

2013 WALTON

Corporate Social Responsibility Report



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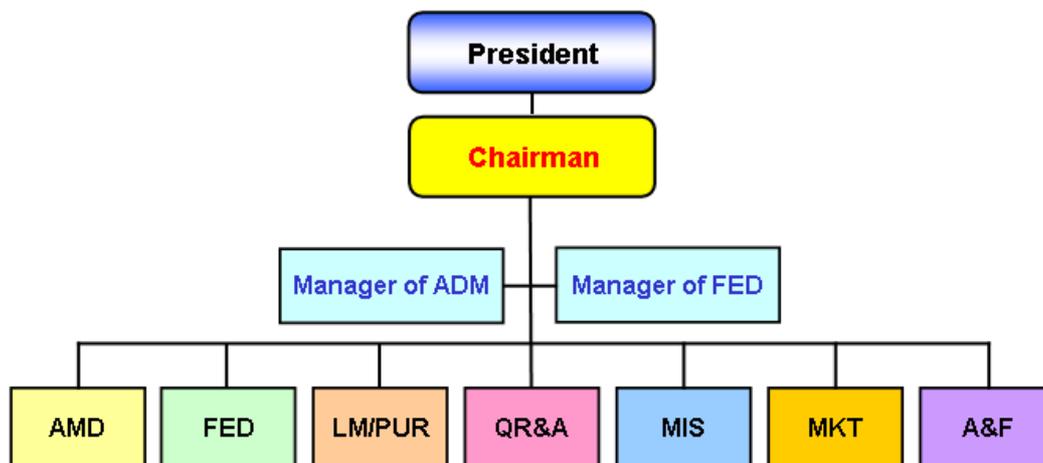
About This Report

This “2011 Corporate Social Responsibility Report” is our first CSR report.

As the concepts of environmental protection, economic and social responsibilities are widely spread in the world, we established the “Corporate Social Responsibility Committee” in 2012 in order to implement and integrate the project. We would like to share our efforts in sustainable developments along with environmental, economic, and social dimensions in this report with you.

This report contains data from January 1st to December 31st in 2013, including company overview, environmental sustainability and employment, and it is compiled base on Global Reporting Initiative GRI G3.1 (Sustainability Reporting Guidelines). We have self-declared this report complies with Level B. Although the report has not been externally assured, financial and governance data drawn from our 2013 Annual Report were audited by Deloitte.

We will publish this report every year. We continue to build our infrastructure of key performance indicators, refine our measurement and reporting system, as well as develop our processes for sustainability-related goal-setting and deployment.



If you have any suggestions or comments regarding to our CSR report, we welcome you to please contact us.

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Message from the President



The semiconductor industry had rise in 2013 after a year of reduction in 2012. The worldwide semiconductor market had presented positive growth in 2013, except Japan.

Within four seasons, annual rate of Taiwan's semiconductor industry and other related industries maintained positive growth, illustrated that the market has returned to it's growing path.

In the overall view, annual output rate in 2013 grew 15.6%, compared to 2012, and performed far more better than the world's average of 4.8%. The IC assembly industry's annual output rate grew slightly than the 2012's, and so was the IC testing industry's.

Through the future view, with the growing of mobile devices and cloud services, we will need more and larger storage value and better efficacy memories to process and store. In the face of the expansion of diverse memory products, only professional techniques, production and management could provide complete and high efficiency assembly and testing service. Walton Advanced Engineering, Inc. will formulate future developing emphasis on the basis of the market trend. Looking forward to the past hardworking and the customers' affirmative will lead to the improvement of our revenue and profit.

President John Yu

A handwritten signature in black ink, appearing to be 'John Yu', written in a cursive style.

1. Walton Overview

1.1 Introduction of Walton

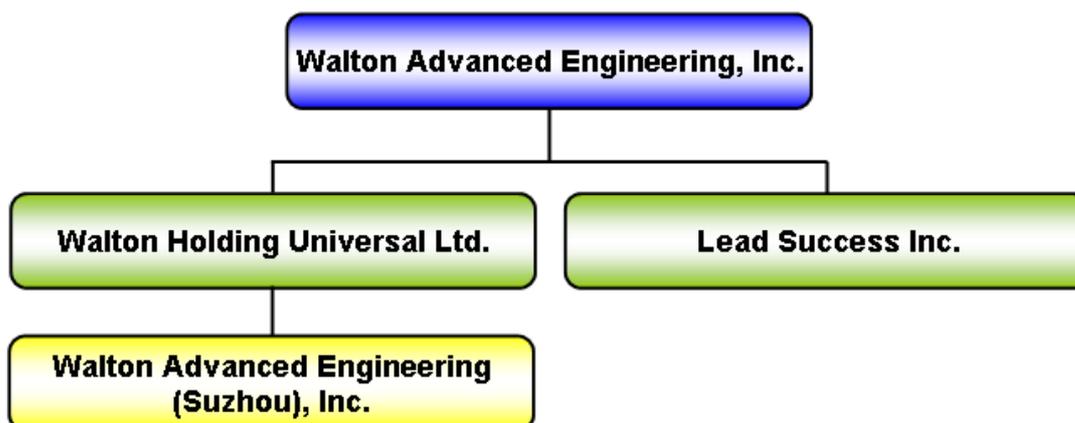
Walton Advanced Engineering Inc. was founded in 1995. We provide memory assembly and testing services with more than 500 millions USD investments, located in Kaohsiung Export Processing Zone (K.E.P.Z), Taiwan. Walton now is rated as top 3 memory backend provider in the world.

In 2007, we established “Walton Advanced Engineering (Suzhou), Inc.” in China to provide traditional memory assembly and testing service. As the end of 2013, Walton has more than 2,800 employees in the world sites.



Walton Advanced Engineering (Suzhou) Inc., Walton Holding Universal Ltd., and Lead Success Inc. are the subsidiary companies of Walton. The company profiles are as below.

Subsidiary Company	Established Date	Industry	Operating Item
Walton Holding Universal Ltd.	2003.11	Investment	Professional Investment
Walton Advanced Engineering(Suzhou), Inc.	2003.12	Electronic Manufacturing	Production of semiconductor assembly and testing
Lead Success Inc.	2004.01	Investment	Professional Investment



History

Year	Month	Occurrence
1995	April	1. Established "Walsin Advanced Electronic, Inc.", and investment is 1 billion NTD. 2. Began production at assembly site.
1996	October	Began production
1997	July	Public offering
1998	June	1. Began production at testing site. 2. Winbond, Toshiba, and Mitsui have joint venture to establish professional DRAM assembly & testing company – Walton Advanced Electronic Co. Ltd.
	September	Established subsidiary company – "Walton Advanced Electronic Co. Ltd.", and investment is 2.6 billion NTD.
1999	December	"Linktech Semiconductor Co. Ltd." merged into Walton, and the invested amount is about 3.08 billion NTD.

Year	Month	Occurrence
2000	January	Waljin Building came into operation.
2002	July	1. Invest a subsidiary company in Japan. 2. Changed name to “Walton Advanced Engineering, Inc.”
	August	Combined “Walton Advanced Electronic Co. Ltd.”, and the capital amount is about 4.48 billion NTD.
2003	May	Being listed on the Emerging Stock.
	December	Invested photography and memory module of manufacturing and sales.
2005	September	Invested “Chaintech Computer Co., Ltd.”
2006	August	Being listed on the GreTai Securities Market (GTSM).
2007	July	Started the service of traditional memory assembly and testing in China.
	October	Being listed on the Taiwan Stock Exchange Corporation (TWSE).
2010	April	Bought a new building(B15) in K.E.P.Z.
	August	Began production at B15.
2011	January	Automobile and Memory product mass production

1.2 Market Overview

In semiconductor manufacturing supply chain, Walton covers procedures after wafer assembly and testing stages, including IC assembly, product testing, and module manufacturing. After the reduction in 2012, worldwide semiconductor market had recovered to growth in 2013. The market annual revenue was US\$3,056 billion in 2013, 4.8% increased compare to 2012. (WSTS, Feb. 2014) According to Gartner’s analysis, the scale of worldwide semiconductor assembly and testing market was US\$251 billion in 2013, 2.3% increased compare to 2012. In the long term, the global semiconductor

industries are moving toward to “Asset-light” business model. With the growth of advanced assembly techniques and the increased outsourcing of wafer foundry and IC assembly & testing, the global semiconductor market are looking to maintain 6.4% and 6.1% annual growth rate in 2014 and 2015.

The industry supplier chain is integrated in Taiwan, which makes Taiwan stands on a vantage point of development trend. According to the estimation of Industrial Economics & Knowledge Center (IEK), the total growth of productivity of IC industry in Taiwan is better than others in the world in 2014. The growth rate of total productivity will increase 11.1%, about NT\$20,981 billion in profit. In addition, in the back end, the growth rate of IC Assembly industry in Taiwan will increase 8.2%, about NT\$3,078 billion. And the growth rate of IC testing industry in Taiwan will increase 8.1%, gains NT\$1,368 billion. The growth rates of both industries will maintain steadily.

1.3 The Vision and Challenge in the future

Walton provides the end to end services from IC packaging, final testing, to module manufacturing. The challenge, opportunity, and strategy of Walton in the future are as below.

Challenge

As the memory industry market decrease, the price fluctuation the business environment of memory industry has become difficult. In August, 2013, after Micron Technology announced acquisition of Japanese ELPIDA Company, the global DRAM industry faces to the new “The rule

of three” situation. In this oligopolistic DRAM market, memory assembly and testing industry are facing to a challenge future.

