

2013 Sustainability Report

# Sustainability Journey Continues

“A sustainable organization lives a set of core values. Our core values of Integrity, Customer Focus, Concern for Others, and Excellence are our moral compass, transcending culture and geography. This set of values binds all the different cultures and people within IMI together and defines how we operate among ourselves. It guides us on how we transact business with our customers and suppliers. By living our values, we communicate to our customers and communities our identity, our culture. At any point of contact anywhere in the world, they will know that they are dealing with an undeniably good company.”



**ARTHUR R. TAN**

President and Chief Executive Officer





## Good Governance

IMI has set the tone from the top with regard to its priorities, objectives, and initiatives in the conduct of its global business.

**Board Structure and Process.** The IMI board comprises 11 members, all of whom are elected by the stockholders.

- Three of the directors are independent
- Five committees support in good governance: Executive, Compensation, Audit and Risk, Finance, and Nomination

**Management.** Management is primarily accountable to the Board of Directors for the operations of IMI. It concretizes the company's targets and formulates and executes the strategies to achieve these.

**Accountability and Audit.** The Audit and Risk Committee exercises oversight of the performance of external and internal auditors

- Sycip, Gorres, Velayo & Company (SGV) is the external auditor
- Compliance Officer ensures adherence to the provisions and requirements of IMI's Corporate Governance Manual

**Financial Reporting.** IMI's financial statements are prepared and presented in accordance with Philippine Accounting Standards and Philippine Financial Reporting Standards, which comply with International Accounting Standards.

- A presentation of IMI's risk management objectives and policies allows for a better assessment of financial performance and cash flows. Significant accounting judgments and estimates are also disclosed.

**Code of Conduct.** IMI and its employees commit to live by the following values: Integrity, Customer Focus, Concern for Others, and Excellence.

- It has adopted a Code of Conduct in line with the Electronics Industry's Code of Conduct
- It operates in full compliance with the laws, rules, and regulations of the countries in which it operates, and recognizes international standards to advance social and environmental responsibility

“Sustainability has been embedded in our strategy from the get-go. Our concern for others naturally extends into guaranteeing that our business remains sustainable. We make sure that the business and employment continue, that we take good care of our people, and that we do not harm the society or the environment in which we operate.”



**ARTHUR R. TAN**

President and Chief Executive Officer



## Workplace Initiatives

**Employee Engagement.** In its desire to determine the level of engagement and involvement of employees in the organization, IMI conducted with an independent group an Employee Engagement Survey in 2013 in all its global sites.

- The Company was measured based on the following engagement factors: Leadership and Management, Line of Sight, Nature of Work, Organizational Pride, Compensation and Benefits, and Customer Focus
- Results of the survey provided opportunities for the organization to improve its human resource management and development



**Partnership with Academe.** IMI has forged strategic alliances with three educational institutions in China, two in Mexico, and one in the Philippines to ensure improved flow of talented graduates to IMI.

**IMI University.** With its flagship programs—Leadership Training, Program Managers' Certification Training, and Business Planning Workshop—the IMI University has promoted skills enhancement and improvement of the company's competitiveness.

- The number of in-house subject-matter experts has increased to 35 in 2013 from 11 in 2011



### Corporate Social Responsibility

IMI lives its value of Concern for Others in the company and in the community.

- Some 948 employees and their dependents benefited from Family Health Day in August 2013
- Some 52 employees benefited from in-house livelihood seminar-workshops on meat processing
- More than 380 employees donated blood to Red Cross
- About 40 volunteered to build a Children's Hour Daycare Center classroom at the Bayan ni Juan in Calauan, Laguna
- Some 155 volunteered for a medical outreach in Barangay Timbao in Binan, Laguna, which benefited 890 individuals



Employees, customers, and other IMI stakeholders joined forces to help victims of Typhoon Yolanda (international name: Haiyan).

