvement and corporate sustainability, with the hope of mitigating the adverse environmental impact of product manufacturing.

We promoted environmental management through the following measures:

1. Consider the environmental impacts of production and operating activities, ensure environment related investments, inspect the environment periodically as required by local laws and regulations, carry out regular training and activities related to environmental protection, and cultivate corporate awareness of environmental protection.

2. Implement the ISO 14001 environmental management system, ISO14064 Greenhouse Gas Accounting and Verification standards, and hazardous substance process management system-IECQ QC080000; perform regular internal and external audits to ensure that the system works effectively and adheres to applicable laws and regulations. In 2015, our Taizhou Plant in China introduced the ISO14064 system for the first time, with the plan to conduct external verification in 2016.
3. Choose raw material suppliers carefully and seek green partners.
4. Design, research, and develop environmentally friendly products and improve manufacturing technologies and processes to lower energy consumption.
5. Be aware of laws and regulations, as well as customer requirements with regard to environmental protection, and respond by taking action.

We conduct internal auditing to identify problems and resolve them immediately. We accept internal and external supervision from governmental departments, local communities, employees, and other stakeholders regarding complaints concerning environmental problems around our plants. In addition, third-party verification institutions conduct auditing on our ISO 14001, ISO 14064, and IECQ QC080000 systems annually to ensure that our operational system complies with standard requirements.

Except for the Czech Plant, the remaining plants have all achieved the ISO 14001 and IECQ QC080000 certification. In 2015, no violation of environmental laws and regulations was reported in each plant and office. There were neither illegal acts committed nor significant fines incurred related to environmental protection.

## Materials Management

Wistron is a manufacturer of electronics, information and communication products. Its expert knowledge of the use of raw materials helps businesses determine the efficiency and cost of specific materials which can be used as reference in selecting raw materials for product design and manufacturing. Its raw material management system covers two areas; namely, product design and product manufacturing.

- **Product Design:** Without influencing product function and safety, we have reduced our resource consumption by using recyclable materials (e.g., recyclable plastics) in some of our products and recycled papers as our packaging material. Considering the product life cycle, Wistron has investigated in the development of recycling technologies by focusing on the recycling of plastics and precious metals from printer circuit boards. We have cooperated with large international brands in using our recycled plastics to manufacture electronic products, thereby realizing the cradle-to-cradle (C2C) concept.
- **Product Manufacturing:** Wistron has cooperated with part suppliers in recycling and reusing suitable packaging materials and classifying wastes to facilitate resource recycling and reutilization. For example, the waste boxes, pallets, and plastic bags are recycled, categorized, and then sold to waste disposal plants.

In addition, Wistron's plants in Mainland China gather the weight statistics of the materials used in the product and package through the Import/Export Customs Declaration System.

### 2015 Product Materials and Packaging Materials used by Weight

Unit: Tons

Material	Volume of Material Usage		Volume of Packaging Material Usage	
	2014	2015	2014	2015
Kunshan Plant	34,375.33	30,727.57	6,830.92	4,103.19
Taizhou Plant	N/A	2,155.57	N/A	1,128.04
Zhongshan Plant	134,158.62	139,043.45	44,315.05	35,222.59
Chongqing Plant	23,178.00	23,200.00	2,190.00	2,227.00
Chengdu Plant	43,972.45	29,401.96	6,732.54	1,348.19
Total	235,684.40	224,528.55	60,068.51	44,029.21

[ Note1 ] Both materials and packaging materials use gross weight. Gross weight refers to the weight of the entire shipment including all transportation packaging.

[ Note2 ] Volume of Material Usage = Weight of Product + Weight of Packing Material weight

[ Note3 ] Volume of Packaging Material Usage = Weight of Packing Material weight

[ Note4 ] N/A = No data Available. Taizhou Plant starts to disclosure the data from 2015

### 2015 Recycled Material used by Percentage

Site	Percentage of recycled raw material
Kunshan Plant	13.35%
Taizhou Plant	52.33%
Zhongshan Plant	25.33%
Chongqing Plant	9.60%
Chengdu Plant	4.59%

[ Note ] Percentage of recycled raw material = [Package weight/(Product weight + package weight)] x 100%

## Energy Management

Wistron is well aware of the importance of energy management to corporate competitiveness. With the rise of energy price in the future, we must strive to ease the burden by saving energy, in order to cope with future challenges. Wistron's plants and offices shall adhere to national, regional or industrial energy regulations and policies listed below:

- Neihu Headquarter and Hsichih office complex: Energy Management Act, Greenhouse Gas Reduction and Management Act , Supplementary Management and Autonomy Regulations for Industrial and Commercial Energy Saving and Carbon Reduction in Taipei City
- Hsinchu plant: Energy Management Act, Greenhouse Gas Reduction and Management Act
- Kunshan plant/Taizhou plant/ Zhongshan plant/Chongqing plant/ Chengdu plant: Comply with the National Energy Act and implement the National "12th Five-Year Plan" for Energy Conservation
- Mexico plant: No local energy related laws and regulations
- WCZ : Act no. 406/2000 Coll. on Energy Management

The non-renewable energy used by Wistron's plants and offices includes natural gas, diesel and gasoline, with consumption data shown as 「 2015 Statistic of Energy Consumption within Wistron 」 .

For energy consumption intensity, Wistron based its calculation on the amount of energy consumption (GL) per revenue unit (billion NTD).

### 2015 Statistic of Energy Consumption within Wistron

Item		Neihu Headquarters	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Non-renewable energy	a. Diesel (Kiloliter)	0.63	0.00	0.10	0.00	0.00	14.38	19.89	0.26	2.75	0.22	38.22
	b. Natural Gas (Kilo m <sup>3</sup> )	0.00	0.00	0.00	1,368.68	801.95	555.77	435.45	36.94	337.93	1.79	3,538.51
	c. Gasoline (Kiloliter)	0.00	91.71	0.43	146.55	48.01	61.78	67.45	40.46	4.64	0.50	461.53
	d. Hear (GJ)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,235.59	2,235.59
e. Renewable energy (GJ)		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
f. Electricity (kWh)		6,141,886.00	11,196,639.00	6,838,379.00	57,747,480.00	34,929,888.30	117,682,015.42	28,804,382.96	23,476,187.92	15,565,817.00	1,080,475.06	303,463,150.67
Total energy consumption (= a+b+c+d+e+f) (GJ)		22,133.54	43,379.18	24,636.18	266,190.84	158,639.59	447,927.93	123,665.55	87,319.77	69,474.95	6,219.70	1,249,587.21

[ Note1 ] The energy consumption statistics are based on the bills sent by the Power Plant and the Natural Gas company, as well as amount of purchased fuel and usage record

[ Note2 ] 1 kilowatt hour = 1000 Wh = 0.0036 GJ (Use GJ converter from GRI G3.1)

[ Note3 ] 1 natural gas (kilostere) = 39.01 GJ (Use GJ converter from GRI G3.1)

[ Note4 ] 1000L diesel = (0.84 ton/1000 L) \* (43.33 GJ/ton) = 36.3972 GJ (Use the density of diesel from CPC product specification 0.82 ~ 0.86 Kg / L, and take the median calculation. Use GJ converter from GRI G3.1)

[ Note5 ] 1000L gasoline = (0.7475 ton/1000 L)\*(44.8 GJ/ton) = 33.488 GJ (Use the density of gasoline from CPC product specification 0.72~0.775 Kg / L, and take the median calculation. Use GJ converter from GRI G3.1)

The company's Global Facility Administration Division guides plant personnel in Hsinchu and China to establish energy proposal taskforce, gather statistics on energy consumption, evaluate energy conservation proposals, regularly examine the implementation effectiveness and hold energy management meetings, establish various control mechanisms and collect energy consumption measurements, and analyze energy-saving measures for off-peak power consumption, equipment renewal, and energy-consuming devices.

### Table of Energy Consumption Intensity in 2015

Unit: GJ

Item	Energy Consumption
a. Non-renewable energy	157,119.87
b. Renewable energy	0.00
c. Electricity	1,092,467.34
Total energy consumption = a+b+c	1,249,587.21
Energy Intensity (GJ/Billions of NTD)	2004.88

As the energy-saving goal for 2015, Wistron aimed to save 3% of the total power consumed in 2014 by its plants in Taiwan and China. In 2015, Wistron conserved only 2.1% of the total power consumed by its Taiwan and China plant in 2014, failing to achieve the 3% target. The company will continue to advance toward this goal in 2016 by undertaking the following actions:

- Hsinchu Plant: Replacing air-conditioning chiller
- Kunshan Plant: Setting solar power generators, adding variable-frequency control to chillers and ventilators
- Taizhou Plant: Adding variable-frequency control to air compressor, adding energy-saving inverter to the side pump of chillers, and replacing all lightings with LED.
- Zhongshan Plant: Installing energy-saving automated production line lightings in PCBA workshops, installing variable-flow system in central air-conditioning chillers, and incorporating variable-frequency control in air-conditioners, central air-conditioning chiller pump, and process ventilators.
- Chengdu Plant: Replacing plant lightings with LED, modifying variable flow of the central air-conditioning system, cleaning chiller condenser, isolating the hot/cold channels of the MIS machine room, and cleaning chillers.

#### ■ 2015 Summary of Energy Saving and Greenhouse Gas (GHG) Reduction

Item	Neihu Headquarters	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Total
Reduction of energy consumption (GJ)	8.46	118.58	407.4	7,007.77	2,066.28	6,189.00	2,472.40	3,525.24	21,795.13
Reduction of greenhouse gas (GHG) emissions (Tons CO <sub>2</sub> e)	1.22	17.16	59.00	1,575.77	464.63	1,585.58	667.82	952.21	5,323.40

[ Note1 ] The energy-saving effect and GHG reduction are calculated based on measurement and theory

[ Note2 ] Statistic sites: Taiwan and Mainland China

[ Note3 ] For GJ conversion, please refer to the notes found in the Statistics Table of the 2015 Internal Energy Consumption

## Greenhouse Gas and Other Gas Emissions Management

### GHG Emissions

During the COP21 Paris Climate Conference in 2015, countries across the world have signed a legally binding greenhouse gas (GHG) emission reduction project, with the aim to cut emissions to at least 50% of 2005 levels by 2050. This agreement will inevitably influence Wistron's operation because Wistron's GHG emissions are primarily generated by externally purchased electrical power, accounting for more than 90%. Therefore, we must conserve electricity to lower GHG emissions to respond to future challenges. Wistron's goal regarding GHG emissions is to annually reduce 1% of the GHG emission density of the previous year (GHG emission/operating revenue).

Wistron conducts GHG auditing in accordance with the ISO 14064 standards to identify the major source of GHG emissions. We plan and implement energy conservation actions based on the characteristics of significant emission sources. GHG emissions can be reduced by conserving energy,

followed by modifying or regulating employee's behaviors in order to raise their awareness on energy saving and thereby reduce GHG emissions.

Presently, the Greenhouse Gas Reduction and Management Act was implemented on July 1, 2015 in Taiwan, and on January 7, 2016, the first batch of sources of GHG emissions that should be audited was specified. The content of this specification is not applicable to Wistron's office area in Taipei and its Hsinchu Plant. Other operational locations have no national, regional, or industrial regulations or policies regarding GHG emissions, and did not use related carbon offset policies to achieve carbon emission goals.

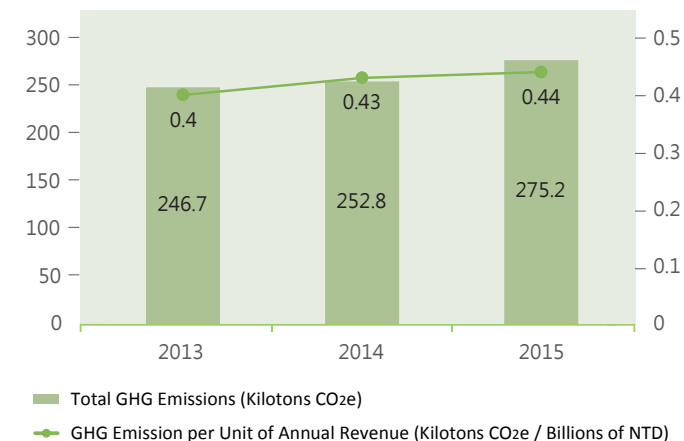
In 2015, statistical calculation was conducted on Scope 3 GHG emissions at its Taipei office complex and Hsinchu Plant, including employee business trip and product transportation. Statistics on employee business trips are focused on employees who travel via plane, calculating the emissions of each trip based on their flight distance and class, whereas those for merchandise transportation are based on air and sea transports, as well as the mode of transportation and distance. The statistical data are presented in the table below.

### 2015 GHG Scope3 Emission

Unit: Tons-CO<sub>2</sub>e

Scope 3 Category	Neihu Headquarter & Hsichih Office Complex	Hsinchu Plant	Total
Business Travel (Aircraft only)	2,579.23	276.05	2,855.28
Product Transportation - Import	0.00	795,367.08	795,367.08
Product Transportation - Export	0.00	2,387,001.93	2,387,001.93

### Statistics of GHG emissions



### 2015 Statistics of GHG Emissions

Unit: Tons-CO<sub>2</sub>e

Item	Neihu Headquarters	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Scope 1	1.63	215.99	110.67	6,319.96	3,880.06	3,768.22	2,732.76	1,907.77	806.37	5.24	19,748.67
Scope 2	3,199.92	5,833.45	3,562.80	46,746.59	28,275.74	108,067.39	28,009.38	22,828.25	7,781.35	1,171.76	255,476.63
Total of GHG	3,201.55	6,049.44	3,673.47	53,066.55	32,155.80	111,835.61	30,742.14	24,736.02	8,587.72	1,177.00	275,225.30

[ Note1 ] GHG Inventory base year:

- Neihu Headquarters, Hsichih Office Complex, Hsinchu Plant and Taizhou Plant : 2015
- Zhongshan Plant, Kunshan Plant, Mexico Plant and Czech Plant: 2012
- Chongqing Plant and Chengdu Plant: 2013

[ Note2 ] Use IPCC FAR GWP (100yr)



## Other Gas Emission

Investigation of Wistron's production process reveals that only its air-conditioning systems, constant temperature/humidity testers, and laboratories use coolants containing Ozone Depleting Substances (ODS). However, all these devices are sealed and work cyclically without any leakage. Therefore, no statistics was performed on ODS coolants. The source of NO<sub>x</sub> and SO<sub>x</sub> emissions is diesel power generators and electrical furnace, the former of which is used only as emergency power supply in the event of power outage. Since no precision detection technologies are available for measuring the emissions of ODS, SO<sub>x</sub>, and NO<sub>x</sub> gases, the actual emissions of these gases were not calculated, but we will do so when feasible technologies become available.

Due to its process characteristics, our Taizou Plant needs to use hydrofluoric acid and oil ink, wherein acidic gases (e.g., hydrofluoric acid) are generated during the micro-etching process. These gases are transported via the ventilator to the acidic waste gas cleaning tower for processing until they reach the standard for emission. Organic waste gases are generated during the screen printing process, and these gases are processed in the activated carbon adsorption tower until they reach the standard for emission. The emission requirements conform to relevant laws and regulations, and third party units are commissioned to conduct emission testing annually.