On the other hand, the evolution of memory IC technology, diversification of product categories and application increased the complexity of IC memory technologies. The investments of related equipments also increase as well as the investment risks.

From this point, the investments for income of customer base and production platform are the keys of business subsist and profit and also become Walton’s challenge in the future.

Opportunity

Recently, the smart phone and tablet PC market has risen rapidly. Under the influence, the growth of the personal computer (including laptop and desktop computer) market has stagnated. After slightly decreased 3.5% in 2012, the yearly decreasing volume of 2013 enlarged to 10% and the output remained only 3.16 billion sets.(Gartner, Jan. 2014) Instead, according to IDC statistic data(Jan. 2014), the market growth of smart phone and tablet are still strong in 2013. The yearly rate increases 38.4% and 50.6%; the yearly outputs are 10.1 billion sets and 2.17 billion sets.

The wave of smart mobile devices had made the worldwide DRAM manufacturer continuously transform their productivity to mobile DRAM. Thus increased the market of mobile DRAM for smart phones and decreased the market of standard DRAM for PC. According to

Trendforce's analysis (Jan. 2013), the revenue proportion of worldwide mobile DRAM had notable increasing among the entire DRAM market: the proportion had increased to 35% in 2013 from 14% in 2010, and was expected to come to 40% in 2014.

In 2014, benefit from the improvement of the advanced countries' economy structure, the recovery of the world's economy will reinforce. The global economic growth rate was expected to become 3.6%, better than 3% in 2013, and drive the global electric terminal product demand. According to IDC's prediction (Dec. 2013), worldwide PC output volume will increase slightly to 3.18 billion sets in 2014. The yearly rate of worldwide smart phone and tablet product will grow 31.8% and 19% to the volume of 13.3 billion and 2.71 billion sets.

Moreover, smart mobile devices lead the development of cloud applications and business opportunities. In addition, pushes more and larger data center to establish. The server, DRAM related module and solid state drive (SSD) also become the business opportunities for memory factories. Since server requires high efficiency and quality memory, it could be the high value added portion in memory market.

In the future, the mobile product popularity and the growth of cloud application business such as streaming media, communication and games will strengthen the demands of both products. Under the usage of smart phone, tablet PC and server application, the global memory market will maintain steady growth. Walton will take this peak opportunity to

strengthen the technical capacity of process and technique to build up our strength and continue the growth.

Strategy

Face to the fast changing industry, we focus on three ways: technology research & development, cost control and business development.

1. **Technology Research and Development:** In management of research and development, we concentrate on shorten the planning stage time to earn the higher profit in the early-phases market. In addition, we grasp the newest techniques and well moves between different generations, also to help to reduce the risk of equipment investment.
2. **Cost Control:** We focus on the equipment efficiency management. We minimize the equipment combination to match customer requirements and to reduce the risk and investment of new products to provide the optimal cost for customer. Moreover, the capriciousness of global economy causes the price fluctuations of raw materials increase. We focus on develop and usage of new materials and improve manufacturing process to enhance market competitiveness of ourselves and customer.
3. **Business Development:** In order to avoid the virulent price competition, enhance the value of service is the major point. From the viewpoint of customer, we have strong technique as base to improve product quality, provide professional engineering service, shorten the

manufacturing cycle, and increase our market competitiveness to seek for bargaining space. In addition, through management of customers and products, it is possible to reduce the risk of business fluctuations.

In recent 20 years, the major technique of DRAM from SDR, DDR1 to DDR3 era, product include standard type, drawing, Low Power and variety specifications, the usage applies in computer, server, consumer electronics products and smart phone. Our technical team has built up great experiences of production technique and mass production in past 20 years by cooperating with global semiconductor factories. Due to the capriciousness of economy, we use technique as base and have customer needs in heart to focus on four phases: quality, cost, shipment and service to achieve sustainable growth.

1.4 Products and Technique

Walton provides independent semiconductor manufacturing services in assembly and test fields.

For Assembly Products

1. Year 1995 to 1996, we focused on researching and developing the low-density volatile memory and non-volatile memory which has large volume, such as DIP, SDIP, SOJ, PLCC, SOP330, 450 Mils, QFP, LQFP, TSOP(II)300.
2. Year 1997 to 1998, we developed products to be lighter and thinner, also

increased the product market share. Such as SOP 150/300 Mils, TSOP(I) 300 Mils, TSOP(II) 300, 400 Mils.

3. Year 1999 to 2000, we introduced TF-BGA, MINI-BGA, and QFN. The mass production was successfully made. Then we continuously develop for high-pin, high-density, well-radiating and well-electricity.
4. In 2001, we mass produce FLIP CHIP and BARE CHIP, at same time moving toward to IC system coordination and the development of module products, such as RF IC.
5. In 2009, we mass produce MCP PACKAGE.

Walton will continuously develop high density, well-radiating, high-pin and miniature products in future. We will put effort to turnkey service of wafer-level, such as the products of COF and WLP.

For Testing Products

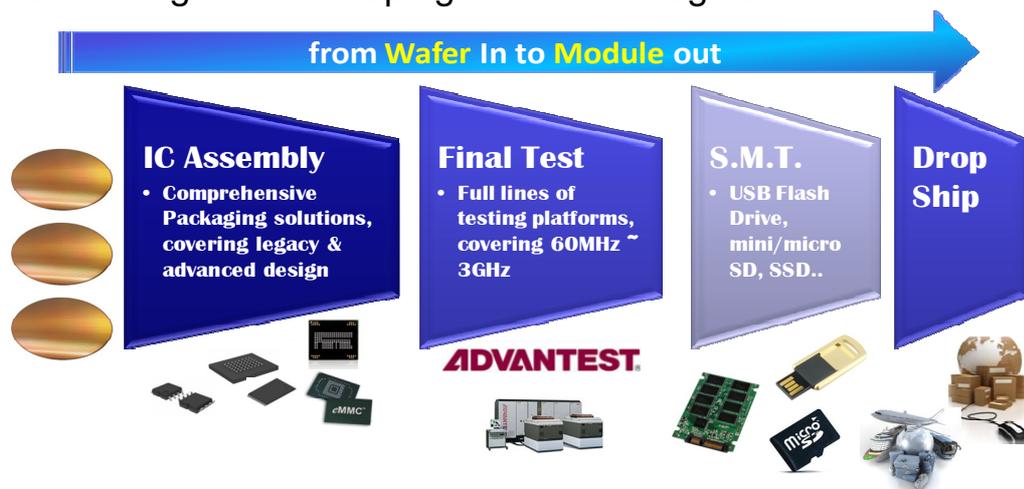
We provide turnkey service from CP to FT and have the most accurate, high resolution and high efficiency testing machines to supply most reliable, complete and perfect service. The major service items as follows:

1. Analysis of product performance.
2. Development of test programs.
3. Approval of the difference between.
4. Improvement of yield.

All products are majoring in application of PC, Laptop, Mobile phone, GPS, PDA, LCD, Digital Camera, DVD, V8...etc.

In addition to upgrade the existing technology, we also put effort in

researching and developing new technologies.



From 2011 till March 2013, Walton has spent NT\$ 77 million in research and development. We will continue to develop lighter, thinner and smaller product. We also focus on integrating assembly, testing and module service platform and developing SIP and wafer level techniques to match consuming and mobile electronic product.

1.5 Awards and Certification

We always enhance technique to reach international requirements and provided best service for our customers. We established an excellent working environment and plan great trainings for employees. Our awards and certifications listed as below.

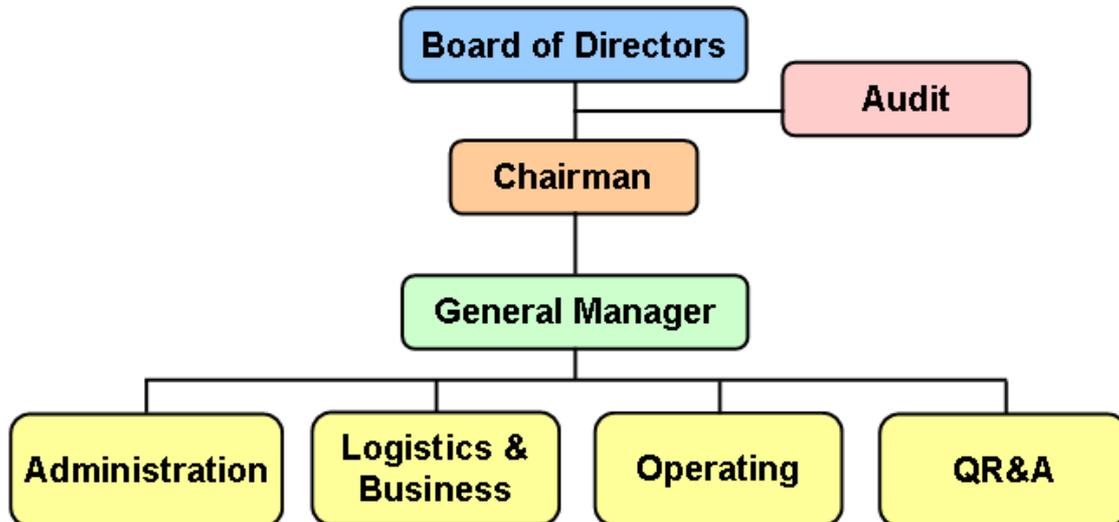
Year	Awards and Certification
2000	Passed the ISO 14001 Certification
2003	Passed the ISO 9001:2000 Certification
	Received the 「Award of excellent labor-management relations」
	Received the 「Award of manpower training」
2004	Passed the TS 16969 Certification