- More than P1 million was raised from employees, customers, suppliers, and friends through a fund solicitation drive and a benefit concert
- Donations received were used to fund Ayala Foundation’s relief and rebuild operations. Part of this donation went to rebuild efforts in Negros Occidental—the building of fishing boats for the fishermen of Cadiz and the construction of a 13-classroom disaster-ready school building in nearby Sagay.
- About 250 employees volunteered in repacking of goods in Department of Social Welfare and Development (DSWD) Center in Pasay City and in Red Cross Center in Alabang, Muntinlupa City
- “We CAN Help” drive collected more than 1,300 canned goods that were turned over to the GMA Foundation

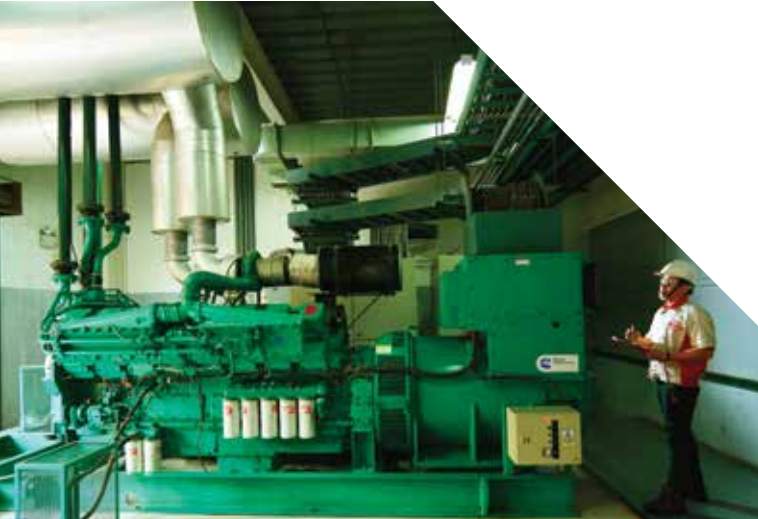


## Environment, Health, and Safety Program

To ease the impact of its operations on its people and the environment, IMI has been enforcing an integrated Environment, Health, and Safety (EHS) program with focus on energy management, water conservation, health and safety management, and chemical and waste management.

In 2013 IMI Laguna's energy management program realized energy savings of 1,088,067.60 KW-hr through measures such as:

- Operation of cooling towers by heat load demand-balancing approach
- Adjusting the Chiller Set point to 44° F from 43° F (from 10 p.m.–6 a.m.)
- Increase cooling tower efficiency through fillers replacement
- Economical Compressed Dry Air (CDA) utilization to common link supply pipe loop





“IMI uses energy-efficient lighting system. Last year more than 5,000 LED tube lights replaced mercurial fluorescent lighting, cutting back power consumption by 40 percent—or energy savings of 1,088,067.60 KW-hr.”

- In 2013 IMI Laguna Site 1 achieved 4,279,880 safe man-hours, while the IMI Laguna Site 2 achieved 12,238,960 safe man-hours



IMI uses energy-efficient lighting system. Last year more than 5,000 LED tube lights replaced mercurial fluorescent lighting, cutting back power consumption by 40 percent—or energy savings of 1,088,067.60 KW-hr.

The water management program generated savings of 6.9 percent, or 39,417 m<sup>3</sup>, in 2013 through:

- Efficient use of Deionized Water System
- Use of treated water for gardening and for domestic applications

Health and safety-awareness training seminars were conducted such as those for basic First Aid, life support, chemical handling, and fire and earthquake drills.

IMI is fully compliant with the Philippine government’s Department of Environment and Natural Resources (DENR) Toxic Substances, Hazardous and Nuclear Wastes Control Act 6969 and the Ecological Solid Waste Management Act 9003. IMI judiciously enforces the 3R (Reduce-Reuse-Recycle) program in the disposition of its chemicals for manufacturing processes, waste segregation, and waste composting. In 2013 IMI Laguna attained 97.95 percent recycling recovery.

In 2013 IMI Laguna turned over its hazardous recyclable wastes (e.g., used oil and solvent chemical, and used lead battery)—a total of 24,774 kg—to the ABS-CBN Foundation’s Bantay Kalikasan. The proceeds (Php 170,819.29) were donated to Tahanang Walang Hagdanan Inc.