## Water Resource Management

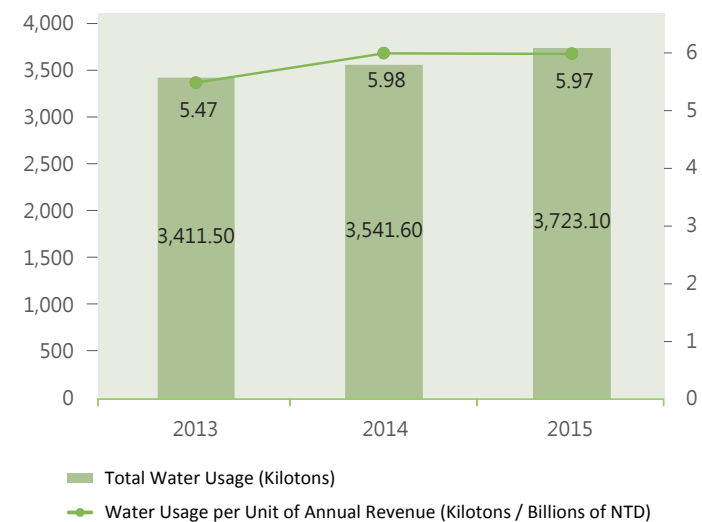
Saving water and treasuring water resources are Wistron's key corporate responsibilities. Cherishing and protecting water resources are a crucial responsibility of an organization. Wistron's water conservation goal for 2015 was to use less than 5,500 metric tons of water per NT\$1 billion unit

operating revenue. The actual result was 5,970 metric tons of water per NT\$1 billion unit operating revenue, failing to achieve the goal. The Company will continue to advance toward this goal in 2016.

The actions for water resource management that we are taking include strengthening water conservation advocacy among employees, recording the water meter on a daily basis, responding immediately to any leakage or irregularity, managing chemical/liquid waste, and cleaning water tower every year.

Wistron's Mexico plant is the only one that uses underground water. The plant is located in an industrial park which is not a preservation zone or water supply reservoir, so water usage doesn't affect the local environment or biological diversity. All other plants and offices use tap water.

Water Usage Statistics



### Water Recycling Statistics of Each Wistron Plant

Plants	Methods	Volume of recycled water (m <sup>3</sup> )	As a percentage of total water usage (%)
Kunshan Plant	Recycle and reuse RO wastewater from B2 plant areas	753	0.08
Taizou Plant	Install central water recycling system for toilets use in the plant area	19,486	3.7
Zhongshan Plant	Install rainwater recycling system for toilets use in Zhongshan Plant 2	1,585	0.1
Chongqing Plant	Modify the central drinking water processing system in F09 plant room; and collect deuterium-depleted water during the water-producing process and recycle it for use as sanitation water in workshops	1,559	0.49
Chengdu Plant	Implement RO wastewater recycling modification engineering and recycling of diesel spray pump chiller water	1,320	0.71

## Waste and Effluents Management

### Waste Management

Wistron mainly produces and manufactures electronics, and information & communication products. The materials and components of its products include various chemicals. Consequently, without proper treatment, the generated waste could pose serious risk to people or the environment.

We adhere to waste and pollutant related laws and regulations. To achieve resource sustainability by using feasible technologies with minimal economic costs, we also implement waste reduction, recycling, and reuse to achieve the goals of waste management. In 2015, the reduction goal was less than 46 metric tons of waste per NT\$1 billion unit operating revenue. The actual result was 50 metric tons of waste per NT\$1 billion unit operating revenue, failing to achieve the goal. The Company will continue to advance toward this goal in 2016.

### 2015 Statistics of Water Usage

Unit: m<sup>3</sup>

Item	Neihu Headquarters	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Total water usage (m <sup>3</sup> /Year) = a+b+c+d+e	18,051	46,931	41,947	971,397	526,702	1,524,842	317,280	185,370	87,621	2,957	3,723,098
a. Surface water	0	0	0	0	0	0	0	0	0	0	0
b. Ground water	0	0	0	0	0	0	0	0	87,621	0	87,621
c. Rainwater	0	0	0	0	0	1,585	0	0	0	0	1,585
d. Waste water from another organization	0	0	0	0	0	0	0	0	0	0	0
e. Tap Water	18,051	46,931	41,947	971,397	526,702	1,523,257	317,280	185,370	0	2,957	3,633,892

[ Note1 ] Total water consumption = Surface water + ground water + rainwater + other wastewater produced by the organization + tap water

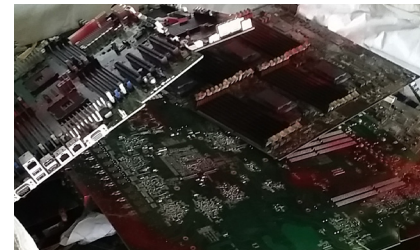
[ Note2 ] The Mexico Plant uses water from underground sources.

Wistron classifies waste into general waste, resource waste, and hazardous waste. Specialized and authorized waste treatment companies are commissioned to clear and process wastes. We have produced regulatory documents and conduct inspections on a yearly basis in accordance with laws and regulations to ensure that our waste treatment process conforms to regulatory requirements. Wistron actively cooperates with part suppliers to ensure that packaging materials are recycled and reused.

Our plants in China and Hsinchu Plant also evaluate the legitimacy of its hazardous waste treatment companies and ensure that these companies adhere to regulatory requirements when treating wastes. Waste subcontractors of each of Wistron's plants were not involved in any violations in 2015.



● Hsinchu Plant – On-site waste disposal



● Hsinchu Plant – Waste classification (IC board)



● Hsinchu Plant – IC board after crushing



● Chengdu Plant – “Keep Trash off the Ground” poster



● Chengdu Plant – “Environmental Protection Knowledge Contest” poster



● Chengdu Plant – Waste management



● Chengdu Plant – Waste management



● Chengdu Plant – Waste management

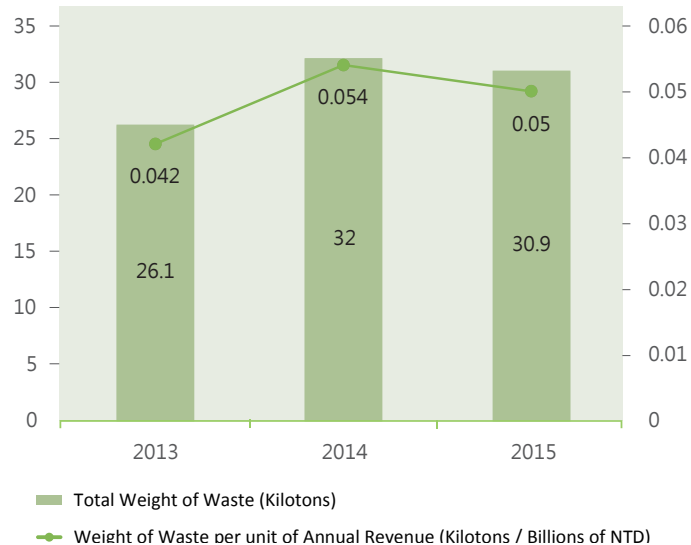
### 2015 Statistics of Waste by Type

Unit: Tons

Item	Neihu Headquarters	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
General Waste	6.95	18.11	34.42	1,994.99	303.64	916.01	321.23	1,766.80	102.10	24.10	5,488.35
Recyclable Waste	3.86	59.21	14.64	2,186.85	1,068.44	10,302.67	4,165.68	5,118.82	1,181.66	454.42	24,556.25
Hazardous Wastes	0.00	2.56	11.11	168.62	177.90	219.00	94.65	132.92	11.82	0.32	818.90
Total Weight of Waste	10.81	79.88	60.16	4,350.46	1,549.98	11,437.68	4,581.56	7,018.53	1,295.58	478.84	30,863.50

[ Note ] All of our sites do not import, export or transport hazardous waste as prescribed by the Appendix Articles I · II · III · VIII of the Basel Convention.

#### Statistics on the amount of waste



### Effluents Management

Wistron separated rainfall and sewage data. All wastewater (sewage) (including the process and domestic sewage) except for rainfall should be released to the Sewage Treatment Plant via the Sewage Pipeline System for centralized processing which other organizations wouldn't use. Except for Taizhou Plant, the production processes in other plants don't need water and the effluents are just municipal sewage. No serious incidents of leakage were reported from Wistron's plants and offices in 2015.

The production process in Taizou Plant generates domestic and industrial waste water, the latter of which is processed through a wastewater treatment system until it reaches the emission standard before being discharged. In the plant, chemical oxygen demand (COD) detectors are installed and connected to the system of the Environmental Protection Administration (EPA). (COD is measured chemically by detecting the amount of substances that must be oxidized in the water sample.)

Of Wistron's plants, only the Taizou Plant produces industrial wastewater, which is categorized into general acid wastewater and wastewater

containing fluoride, and this type of wastewater is treated as follows:

- General acid wastewater: Adjusting its pH value in the acid wastewater regulation tank until it reaches the regulation standards before it is discharged through the discharge tank.
- Wastewater containing fluoride: Processing it in the HF wastewater collection tank, the PH regulation tank, coagulation tank, flocculation

#### ■ 2015 Statistics of Effluent

Unit: m<sup>3</sup>

Item	Planned drainage amount	Unplanned drainage amount	Total drainage amount
Neihu Headquarter	14,441	0	14,441
Hsichih Office Complex	37,545	0	37,545
Hsinchu Plant	33,558	0	33,558
Kunshan Plant	971,397	0	971,397
Taizhou Plant	526,702	0	526,702
Zhongshan Plant	1,524,842	0	1,524,842
Chongqing Plant	317,280	0	317,280
Chengdu Plant	185,370	0	185,370
Mexico Plant	87,621	0	87,621
Czech Plant	2,957	0	2,957
Total	3,701,712	0	3,701,712

[ Note1 ] Wastewater volume for Taiwan is 80% based on government convention

[ Note2 ] Planned effluent amount of Taizhou Plant includes industrial effluent

tank, and sedimentation tanks with inclined plate, until it reaches the standard requirement before being discharged through the discharge tank. A pH monitor and ion monitor are installed in the discharge tank to determine whether the discharged waste fulfills the requirement; if it fails the standard, the waste is refluxed and circulated for processing again until it meets the standard. In the plant, online COD detectors are installed and connected to the system of the EPA to ensure that the emissions conform to legal requirements.

## Expenditure and Benefits Associated with Environmental Protection

Following the environmental protection measures as required by relevant regulations and customers, we have established environmental protection equipment and took the necessary response to avoid and reduce negative impacts of company activities on the environment. We also calculated environmental protection-related expenditures on a regular basis. The income from environmental protection is mainly generated by waste recovery. Expenditure and benefits associated with environmental protection in 2015 are as follows:



■ Environmental Protection Expenditure and Benefits

Unit: NTD

Item		Neihu Headquarters	Hsichih Office Complex	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Expenditures	Environmental Management System Certification	0	140,282	0	564,481	188,423	803,923	470,324	762,846	82,527	52,250	3,065,057
	Environmental Testing and Hazardous Substance Control	13,126	24,150	71,700	833,228	387,366	1,308,947	300,502	314,632	267,738	0	3,521,389
	Promotion, Education and Training	0	0	12,000	68,390	47,472	10,747	125,383	18,715	0	21,429	304,135
	Maintenance of Environmental Protection Equipment/Facilities	0	0	12,000	673,144	1,421,576	1,501,151	813,723	190,709	0	548,627	5,160,931
	Waste Disposal	0	0	90,000	6,461,115	9,217,344	7,392,335	1,459,233	517,801	346,381	1,072,442	26,556,651
	Cost of Improvements to Energy Efficiency	378,525	252,945	0	320,532	6,115,410	8,633,960	3,203,305	83,800	8,369	0	18,996,846
	Personnel Cost for the Environmental Protection Division	0	0	0	2,673,181	1,770,094	17,995,021	1,230,511	1,215,580	0	0	24,884,387
	Cost for Environment-Related Maintenance	3,448,000	6,425,992	5,005,774	28,116,381	7,564,218	45,852,080	8,049,527	6,677,677	3,819	0	111,143,468
	Other Costs	0	0	0	547,176	238,704	0	0	0	207,432	659,523	1,652,834
	Total	3,839,651	6,843,369	5,191,474	40,257,628	26,950,607	83,498,164	15,652,508	9,781,761	916,266	2,354,271	195,285,699
Benefits	Waste Recycling	0	890,919	1,303,887	23,301,325	3,701,598	54,011,136	17,203,495	36,715,983	1,709,499	1,167,755	140,005,596
	Other	0	0	0	0	0	64,957,954	0	0	0	0	64,957,954
	Total	0	890,919	1,303,887	23,301,325	3,701,598	118,969,090	17,203,495	36,715,983	1,709,499	1,167,755	204,963,550

[ Note ] Exchange Rate: RMB: 5.0788, USD: 31.9160, CZK: 1.2987, MXN: 2.0100, EUR: 35.4149.



# Conflict Minerals and Supply Chain Management

As a member of EICC, Wistron roots for EICC's vision and objectives. We promise that all global operation sites will coordinate and comply with EICC's codes of conduct. Furthermore, we will support and encourage the affiliated first level suppliers to adhere to the same codes. In conformation to the common goal, we will pertinently utilize EICC's methods and tools as much as possible.

Wistron provides electronic product R&D and manufacturing services. The major supply chain involves suppliers that provide product materials and components, including electronic and mechanical materials and parts. More than approximately 850 raw material suppliers come from the Philippines, Indonesia, Thailand, Taiwan, U.S., Japan, Korea, China and Europe. The types of suppliers include manufacturers, agents and distributors. The industrial characteristics of the supply chain are technology intensive, capital intensive and labor intensive. For the manufacturing sites in China, the budget ratio of purchasing from local suppliers is 30%.

We place high regards on our suppliers as our crucial partners, hoping to establish a long-term stable supply chain through cooperation with them. In addition to considering the technical skills, quality, delivery dates, and price competitiveness of our suppliers, we also require our suppliers to endeavor to protect the environment, ensure the safety and health of the environment, emphasize the importance of human rights, and work with us to fulfill corporate social responsibilities (CSRs). To achieve this goal, we have established a supply chain management process, in which a supplier quality management office is set up to formulate a Standard Inspection Procedure (SIP) according to the RD-ratified specifications, manage and supervise our suppliers, and evaluate items such as quality, costs, delivery dates, human rights, forced labor, and services. Furthermore, to protect the environment, ensure the health, safety, and human rights of our

employees, and secure the rights and interests of our stakeholders, we adopted a CS<sup>2</sup>R management system that manages five major aspects of product quality, green products, environmental protection, occupational safety and health, and social responsibility. In addition to incorporating this system into daily business operations, we also request our suppliers to work with us in implementing various requirements. Currently, we are using different management systems and mechanisms to execute supply chain management, the details of which are described as follows:

- Supplier investigation: We manage and evaluate new suppliers in accordance with the Supplier Evaluation Operating Procedure, focusing on the following assessment items: quality, environmental protection, employee health and safety, and human rights.
- CS<sup>2</sup>R management system: In accordance with the Supplier Corporate Sustainability and CS<sup>2</sup>R Audit Operating Procedure, Supply Quality Management (SQM) visits the production base of our suppliers to audit and determine their corporate sustainability and social responsibilities.
- Quality System Audit (QSA): In accordance with the Supplier Quality System Audit Operating Procedure, we visit the production base of our suppliers to audit and determine their quality systems.
- Quality Process Audit (QPA): In accordance with the Supplier Quality Process Audit Operating Procedure, we visit the production base of our suppliers to audit and determine their process quality.
- Supplier Performance Management (SPM): In accordance with the Supplier Performance Evaluation Regulations, we evaluate the suppliers' product quality, costs, delivery date, and service items.