Year	Awards and Certification
	Received the 「Award of trade & business in K.E.P.Z」
2005	Passed the OHSAS 18001 Certification
	Received the 「Award of trade & business in K.E.P.Z」
	Received the 「Award of excellent labor-management relations」
	Received the 「Award of manpower training」
2006	Passed the SONY Green Partner Certification
	Received the first place of 「Award of golden model」 from the E.P.Z. Administration
	Received 3 rd place of “Building Renovation & Maintenance”
2007	Received the 「Award of excellent labor-management relations」
	Received the 「Award of manpower training」
2008	Received the 「Award of manpower training」
	Received the 「Award of the most friendly working place」 from Council of Labor Affairs
	Received 6 th place of “2008 Excellence in Corporate Social Responsibility”
	Received the certification of excellent exporters/importers.
	Passed the QC080000 IECQ HSPM Certification
2009	Received the 「Award of excellent labor-management relations」
	Received the 「Award of manpower training」
2010	Received the 「Award of manpower training」
	Passed the Canon Green Activity Certification
2011	Received the 「Award of public-spirited & contribution」
	Received the 「Award of manpower training」
	Received 7 th place of “2011 Excellence in Corporate Social Responsibility”
2012	Received EPZA “Human Resource Development Award”
	Received “Labor Relations Award”
	Received Common Wealth Magazine “Top 500 Enterprises”

Year	Awards and Certification
2013	Received 「Award of public-spirited & contribution」

2. Corporate Governance

2.1 Organization Structure



The Walton's Board of Directors is the top executive of the company. We established an independent audit department and directly belong to Board of Directors. Audit department is responsible for internal audit and report result to board of directors and supervisors. There are five departments managed by general manager. The job descriptions of each department are listed as follows:

Department	Job Description
Audit	Responsible for internal audit.
Administration	Responsible for ISMS, human resource, financial & accounting, purchase.
Logistics & Business	Responsible for production plan, P.O. control market survey, customer relationship maintenance.
Operating	Responsible for production management, research and development of assembly and testing, and DIMM
QR&A	Responsible for overall quality management.

2.2 Board of Directors

2.2.1 Operation of Board of Directors

Walton's Board of Directors exercises its authority according to the law, articles of incorporation and the resolutions of shareholders' meeting, follows the law of government and the "Major resolutions of Board Meetings". The Board of Directors consists of eight directors possessing professional backgrounds. Two of the eight members are independent directors. We held total 5 board meetings in 2013. The Board of Directors members are listed below:

Title	Name
Chairman	Anthony Chiao
Director	Yu-Lon Chiao
Director	John Yu
Director	Tung-Yi Chan
Director	Chia-Hsing Lin
Director	Chao-Chun Lu
Independent Director	Li-Cheng Lu
Independent Director	Hai-Yen Hao

The Board of Directors meeting was convened in 2011,, the number of participants all met the regulation of "Company Act". We invited supervisors to attend the meeting to provide their opinions.

The operation of Walton's Board of Directors is according to regulations of "Rules and Procedures of Board of Directors Meeting". A director who has personal interest which may impair the benefit of company shall provide opinions and answer, but must not join the discussion and vote nor exercise

the on behalf of another director. Every director shall be highly self-disciplined. If a director has conflicts of interest, he/she shall not exercise the voting right.

2.2.2 Refresher Course for Directors

Directors' advance courses are list as follow.

Title	Name	Date	Organizer	Course	Hours	Required
Director	Yu-Lon Chiao	2013.05.14	Taiwan Corporate Governance Association	How Directors and Supervisors read IFRs Financial Statements	3	Yes
Director	Yu-Lon Chiao	2013.12.21	Taiwan Corporate Governance Association	2014 Economic Outlook	3	Yes
Director	Tung-Yi Chan	2013.12.21	Taiwan Corporate Governance Association	2014 Economic Outlook	3	Yes
Director	John Yu	2013.12.21	Taiwan Corporate Governance Association	2014 Economic Outlook	3	Yes

2.2.3 Compensation Committee

The Walton Compensation Committee is established in accordance with “Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is listed on the Stock Exchange or Traded Over the Counter” The Board of Directors selected Mrs. Chan, Mr. Lu, ,and Mr. Huo as committee members on June 25th, 2013. The information is as below.

Title	Name
Independent Director	Li-Cheng Lu
Independent Director	Hai-Yen Hao
Director	Bi-Lan Chan

2.2.4 Internal Audit

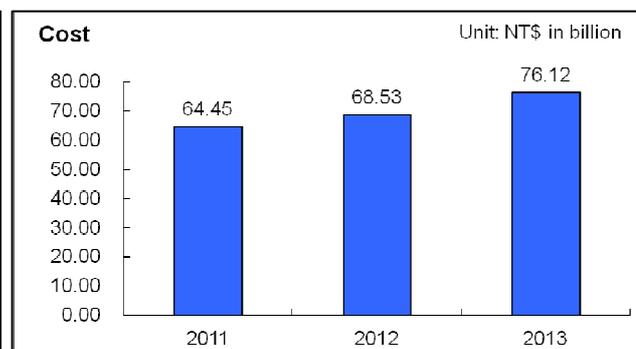
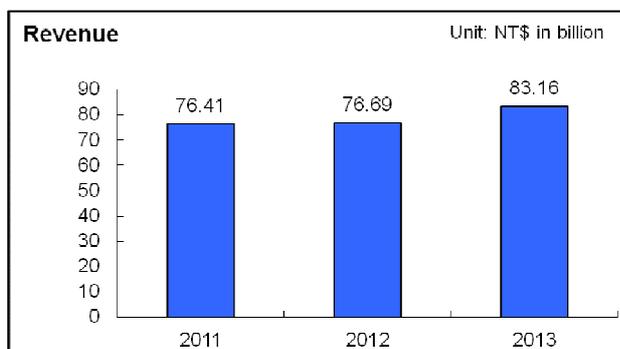
The internal audit department reports directly to Board of Directors. The purpose of this department is to help the Board of Directors to inspect and re-inspect the internal control system, and measure the effect and efficiency of operating result. Its main duties and responsibilities are as follow:

1. According to result of risk measurement and formulate annual audit plan.
2. According to annual audit plan and execute the audit operation.
3. According to the complaints and execute audit project.
4. According to actual operation and revise the internal control policy.
5. Annual self-check.

2.3 Financial Performance

The revenue in 2013 was NT\$83.16 billion, increased 6.47 billion compared with 2012. The yearly profit remained positive. In this economic recession, the situation of Walton is outstanding. The operating gross profit was NT\$ 7.04 billion and operating net profit was NT\$3.52 billion. The net income of Walton became NT\$ 3.22 billion.

On the basis of annual sales experience and future order status, the market in 2014 will be brighter than 2013. To achieve this target, we will enhance the quantity of production and upgrade customer service to increase new customer.



2.4 Regulatory Compliance

2.4.1 Risk Management and Evaluation

The operation of Walton's risk assessment:

1. The effect of income due to interest rate, exchange rate and impact of inflation

(1)Interest rate: The interest expense was NT\$129,236 thousand in 2013.

The ratio was 1.55% in net revenue. Because Walton is a Capital-intensive industry, we invest funding and purchase equipments to improve our competitive strength. We keep good relationship with banks to get favorable cost of capital.

(2)Exchange rate: The profit from exchange rate was NT\$95,987 thousand in 2013, the ratio was 1.15% in net revenue. The loss of exchange rate compare with total revenue and profit was low, which cause no effect. Moreover, in order to reduce the risk of exchange, we sets-up a well communication bridge with bank to get the variation of exchange rate at first sign as reference.

(3)Impact of inflation: The price of raw materials and products had listed in contract in 2012. The changes of inflation did not cause any effect to Walton.

2. The major reasons and countermeasures of earning or losing profit of Walton implement projects of high risk, high leveraged investment, loaning of funds, endorsements and guarantees, and derivatives trading in recent years.

(1)Walton had defined the policies: "Guidelines for Handling Acquisition and Disposal of Assets", "Regulations Governing Making of Endorsements/Guarantees" and "Regulations Governing Loaning of Funds". These policies were passed by resolution of shareholders'

meeting.

(2)Walton lent NT\$300 million to Power chip Technology Corporation (PSC) in April, 2011, and it has repaid in July, 2013. Walton did not take any high-risk investments, high leveraged investments, endorsements and guarantees in this case.

(3)Walton obeys the rule of “Regulations Governing Loaning of Funds” in lending money. We also obey the authorities and Walton policies to execute regular audit and public announcement.

(4)The derivatives trading of Walton will be execute or not, depends on the situation of market.

3. The risk and countermeasure of products purchasing and selling

(1) Incoming Products: The major products of Walton are assembly and testing of IC memory. The raw materials include lead frame, substrate, gold wire, epoxy and glue have more than two suppliers for each. We do not purchase with single supplier.

(2) Outgoing Products: Due to the higher concentration of wafer manufacture factories, the companies of assembly and testing are rare to select. In order to reduce the risk, we build the strong strategic alliance with original customers. At the same time, we also develop global customers and continuously combine the module business of upstream and downstream. In addition, ELPIDA, the major customer of Walton applied for reliving process on February 27th 2012. This situation did not take large effect on Walton’s operation in a short period.