Periodic conformance audits and safety inspections are also regularly conducted to check IMI’s compliance to procedures, standards, and legal requirements. A regular management review is in place to assess IMI’s overall EHS performance against its EHS objectives and targets.

IMI is ISO 14001:2004 Environmental Management System certified.



“I think sustainability has become hardwired in us. Because we operate in a global environment, we must conform in order to pass muster with all international standards; thus compliance becomes second nature to us, such that whether mandated or not, we look at ways to make sure, for example, that we dispose of hazardous materials properly. We check on our supply base to make sure that proper waste management is in place, or ascertain that only the highest levels of integrity are observed in our products’ procurement and maintenance. We try to emulate this across the board, which brings us back to IMI’s corporate values of integrity, customer focus, concern for others, and excellence: We want to make sure that the associates who work with us share these values wherever they may be.”



**ARTHUR R. TAN**  
President and Chief Executive Officer





## Green Manufacturing

**HSPM System.** IMI supports and implements responsible sourcing, manufacturing, and execution through the Hazardous Substance Process Management System (HSPM). The HSPM database helps IMI ensure that purchased items are compliant with different environmental requirements such as RoHS2, REACH SVHC, and others, via materials third-party test reports, certificate of compliance, and materials declaration.

The establishment of HSPM system and database has improved the assessment of product compliance. In 2013 IMI achieved 169 percent improvement in HSPM Turnaround time (TAT) compliance since the start of our continuous improvement project in 2010.

**Technical Capability.** IMI's ISO 17025-accredited Quality Technical Support (QTS) laboratory is capable of detecting RoHS hazardous substances such as lead using an X-Ray Fluorescence (XRF) machine. The XRF Machine is a nondestructive method to detect lead content in polymers, metals, and ceramic materials.

**Supply Chain Approach.** In 2013 IMI started communicating its Corporate Social Responsibility programs to its supply chain through the Electronics Industry Citizenship Coalition® (EICC®) Supplier Evaluation Questionnaire Surveys and other tools to assess supplier capability.

IMI also started rolling out its program in support of the latest US legislation "Dodd Frank Act or Conflict Metals". This law requires US companies, through SEC filings, to declare sources of certain "conflict minerals" specifically the "3TG" metals, namely, tin, tantalum, tungsten, and gold. The law seeks to control the exploitation and trade of conflict metals originating from the Democratic Republic of Congo and neighboring countries.

**Continuous Improvement.** In 2013 IMI participated in online survey programs—the Carbon Disclosure Project (CDP) survey and the Eco Vadis survey—to assess its corporate social responsibility system

## Solar Power Business

IMI Energy Solutions, a division of IMI USA based in Fremont, California, continues to develop and manufacture solar panels and related technologies. With the Renewable Energy Test Center (RETC), its strategic partner, right next door, fast turnaround time from prototyping to product certification is ensured.

- Offering clients photovoltaics (PV) module new product introduction (NPI), and the capability to build different PV panel sizes and PV panel coupons for new product-technology validation
- 22 solar panel development companies collaborated with us in 2013 on their front-line solar technologies

# GRI Indicators

The coverage for this set of indicators is IMI Laguna, comprising IMI's main manufacturing site on North Science Avenue at the Laguna Technopark, and its manufacturing facility located on the corner of Trade Avenue and Technology Avenue, also at the Laguna Technopark.