#### ■ Summary of supply chain management mechanisms

Item	2013	2014	2015	2015 Hit Rate	Time / Frequency
Supplier Assessment	89 Suppliers	92 Suppliers	37 Suppliers	100%	None AVL New suppliers Disqualified suppliers
CS <sup>2</sup> R Management System	180 Suppliers	160 Suppliers	140 Suppliers	100%	Annual
Quality System Audit, QSA	180 Suppliers	150 Suppliers	140 Suppliers	100%	Annual
Quality Process Audit, QPA	170 Suppliers	150 Suppliers	140 Suppliers	100%	Launch new project
Supplier Performance Management, SPM	373 Suppliers	330 Suppliers	386 Suppliers	100%	Monthly

## Supplier's Social Responsibility Management

Annually, Wistron prepares audit plans on sustainable operations and social responsibility for risky suppliers, which are listed under the Department KPI for supplier audit and assessment. The following items are listed under the assessment criteria for new suppliers; namely, respect for human rights, care for labor, environmental protection and fulfillment of social responsibilities. The 2015 achievements are described below:

- Wistron prepared the 2015 audit plans for sustainable operations and social responsibility for 140 suppliers, which were divided into two stages: (1) the first half of the year, and (2) the second half of the year. A site audit

and confirmation were also made at the suppliers' premises. Finally, the audit results were approved [Note].

[ Note ] The audit result with lower than 60 points is Not Approved. In this case, the supplier is required to take corrective action for the unfavorable audit. It also needs to provide feedback on its improvements within one month and apply for re-audit. If the re-audit result is still Not Approved, it cannot submit an application again within 6 months. If there is a problem in the quality of the supplied material, an alternative material/supplier would be considered as replacement.

- In the annual Vendor Conference, we commend vendors, who were reported in the Corporate Sustainable Management and Social Responsibility and Greenhouse Gas Inventory Report as having showed outstanding performance. We invited third-party GHG auditors, third-party RoHS inspectors, and GHG guidance companies to the 2015 CS<sup>2</sup>R/GHG Supplier Conference to conduct educational training. We also communicated corporate sustainable management and social responsibility management policies, and provided a channel for employee complaints.
- Until 2015, approximately 77 suppliers have been registered as Wistron's supplier in EICC-ON website.

#### ■ Summary of Supplier Requirements and Management Practices

Requirement	Management Practice
Human Rights	<ul style="list-style-type: none"> <li>• In accordance with the EICC regarding the suppliers' management of human rights, 140 suppliers were evaluated for annual CS<sup>2</sup>R. All suppliers met the requirements.</li> <li>• In accordance with the EICC, suppliers are encouraged to guarantee employees freedom of association and collective negotiation rights to avoid ill-communication or adverse suppression. No violation incidents occurred in 2015.</li> <li>• Suppliers are required to clearly define and support the humane treatment provision specified in the EICC and convey it to laborers, and sign the Declaration of Non-use of Conflict Minerals. A total of 998 companies have signed the declaration and abide by it. Those who violate it will have their Wistron supplier qualification cancelled. No suppliers violated it in 2015.</li> </ul>

Requirement	Management Practice
Labor Care	<ul style="list-style-type: none"> <li>• In accordance with the EICC, no child laborers are allowed to be employed. Juveniles under 18 years old are not supposed to engage in any works that may harm their health and safety. If such things have been discovered, the suppliers will be cancelled of their Wistron supplier qualification. No such violation by suppliers was detected in 2015.</li> <li>• The company hosts supplier exchange meetings and demands suppliers never to employ child labor as a settlement for manpower shortage or wage issues.</li> </ul>
Environmental Protection	<ul style="list-style-type: none"> <li>• Instructs suppliers to make appropriate GHG emission reduction suggestions and proposals, and provide inventory report and requirements. 160 companies provided the above in 2015.</li> <li>• Follow "Wistron's Supplier Green Procurement Requirement" to supervise and remind supply chains as well as the supplier companies to shoulder the responsibility of environmental protection. For those who didn't reach the standards, improvement suggestions are put forward.</li> <li>• New suppliers are required to sign the EICC. They must monitor and sort wastes before disposal so as to minimize environmental pollution.</li> <li>• Suppliers are requested to continue to avoid negative incidents and provide essential assistance at any time.</li> <li>• The company encourages excellent suppliers and set up the annual best environmental protection award.</li> <li>• 2016 Target: 170 suppliers</li> </ul>
Social Responsibility	<ul style="list-style-type: none"> <li>• The company chooses suppliers that adhere to the concept of social responsibility, CS2R certification and have signed the EICC agreement.</li> <li>• The EICC regulations regarding corporate codes of conduct towards society are used as the prerequisite for choosing suppliers.</li> <li>• Approximately 77 suppliers authorized Wistron to access their performance through EICC-ON website.</li> <li>• Suppliers are required to strictly follow EICC requirements in their daily operations</li> </ul>

**Innovation**



# Strengthening Investment Strategies and Enhancing Technology Services

To realize the vision of becoming a global leading technology service company providing innovative ICT products, services, and systems, Wistron not only continues to advance its operational performance in its core businesses, but also broadens its investment and business scopes, adding innovation value to the educational technology services, after-sales services, green recycling businesses, and cloud products. The progress in Wistron's business activities in 2015 is described as follows:

Name of New Business Units	Annual Progress
Educational Technology Service Business	<ul style="list-style-type: none"> <li>• Official launching of Taipei CooC Cloud: Planned by the Taipei City Department of Education and established by Wistron, the Taipei CooC Cloud digital learning system was officially launched on July 25, 2015 and was piloted in nine schools, including senior high, junior high, and elementary schools, in Taipei.</li> <li>• Official launching of Kaohsiung Dr. Go autonomous learning network: Wistron assisted Kaohsiung City Department of Education in setting up the autonomous learning platform, Dr. Go Autonomous Learning Network, which was officially launched in September 2015.</li> </ul>
After-Sales Services (Services Business Group)	<ul style="list-style-type: none"> <li>• Regarding the repair and maintenance of non-PC products (e.g., mobile phone), we developed new repair and automated testing process to shorten time to delivery and satisfy customers' diverse needs.</li> <li>• Because automated technologies are gradually maturing, we improved our automated processes such as automating pick-to-light/put-to-light processes and testing procedures to reduce errors caused by human misjudgment and increase output stability.</li> <li>• We integrated the support of global repair service locations to facilitate global materials and logistics operations; thus, product repairs can be efficiently completed on time with minimal spare parts.</li> </ul>

Name of New Business Units	Annual Progress
Green Recycling Business	<p>2015 is a year in which resource recycling businesses experienced difficulty due to the slowdown of the global economy, which caused bulk goods and metal prices to drop dramatically. In addition, the effects of US-produced shale oil triggered a drastic decline in the prices of derivative plastic products.</p> <ul style="list-style-type: none"> <li>Wistron GreenTech (WGTX)                             <ol style="list-style-type: none"> <li>Extending the use of materials from the ICT industries into medical care industry.</li> <li>The amount processed was 13,419 metric tons in 2015, exhibiting an annual growth of 22%.</li> </ol> </li> <li>Wistron Advanced Materials (Kunshan) Co., Ltd (WAM)                             <ol style="list-style-type: none"> <li>In 2015, the total production output for environmentally friendly plastics was 7,224 metric tons, reflecting an annual growth of 218%.</li> <li>Approximately 2,528 metric tons of new plastics were conserved, which reflects roughly a reduction of 6,321 metric tons of CO<sub>2</sub>e emissions based on an average carbon footprint of 2.5 kg/kg CO<sub>2</sub>e of recycled plastics.</li> </ol> </li> </ul>
Cloud Product: Wiwynn	<ul style="list-style-type: none"> <li>The operating revenue for 2015 increased one-fold compared with that in 2014.</li> <li>In 2015, Wiwynn received the Annual Top 10 Potential Enterprise and Annual Top 10 Potential Product of the ROC Annual Top 10 Enterprise Golden Torch Award from the Outstanding Enterprise Manager Association.</li> </ul>



● Press release of the launching of the Dr. Go learning network by the Kaohsiung City government.



● Web page of the Dr. Go autonomous learning platform.



● Web page of the Taipei CooC Cloud.



# Creating Added-Value Products



## A Focus on Product Liability

### Product Quality

With years of cumulated information and rich experience in information product development, Wistron helps its customers acquire market opportunities and render the following services to its customers:

- A comprehensive end-to-end service, involving the initial design development to after-sales service following mass production.
- A sound IT system provides a clear and comprehensive overview of the manufacturing process.

Wistron's quality policy is "To deliver zero-defects and competitive products and services to customers on time." We established a quality management system, incorporating the plan-do-check-act cycle into our daily operational management. In 2015, Wistron's products were not involved in violations of laws and regulations, which would otherwise incur penalty fines by governmental agencies worldwide. Methods of product quality verification include:

- Electronic Design Automation (EDA): Printed circuit design support proposals and verification services are provided. Standard spare parts database are established, and transistor simulation is conducted and integrated with knowledge database for special material pack and integrated circuit board. These databases are then linked to the production specifications for output supplier circuit board. Subsequently, production yield rate and reported cases of product failure feedbacked by the market were analyzed to determine the causes of product failure and formulate counterstrategies, which are then used to update the knowledge database to continuously improve our product quality.

- Reliability engineering: By using failure mode and effect analysis, potential mode of product failure is modeled and risk assessment is conducted to lower the future risk of product failure. Concurrently, based on market responses and cause analysis and through statistical modeling, the product survival probability is analyzed to facilitate continuous revision of reliability model parameters.
- Electromagnetic and safety regulation engineering: This function provides a global safety regulation certification service for ensuring electromagnetic compatibility, product safety, wireless communication, and environmental protection and energy conservation in product



designs. When verifying product designs, we verified the world legal regulations regarding customer product needs to ensure that our product design and quality meet customer expectations. Furthermore, based on the responses from production and marketing sampling inspections, we reviewed and updated design recommendations to prevent problems from occurring again. Wistron is equipped with safety regulation laboratories that conform to international product regulations and have been internationally certified. Following applications for regulatory certification from almost 200 countries worldwide, Wistron has already established effective application channels and multiple application experiences to certify customers' products on time.

### Service Quality

In order to provide value-added service for more industries and customers, as well as attain the vision to transform the company from an ODM (original design manufacturer) to a TSP (Technology Service Provider), the company strives to strengthen its customer service and innovative services at present and in the future. Currently, Wistron manages its service performance and compliance rates by implementing the following measures:

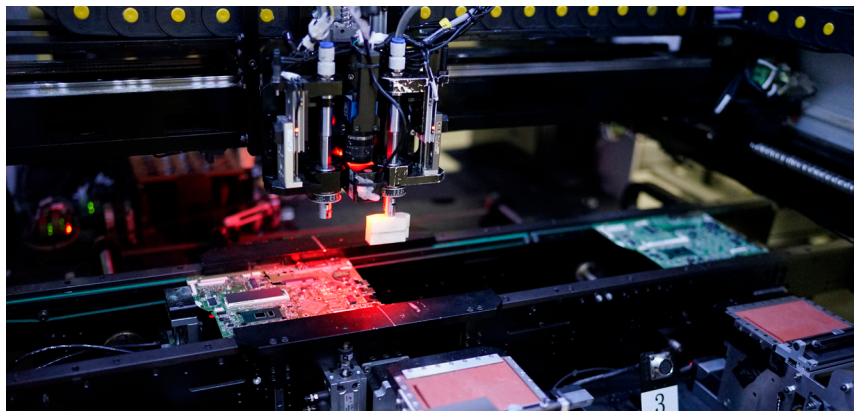
- The service units of the organization shall set KPIs based on business requirements.
- A regular monthly data collection is conducted, including spare parts and compliance rates for motherboard repair from relevant oversea departments, and saved in a database.
- A regular monthly review meeting is held to address problems and propose solutions through an internal review mechanism.
- A Quarterly Business Review meeting with senior managers.

## Improve R&D Capabilities

Wistron values the company's product engineering and technology development capabilities; therefore, we not only endeavored to improve our R&D capabilities and invest in R&D resources, but also advanced our R&D engineering human resources and improved employees' ability to develop new technologies. The efforts undertaken by Wistron to improve its R&D capabilities are listed below:

- Recruit and employ R&D personnel
- Competency training and skills improvement
- Advanced R&D center
- Technical cooperation

Wistron encourages its employees to apply for patents; thus, it has set up the Wistron Invention Creation Reward Regulation, which motivates employees to patent their innovation technologies into intellectual properties. Wistron has undergone patent applications and received certification in Taiwan, China, United States, and other regions.



■ Historical Statistics of Patent Application and Certification Unit: counts

Patent Application				Certification			
Year	2015	2014	2013	Year	2015	2014	2013
Taiwan	136	342	597	Taiwan	482	423	269
China	142	334	593	China	217	192	171
U.S.	200	398	461	U.S.	311	267	118
Others	4	4	29	Others	6	19	9
Annual Number of Patent Application	482	1,078	1,680	Annual Number of Certifications	1,016	901	567

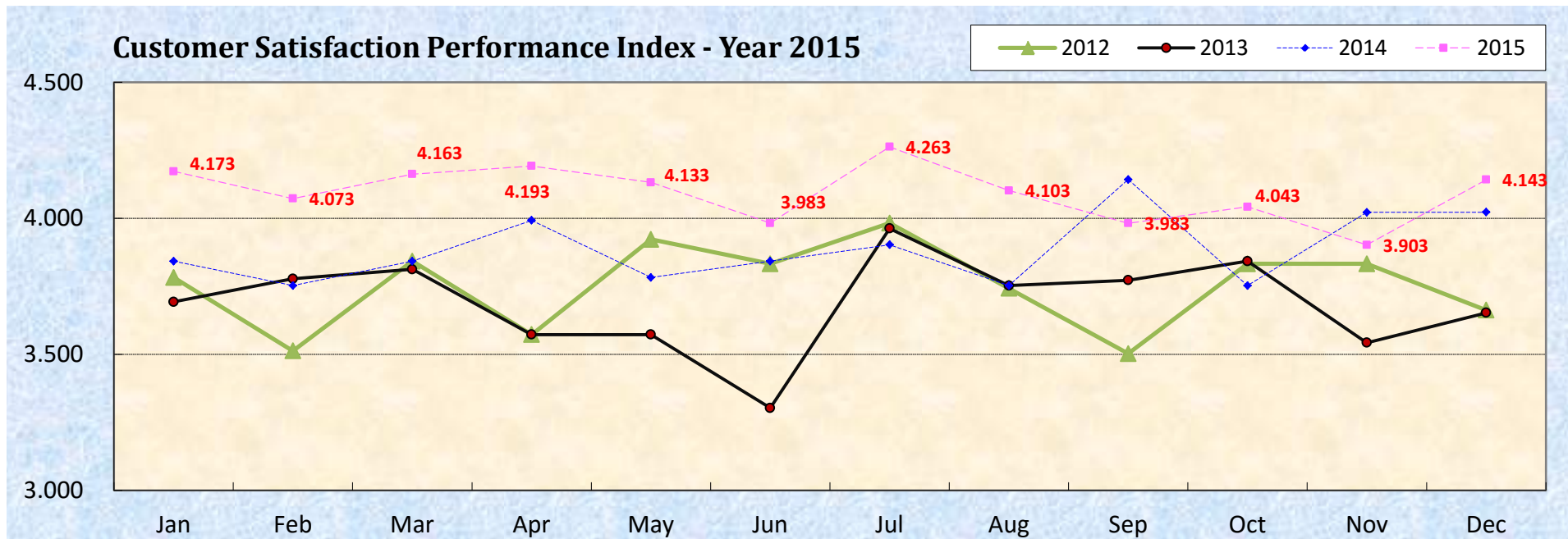


## Customer Satisfaction Management

Customer satisfaction is a crucial indicator of customers' feedback regarding Wistron's products and services. We adopt customer satisfaction ratings and associated recommendations as the basis for improving internal company operations. At the same time, we adjust product and service orientations in a timely manner to maximize benefits for customers. To enhance customer satisfaction, we conduct the Wistron Customer Satisfaction Management Process periodically to collect customer satisfaction data and recommendations. We also meet with customers to discuss the feedback obtained from the Quarterly Business Review (QBR). The related information

and results are provided to organizational members for analysis, after which inspections are made to propose subsequent improvement strategies. Thus, similar problems can be avoided to maintain the trust that customers have for our products and services, thereby achieving the goal of becoming the best supplier to our customers.