2.4.2 Regulatory Compliance

Walton obeys international and domestic policy, and pays full attention on

updating rule of trend developing and policy at any time. Recently, the changing of policy and law did not affect Walton’s finance and business. Furthermore, based on the past few years and until the due date of this report, Walton Advanced Engineering Inc. does not have litigation or non-litigation, events, as listed below:

1. Established judgment or on-going important litigation.
2. Non-litigation or administrative litigation events, and the result may have a great effect for stakeholder or stock price.
3. Established judgment or on-going significant litigation for director, supervisor, present, sponsor, shareholder who owns over ten percent stocks.

2.4.3 Anti-corruption

Walton’s anti-corruption policy has defined in “Against Corruption clause”, employees receive any money, feedback, treatment or benefit from suppliers, customers or other business cooperators are prohibited. The limited amount has been defined. Employee will be punished if against to it.

2.5 Relationship with Investors

Walton’s shareholding structure and equity are listed as below.

Item	Operation
The methods which walton deals with shareholder’s suggestions and disputes.	There are a spokesman and a specialist to deal with shareholder’s suggestions and disputes.
The situation of having list of major shareholders.	We announce the major shareholders list regularly in accordance with related law and build a good communication bridge with our major shareholders.
Set up risk management and firewall of Walton and subsidiary companies.	The operation of property, finance & accounting between Walton and subsidiary companies are independent. Operations follow related regulations.

2.6 Customer Service

Customer First

A stable customer relationship is the most important basis for IC assembly & testing industry. Walton's DRAM customer covers from the United State, Japan and Taiwan. Our customers agree with our effort and become stockholder. We set up a strong strategic alliance with customers to create the power of development and growth. By this, we can develop a clear market position and enhance global customer.

We consider ourselves as a virtual factory for customer. We value customer communication and customer service. Thus, for our strategic customer, we have arranged a particular customer service to provide a service of coordination, product development, mass production and quality control to achieve both customer and Walton's satisfaction. In addition, we provide an information platform for customers to receive all the situation of products at any time.

Customer Satisfaction Survey

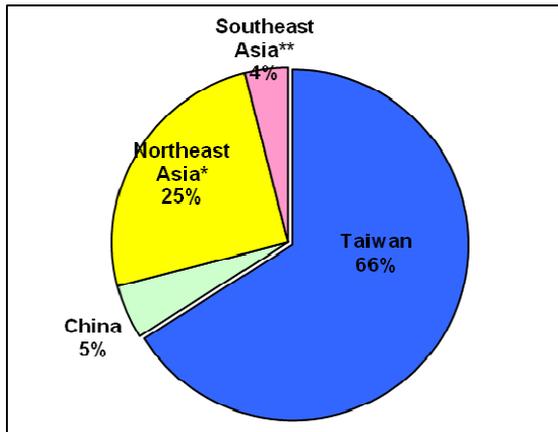
We believe the satisfaction of customers is the most important basis in business promotion. Therefore, in order to know customer's demand and voice, beside the regular communications such as meeting and visiting, we also concern the assessment standard and result from customers.

From the assessment standard, we recognize the expectancy of customers. We get to know the ranking of Walton and the relative performance with other customers from result. According to these two analysis data, we find out our insufficient parts and implement the improve project. It is the continuously improved process.

2.7 Supplier Management

Material suppliers are the most important partners of us. With the best quality of materials, we can produce the excellent products.

Walton works with suppliers to use green products to protect our environment. The major material suppliers are from Asia.



2013 Material Source Profile

* The countries of North Asia are Japan, Korea.

**The countries of South Asia are Hong Kong, Thailand, Malaysia, Philippine, Singapore.

2.7.1 Supplier Assessment

Walton evaluates the new suppliers based on their production of delivered quality, price, delivery date, after-sales service, and restricted hazardous substances (including received certification). For existing suppliers, we conduct annual audits based on suppliers' classification.

Levels of grading are A, B, C, D. If the supplier gets grade C (70%~79%), we will reduce quantity and observed. If the supplier get grade D (lower than 70%), we will stop order and discuss this issue in purchasing

meeting. we will also encourage suppliers to participate in CSR. If supplier is



against to the policy, we will investigate the reason immediately and ask them to modify it in a specific duration. Once the circumstance is serious, we will stop purchasing materials.

2.7.2 Declaration of Metal Conflict - Free

Walton strictly requests our suppliers not to use conflict metals, i.e. Cobalt(Co), Gold(Au), Palladium(Pd), Tantalum(Ta), Tin(Sn), Tungsten(W). And all materials not sourced from regions controlled by non-governmental military groups or unlawful military factions, including the eastern region of the Democratic Republic of Congo (DRC).

2.8 Communication with Stakeholders

Walton collects all comments from stakeholder by several methods. Listed as follow:

Stakeholders	Methods of Communication
Customers*	<ul style="list-style-type: none"> ● Customer audit ● Regular meetings(weekly meeting, monthly meeting, quarterly meeting) ● Supplier assessment from customer ● Develop new product and technology ● Customer satisfaction survey
Employees	<ul style="list-style-type: none"> ● Periodical meetings ● Non-periodical meetings ● Intranet website ● Complaint mailbox for sexual harassment
Suppliers	<ul style="list-style-type: none"> ● Supplier audit ● Review report or meeting
Investors	<ul style="list-style-type: none"> ● Annual stakeholders meeting ● Annual financial report ● Quarterly investor conference

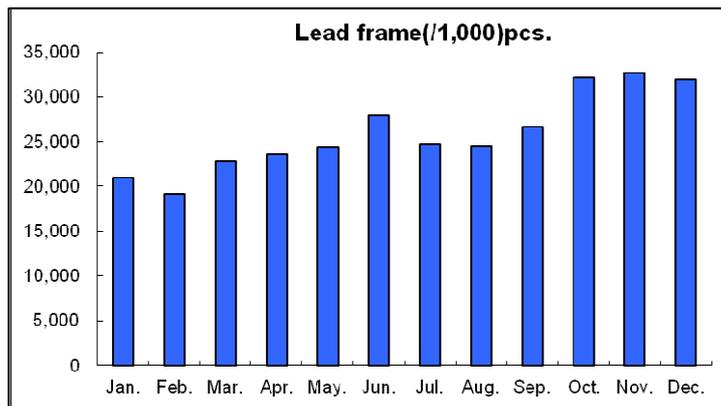
Stakeholders	Methods of Communication
Local communities & NGOs	Set up a club for public charity's activities. <ul style="list-style-type: none"> ● Sponsor for school lunch ● Sponsor for children in children welfare center ● Donated books to remote schools
Others	<ul style="list-style-type: none"> ● Members of Taiwan Export Processing Zone Electrical and Electronic Manufactures Association ● Members of Kaohsiung Personnel Representative Association

*Walton is a subcontractor. We don't provide service to consumers, business customer only..

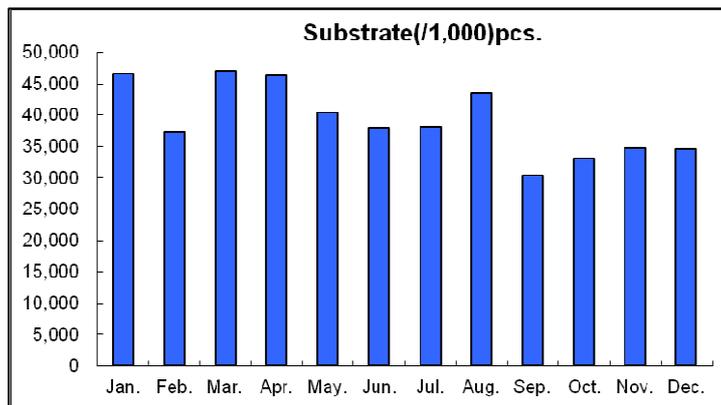
3. Environmental Sustainability

3.1 Raw Material Consumption

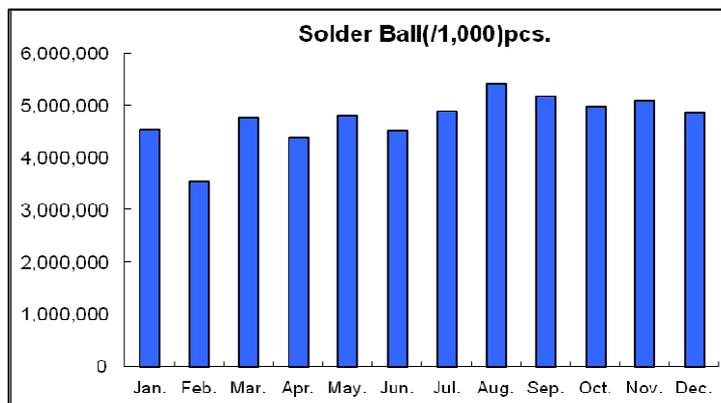
The major materials of Walton's products are lead frame, substrate, solder ball, and compound. The usage volumes in 2013 are as below.