| TASK/S   | 2013  | 2012  | 2013 Remarks   |
|--|---|---|--|
| <b>Environment</b>   |   |   |  |
| EN 3: Direct energy consumption by primary energy source   | 1769.89 MT (Combined Gas and Diesel)  | 409.9 MT (Combined Gas and Diesel)  | Fuel consumption of all shuttle buses was included in 2013 data, which is not included in 2012 data.                                       |
| EN 4: Indirect energy consumption by primary source  | 48,191,076.1 KW-Hr  | 40,705,000 KW-hr  | Increase of power electricity was due to increase of facility utilization and increase of production output which include IMI Cavite Site. |
| EN 5: Energy saved due to conservation and efficiency improvements   | 1,088,067.60 KW-hr  | 422,753 KW-hr   | Increase of energy saving contributed mainly from the conversion of cfl lighting to LED lighting, which continue in year 2014.             |
| EN 10: Percentage and total volume of water recycled and reused  | 6.9 % reduction<br>39,417 m3  | 3.56 % reduction<br>21,561 m3   |  |
| EN 16 : Total indirect greenhouse gas emissions by weight  | 29,068.85 MT  | 20,155.06 MT  | Increase of CO2 emission was due to increase of facility utilization and increase of production output which includes IMI Cavite Site.     |
| EN 22: Total weight of waste by type and disposal method   | 1,270.00<br>1. Common Residual waste - 25.457 tons<br>2. Hazardous waste - 140.00 tons<br>3. Recyclable waste - 1,104.539 tons  | 1,206.5 tons<br>1. Common Residual Waste -25.94 tons<br>2. Hazardous Waste - 161.49 tons<br>3. Recyclable Waste -1,019.12 tons  | Increase the recycling and recovery of waste to limit the dumping of waste to municipal land fill.   |
| EN 26 : Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation  | Energy Management, Water Management, Waste Management, Chemical and Hazardous Substance Process Management  | Energy Management, Water Management, Waste Management, Chemical Management, and Hazardous Substance Process Management  |  |
| EN 28: Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations                                 | 0   | 0   | Zero means no fine   |
| <b>Human Rights</b>  |   |   |  |
| HR 4: Total number of incidents of discrimination and actions taken  | 0   | 0   | Zero means no case   |
| HR 6: Operations identified as having significant risk for incidents of child labor, and measures taken to contribute the elimination of child labor                           | None  | None  |  |
| HR 7: Operations identified as having significant risk for incidents of forced or compulsory labor and measures to contribute to the elimination of forced or compulsory labor | None  | None  |  |
| <b>Labor</b>   |   |   |  |
| LA 1 : Total workforce by employment type, gender, and age   | <b>Total Workforce: 4,667</b><br><b>Employment Type:</b><br>Permanent (prob/perma) - 4,501<br>Contractual - 166<br><b>Gender:</b><br>Male - 880<br>Female - 3,787<br><b>Age:</b><br>over 50 - 64<br>31-50 - 2,817<br>under 30 - 1,786 | <b>Total Workforce: 4,520</b><br><b>Employment Type:</b><br>Permanent - 4,397<br>Contractual - 34<br>Probationary - 89<br><b>Gender:</b><br>Male - 687<br>Female - 3,833<br><b>Age:</b><br>over 50 - 24<br>30-50 - 2,852<br>under 30 - 1644 |  |
| LA 2 : Total number and rate of employee turnover by age group and gender  | <b>Employee Turnover: 392</b><br><b>Turnover by age group:</b><br>over 50 - 1 (0%)<br>31-50 - 222 (4.8%)<br>30 below - 169 (3.6%)<br><b>Gender :</b><br>Male - 91 (2%)<br>Female - 301 (6%)   | <b>Employee Turnover: 944</b><br><b>Turnover by age group:</b><br>over 50 - 3 (0%)<br>30-50 - 504 (10%)<br>under 30 - 437 (9%)<br><b>Gender :</b><br>Male - 125 (3%)<br>Female - 819 (16%)  | 2012 turnover figure was higher due to employer-initiated separations (redundancy).  |