Based on various factors such as product quality, prompt product delivery, techniques, cost and communication, Wistron has established a Customer Satisfaction Performance Index (CSPI), which is a monthly satisfaction index that reflect customer feedback in which the higher value indicates better performance.



[ Note ] Data collected from Neihu Headquarter, Hsichih Office Complex, and Hsinchu Plant.



# Sustainable Product Design and Development

To ensure the sustainable development of environmental ecology and customer health and safety, Wistron establishes management system to integrate environmental protection, health, and safety operations and develops standard operating procedures (SOPs) for electromagnetic and safety regulation engineering to verify products. Therefore, Wistron ensures environmental protection, related health, and safety operations in the entire business process, from the initial development process to manufacturing, service rendering, and the final life cycle of a process. Related data are stored in management systems such as Product Development Management (PDM), Green Product Management System (GPMS), and information systems, for ensuring that the products comply with environmental protection and safety laws and regulations. Concurrently, we also review laws and regulations on a yearly basis, as well as update customer-related demands. In 2015, Wistron was not involved in any violations of voluntary regulations as well as laws and regulations concerning the health and safety impacts of products and services within their life cycle.

## ■ Impact on Health and Safety in Each Stage of the Product / Service Lifecycle

Stages in Product Lifecycle	Assessment Implemented
Development of Product Concept	Yes
R&D	Yes
Certification	Yes
Manufacturing and Production	Yes
Marketing and Promotion	N/A [Note]
Storage Distribution and Supply	N/A [Note]
Use and Service	Yes
Disposal, Reuse or Recycling	Yes

[ Note ] Wistron is an ODM company and not a branded company, so the impacts of these stages are not taken into consideration

At the product development stage, Wistron follows the Green Design Guideline, introducing the concept of sustainable design. Moreover, Wistron is able to achieve sustainability through raw material management (please refer to the chapter on raw material management), compliance with energy consumption regulations, adoption of environmentally friendly, recyclable, and easy-to-dismantle materials, and reduction of use of hazardous substances. The specific implementation practices are described in the following sections.

To shed light on the environmental protection grade products and the concept of product sustainability, we not only proactively integrated the concept of sustainability into our product designs, but also adhered to customer demands, environmental protection labeling regulations implemented by governments worldwide (e.g., China RoHS/ Japan RoHS) and voluntary environmental protection labeling regulations (e.g., China Compulsory Certificate, California Proposition 65, etc.), in applying for environmental protection and safety regulation labels from different regions (e.g., Energy Star, Lot 3/Lot 6 of the Energy-related Products (ErP), TCO Certification, Blue Angel, etc.). These labels are then labeled on the product exterior, packaging, instruction manuals, or on power supplies. Furthermore, a portion of product components are labeled with relevant information in accordance with ISO 1043 (concerning symbols and identification labeling regulations for plastic products) and UL94 flammable testing regulations to facilitate final disposal processing and provide clear indications of the best disposal methods. In 2015, Wistron was not involved in violations of voluntary regulations as well as laws and regulations concerning product and service information labeling.

## Compliance with Energy Consumption Regulatory Requirements

Wistron follows customer demands in designing the energy requirements of a project. During product design development, energy labeling requirements of various regions are considered in designing products that meet these requirements. All of our products are certified by the Energy Star, with differing product lines having passed energy consumption regulations of different regions, such as the European Union's ErP Lot 3, South Korea's E-Standby, and China Energy Label, as requested by our customers.

## Use of Green Materials

Wistron truly understands the importance of environmental issues and has therefore always been dedicated to producing green products. The raw materials used in Wistron products generally comply with RoHS requirements. Given the customers' requirements, cost consideration, laws and regulations, the company prefers to use specific green materials to reduce the impact to our environment.

We adopt the GPMS to evaluate the environmental protection specifications for environmental protection product parts to ensure that all parts comply with environmental protection and safety regulations. At the same time, we also adopt the check items in the Green Design Guide and Review Checklist of the product development procedure (C system 2005) to ascertain that



our product development designs have taken environmental protection elements (e.g., waste reduction and resource recycling and reuse) into consideration.

The company also uses green materials that meet the following requirements:

- All electronic components must comply with RoHs (with the exception of several special components).
- During the product design and development, materials that partly include post-consumer plastics will be selected.
- The paper used for the box or product manual should be partly made of renewable paper or comply with procurement standards of the U.S. Environmental Protection Agency and must be printed according to environmental requirements.
- The product and packaging should be partly made of recyclable materials as stipulated in the WEEE (Waste Electrical and Electronic Equipment) Directive.

## Easy-Recycling, Easy-Dismantling

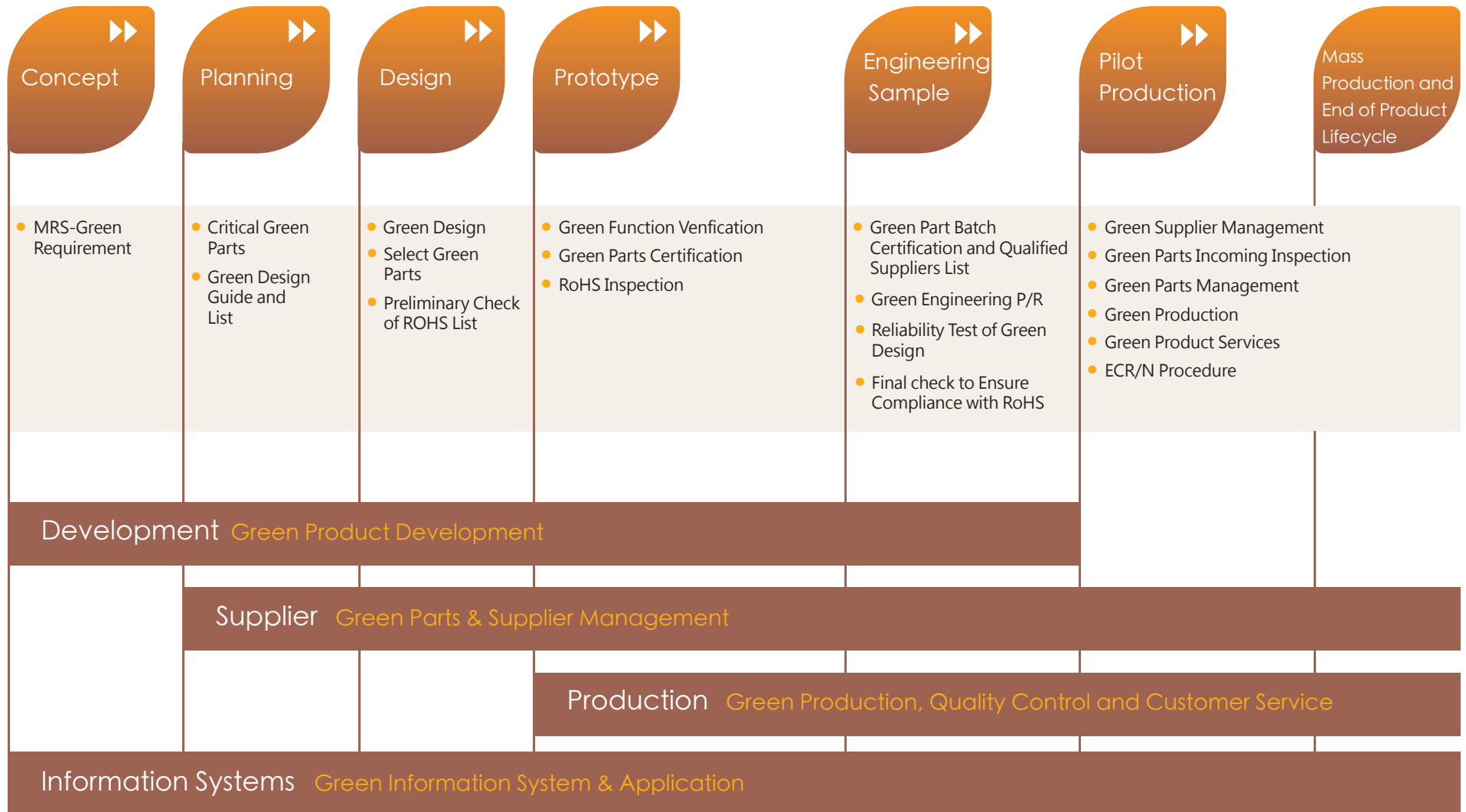
Wistron incorporates the design concept of recyclability and easy-dismantling in the development of product designs in accordance with the product development procedure (C system 2005).

- Modular design
- Uses less bolts
- Easy-to-disassemble: Only common tools are needed for product disassembly.
- The electronic components are easy to separate.
- The product design incorporates recyclable materials.
- The accessory box uses recycled corrugated paper.

## Elimination of Hazardous Substances

Wistron is committed to avoiding the use of prohibited substances and raw materials during product design development. We adhere to IECQ QC080000 hazardous substance management system framework in developing a GPMS and formulating related requirements and operating regulations. Concurrently, we also request our suppliers to pass Wistron's green part ratification; through the GPMS, we manage and safe keep related information to ensure compliance with international environmental laws and regulations (e.g, RoHS Directive, Packaging Directive, Battery Directive, and the Registration, Evaluation, Authorization and Restriction of Chemical substances [REACH]). As requested by our customers, we also avoid using specific hazardous substances that are harmful to the human body or the environment (e.g., halogen-free perfluorooctanesulfonic acid and polycyclic aromatic hydrocarbons). In addition, we perform reviews to ensure that our suppliers fulfill our needs in mitigating the risk of electronic wastes on the environment and human health.

■ Diagram illustrating the relationship between product development cycle and GPMS





**Humanity**

# Planning a Sustainable Organization, Fostering a Diversity of Talents



## Workforce Diversity

The total number of Wistron's global employees and staff distribution based on gender and employment type per region is presented below. There is a male/female ratio of 65:35. In terms of employment types, regular employees account for 95%, while contractual and dispatched workers account for 5%. Employment types depend on the operation and capacity demands. To cope with capacity demands, some regions employ a higher percentage of contractual or dispatched workers. However, Wistron does not employ short-term or contractual employees which could deprive them of their legal rights. All employees have legal rights and interests since the first day of employment.

### 2015 Statistics of Employees

Unit: Person

Region	Taiwan	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Male	4,066	7,159	1,254	9,216	2,847	2,624	1,502	103	28,771
Female	1,853	4,489	941	4,217	1,480	1,523	999	73	15,575
Total	5,919	11,648	2,195	13,433	4,327	4,147	2,501	176	44,346

[ Note1 ] Taiwan = Neihu Headquarter, Hsichih Office Complex, and Hsinchu Plant

[ Note2 ] Use the number of employees on 2015/12/31

### Types of Employment

Unit: Person

Form of Employment	Taiwan	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Regular	5,782	11,580	2,134	13,426	4,130	4,097	722	115	41,986
Contract	107	68	61	7	197	50	0	31	521
Outsourced	30	0	0	0	0	0	1,779	30	1,839
Total	5,919	11,648	2,195	13,433	4,327	4,147	2,501	176	44,346

Wistron puts emphasis on diversification and is dedicated to providing a working environment where employees are rewarded and encouraged for their participation and individual talent. Through fair employment and sound operations, the company continuously cultivates and trains various employees. These excellent employees with different backgrounds and talents can help create corporate competitiveness. As for global indirect labor, the number of employees according to management level, gender and age are listed below:

■ Worldwide Indirect Employees by Level, Gender and Age Group

Age Group	Division Level and Above		Department Level		Non- Management		Total
	Male	Female	Male	Female	Male	Female	
< 30	0.03%	0.05%	1.09%	0.57%	29.50%	17.41%	48.66%
30-50	6.04%	1.23%	4.26%	1.74%	24.73%	11.18%	49.17%
> 50	1.18%	0.10%	0.02%	0.01%	0.62%	0.24%	2.17%
Total	7.25%	1.38%	5.37%	2.33%	54.85%	28.82%	100%

## New Hire and Turnover Management

When an employee resigns, we fully respect his/her decision regardless of their reason. We then try to find out their reason for leaving and use this as an opportunity to identify problems for further improvement. The table below shows the statistics of new hires and turnovers in 2015 sorted by gender and age group. Turnover includes voluntary resignation and other reasons. Most were concentrated in direct employees under the age of 30.

■ Total Number of New Hires

Unit: Person

Item	Age Group	Male	Female
2015 New Hires	< 30	50,273	22,620
	30-50	3,229	2,081
	>50	48	42
Total		78,293	

■ Total Number of Turnover

Unit: Person

Item	Age Group	Male	Female
2015 Turnovers	< 30	58,140	26,024
	30-50	4,051	2,546
	>50	58	65
Total		90,884	

## Local Hiring

Based on its recruitment policy, Wistron employs the best talents found in various countries. It also considers the “Cultivation of Local Management Talents” as a key goal of implementing talent localization. In 2015, local talents who work as managers accounted for 80.5%, with 45% assuming positions higher than Director. The data showing local employees who work as managers is presented below:

■ Percentage of Local Employees in Management Positions

Unit: %

Region	China	Mexico Plant	Czech Plant
Percentage of local managers	81.5	63.1	73.7
Percentage of local department level or higher managers	42.9	78.6	55.6

# Social Responsibility Management



Wistron's core value lies in being a people-centric organization that emphasizes human rights and job equality. The company has formulated social responsibility policies that to commit to complying with CSR-related international standards and local regulations, continuously enhance employees' rights and benefits, establish an honest, healthy, and safe working environment, and fulfill social responsibilities. Our personnel management policies and related regulations are established in accordance with the aforementioned policy, upholding the principle of fairness, in which any forms of discrimination and sexual harassment are prohibited. Related policies and management systems are separately described in the following chapters. We also examine the implementation status of issues concerning the use of child and minor labors, forced labor, discrimination, sexual harassment, and freedom of expression, to manifest our emphasis on employee rights and interests as well as human rights issues. In 2015, Wistron was not involved in any sexual harassment, infringement of human rights, and discrimination.

## Employment and Compensation Policies

Wistron's compensation and benefits comply with the requirements as well as laws and regulations of each country. The company does not offer wage below the minimum legal requirement. All employees have access to statutory insurance and pension plans. Wistron also offers the same pay for the same work regardless of race, nationality, origin, social status, lineage, religion, physical disabilities, gender, sexual orientation, family responsibilities, marital status, union membership, political affiliation or age.



It has also designed a rewards system as part of the overall remuneration package, which includes wage, benefits, bonuses and dividends. All employees have two performance evaluations each year. The results serve as the basis for personnel bonuses, employment, promotions, and other personnel management activities.

Wistron also conducts a wage survey every year and adjusts wage based on the economy, company operations and personal performance to ensure that employee wage are fair and in line with market standards. All part-time and short-term contract workers are provided access to statutory insurance and welfare since the first day of employment. Compensation per region is indicated below.

■ Ratio of Entry Level Wage and Statutory Minimum Wage

Region	Taiwan	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant
Ratio	1.02	1.24	1.12	1.13	1.30	1.39	1.43	1.30

[ Note1 ] Ratio = entry level wage / statutory minimum wage.