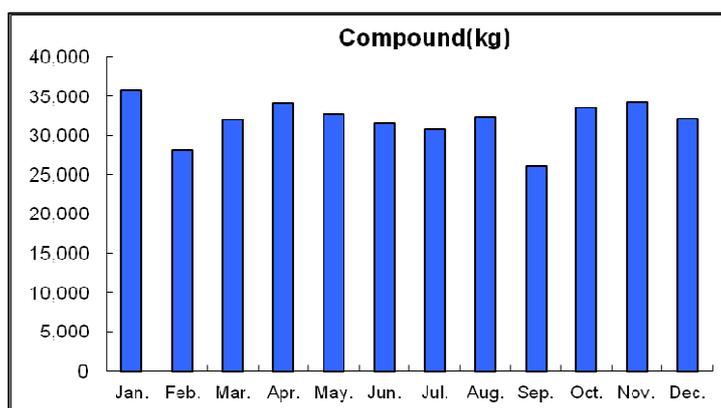
Used volumes of Leadframe



Used volumes of Substrate



Used volumes of Solder Ball



Used volume of Compound

3.2 Energy Consumption

3.2.1 Consumption of direct and indirect energy

The major direct energy of Walton is electricity. The total usage of electricity in 2011 and 2013 is as below, compared to 2012, the usage in 2013 decreased. There is no indirect energy in Walton.

Unit : KWH

Site	Year 2011	Year 2012	Year 2013
A1	26,400,890	25,035,671	27,600,294
B10	108,804,622	112,115,995	106,795,659
A10	5,169,181	4,909,224	2,932,776
B15	31,368,758	41,567,171	43,698,812
Total	171,743,450	183,628,060	181,027,541

3.2.2 Water Consumption

Water usage is an important issue in Walton. Companies are implementing the water-saving programs, due to the limited water resource in Taiwan. We eliminate water usage by daily control and employee training. The total volume of water used from 2011 to 2013 as below. Only the volume of 2013

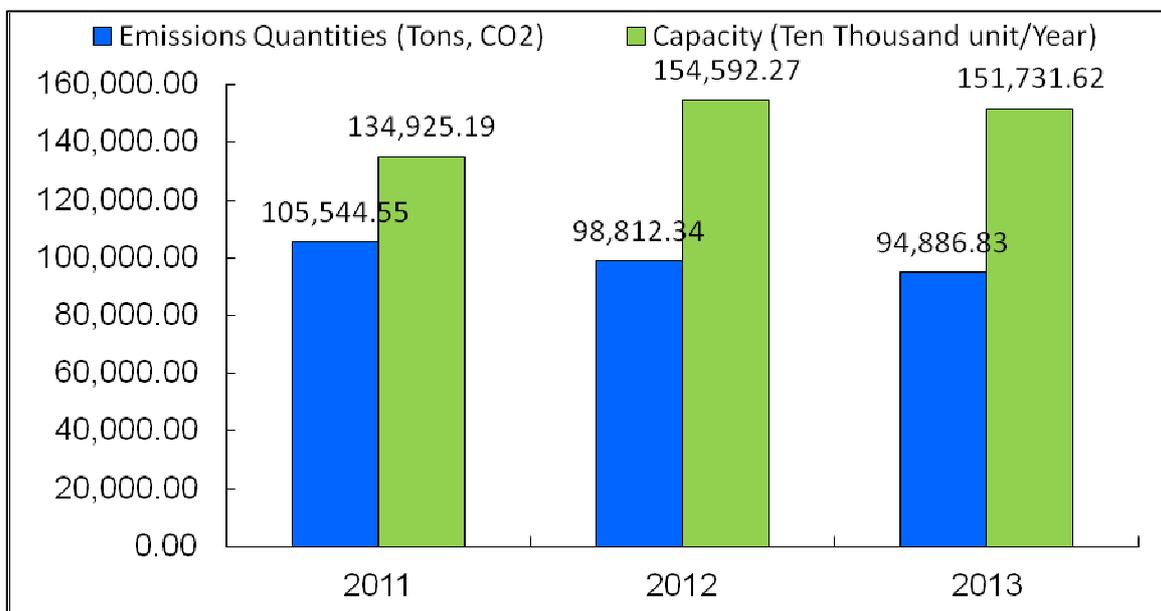
increased because the usage in most factories increased.

Unit : Tons

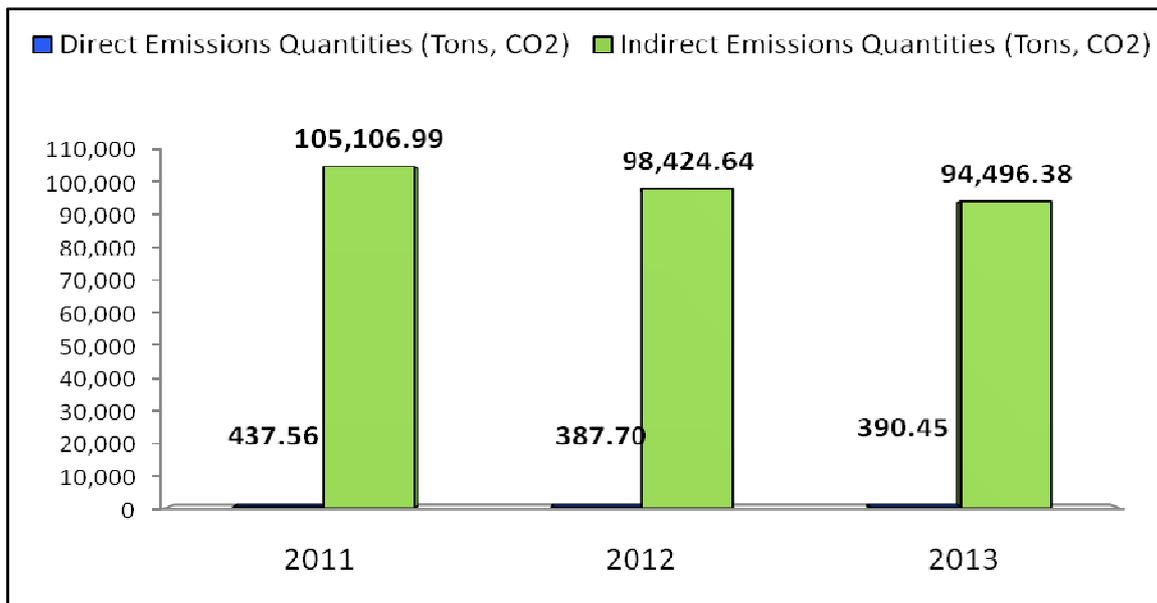
Site	Year 2011	Year 2012	Year 2013
A1	261,584	250,835	332,023
B10	17,764	666,152	671,569
A10	729,752	15,368	12,031
B15	243,715	303,260	349,769
Total	1,252,815	1,235,615	1,365,392

3.3 Greenhouse Gas Emissions

Within the weather and greenhouse gas get worse, the natural disaster impact the human's life and business operation. Walton understands and takes the responsibility to eliminate the greenhouse gas in production activities. The Greenhouse Gas Emissions in 2011 and 2013 are as below.



Statistic of Greenhouse Gas Emissions (Total Volume)

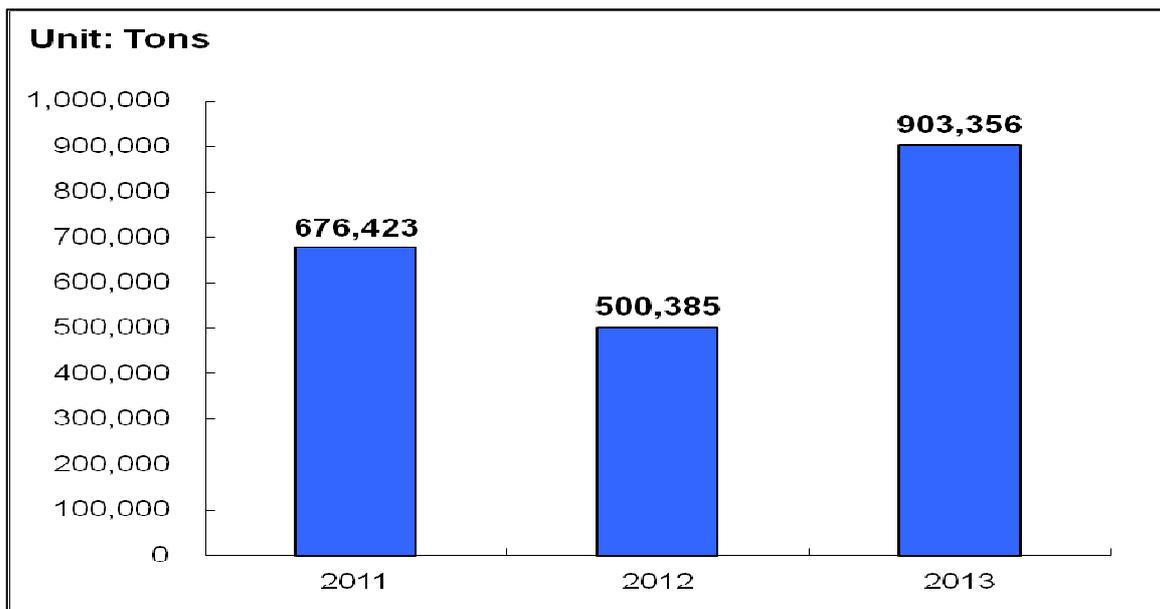


Statistic of Greenhouse Gas Emissions (Direct/Indirect)

3.4 Sewage Effluent Emissions

3.4.1 Volume of sewage effluent emissions

The total volume of sewage effluent emissions from year 2011 to 2013 is listed as below. All sewage effluents from Walton were released into K.E.P.Z. sewer systems.



3.4.2 Wastewaters Test

Walton tests wastewaters from every factory. The test results are as below.