| TASK/S   | 2013  | 2012  | 2013 Remarks   |
|--|---|---|--|
| LA 3: Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations   | 1. Life Insurance – 24x Monthly Basic Salary; double indemnity for Accidental Death & Dismemberment   | 1. Life Insurance – 24x Monthly Basic Salary; double indemnity for Accidental Death & Dismemberment   |  |
|  | 2. Medical Insurance – group hospitalization with inner limits (depending on rank) per illness per confinement  | 2. Medical Insurance – group hospitalization with inner limits (depending on rank) per illness per confinement  |  |
|  | 3. Outpatient Benefit – consultation and laboratory exams within annual benefit limits (depending on rank)  | 3. Outpatient Benefit – unlimited consultation with general physician and discounted laboratory tests   |  |
|  | 4. Annual Physical Exam – routine medical examination every year  | 4. Annual Physical Exam – routine medical examination every year  |  |
|  | 5. Vacation leave – 12 days per year; paid leave starts after 1 year of continuous service. Max of 4 (varies by tenure) unused VL credits will be converted at the end of each year for Supervisors and up  | 5. Vacation leave – 12 days per year; paid leave starts after 1 year of continuous service  |  |
|  | 6. Sick Leave – 12 days per year; paid leave starts after 6 months of continuous service. All unused sick leave credits will be converted at the end of each year.  | 6. Sick Leave – 12 days per year; paid leave starts after 6 months of continuous service. All unused sick leave credits will be converted at the end of each year.  |  |
|  | 7. Emergency Leave – 3 days per year; paid leave starts after 1 year of continuous service  | 7. Emergency Leave – 3 days per year; paid leave starts after 1 year of continuous service  |  |
|  | 8. Computer Loan – up to max of 50K at zero interest  | 8. Computer Loan – up to max of 50K at zero interest  |  |
|  | 9. Emergency Loan – up to max of 5K at zero interest  | 9. Emergency Loan – up to max of 5K at zero interest  |  |
|  | 10. Multipurpose loan – eligibility starts after 5 years of continuous service  | 10. Multipurpose loan – eligibility starts after 5 years of continuous service  |  |
| LA 4: Percentage of employees covered by collective bargaining agreements  | N/A   | N/A   | No union. However, IMI believes in an open communication between employees and management to resolve workplace issues. Communication and engagement programs are in place to strengthen relationships (e.g. President's Update, Council Meetings, and Townhall Meetings) |
| LA 8: Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases | <ul style="list-style-type: none"> <li>Immunization Program for employees and dependents: <ul style="list-style-type: none"> <li>Expanded Immunization Program for employees' pediatric dependents to cover for vaccinations not given by the Department of Health (DOH).</li> <li>Influenza vaccines for seasonal flu</li> <li>Cervical Cancer vaccine extended to above 45 years old</li> </ul> </li> <li>Breast Cancer Month <ul style="list-style-type: none"> <li>intensive awareness program thru posters, email blasts, and lecture</li> </ul> </li> <li>Blood Donation <ul style="list-style-type: none"> <li>-25% higher turn out of donors done during the rainy season in preparation for Dengue outbreak with demands exceeding availability of blood (&gt;30% of donated bld.) at St. Luke's Blood Bank.</li> </ul> </li> <li>Leptospirosis Program <ul style="list-style-type: none"> <li>- Special Health Bulletin on leptospirosis during Typhoon Maring/Habagat (Sept. 23, 2013)</li> <li>-prophylactic medicines (Doxycycline capsules) given to employees exposed to flood waters</li> </ul> </li> <li>Outreach Program <ul style="list-style-type: none"> <li>-Free medical, dental and optical consultation, treatment and medicines at Barangay Timbao in July 2013</li> <li>-Family Health Day with free consultations, ECG and medicines, with lectures on adult and pediatric immunization</li> </ul> </li> <li>Fitness Program <ul style="list-style-type: none"> <li>-program that offers Aerobics, Zumba and Basic Belly Dancing to all employees who want to be physically fit and healthy. There are about 133 employees who actively joined the program that lasted for 3 months.</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Health information campaign on goiter, dengue, HIV, hepatitis-B, tuberculosis, influenza, etc.</li> <li>Immunization program for employees and their dependents <ul style="list-style-type: none"> <li>- H1N1 &amp; Seasonal Flu</li> <li>- Hepatitis B</li> </ul> </li> <li>Hypertension Prevention Program <ul style="list-style-type: none"> <li>- identification and monitoring of hypertensive employees</li> </ul> </li> </ul> |  |