[ Note2 ] Use the data on 2015/12/31

## Parental leave and Retention

We respect the rights of pregnant workers and provide parental leave to employees that care for infants and young children; and, automatically ask employees if they wish to return to their job one month before the end of their parental leave. In 2015, there were 59 parental leave applications in Taiwan and 26 applications at the Czech Plant. The number of parental leave applications in Taiwan has increased with each passing year, and the applications from male employees have remarkably increased.

■ Applications for Parental Leave in 2015 and the Number of Workers Who Returned to Work Unit: Persons

Region	Taiwan		Czech Plant	
	Male	Female	Male	Female
Number of Applications for Parental Leave in 2014	15	44	0	26
Number of Workers Who Returned to Work in the Past Three Years	16	49	0	2
Number of Workers Who Applied for Parental Leave in the Past Three Years and Have Returned to Work for Over 12 Months	5	18	0	2

## Human Rights and Anti-discrimination

Wistron is dedicated to developing and maintaining systems that promote employee rights and benefits, including staff health, work safety, and other work-related rights and benefits. Moreover, it is committed to rooting out any behavior that curtails human rights directly or indirectly. The company prohibits any form of employment discrimination. In terms of employment, compensation, training, promotion, unemployment and resource distribution, Wistron shall not show any distinction or preference regardless of race, nationality, origin, social status, lineage, religion, physical disabilities, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or union relationship. Instead, it shall decide based on competency and contribution in order to provide a fair opportunity for all employees.

Wistron also strives to eliminate and prevent discrimination within the organization by extricating itself from the recruitment process or dealing with employment agencies (i.e. HR Agency.) The company also promotes anti-discriminatory practices to external parties, including customers, suppliers and the general public.

To ensure that managers and their subordinates fully understand the company’s human rights principle, we provide related training courses on sexual harassment, human rights violation, discrimination, etc. Human rights training for Wistron’s global employees in 2015 are as follows:

■ 2015 Human Rights Training for Wistron’s Global Employees

Training	No. of Sessions	No. of Hours	Attendance
New Manager Training	16	138	1,087
Target Selection	4	62	79
Coaching for Empowerment	10	115.5	252
Production Supervisor and Executive Training	6	105	249
Senior Production Supervisor and Executive Training	3	20	106

[ Note ] The information of Security Practices is not disclosed since it is not considered as a significant aspect this year.

## Child Labor and Underage Workers

Wistron doesn’t engage in child labor and verifies the actual age of applicants during recruitment. In some areas, however, workers older than the minimum working age but under the age of 18 are employed to fill the need for expanded production capacity, but they will only work in

less-hazardous positions and are subject to enhanced training, care and management for their safety and health. The status of underage workers in 2015 are as follows:

■ 2015 Statistics of Underage Workers

Unit: Person

Employment Type	Taiwan Offices	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant
Underage Workers	0	571	10	883	490	345	0	0

## Forced or Compulsory Labor

In addition to standard work-related agreements, Wistron will not use financial means or other methods (e.g., detaining payments or identification documents) to impose limitations on the relationship between Wistron and its employees. Within the scope of legal regulations, employees have the right to terminate their labor contracts.

For the issue of forced student employment highlighted by DanWatch in 2015, actually, students who are participating in the “social practice” class are informed of the selected companies arranged by the school. Upon their arrival at our company, we check the willingness of all school students and instruct them regarding our resignation process. Once students are willing to leave, schools and Wistron are not forcing students to work at our company. Students are free to decide to stay or leave. The detail statements and answers are as attached.

<https://www.danwatch.dk/wp-content/uploads/2015/10/Statements-from-HP-Dell-Lenovo-and-Wistron1.pdf>

# Talent Cultivation and Career Development



In response to Wistron's commitment to becoming a sustainable organic entity, Wistron not only aims to increase its business profits, but also emphasizes the importance of shaping its culture. Moreover, talent development and cultivation is the cornerstone of business sustainability; therefore, elite cultivation and talent turnover rate are listed as key management indicators. Thus, employees can grow in synchronization with the company. The content and practice of Wistron's training programs and career development are described as follows.

## Comprehensive Training Framework

Wistron endeavors to assist its employees in growing with the company and to create a positive environment where employees can continuously learn and improve themselves. We established a complete training framework, in which training courses of various domains are offered to employees to help them plan their career path. We have divided our training program into 7 distinctive categories in three modes of "On-the-job learning", "Off-the-job learning" and "Self learning", considering different courses to use different modes and achieve better learning result.

While operating the seven training systems, except those routine training courses, we will list 1 to 3 key training courses based on the needs of company operation. For example, since 2005, the Six Sigma has been identified as one of the key training courses. Over 700 employees among Taiwan Offices have completed the course, 19 internal instructors were added, and over 100 training projects have been implemented. The average return on investment for each project is NTD 15 million in savings.

No	System	Description
1	New Employee Orientation Training	Mainly offered to new employees to help them better understand and identify with Wistron.
2	Professional Skills Training	Provide different training courses based on the unit's professional skill requirements; aim to promote the functioning of professional knowledge and skills; including marketing, research development, manufacturing, materials, marketing, finance, etc.
3	Management Training	Training for general employees, new managers, mid-level managers, senior managers, line supervisors and group leaders to establish culture of consensus and management skills.
4	Quality Training and CS <sup>2</sup> R Training	For CS <sup>2</sup> R-related employees and managers that have a direct impact on product quality, provide training on quality problem solving and customer satisfaction training, CS <sup>2</sup> R -related training; establish company-wide quality process improvement and CS <sup>2</sup> R concept.
5	ERP & IT Training	For employees making direct use of Enterprise Resource Planning (ERP) systems, familiarize them with ERP systems and ensure they are capable of using work related software applications.
6	Internal Train-the-trainer Training	Provide internal train-the-trainer training to managers or employees with professional skills and selected by managers to facilitate the transmission of experience and knowledge within the company.
7	Advanced Education Training	Available for all employees located in Taiwan; the main purpose is to improve employees' capability in engineering technology, management skills, and language proficiency.

## E-Learning Platform

To assist our employees in achieving fast, systematic and real-time learning, Wistron has introduced an electronic learning management system. Through this e-platform, we are able to provide digital e-Learning courses to every employee. Within this e-platform, there are currently 11

new employee courses, and 34 R&D courses in Taiwan. The CS<sup>2</sup>R training, including labor safety education, environmental hazardous substance, test report reading, and process for green project courses, has also been launched, aiming to ensure that all Wistron's employees are equipped with the relevant knowledge. With an e-learning platform, employees could learn online independently outside of their working time, and when needed, they could revise what they learned online whenever they desire.

In addition to the digital courses provided on e-learning platforms for internal employees, we also established a cloud learning platform in 2015, providing our key part suppliers with online courses regarding Wistron's operating process and SOPs to help them understand Wistron's quality and shipment requirements. We also train suppliers' employees so that they could produce products that conform to our specifications. This approach not only helps increase manufacturers' product yield rate and reduce the costs of product returns, but also facilitates reducing our incoming inspection times and workforces, creating a mutually beneficial outcome for both parties.

### ■ 2015 Statistics of Training Courses

Category		No. of Courses	Hours	Attendance (person)	Total Employees (person)	Training Hours per Person
Employee Category	Direct	10,840	343,122	439,597	28,530	12.03
	Indirect	11,134	58,440	260,392	15,781	3.7
Gender	Male	18,626	291,740	444,867	28,737	10.15
	Female	17,357	179,609	230,888	15,574	11.53

[ Note ] Training hours per Person = Hours / Total Employees

## Internal Speakers Sharing their Experiences and Supervisor Responsibilities

Each year, Wistron plans numerous training courses, holding over 80,000 digital and training courses for a total of 390,000 hours, training up to 690,000 employees on average. Particularly, 99% of the training courses were held by internal employees as speakers. For example, the number of internal speakers each year always exceeds 150 in Taiwan. Internal speakers are invited to encourage internal experience sharing. Moreover, high-level supervisors of each business division are invited to teach supervisor management courses, enabling them to serve as role models and share their experiences.

## Elite Training Future Business Reams and Leadership Training

In response to the needs of nurturing future talent and outstanding leadership, we introduced the Management Core Competency Analysis, and applied it to management training courses. Courses such as Targeted Selection, Coaching for Empowerment and individual development plan (IDP) were all conducted by using the core competency approach. In addition, we have integrated the core competency with actual work content and assisted our employees in applying what they have learned during training to actual work practice.

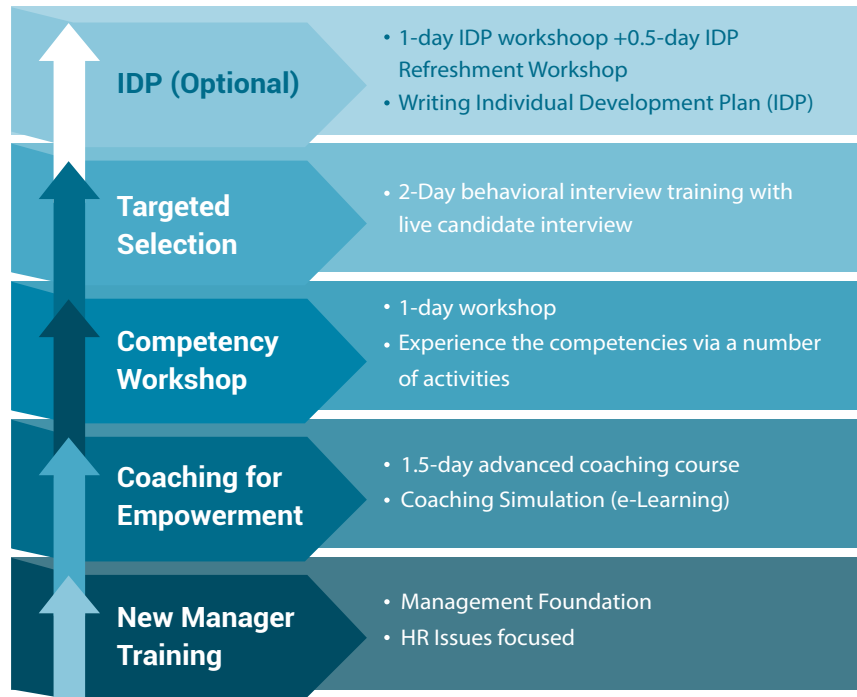
Since 2007, Wistron has been nurturing future business teams and leaders by devising individual management skills development plans for supervisors of all business units according to organizational and job demands and the personal strengths and potential capabilities of key personnel. To date, Wistron has completed five phases:

- Phase I (2007/2–5): Confirmed business needs, developed goals, and conducted talent evaluation and inspection
- Phase II (2007/6–2008/4): Introduced external senior coach and improved the ability of supervisors to train employees
- Phase III (2008/6–2009/4): Established a successful BG & BU Head paradigm, extending it to BU One Down personnel development, and designated BU Head to serve as internal training coach
- Phase IV (2009/5–2010/6): Continued to promote the BU One Down personnel development and introduced CEO/COO to execute the Executive Mentor Program for BU Head
- Phase V (2010/8–Present): Extending the implementation plan to Global Site GM/chief and deputy chief of Wistron's plants, System Technology Manager, and Corporate Function Heads

Thus far, we have achieved the following outcomes:

- Following training, almost 10 people have completed training and were being promoted to a new position.
- A corporate talent database was established, which facilitated reserving the bench depth of business group leader teams and preparing for future recruitment of young employees to the organization.
- Developed a systemized training model that expedites the implementation of talent cultivation.

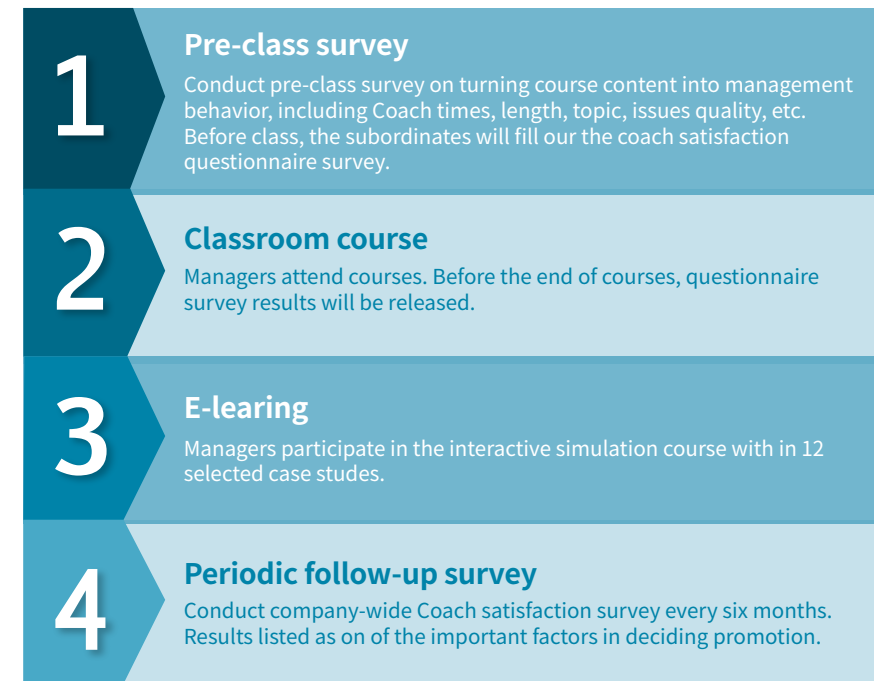
■ Management Training Roadmap



## Employee Turnover Rate: Actualizing Supervisor Instructional Skills

Employee training and cultural shaping are closely related to the ability of a supervisor to guide his/her subordinates. After training, if there is no follow-up tracking measure in place, the results will usually not last long, and the investment in learning and development will be wasted. Therefore, in our planning for training, we will integrate classroom training with real

job assignments and managers' daily coaching all together to establish an interconnected working and training environment. During this process, managers' coaching to their subordinates becomes very important. Therefore, when managers are receiving the Coach for Empowerment training, they will need to go through the following four-step assessment process.



After eight years of implementation, employee satisfaction with managers' coaching in Taiwan region has improved from 4.02 points in 2008 to 4.19 points (out of 5 points) in 2015, showing that times of coaching and the quality of interactions between managers and employees have been improved and indirectly achieved the goal of talent retention.



# Employee Care



## Staff Health and Occupational Safety

### Workplace Safety Management

Wistron has implemented the OHSAS 18001 occupational safety and health management system at its plants and office areas, promising to provide its employees with a healthy and safe working environment. This system is also used to identify high-risk occupations so that effective preventive measures can be developed to ensure employees' safety. Each year, the company conducts internal and external auditing to ascertain effective system operation and identify deficiencies for making improvements. Wistron endeavors to provide a safe and healthy operating environment for its employees, with the goal of no major occupational safety events and occupational diseases.

Relevant management systems and procedures include education and training, medical care counseling, risk control (fire and chemical leakage drills), hazard factor identification, health check-up, special job management, and promotion.

To enable employees personally experience a fire incident, Wistron's Zhongshan Plant continuously innovates its fire drills, adding two innovation items: fire evacuation simulation smoke room and fire-burning evacuation channel.