A1 Factory

Item	Unit	Spec.	Result (Min.)	Result (Ave.)	Result (Max.)	Match the spec. or not ?
Hydrogen ion <u>concentration</u>	pH	6~9	7.5	7.74	7.98	Yes
Temp.	(°C)	<38	21.7	23.55	25.4	Yes
COD ⁽¹⁾	(mg/L)	<800	100	163	226	Yes
SS ⁽²⁾	(mg/L)	<600	17	17.5	18	Yes
Other : Cu	(mg/L)	<3	0.05	0.025	N.D	Yes
Other : Ni	(mg/L)	<1	N.D	0.015	0.03	Yes
Other : Zn	(mg/L)	<5	N.D	N.D	N.D	Yes
Other : Pb	(mg/L)	<1	N.D	0.04	0.08	Yes
Other : Fe	(mg/L)	<10	0.1	0.135	0.17	Yes
Other : Conductivity	(unho/cm)	-	>2000	2000	>2000	Yes

(1) : COD, Chemical Oxygen Demand

(2) : SS, Suspended Solid

B10 Factory

Item	Unit	Spec.	Result (Min.)	Result (Ave.)	Result (Max.)	Match the spec. or not ?
Hydrogen ion <u>concentration</u>	pH	6~9	6.82	7.66	8.5	Yes
Temp.	(°C)	<38	22.8	24.4	26	Yes
COD ⁽¹⁾	(mg/L)	<800	100	338	576	Yes
SS ⁽²⁾	(mg/L)	<600	28	89.5	151	Yes
Other : Cu	(mg/L)	<3	0.02	0.385	0.75	Yes
Other : Ni	(mg/L)	<1	N.D	0.32	0.64	Yes
Other : Zn	(mg/L)	<5	0.06	1.965	3.87	Yes
Other : Pb	(mg/L)	<1	0.01	0.215	0.42	Yes
Other : Fe	(mg/L)	<10	0.05	1.94	3.83	Yes
Other : Conductivity	(unho/cm)	-	391	503.5	616	Yes

(1) : COD, Chemical Oxygen Demand

(2) : SS, Suspended Solid

B15 Factory

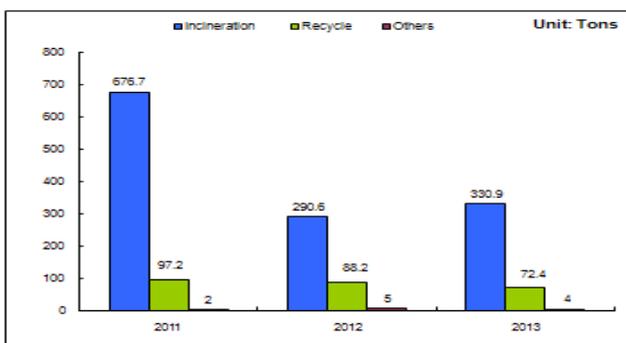
Item	Unit	Spec.	Result (Min.)	Result (Ave.)	Result (Max.)	Match the spec. or not ?
Hydrogen ion concentration	pH	6~9	8.21	7.485	6.76	Yes
Temp.	(°C)	<38	21	23.15	25.3	Yes
COD ⁽¹⁾	(mg/L)	<800	336	<100	371	Yes
SS ⁽²⁾	(mg/L)	<600	86	102	118	Yes
Other : Cu	(mg/L)	<3	0.01	0.03	0.05	Yes
Other : Ni	(mg/L)	<1	N.D	0.015	0.03	Yes
Other : Zn	(mg/L)	<5	N.D	0.005	0.01	Yes
Other : Pb	(mg/L)	<1	N.D	N.D	N.D	Yes
Other : Fe	(mg/L)	<10	0.03	0.04	0.05	Yes
Other : Conductivity	(unho/cm)	-	102	1,051	>2000	Yes

(1) : COD, Chemical Oxygen Demand

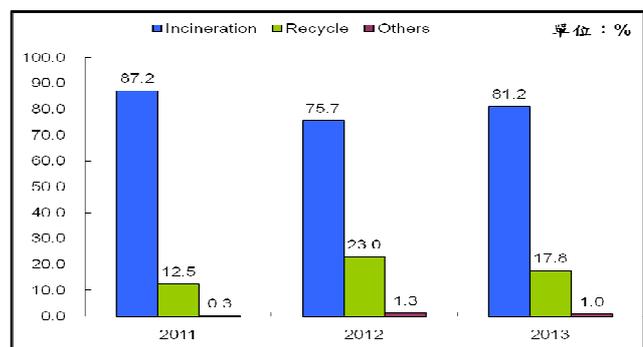
(2) : SS, Suspended Solid

3.5 Waste Management

For the waste management, Walton considers the recycle benefits before incinerate. The total volume of incineration from year 2011 to 2013 is as below.



Total volume of waste



Rate of waste disposal

3.6 Energy-Saving Activities

Walton carries out energy-saving activities in every factory. The activities include air conditioner; production process flow and the saving result are as below.

Item	Year 2011	Year 2012	Year 2013
Before energy-saving activities	175,706,774 kWh	186,749,737kWh	184,079,072kWh
After energy-saving activities	171,191,110 kWh	183,628,060kWh	181,002,037 kWh
Total saving degrees/annual	4,515,664 kWh	3,121,677kWh	3,077,035 kWh
Percentage of Saving	2.57%	0.017%	2.94%
After executing the energy-saving program			Unit : thousand dollars
Air Conditioner	6824.3	12,657.91	13,779
Electricity	2763.5	655.72	704
Electricity of Production Process	4915.2	7,042.96	2,001

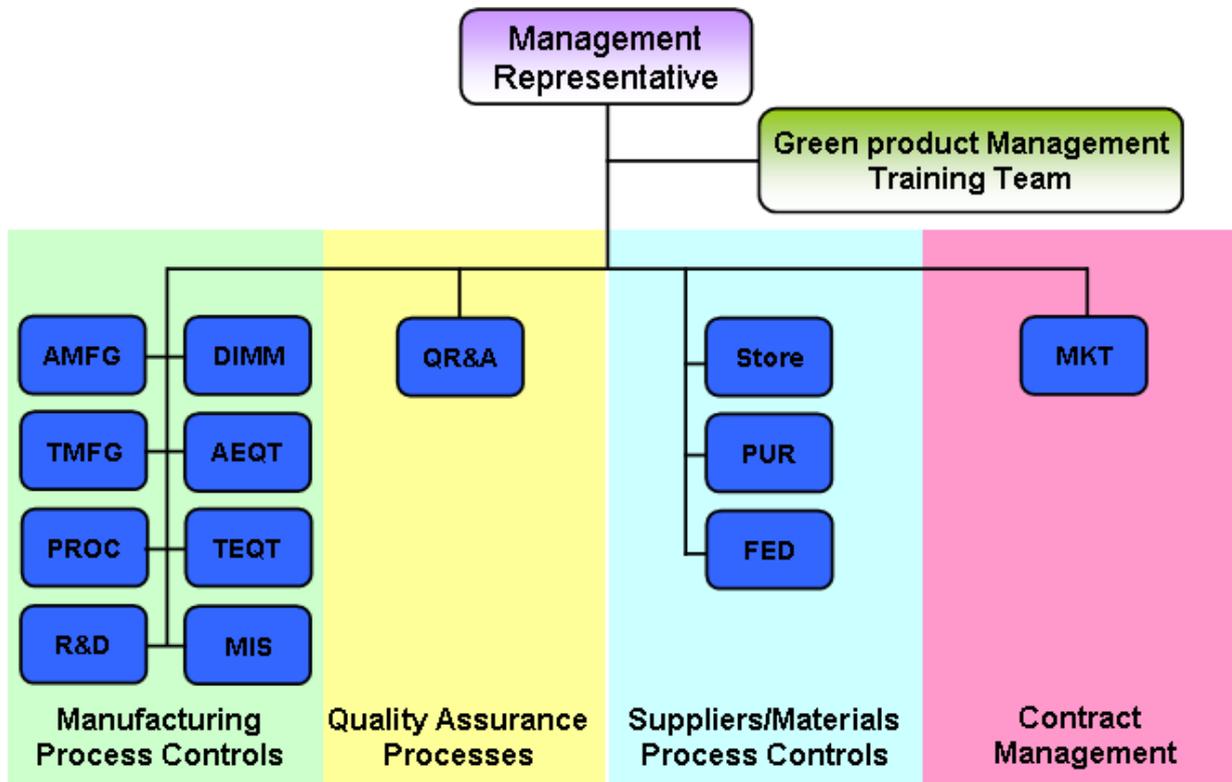
3.7 Hazardous Substances Flow (HSF) Management

Walton defined policy to control material environment management. We internally control the resource of raw materials and related materials to meet the requirements of RoHS_2.0, REACH, China RoHS, and achieve the specification of green products.

The policy of HSF is as below.

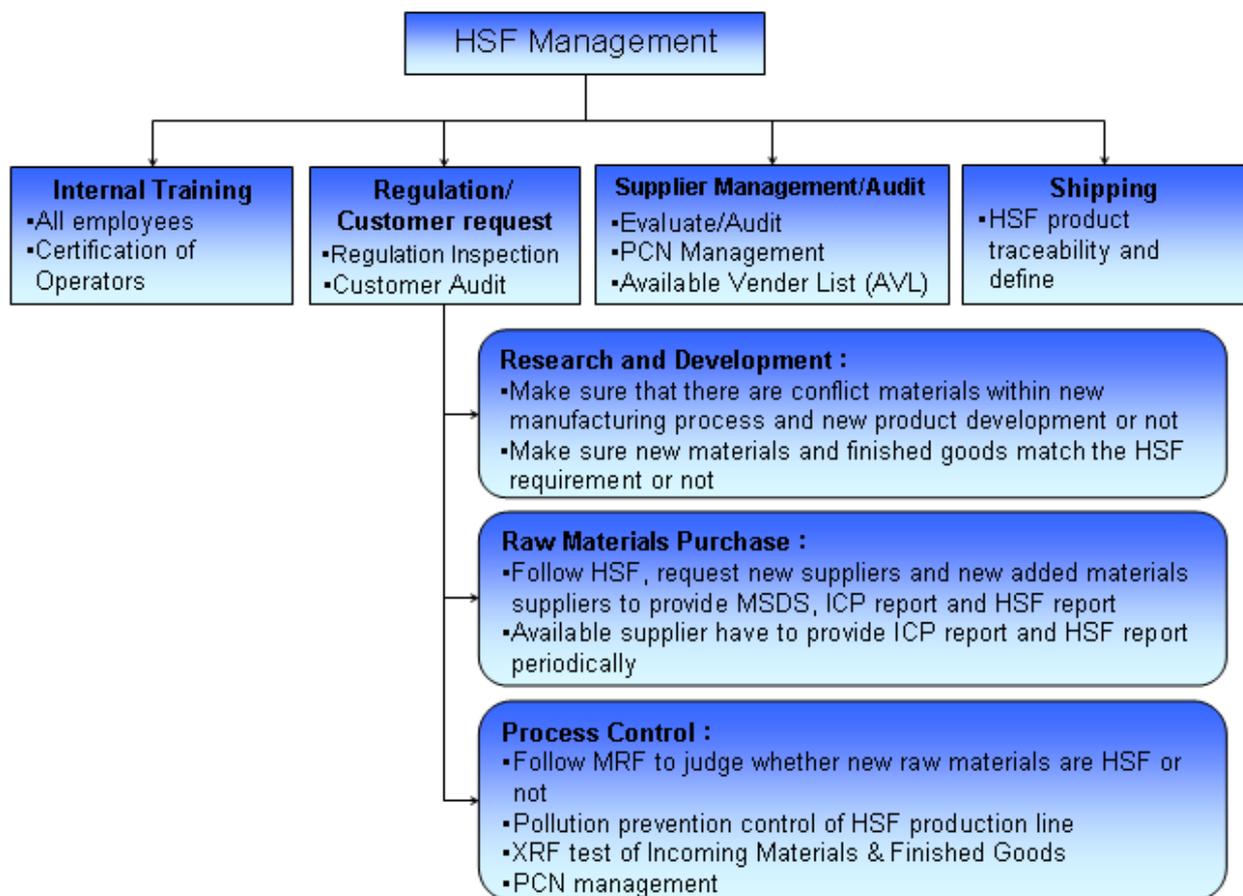
- ◆ Compliance with the regulations and customer’s requirements.
- ◆ Implement Green Partner Supplier Chain Management.
- ◆ Providing no hazardous substances product.

In order to improve the management efficiency, Walton established a HSPM Committee Team, has members in all departments. Every department has its management items and established their KPI indicators every year.



3.7.1 HSF Management Process

HSF management process flow is as below.



3.7.2 IECQ QC 080000 Certification

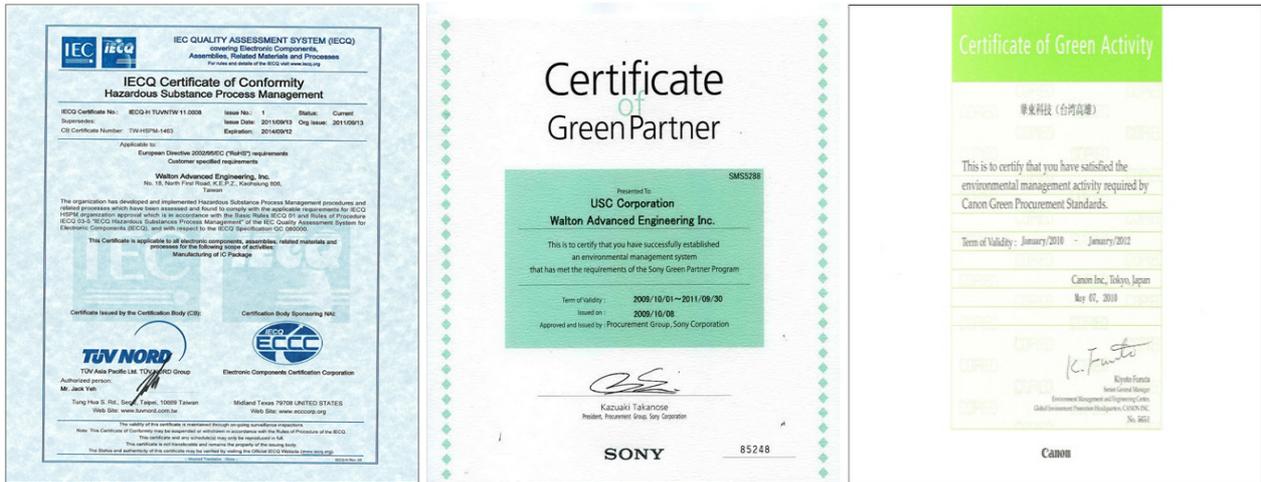
Walton has integrated Hazardous Substances Process Management (HSPM) in all factories. We qualify for the certification of IECQ QC 080000 and provide freshman and on-job training to knowledge our employee about hazardous, protection and emergency process.

3.7.3 SONY Green Partner

Walton starts cooperation with SONY Co. Ltd. from year of 2003, and has become SONY Green Partner till now.

3.7.4 Canon Green Activity

Walton starts cooperation with Canon Co. Ltd. from May 2010 and received certification of Canon Green Activity.



4. Caring For Employees

4.1 Employment Profile

Walton follows the law of “Labor Standards Act” and other related labor acts. We have policy to protect female employees and child workers to assure a friendly working environment. In the end of 2013 counting, Walton had 2,511 employees in Taiwan.

Unit : persons

Category	Year 2011	Year 2012	Year 2013
Direct Labors	1,507	1,864	1,924
Indirect Labors	579	569	587
Total	2,086	2,433	2,511
Average Age	Age 34.81	Age 33.6	Age 33.5
Average Service Years(unit : Years)	6.32	5.5	5.7

The composition of employees' education is as below.

Category	Year 2011	Year 2012	Year 2013
Above Bachelor's Degree	47.6%	45.5%	48.6%
High School Degree	48.7%	48.9%	47.1%
Below High School Degree	3.7%	5.6%	4.3%

All employees have to sign the “Non-fixed Term Contracts”. We have started to hire employees with “Non-fixed Term Contracts” since 2007 to protect fair remuneration and promotion of each employee.

4.2 Employee Welfare

4.2.1 Welfare program

Walton provides various types of benefits to all employees every year, including incentive tour, three major festivals bonus, autumn activities, free parking lots, wedding and funeral pension, staff restaurant, employee group insurance, regular health checks for employees... etc.

4.2.2 Retirement Plan

Walton's employee pension plan is set according to the Taiwan Labor Standards Act and Labor Pension Act. The contribution rate by Walton to the labor pension per month was 2 and 6 percent of employee's monthly wage. Walton will save the reserve fund into employee's individual retirement account. If employee selects the old policy, Walton will save to a personal account in Taiwan Bank. If employee selects the new policy, Walton will save to a personal account in Bureau of Labor Insurance.

4.3 Remuneration Management

Walton established a Compensation Committee to control the internal policy of salary. We follow the law of "Basic Wage" which is developed by Council of Labor Affairs. We consider salary grades with other companies at the same time to ensure our salary grade is competitive. We execute the concept of "Same job, Same salary" and the salary standard has no difference in gender.

4.4 Education & Training

Walton emphasizes on employees' training. We have orientation training,

internal training, on-job training, off-the-job training, and group internal training.

4.4.1 Orientation training

Walton has independent training system for every freshman. Beside the introduction of Walton’s company culture, for different department or position, Walton provides different job training to ensure all freshman adapt to environment and expectance of department.

4.4.2 On-job Training

Walton establishes “Annual Training Plan” for different departments every year. For different training courses, we select internal instructor, major learners and we also welcome other employees to join the course.

Excepting the annual training plan, every department has its own training course. We provide training roadmaps for different targeted employees.



Walton cooperates with industrial and academic sectors to open semiconductor training courses at Cheng Shiu University. The project is called” hiring before training”, there were 49 students completed these training courses in 2013.

4.4.3 Training of ESH (Environment, Safety, Health)

The training for Environmental Safety and Health in 2013, we offered CPR (Cardiopulmonary Resuscitation), Heimlich Maneuver and fire fighting drills. The status of training course was as follow.

1. Training course for “CPR, cardiopulmonary resuscitation”



2. Training course for “Heimlich Maneuver”



3. Training course for health improvement



4. Training course for fire and earthquake escape



5. Training course for regional fire fighting



4.4.4 Training Hours

The total training hours of 2012 and 2013 training courses are as below. We arrange different training course for employee.

Item	Year 2012	Year 2013
Basic Training Course	128 hours	129 hours
Training for Internal Lecture	4 hours	10 hours
Team Leader Management Training	15 hours	9 hours
E-Learning System Training	8 hours	11 hours
Reserved Engineer Training Course	200 hours	343 hours

4.5 Caring for Employees

4.5.1 Club Activity

Based on the purpose of maintain health both physically and mentally and improve employee-relationships in good terms, Walton encouraged employees to establish various clubs on the basis of personal interest and hobby. For now, the clubs are allocated into three categories as below in accordance with its activity patterns and purpose.