■ Education, Training, Counseling, and Prevention of Fatal Diseases and Risk Monitoring Plan

Target \ Plan	Education/Training		Consultation		Prevention/Risk Monitoring		Treatment	
	YES	NO	YES	NO	YES	NO	YES	NO
Employees	All plants	—	All plants	—	All plants	—	All plants	—
Employees' Families	Chongqing Plant	All plants except Chongqing Plant	Kunshan Plant Chongqing Plant	All plants except Kunshan Plant & Chongqing Plant	—	All plants	—	All plants
Communities	—	All plants	—	All plants	—	All plants	—	All plants

■ 2015 Statistics for Disabling Injuries of Employee

Statistics of Disabling Injuries	Neihu Headquarters		Hsichih Office Complex		Hsinchu Plant		Kunshan Plant		Taizhou Plant		Zhongshan Plant		Chongqing Plant		Chengdu Plant		Mexico Plant		Czech Plant	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Injury Rate, IR	0.07	0.09	0.04	0.05	0.40	0.13	0.21	0.24	0.39	0.31	0.11	0.01	0.23	0.16	0.17	0.03	0.53	0.84	1.34	2.14
Occupational Disease Rate, ODR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.11	0	0
Lost Day Rate, LDR	0.4	0.66	0.88	0.65	11.41	0.27	9.05	6.50	15.91	9.66	2.53	0.27	1.12	0.53	4.33	0.25	12.93	59.21	73.9	102.12
Absentee Rate, AR	30.53	89.66	32.37	112.55	700.15	398.43	75.83	108.11	944.85	1126.06	292.05	174.12	8.97	4.25	74.29	61.34	115	528	10935.49	15898.62
Total Number of Work-Related Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

■ 2015 Statistics for Disabling Injuries of Contractor

Statistics of Disabling Injuries	Neihu Headquarters		Hsichih Office Complex		Hsinchu Plant		Kunshan Plant		Taizhou Plant		Zhongshan Plant		Chongqing Plant		Chengdu Plant		Mexico Plant		Czech Plant		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Injury Rate, IR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational Disease Rate, ODR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Lost Day Rate, LDR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Absentee Rate, AR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11823.17	23171.88	
Total Number of Work-Related Fatalities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

[ Note1 ] IR = (Total # of injuries/Total hours worked) x 200,000

[ Note2 ] ODR = (Total # of Occupational diseases cases/Total hours worked) x 200,000

[ Note3 ] LDR = (Total # of lost days/Total hours worked) x 200,000

[ Note4 ] AR = (Total # of missed (absentee) days over the period/Total # of workforce days worked for same period) x 200,000

[ Note5 ] In Czech Republic, employees are entitled to go to visit their doctor during working time (frequency of their visits at doctors is NOT limited and the length of time spent at the doctors is also covering the time spent on the way), or stay at home longer time during their illness.

■ Percentage of total workforce represented in formal joint management-worker health and safety committees

Item	Taiwan	Kunshan Plant	Taizhou Plant	Kunshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant	Total
Workforce represented	13	61	24	331	75	70	46	6	626
Workforce	5,919	11,648	2,195	13,433	4,327	4,147	2,501	176	44,346
Percentage	0.22%	0.52%	1.09%	2.46%	1.73%	1.69%	1.84%	3.41%	1.41%

[ Note ] Workforce represented:

China: Committee members except chairman, vice chairman, EHS management representative and department managers

Taiwan: Employee representatives in Employee Relationship Promotion Committee

## Caring for Employee Health

As a global leading ICT industry technical service provider (TSP), Wistron fully understands the source of danger and risks inherent in a workplace. To prevent employee injury and illness, the company particularly established an OHSAS 18001 occupational safety and health management system that helps create a healthy and injury-free working environment for employees. In addition, the company has set up designated personnel at various office areas across the globe to take charge of planning employee health management and health-promoting activities. By comprehensively implementing a health management and health-promoting activity to care for employees' health, Wistron's offices and plants across the world have taken concrete actions in caring for the health of its employees.

### Establishing a Healthy Lifestyle for Ensuring the Physical Health of Wistron Employees

Health is equivalent to productivity; being healthy ensures an increase in productivity. An effective health-promoting activity can make employees healthier, energetic, and perform excellently at work. Therefore, regularly holding health-related activities to care for employees' physiological and



● The company offer employee individualized health care and medical assistance.



psychological health assists them in managing their own health so that they could isolate themselves from diseases. Nevertheless, Wistron takes actions in caring for the health of its employees.

- Building sports facilities: Encouraging the development of habitual exercising

Our offices and plants across the world have all established a multitude of sports facilities (e.g., basketball court, soccer field, table tennis, and physical health center), with "long live the sport!" as the theme to encourage employees to cultivate the good habit of exercising regularly to promote their physical health.

Wistron's Neihu Headquarter and its Hsichih Office Complex exhibited a high take-out rate among employees. Although there are a wide variety of delicious take-outs, this type of food is high in calorie, oily, salty, high in sugar, and low in fiber; thus, employees are generally overweight. In addition to building a healthy working environment, the company also promotes healthy weight plans and a "Happy Moving" exercise routine, which are supported by supervisors in leading their employees in working together toward a healthy weight management.



● The company encourage employees to exercise regularly to care physical health.



- Holding health talks: Imparting correct health-related knowledge and skills to employees

Our offices and plants across the globe regularly hold talks by inviting external experts to share new health-related knowledge and general knowledge. In addition to reminding employees to value their health in their daily lives, these talks also enable employees to learn the skills for taking care of themselves and keep themselves away from diseases. The Chongqing Plant also regularly publishes weekly newsletter, a Healthy World, through which it educates people on general medical knowledge and reminds employees to pay attention to preventing disease and staying healthy.

- Hosting physical activities: Increasing individual physical fitness

Our offices and plants across the globe regularly host team physical activities and competitions, in which monetary awards are offered to encourage employee participation. By partaking in these activities, participants could not only improve their physical fitness, but also relief their stress and build a strong physique. Employees are also encouraged to establish physical fitness clubs (e.g., bicycle, basketball, badminton, and hiking clubs), so that they could congregate the power of small groups to drive the sports culture of the company.



• Wistron establish fitness center to drive the sport culture of the company and employee' s healthy lifestyle.

- Spiritual care: Catering to employees' psychological health

In addition to physiological health care, psychological health care is urgently required in the contemporary society. Wistron has set up a psychological consultation room, a Spiritual Oasis, where professionals are hired to help employees with their psychological problems, relieve their work stress, and resolve employees' emotional difficulties.

Kunshan Plant also arranges a small psychological consultation group comprising basic-level employees and counselors who guide employees in coping with the anxiety and stress they experience from work, family affairs, and society. This enables employees to face the challenges they encounter at work and in their daily lives.

### Helping Employees Discover their Disease Early and Receive Treatment Promptly

Corporate competitiveness stems from employee health management by providing thoughtful reminders to employees to receive health checkups so that they could discover disease early and receive treatment promptly. This is a crucial topic for organizations to care for their employees and protect their competitiveness.



• Regula health inspection can ensure employee' s health.

- Establishing an eLearning system: Health education for individuals with abnormal health conditions and high-risk individuals

Neihu Headquarter and Hsichih Office Complex have established an e-learning platform to educate individuals who need specialized care for their health-related abnormalities (e.g., liver function and abnormal blood pressure level). Thus, correct knowledge regarding the causes and effects of diseases can be imparted to achieve effective self-care.

Concurrently, courses on self-health management are designed to strengthen individual health management information tracking system and to facilitate detecting health risk factors. Effective management involving continual follow-ups and treatment is provided for employees with illness to promote the health of all Wistron employees. We hope to extend our concerns to employees and their family members so that employees could work for us at ease without having to worry about anything.

- Offering individualized health care and medical assistance

Following employee health checkup, specialists are arranged to undergo effective health management. Through the company's people-centric healthcare platform, health specialists regularly conduct follow-ups, telephone interviews, reminders to seek medical attention, medication use, or medical consultation according to individual medical health needs or improvement goals. These specialists also hold health-promoting talks. For employees with catastrophic illness, medical arrangements and subsequent medical assistance are provided. Each plant provides employees with a comprehensive medical nursing care by setting up a physician health care service center or medical rooms that are serviced by nurses.

The Taizhou Plant properly utilizes government resources to arrange annual checkups exclusive to female employees only. Every month, free prenatal tests are given to pregnant employees. The Neihu Headquarter arranges free cancer screening tests during its annual health examination, thus enabling employees to conveniently utilize existing resources to have their personal health condition checked.

- Enhancing employee health: Regular arrangement of health check-ups

To ensure employee health, Wistron's office areas and plants across the world not only regularly arrange health examinations for its employees, but also periodically organize special health checks for employees who work in specialized environments (e.g., high noise, high dust level, and exposure to X-ray and tin(IV) oxide). Moreover, specialists are also hired to provide regular checkup reminders and medical assistance to employees with abnormalities in their health condition.

- Providing medical health insurance: Staying healthy without worry

The Chongqing Plant enrolls its employees into medical health insurance programs (including insurance for catastrophic illnesses). Thus, when employees develop catastrophic illnesses, they could apply for reimbursement through their medical health insurance, thereby alleviating their medical burden. In Taiwan, employee group medical health insurance is also provided, which elevates health care quality and mitigates health care burdens. Wistron's office areas and plants across the globe have all systematically established medical resources that are made available to employees or their family members who have catastrophic illnesses.



## Building an Uninterrupted Communication Channel to Listen to Employees' Voices

Wistron respects personal liberty and individual rights. It shall respect the right of employees to associate freely. We believe that through valuing employees' rights and listening to their voice could effectively establish the mutual consensus between employees and the company. A staff-respected and harmonious working environment could not only let employees fully show their expertise but also enhance the sustainable development of the company, creating a win-win situation. Moreover, it keeps the line of communication open for suggestions from each office and plant, to fully understand the needs and expectations of employees with regard to workplace safety and health. Employees are free to give their suggestions, requests or feedbacks. All opinions and comments will be treated sensitively and confidentially.

### Effective Communication For Immediate Dissemination

An effective communication is what employees expect. Wistron's office areas and plants worldwide have set up an Employee Relationship Promotion Committee, which regularly holds labor communication meetings. The highest executives and departmental employees are assigned to attend these meetings as representatives of their office or plant. During these meetings, company operations and employee suggestions are communicated bilaterally. All employee representatives could openly communicate to management levels in person without having to worry about being avenged, threatened, or harassed. Following a meeting, a

meeting minute detailing the responses and resolutions made is compiled and announced on the company's website within 7 days of the meeting; any changes to company operations are announced by relevant units.

### Ensuring An Uninterrupted Communication Channel To Maintain 100% Response

Listening to employee voices and providing employees with a safe working environment create a consensus that yields mutually beneficial outcomes for employees and the company. Valuing employee opinions can encourage employees to express more constructive opinions and continuously invest positive strength in company growth. Thus, employees could grow with the company and share the outcomes of the company's business performance.

#### Employee Communication Channels

Communications Channel	Taipei office	Hsinchu Plant	Kunshan Plant	Taizhou Plant	Zhongshan Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant
Employee Relations Promotion Committee	V	V	V	—	V	V	V	V	V
CEO Mailbox	V	V	V	V	V	V	V	V	V
Employee Suggestions Box	V	V	V	V	V	V	V	V	V
Employee Complaints Hotline	V	V	V	V	V	V	V	—	—
New Employee Seminar	V	V	—	V	V	—	V	—	V

[ Note ] "V" indicates that this communications channel is in place.

## Valuing Employee Welfare And Providing A Positive Working Environment

Creating a safe, secure working environment for employees and emphasizing the importance of employee welfare are the responsibilities of a happy enterprise as perceived by employees, because such enterprise not only allows employees to work happily and remain working for the organization, but also attracts outstanding talents to the organization.

Wistron cares for its employees and stresses the importance of employee welfares. In addition to its basic welfares conforming to legal requirements, Wistron endeavors to improve employees' quality of life. Wistron aims to achieve a balance between work and quality of life by offering a diverse array of welfare packages according to the needs of different employees, their age, gender, and the regions and countries in which they reside. The office complexes in Taiwan have funded the establishment of Occupational Welfare Committee in accordance with regulations, hiring designated personnel to plan various employee welfare activities and services. Wistron's



● Taizhou plant held special activities on Thanksgiving day to strengthen mutual care between the employees.

overseas plants also have designated personnel to arrange various sorts of welfare events, providing comprehensive care and a heartwarming, happy working environment.

### Hosting a diversity of activities: Enriching living experiences

Holding a variety of activities for employees not only enriches their lives but also helps them relieve their work stress. Our overseas plants employ numerous foreign employees; therefore, the company arranges various activities in the company dormitories, encouraging employees to engage in leisure activities during their free time. On national public holidays, special festive events are held for employees who cannot return home to celebrate such special days. Thus, employees could celebrate special occasions while coping with their homesickness. The office complex in Taiwan frequently hosts talks, DIY activities, and experiential and fun competitions. Such fun-filled leisure activities enrich employees' living experiences and help them balance their work and life.

### Wistron supervisors emphasize the importance of teamwork

Wistron values team relationships by gathering departmental members through team activities to establish a tacit understanding among team



● The company values team relationships.

members. Thus, everyone could support each other at work and in their daily living activities. Therefore, Wistron frequently holds team activities, encouraging supervisors to lead their members in forming a team and participating in competitions. This is one distinctive characteristic of Wistron. Wistron's office areas and plants across the global designate a day in a year as Family Day or Team day, during which each business division's highest executive personally lead his/her team in fighting for honor. This way, employees could build a strong tacit team understanding by partaking in these team activities.

### Encouraging pregnancy: Provision of generous parental compensation

Taiwan's birth rate received global bottom ranking in 2015. To encourage Taiwanese employees to contribute toward increasing birth rate, the company started offering birth compensation to the value of NT\$60,000 per birth since April 2015. In 2015, Wistron's employees contributed 308 new born babies to Taiwan's society in 2015.

In addition to birth compensations for promoting birth rate, a safe and secure working environment is also important to employees, because such



● Safe and happy working environment is most important to employees.

an environment enables employees to dedicate themselves to work without having to worry about anything. We will continue to attach increased importance to employees' welfare, caring for their needs, and raising their job satisfaction and quality of life, so that employees could work at ease and live happily.

### Working at ease and living happily

Wistron's plants in China employ many foreign employees; the dormitories also provide high-quality living environment and fully equipped facilities to cater to the daily needs of employees living in the dormitories.

Employee dormitories are equipped with furniture and equipment required for daily living such as study desks, cupboards, air-conditioner, bathroom, toilets, water-vending machines, washing machines, television, and turnstiles, to provide highly efficient and convenient services, thereby creating a safe and comfortable living environment for employees.

Employee dormitories are equipped with furniture and equipment required for daily living such as study desks, cupboards, air-conditioner, bathroom, toilets, water-vending machines, washing machines, television,



● Working at ease and living happily.

and turnstiles, to provide highly efficient and convenient services, thereby creating a safe and comfortable living environment for employees.

Daily living facilities comprise basketball court, ping pong ball table, badminton court, e-reading room, pool table, movie theater, chess and card game room, KTV, and other entertainment facilities, enabling employees to engage in their interest and hobbies during their free time while enjoying the fun of life.

### Emphasizing the importance of cultural literacy activities

Offices and plants across the global all value the importance of cultural activities by regularly holding diverse arts activities to improve cultural literacy. The office complex in Taiwan has invited experts in calligraphy to give calligraphy classes that expose employees to the beauty of Chinese traditional arts, thereby cultivating their personal spirituality. Chengdu Plant holds cultural arts festivals each year, collecting calligraphic, photography, and artworks to exhibit them. The office complex in Taiwan has set up a cultural office that is responsible for holding various types of cultural activities to deepen employees' cultural literacy. These activities include:

- Arranging a diversity of cultural activities such as cultural talks and integrating art activities into office activities.



• The company held the calligraphy lesson to encourage employee to get into the hobby.