- Charity club:
 1. Tzu Hui Club

-
- Sports club:
 1. Badminton club
 2. Basketball club
 3. Bowling club
 4. Yoga club

 - Leisure activity club:
 1. Ukulele club
 2. Photography club
 3. Hand making club
 4. Sign language club

4.5.2 Emergency Assistance Program

We have cooperated with PSA Charitable Foundation, and setup the “Emergency Assistance Program”. Offering helps for employees with emergency accidents (The method and amount have to be evaluated by the charitable foundation of PSA Group).

4.5.3 Occupational Injury Statistics

Walton uses the Disabling Injury Frequency Rate (FR, cases of disabling injuries and illness per million labor-hours) and Severity Rate (SR, lost workdays caused by disabling injuries and illness per million labor-hours) to evaluate the effectiveness of Company’s occupational health and safety programs. The causes of all occupational injuries are analyzed and make prevention programs. The number of injuries, frequency and severity rate of 2011 and 2013 as below.

Item	Year 2011	Year 2012	Year 2013
Disabling Injury Frequency Rate	7.53	15.13	13.01
Disabling Injury Severity Rate	124.03	272.28	274.98
Total injury index	0.96	2.02	1.89
Occupational Injury	0	0	0
Disabling Injury (exclude occupational injury)	33	70	64
Impacted Working Days	543	1,259	1,352

4.6 Child Labor Prohibition

Walton follows the law of “Labor Standards Act”. We do not hire child workers (child less than fifteen years old). The worker over fifteen years old, but less than sixteen, shall not be permitted to do heavy and hazardous work.

Walton’s employment policy states “worker over fifteen years old, but less than sixteen, would hire as an apprentice”. Before hiring an apprentice, we must have a letter of consent from the legal guardian in advance. Apprentices have to obey the requests of Walton and school. Walton also provides shuttle bus for apprentice. The working hours and training methods must follow the law of “Labor Standards Act” and the related policy of Ministry of Education.

4.7 Security Policy

4.7.1 Information Security Management System

We accomplish the goal of “Protect before happen; handle and reply immediately” for proposes below

- Protect the asset of information.
- Make sure the related equipments are regularly operated.
- Protect the system, information, equipment and network for not being

illegal used and destroyed.

- Assure the protection of informational business and the benefits of employees, customers, and suppliers.

We continually require all employees to obey the policy of information security.

The job content of information security management is listed as below.

1. Define annual audit plan for ISMS (Information Security Management System) according to the result of risk assessment,.
2. According to annual ISMS audit plan to execute the audit.
3. Security audit base on information security report.
4. Revise the management policy and audit regulation of ISMS if necessary.
5. Self-check every month and cross department audit every 3 months.

4.7.2 Security Management for employee

For management of physical safety, we have set up security control system in area, employee must have a staff ID card to enter. Employees in departments and position may have different access. Customers or venders must apply for entrance access in order to enter Walton factory.

Moreover, the management and training for security guards, the execution methods are as below.

1. Before security guards start their work, they have to attend the 40 hours pre-training course.
2. Each on-duty security guards have to attend 4 hours in-duty training course every month.
3. The supervisor and occupational safety related staffs must meet at weekly duty meeting.

Appendix

Global Reporting Initiative Comparison Table

	GRI Guidelines	Related WAE CSR Section	Page(s)/Notes
1. Strategy and Analysis			
1.1	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy.	Messages From The President	2
1.2	Description of key impacts, risks, and opportunities. The reporting organization should provide two concise narrative sections on key impacts, risks, and opportunities	1.3 The Vision and Challenges in the Future	6~10
2. Organizational Profile			
2.1	Name of the organization	1.1 Introduction of Walton	3
2.2	Primary brands, products, and/or services	1.4 Major Production and Technology	10~12
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	1.1 Introduction of Walton	3~4
2.4	Location of organization's headquarters.	1.1 Introduction of Walton	3
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	1.1 Introduction of Walton	3
2.6	Nature of ownership and legal form.	1.1 Introduction of Walton	3
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	1.2 Market Overview	5~6
2.8	Scale of the reporting organization.	1.1 Introduction of Walton	3
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	-	There was no change in company organization

	GRI Guidelines	Related WAE CSR Section	Page(s)/Notes
			during 2013.
2.10	Awards received in the reporting period.	1.5 Awards and Certification	12~14
3. Report Parameters			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	About this report	1
3.2	Date of most recent previous report (if any).	About this report	August, 2013
3.3	Reporting cycle (annual, biennial, etc.)	About this report	1
3.4	Contact point for questions regarding the report or its contents.	About this report	1
3.5	Process for defining report content including: Determining materiality; Prioritizing topics within the report; and Identifying stakeholders the organization expects to use the report.	About this report	1
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	About this report	1
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	About this report	1
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	1.1 Introduction of Walton	3~4
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	About this report	1
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/ acquisitions,	About this report	1

	GRI Guidelines	Related WAE CSR Section	Page(s)/Notes
	change of base years/periods, nature of business, measurement methods).		
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	About this report	1
3.12	Table identifying the location of the Standard Disclosures in the report.	United Nations Global Compact Comparison Table	44~50
3.13	Policy and current practice with regard to seeking external assurance for the report.	About this report	1
4. Governance, Commitments, and Engagement			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	2.1 Organization Structure	15
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	2.2 Board of Directors	16
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	2.2 Board of Directors	16
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	2.5 Relationship with Investors	21
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	2.2 Board of Directors	16
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	2.2 Board of Directors	16
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of	2.2 Board of Directors	16~17

	GRI Guidelines	Related WAE CSR Section	Page(s)/Notes
	gender and other indicators of diversity.		
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	2.4 Regulatory Compliance	19~21
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	2.2 Board of Directors	16
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	2.2 Board of Directors	16
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	2.4 Regulatory Compliance	19~21
4.12	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	2.8 Communication with Stakeholders	24~25
4.13	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	2.8 Communication with Stakeholders	24~25
4.14	List of stakeholder groups engaged by the organization.	2.8 Communication with the Stakeholders	24~25
4.15	Basis for identification and selection of stakeholders with whom to engage.	2.8 Communication with the Stakeholders	24~25
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	2.8 Communication with the Stakeholders	24~25
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	2.8 Communication with the Stakeholders	24~25

	GRI Guidelines	Related WAE CSR Section	Page(s)/Notes
Management Approach and Performance Indicators - Economic			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	2.3 Financial Performance	18
EC3	Coverage of the organization's defined benefit plan obligations.	4.3 Remuneration Management	37
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	4.3 Remuneration Management	37
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	2.7 Supplier Management	23~24
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	4.1 Employment Profile	36
Management Approach and Performance Indicators – Environmental			
EN1	Materials used by weight or volume.	3.1 Raw Materials Consumption	26~27
EN3	Direct energy consumption by primary energy source.	3.2 Energy Consumption	27
EN4	Indirect energy consumption by primary source.	3.2 Energy Consumption	27
EN5	Energy saved due to conservation and efficiency improvements.	3.6 Energy-Saving Activities	32
EN8	Total water withdrawal by source.	3.2 Energy Consumption	27~28
EN16	Total direct and indirect greenhouse gas emissions by weight.	3.3 Greenhouse Gas Emissions	28~29
EN21	Total water discharge by quality and destination.	3.4 Sewage Effluent Emissions	29~31
EN22	Total weight of waste by type and disposal method.	3.5 Waste Management	31
Management Approach and Performance Indicators - Social: Labor Practices and Decent Work			
LA1	Total workforce by employment type, employment	4.1 Employment Profile	36

	GRI Guidelines	Related WAE CSR Section	Page(s)/Notes
	contract, and region broken down by gender.		
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	4.2 Employee Welfare	37
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	4.5 Caring for Employees	42
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	4.5 Caring for Employees	40~42
LA10	Average hours of training per year per employee by gender and by employee category.	4.4 Education & Training	40
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	4.4 Education & Training	37~40
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	4.1 Employment Profile	36
Management Approach and Performance Indicators - Social: Human Rights			
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone screening on human rights and actions taken.	2.7 Supplier Management	23~24
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	4.5 Caring for Employees	41
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	4.6 Child Labor Prohibition	42
HR8	Percentage of security personnel trained in the	4.7 Security Policy	42~43

	GRI Guidelines	Related WAE CSR Section	Page(s)/Notes
	organization's policies or procedures concerning aspects of human rights that are relevant to operations.		
Management Approach and Performance Indicators - Social: Society			
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	2.4 Regulatory Compliance	19~21
SO4	Actions taken in response to incidents of corruption.	2.4 Regulatory Compliance	19~21
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	2.4 Regulatory Compliance	19~21
Management Approach and Performance Indicators - Social: Product Responsibility			
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	2.6 Customer Service	22

Contact Information

1. Headquarter

No.18, North First Road, K.E.P.Z. 806 Kaohsiung, Taiwan, R.O.C.

TEL : +886-7-811-1330

2. A1 Factory

No.1, East First Road, K.E.P.Z. 806 Kaohsiung, Taiwan, R.O.C.

TEL : +886-7-811-1330

3. B10 、 B15 Factory

No.18 、 No.28, North First Road, K.E.P.Z. 806 Kaohsiung, Taiwan, R.O.C.

TEL : +886-7-811-1330