- Adequately utilizing external resources to arrange a rich diversity of cultural and arts activities, which attract participation among employees and their family members, thereby enriching the cultural aspects of the company.
- Establishing Wistron Entertainment Facebook group, which encourages Wistron employees who are also art lovers to recommend and share their cultural and arts experiences and event information online.
- Since 2014, Wistron has planned a Wistron Metro Rider activity to encourage employees to travel on the MRT to get to know the beauty of their city, thereby deepening local culture and public participation.

The company's effort in supporting cultural and arts activities and valuing employees' cultural literacy has been awarded the 2013 Wenxin Award by the Ministry of Culture as a form of recognition of its effort.



• The photograph lesson enrich employee' s life.



# Social Participation and Care



Wistron fulfills its corporate, environmental and social responsibilities and have set the Wistron Charity Management Guidelines, clarifying the following two directions for social welfare activities participation:

- 1.Environment: dedicate dedication in to the care, protection and sustainability of the natural environment and ecology.
- 2.Human: provision of humanistic and social concern as well as assistance and support, especially for children and disadvantaged groups.

Wistron strongly encourages its employees to participate in social charity events. We instruct our administration units around the world to designate personnel to take charge of planning and implementation tasks. With the collective efforts of our offices and plants all over the world in continuously promoting charity events, we encourage employees to proactively organize social groups and leverage their creativity in charity events and take action in contributing to the society.



2015 Summary of Wistron's Social Investments

Unit: NTD

Item	2015	2014	2013
Corporate Participation and Public Welfare Sponsorships (including Wistron Foundation)	45,431,642 (including Wistron Foundation 28,793,352)	32,776,967 (including Wistron Foundation 20,991,946)	39,662,978 (including Wistron Foundation 32,934,330)
Charitable Activities of the Employee Welfare Committee/the company	532,425 (including Wistron Foundation 44,604)	3,476,968 (including Wistron Foundation 816,969)	4,578,940 (including Wistron Foundation 89,756)
Employees' Voluntary Participation in company-initiated Social Welfare Activities	3,240,990	3,419,268 (including Wistron Foundation 358,418)	2,061,533 (including Wistron Foundation 283,000)
Total Amount of Social Investment	49,205,057	39,673,202	46,303,451

[ Note 1 ] The above table includes the Taiwan office, Kunshan Plant, Taizhou Plant, Zhongshan Plant, Chengdu Plant, Chongqing Plant, Mexico Plant and Czech Plant as well as Wistron Foundation

[ Note 2 ] Exchange Rate: Exchange Rate: RMB: 5.0788, USD: 31.9160, CZK: 1.2987, MXN: 2.0100, EUR: 35.4149



Wistron encourage employee to participate charity activities.



## Caring for the Society

### Contributing to society

To contribute to community and encourage learning, Wistron offers scholarship to communities situated around its plants, encouraging underprivileged learners and those who have shown outstanding school performance. In 2015, the Kunshan Plant donated scholarship to the value of RMB300,000; Huanan Plant participated in the Zhongshan Ten Thousand Walk Charity Event, donating RMB350,000 for use in supporting the impoverished; and Taizhou Plant donated a scholarship of RMB150,000 for encouraging underprivileged students and students with outstanding school achievement to commit to learning.

### Valuing the safety of employee activities

In June 2015, the Formosa Fun Coast explosion incident led to almost 500 casualties. The company and its employees voluntarily donated a total amount of NT\$5 million to aid the incident and took concrete actions in supporting and helping the victims. More importantly, because of this incident, we learned how important it is to value the safety of employees and protect employee and family safety.



Wistron offers scholarship to contribute to community and encourage learning.





## Encouraging Employee Participation: Extending Social Care

### Hand-in-hand: Heartwarming gifts of love from Wistron volunteers

With the hope of giving underprivileged children the chance to experience the beauty of life, Wistron's Neihu Headquarter specifically planned a Hand-in-Hand project. In this project, volunteers guide children from children's homes to visit exhibitions and participate in activities on holidays and weekends. During their participation process, these volunteers have devoted their love to the children whilst gaining learning and living experiences. This not only brought emotional warmth to these children, but also enriched the life of the participating volunteers.

### Setting up a public interest website: Encouraging social participation among employees

Wistron's offices in Taiwan have set up a designated area on its website for promoting charity events. Through this website, domestic charity groups are



● Hand-in-hand project is Wistron volunteer's special project, they guide and accompany underprivileged children on holiday and weekends.

introduced to employees so that they could sign up to serve as volunteers and make small donations; items for charity sales are also collected to encourage employees to purchase them and support charity groups. In 2015, the Wistron Welfare Public Interest website page contributed to over NT\$3million worth of donations and charity sales with the efforts of more than 20,000 people.

### Encouraging establishment of social groups: Meeting friends with love

The company motivates its employees to form social groups and enrich their daily living. Its Chongqing, Kunshan, Zhongshan, and Mexico Plants have all set up a Loving Community, in which members regularly visit social welfare institutions (e.g. old age homes and orphanages), make donations, provide companionship to elderly adults or orphans regularly, or organize performances and shows to spend time with them on special occasions. The Hsinchu Plant in Taiwan has established a Handcraft Arts Club, in which club members hand-make art works after their working hours; these art works are then sold in the company, and the money made is donated to community orphanages.



● Wistron motivate employee to form social group and enrich their life.

### Wistroners donating blood: A little thought but a meaningful act

A simple act of donating blood poses a significant meaning. Wistron's global offices and plants arrange blood donation activities every year, encouraging employees to donate a bag of blood, which may save the life of a person. The offices in Taiwan regularly hold blood donation activities every four months. In 2015, over 2000 people had donated blood, donating a total of 3,407 bags of blood.

We realize that CSR must be incorporated in a corporate management strategy. Promoting CSR can not only bring competitive advantages for the company, but also benefit the company and enhance our corporate social value. In future, Wistron Foundation will continue to support cultural-rich projects and actively motivate employee participation to increase the cultural literacy of employees. Concurrently, more people in the society are motivated to protect earth resources and care for underprivileged groups in the community, thereby creating a more harmonious and beautiful living environment.



● More than 2,000 people in Taiwan office had join the blood donation activities.

### Gifts of warmth: Collective efforts of Wistroners on special occasions

Wistroners care for underprivileged families. Many employees of its office complex in Taiwan have taken the initiative to donate festive gift boxes provided by the Welfare Committee, delivering their love to the Hsichih and Hsinchu Children and Family Centers. Thus, the children in these homes could celebrate the festive season with warmth and love. The Loving Community of the Zhongshan Plant and Chengdu plant has also visited community welfare institutions and participating schools to spend time with members on special occasions.



● Many employee donate their festive gift to underprivileged families to deliver their love and caring.

# Wistron Foundation



Since 2003, Wistron has started placing its focus on nature and humanity by first cooperating with the Society of Wilderness (SOW). Starting from 2004, Wistron cooperated with the SOW in hosting a Children's Nature Camp, combining SOW's resources throughout Taiwan and sponsoring disadvantaged children to participate in this program. Beginning in 2006, Wistron and SOW jointly adopted the Fuyang Eco Park in Taipei City. In 2010, the Wistron Foundation was established. The Foundation is oriented toward four goals, namely, protecting the earth, cherishing life, improving literacy, and creating value. With "altruism" as the starting point, the Wistron Foundation supports different charity partners and engages in long-term cooperation with them in supporting and implementing projects.

Regarding environmental conservation and areas of concern, Wistron Foundation sponsored the Shuanglianpi Environmental-Education Center hosted by the SOW, jointly adopted the Fuyang Eco Park and Children's Nature Camp, cooperated with Tainan Community University in promoting the Water Resource Investigations and Supervision Center and the Old Tree and Habitat Restoration Project, promoted the Taiwan Amphibian Conservation Volunteer Program organized by the Amphibian Conservation Laboratory of the National Dong Hwa University, and supported the Qingshui Wetland Landscape Maintenance and Industrial Cultivation Project organized by the Taiwan Ecological Engineering Development Foundation.

When initiating related projects, Wistron Foundation not only makes sponsors, but also gathers its employees to jointly participate in these projects. Since 2013, Wistron employees use their off-work time to train volunteers. The Natural Humanities Series has transformed from allowing technologists and their family members to jointly participate in a series of natural and cultural activities, through which they can gain an understanding of the beauty of nature in Taiwan and learn about respecting nature, to



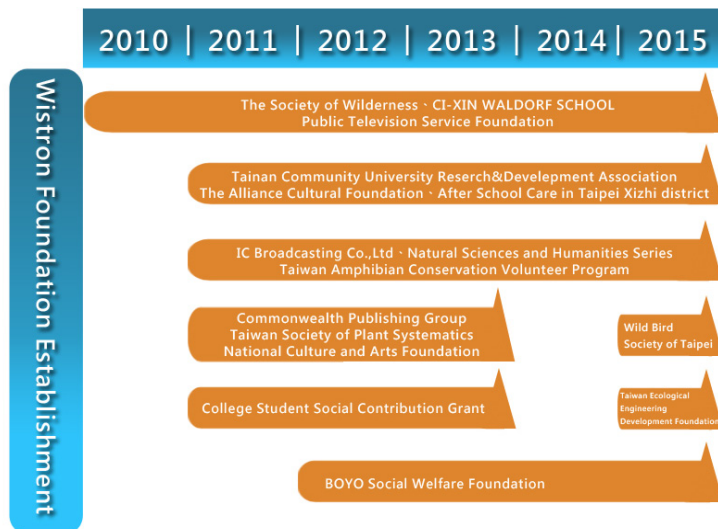
activities where participants become a one-day scientist who partakes in Changhua far eastern curlew investigations, rehabilitation of water terraces, and conservation of wetlands.

Humanity education involves the “Teacher training campaign and professional Waldorf teacher cultivating programs” on the Waldorf education system; The Alliance- Hualien Taitung Project and the After-School Studying Class for Disadvantaged Children by the Glory Church. Wistron Foundation also supports the filming and production of films including (1) cultural humanity and ecological documentaries such as Ebb and Flow, A Year in the Cloud: Smangus, and A Town Called Success (by Public Television Service) and Terraced Fields: Gongliao (National Geographic Channel), (2) movies such as Beyond Beauty - Taiwan From Above by Po-Lin Chi, and Fly, Kite Fly by Chieh- Te Liang, and (3) broadcast shows such as the Collection of Poems and the “Taiwanese Proverbs Selection” by IC Broadcasting. In

addition, many documentaries have also been recognized both domestically and internationally.

In 2015, Wistron Foundation aims to strengthen the tie between people and their land by protecting bird species (e.g., Siberian White Crane & Raptor), rehabilitating water terraces, purchasing products, and promoting farmers to adopt friendly farming techniques in replace of using pesticides. All of these actions contribute to caring living species and our natural land. To enhance humanistic culture, private educators have developed a paradigm for education with the expectation of successfully driving the reform of mainstream education. With just a thought, members of charity groups have endeavored to cooperate with multiple units in initiating a series of incredible cycle that enables us to witness the harmony and co-prosperity between people and the nature.

■ Cooperation duration between Wistron Foundation and its partners



## Environmental Education and Awareness

### Children' s Nature Camp

The long-term companionship team of SOW (The Society of Wilderness) regularly accompanies children to allow them to experience nature and the beauty of it. The Experiential Camp is aimed at providing local services for long periods and broadening children's knowledge about nature. Since 2004, Wistron Foundation has cooperated with SOW in hosting the annual Children' s Nature Camp for Disadvantaged Children, combining SOW's resources throughout Taiwan. To date, over 9,200 children from disadvantaged families in Taiwan have participated in this camping program.

### Water Resource Investigations and Supervision Center, Old Tree and Habitat Restoration Action

Wistron Foundation has cooperated with the Tainan Community University Research & Development Association, continued to invest in water resources and conduct forestry conservation surveys and inspections,



● Devotion to investigations on water resources and forest preservation.



hosted international soil exhibitions, offered environmental courses for schools and communities, and provided video-based promotions to increase environmental awareness.

The Old Tree and Habitat Restoration Action implemented in 2015 involved not only rescuing old trees in Tainan, but also recruiting people to help manage tree citizen communities and restore the forestry habitats of Bauhinia in Tainan parks, as well as participating in government-planned supervisions and promotions.

### Shuanglianpi Environmental-Education Center

In 2015, Wistron Foundation has continued to improve the infrastructure of its ecological classroom, research and develop educational projects, promote environmental education, increase the application of friendly farming techniques, and assist farmers in selling their agricultural products. Furthermore, it has conducted the Wetland Animal Protection Pilot Project. By the end of 2015, over 41,000 citizens have personally visited the Shuanlianpi Ecological Classroom and participated in nature-related activities.



● Safeguarding Shuanglian Reservoir Wetland.



## Fuyang Eco Park

Starting in 2015, Wistron Foundation has incorporated a new park management concept to Fuyang Eco Park in Taipei City, with the hope of transforming parks in Taipei into actual ecological parks. To date, we have cultivated over 280 volunteers who have provided guided eco tours, nature seminars, and environmental education to approximately 16,000 students and citizens.

## Natural Humanities Series

In 2015, Wistron Foundation has continued to host technologist activities and cooperated with Taiwan Ecological Engineering Development Foundation to maximize the strengths of Wistron's volunteers who are devoted to working holiday activities to assist with a variety of tasks such as water terrace restoration, landscape maintenance of Qingshui wetland, and environmentally friendly cultivation. By participating in these activities, technologists can perceive the friendly cycle of a sustainable ecology. In 2015, 260 volunteers participated in the working holiday activity. Thus far over 990 individuals have experienced the technologist activities.



● Rallied employee-volunteers to participate in working holiday program.

## Education and Concern for Humanities

### Experimental Education and Reform: Ci-Xin Waldorf School

In 2015, the Wistron Foundation continued to sponsor the “Teacher training campaign and professional Waldorf teacher cultivating programs” . This year, the Waldorf Experimental Elementary School was restructured into County-based Waldorf Experimental Senior High School, which implements a 12-grade education system. This system cultivates both students and teachers, and also grants parents the right to choose, students the right to receive education, and teachers the right to advocate their professionalism.

### A Collection of Poems and the Intelligence of Taiwanese

The Intelligence of Taiwanese broadcasted by IC Broadcasting “Taiwanese Proverbs Selection” . to listeners, enabling them to not only listen to the language of Taiwan, but also understand the origin of the Southern Min. A Collection of Poems focuses on the classic poems of the Tang and Song



● Supported a Teacher Training System and Professional Teacher Cultivation Plan.



Dynasties, providing a 5-min introduction on a poem a day. Through these broadcasts, Wistron Foundation hopes that listeners can develop a new type of living experience and taste and gain a deeper understanding of traditional Taiwanese lifestyles that posit letting nature take its course.

## Documentary of Taiwan's Nature and Humanity: Fly, Kite Fly and Terraced Fields: Gongliao

In 2015, the Fly, Kite Fly movie directed by Liang documents the story of how Cheng-Chong Shen devoted 20 years of his life into black kite conservation. This movie crossed temporal limitations and surpassed the boundary of Taiwan, completely documenting the environmental damages posed by black kites and the reason behind their extinction. This movie achieved the Environmental Protection Award of the 12th Japan's World Natural Wild Life Animal Photography Exhibition.

Cooperating with the National Geographic Channel, Wistron Foundation produced the documentary of Terraced Fields: Gongliao, which focuses on the Hsiao family living by the terraced fields of Gongliao. This film documents the intergenerational terraced fields of the Hsiao family and how they cultivate these fields. By using traditional pesticide-free cultivation techniques, the Hsiao family was able to provide a habitat and breeding land



● A serial sponsorship of domestic documentaries in humanity and ecology.

for numerous rare species, thereby manifesting the harmonious relationship and co-existence between nature and people. This film has attracted 228,000 viewers.

## The Alliance- Hualian Taitung Project

In 2015, Wistron's charity platform continued to overturn the education system implemented in rural areas. It has actively established an international experimental high school, helping three vocational schools to promote a uniform education platform and the overturning of education systems. By cooperating with multiple foundations, frontline book stores, and after-school tutoring centers, Wistron combines various professions in solving different problems. The charity platform is aimed at overturning the mainstream education of rural areas through the teaching experiences accumulated in these areas.

## Service-Loving Technologists: Study Class for Disadvantaged Children

Since September 2013, Wistron Foundation has been recruiting Wistron employees to volunteer in after-school tutoring services for children attending an accompany study class in Hsichih, New Taipei City. For long



● Expanding introduction of flipped classrooms in the rural communities.

periods, these volunteers tutor disadvantaged students of junior high schools, accompanying them through their critical periods of growth. During their off-work hours, employees provide academic guidance and companionship to designated students, granting these students equal opportunities to diverse learning. Wistron's service-loving tutor volunteers have serviced for a total of 3,500 hours by the end of 2015.

## Corporate Participation

- Sponsored the Qingshui Wetland Landscape Maintenance and Industrial Cultivation Project organized by the Taiwan Ecological Engineering Development Foundation
- Sponsored the 2015 Chishang Autumn Rice Harvest Arts Festival by the Lovely Taiwan Foundation
- Sponsored the show series, "The Life of People and Land" , broadcasted by UNI FM96.7
- Sponsored the Boyo Social Welfare Foundation–Study Class for Rural and Disadvantaged Children
- Initiated the Taiwan Amphibian Conservation Volunteer Program organized by the Amphibian Conservation Laboratory of the National Dong Hwa University
- Sponsored the Wild Bird Conservation and Ecological Sustainability project by the Wild Bird Society of Taipei
- Sponsored the Free Reading Charity Program "Global Kids Junior Monthly"– A Glimpse of Taiwan and Taiwanese Children from Global View Magazine
- Sponsored the International Cultural Exchange Activities of " Bird and Water Dance Ensemble" by Visual Disability Dance Regiment
- Sponsored the Life Education of Rural Areas, hosted by Eden Social Welfare Foundation
- Sponsored the 2015 Fubon LPGA Taiwan Championship
- Sponsored the 2015 TLPGA and Royal Open
- Sponsored the Crime Free City program organized by the Association of No Crime, R.O.C.
- Sponsored the Formosa Fun Coast Explosion Relief Project hosted by the New Taipei City Social Assistance Account
- Achieved the Ecological Documentation Contribution Award by the Endemic Species Research Institute of the Executive Yuan Council of Agriculture

# Statement

## INDEPENDENT ASSURANCE STATEMENT

### Introduction and objectives of work

BUREAU VERITAS Certification Taiwan has been engaged by Wistron Corporation to conduct an independent assurance of its "2015 Corporate Sustainability & Social Responsibility CS<sup>2</sup>R Report". This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the "2015 Corporate Sustainability & Social Responsibility CS<sup>2</sup>R Report" are the sole responsibility of the management of Wistron Corporation. Bureau Veritas Certification Taiwan was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on the accuracy and reliability of information included, and on the underlying systems and processes used to collect, analyse and review it.

### Scope of work

Wistron Corporation requested Bureau Veritas Certification Taiwan to verify the accuracy of the following:

Data and information included in the 2015 Corporate Sustainability & Social Responsibility CS<sup>2</sup>R Report - for the year 2015

Evaluation of the Report against the main principles of the AA1000 Assurance Standard

- Completeness (principle of inclusivity)
- Materiality
- Responsiveness

Evaluation of the Report against the principles of Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness, and Balance, Comparability, Accuracy, Timeliness, Clarity, Reliability, as defined in the GRI Sustainability Reporting Guidelines G4.

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

activities outside the defined verification period;

positional statements (expressions of opinion, belief, aim or future intention by Wistron Corporation) and statements of future commitment.

The report does not assure the information comes from the locations beyond Taiwan, China, and Czech Republic sites, which places are not in the assurance scope.

### Methodology

As part of its independent verification, Bureau Veritas Certification Taiwan undertook the following activities:

1. Interviews with relevant personnel of Wistron Corporation – 70 employees interviewed.
2. Review of documentary evidence produced by Wistron Corporation including the public finance reports.
3. Visits to sites located at Taipei, Hsinchu, New Taipei city in Taiwan, Jiangsu-Kunshan, Guangdong-Zhongshan, Sichuan-Chengdu and Chongqing in China and Czech Republic to assure the information correctness.

4. Sample-based review of performance data that Wistron described in the report.
5. Review of Wistron Corporation systems for quantitative data and qualitative analysis by sample-based checks of the processes for gathering and managing the data included in the report.
6. Review of the stakeholder engagement process.
7. Understanding and interview on the policies, and review of the relationship between the opinions from the stakeholder and the policies.
8. Observing the AA1000 APS, and assuring the scope of work to be in compliance with the AA1000AS.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance. For this assignment, we have used the International Standard on the GRI Reporting Framework and of AA1000 Typell.

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

### Our findings

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

1. The information and data included in the scope of our assurance are accurate, reliable and free from material mistake or misstatement;
2. The information is presented in a clear, understandable and accessible manner;
3. The "2015 Corporate Sustainability & Social Responsibility CS<sup>2</sup>R Report" provides a fair and balanced representation of activities during the year 2015.;
4. The information in the "2015 Corporate Sustainability & Social Responsibility CS<sup>2</sup>R Report" allows readers to form a balanced opinion of Wistron Corporation activities and performance during the year 2015.;
5. Wistron Corporation has established appropriate systems for the collection, aggregation and analysis of relevant information;
6. The Report properly reflects the organisation's alignment to and implementation of the AA1000 Assurance Standard principles of Inclusivity, Materiality and Responsiveness in its operations. Further detail is provided below;

### Alignment with the principles of AA1000AS

#### Materiality

- We cannot point out any substantial aspects of "2015 Corporate Sustainability & Social Responsibility CS<sup>2</sup>R Report" missed by the company's management when making the Report or omitted purposely from reporting.
- Information presented in the Report and on the corporate web site is significant for stakeholders and can have an impact on their future decisions and behavior toward the company. The Report addresses the range of environmental, social and economic issues of concern that Wistron Corporation has identified as being of material importance.
- The identification of material issues has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns. The



## Statement

performance is the result from their system management result. The Materiality issue is concerning about the focus on clients.

### Completeness

- Proceeding from our verification, we cannot name any unit/object of Wistron which is substantial for social reporting but not reflected in the Report's consolidated information.
- We think that the initial data of Wistron about the key indicators of performance were united and presented in the Report correctly. We did not find out any failures which might influence the completeness of disclosing activity indicators in the Report.
- Alongside with this we think that in describing management approaches, the company could have revealed more completely the general organizational objectives in relation to effectiveness with regard to each category of aspects.
- The Report accurately reflects the Wistron Corporation's understanding and management of the material issues it has identified. All areas and activities over which the organisation exercises influence or control have been considered for inclusion, without undue omission. Completeness of information has been pursued via established governance, customer focus and risk management processes.

### Responsiveness

- Wistron Corporation is responding to issues that have identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

### GRI report Structure

Wistron Corporation does fully provide the information to achieve the GRI G4 'core' in accordance, and the performance indices do correspond and can be cross referenced to the content of relevant GRI Guidance.

### Key areas for ongoing development

Based on the work conducted, we recommend Wistron Corporation to consider the following:

- Verify the quantification description throughout the report with an effective methodology. (MATERIALITY)
- Extend the stakeholder engagement process to formally capture stakeholders' concerns and views in a structured manner across the organisation and also invite the 3<sup>rd</sup> party to participate the process. (MATERIALITY)
- Top management involvement of social responsibility topics could be enhanced through a more effective methodology. (COMPLETENESS)

### Limitations and exclusions

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

- activities outside the defined reporting period and scope;
- statements of commitment to, or intention to, undertake action in the future;
- statements of position, opinion, belief and / or aspiration;
- additional content on [http://www.wistron.com/about/cs2r\\_report.htm](http://www.wistron.com/about/cs2r_report.htm) ;
- any information hyperlinked from the web-based Report;
- description to explain specific forced labour breach.

Much of the operating financial data in this Report is taken from Wistron Corporation, Annual Reporting and accounts, which is separately audited by an external auditor and therefore excluded from the scope of the Bureau Veritas assurance.

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

### Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with almost 185 years history in providing independent assurance services. Bureau Veritas 2015 full year revenues reached 4.6 billion euros. The Group's adjusted net profit for 2015 reached 420 million euros.

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

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities.

Bureau Veritas Certification Taiwan

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



BUREAU  
VERITAS

Technical Reviewer: \_\_\_\_\_

Date: 25/May/2016

Assurer : \_\_\_\_\_

Date: 25/May/2016

## GRI Index Table

General Standard Disclosures	Page	External Assurance Indicate if the Standard Disclosure Item has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
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## GRI Index Table

General Standard Disclosures	Page	External Assurance Indicate if the Standard Disclosure Item has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
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Material Aspects	DMA and Indicators	Omissions	External Assurance	
List identified material Aspects.	List Specific Standard Disclosures related to each identified material Aspect, with page number (or link).	In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.	
REPORT				
Economic Performance	G4-DMA	050	None	Yes, p.175~178
	G4-EC1	050~051	None	Yes, p.175~178
	G4-EC2	056~058	None	Yes, p.175~178
	G4-EC3	122~123	None	Yes, p.175~178
	G4-EC4	050	None	Yes, p.175~178

## ■ GRI Index Table

Material Aspects	DMA and Indicators		Omissions	External Assurance
List identified material Aspects.	List Specific Standard Disclosures related to each identified material Aspect, with page number (or link).		In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
Market Presence	G4-DMA	120	None	Yes, p.175~178
	G4-EC5	123	None	Yes, p.175~178
	G4-EC6	120	None	Yes, p.175~178
<b>CATEGORY: ENVIRONMENTAL</b>				
Materials	G4-DMA	066	None	Yes, p.175~178
	G4-EN1	067	None	Yes, p.175~178
	G4-EN2	067	None	Yes, p.175~178
Energy	G4-DMA	068~071	None	Yes, p.175~178
	G4-EN3	069~070	None	Yes, p.175~178
	G4-EN5	070	None	Yes, p.175~178
	G4-EN6	071~072	None	Yes, p.175~178
Water	G4-DMA	075~076	None	Yes, p.175~178
	G4-EN8	077~078	None	Yes, p.175~178
	G4-EN9	075~076	None	Yes, p.175~178
	G4-EN10	077	None	Yes, p.175~178
	G4-EN2	067	None	Yes, p.175~178
Emissions	G4-DMA	072~073, 075	None	Yes, p.175~178
	G4-EN15	073~074	None	Yes, p.175~178
	G4-EN16	073~074	None	Yes, p.175~178
	G4-EN17	074	None	Yes, p.175~178
	G4-EN18	074	None	Yes, p.175~178
	G4-EN19	071~072	None	Yes, p.175~178
	G4-EN20	075	None	Yes, p.175~178
	G4-EN21	075	None	Yes, p.175~178
Effluents and Waste	G4-DMA	078~079, 082~084	None	Yes, p.175~178
	G4-EN22	083	None	Yes, p.175~178

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Material Aspects	DMA and Indicators		Omissions	External Assurance
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	G4-EN23	081~082	None	Yes, p.175~178
	G4-EN24	082	None	Yes, p.175~178
	G4-EN25	081~082	None	Yes, p.175~178
	G4-EN26	082	None	Yes, p.175~178
Products and Services	G4-DMA	108~112	None	Yes, p.175~178
	G4-EN27	108~109	None	Yes, p.175~178
Compliance	G4-DMA	064~065	None	Yes, p.175~178
	G4-EN29	065	None	Yes, p.175~178
Overall	G4-DMA	084	None	Yes, p.175~178
	G4-EN31	085~086	None	Yes, p.175~178
Supplier Environmental Assessment	G4-DMA	088~092	None	Yes, p.175~178
	G4-EN32	090	None	Yes, p.175~178
	G4-EN33	088~092	None	
<b>CATEGORY: ENVIRONMENTAL</b>				
<b>LABOR PRACTICES AND DECENT WORK</b>				
Employment	G4-DMA	119	None	Yes, p.175~178
	G4-LA1	120	None	Yes, p.175~178
	G4-LA2	122~123	None	Yes, p.175~178
	G4-LA3	124	None	Yes, p.175~178
Labor/ Management Relations	G4-DMA	147~148	None	Yes, p.175~178
	G4-LA4	148	None	Yes, p.175~178
Occupational Health and Safety	G4-DMA	136, 141~146	None	Yes, p.175~178
	G4-LA5	139~140	None	Yes, p.175~178



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	G4-LA6	137~138	None	Yes, p.175~178
	G4-LA7	136	None	Yes, p.175~178
Training and Education	G4-DMA	128~134	None	Yes, p.175~178
	G4-LA9	130	None	Yes, p.175~178
	G4-LA10	129	None	Yes, p.175~178
	G4-LA11	123	None	Yes, p.175~178
Diversity and Equal Opportunity	G4-DMA	118~119	None	Yes, p.175~178
	G4-LA12	118	None	Yes, p.175~178
Equal Remuneration for Women and Men	G4-DMA	122~123	None	Yes, p.175~178
	G4-LA13	122~123	None	Yes, p.175~178
<b>HUMAN RIGHTS</b>				
Non-discrimination	G4-DMA	124~125	None	Yes, p.175~178
	G4-HR3	122	None	Yes, p.175~178
Freedom of Association and Collective Bargaining	G4-DMA	091~092, 140~148	None	Yes, p.175~178
	G4-HR4	092, 147	None	Yes, p.175~178
Child Labor	G4-DMA	091~092, 125~126	None	Yes, p.175~178
	G4-HR5	092, 125~126	None	Yes, p.175~178

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Material Aspects	DMA and Indicators		Omissions	External Assurance
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Forced or Compulsory Labor	G4-DMA	091~092, 126	None	Yes, p.175~178
	G4-HR6	092, 126	None	Yes, p.175~178
<b>SOCIETY</b>				
Anti-corruption	G4-DMA	045~047	None	Yes, p.175~178
	G4-SO3	045~047	None	Yes, p.175~178
	G4-SO4	045~047	None	Yes, p.175~178
	G4-SO5	045~047	None	Yes, p.175~178
Public Policy	G4-DMA	047~048	None	Yes, p.175~178
	G4-SO6	047~048	None	Yes, p.175~178
Compliance	G4-DMA	044~045	None	Yes, p.175~178
	G4-SO8	045	None	Yes, p.175~178
<b>PRODUCT RESPONSIBILITY</b>				
Customer Health and Safety	G4-DMA	108~112,	None	Yes, p.175~178
	G4-PR1	108	None	Yes, p.175~178
	G4-PR2	108	None	Yes, p.175~178
Product and Service Labeling	G4-DMA	105~106, 109	None	Yes, p.175~178
	G4-PR3		None	Yes, p.175~178
	G4-PR4		None	Yes, p.175~178
	G4-PR5	105~106	None	Yes, p.175~178
Customer Privacy	G4-DMA	048	None	Yes, p.175~178
	G4-PR8	048	None	Yes, p.175~178
Compliance	G4-DMA	100~102	None	Yes, p.175~178
	G4-PR9	100	None	Yes, p.175~178