| TASK/S   | 2013  | 2012  | 2013 Remarks |
|--|---|---|--------------|
| LA 10 : Average hours of training per year per employee by employee category   | <b>Training Manhours Per Position:</b><br>Managers: 1472 hours<br>Engineers & Supervisors: 7772.5 hours<br>Rank & File: 3768 hours<br>Operators: 4013.5 hours<br>Others : 237   | <b>Training Manhours Per Position:</b><br>Managers: 1245.5 hours<br>Engineers & Supervisors: 8593.5 hours<br>Rank & File: 3942 hours<br>Operators: 16167 hours  |              |
| LA 11: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings | <b>Behavioral</b><br>6 thinking hats ; Business & Social Protocol; Business Grammar & Practice (Effective Communication I); Business Writing (Effective Communication II); Counseling for Non – Counselor; Delegating for Success; Effective and Efficient Professional Purchasing and Procurement Skills; Effective Meeting Training; Electro Static Discharge (ESD) Essential Skills in People Management; Essentials of Leadership; Expats’ guide to Managing People in The Philippines; Facilitating the Team-SGA Training Goal-Setting; Making Goals Clear and Important; I&D Training Process/Competency Program Process; PED Planning Workshop; Presentation Skills Training – SGA; Quality Mindset; SGA Leadership Skills Training; Trainer’s Training Workshop; Values Re-orientation; Working Positively –in a Tough Environment; Working with Filipinos Orientation<br><br><b>Technical</b><br>3rd Digital Forensics and Security Conference; 5S Training; 8 Step Model Problem Solving Seminar; 9th SUBTLE SELLING STRATEGIES & SKILLS WORKSHOP; Advance Product Quality Planning (APQP); Basic Dicing Blade Seminar; Basic Optics Training; Basic Understanding of Profit & Loss (PNL)Common Query Reports Used; Commonly Used Tcodes in SAP/ commonly Used Query Reports; Computer Based Training Using Adobe Presenter; Cost Management Training; DELO Industrial Adhesives Orientation; Design for Manufacturability (DFM); Design of Experiment; Developing Windows Applications with Microsoft Visual Studio 2010; Electro Static Discharge (ESD) EMS 101 Training; ETS-364/600 Maintenance; TRIZ; Aluminum Wire Bonding & Wedge Tools Training; Gold and Copper Wire Bond Training; Asscon Vapor Phase-Multi Vacuum Reflow; Reflow Technology (heller); Wire Bonding Training; Inferential Statistics Training; Inter-Co Set Up/ material Coding and Material Types Used; Introduction to Intellectual Property Training; ISOTS16949 Standard Training; Knowledge Management; Labview Connectivity Training; Lean Manufacturing; Lean Office Training; Meaningful Measures of Equipment Performance; MSA; Metal Stamping Technology Capability; Method in Madness; Mistake Proofing; MS Excel; PBCT Pricing (ALGO); Global 8D; PFMEA; Productivity Improvement; Project Management; Quota Arrangement/Supplier Contract and U-PCN Approval Matrix; RFQ Pricing (ALGO); RCA; SAP Module; Security Management System in The Supply Chain; Semicon Learning Session; Infrared Data Communication-IRDA; Statistical Process Control; Supplier Code Creation/PO Price Based on Delivery Date; Supply Chain Simulation Workshop; Technical Report Writing; Tobii Workshop-Manufacturing Engineering; VDA6.3 Training & Certification; Innovation<br><br><b>Quality</b><br>Auditing Techniques Enhancement; EMS Lead Auditor; Functional Safety Certification Programme (ISO26262); IBEX Assessors’ Training; Internal Audit Course; ISO 14001 / EMS Refresher Course; ISO 14791: Risk Management; ISO13485 Standards; ISO13485:2003 Internal Audit Course; ISO9001:2008 Standard; Module AMS01-Introduction to ISO/TS16949:2009; Module AMS22-Quality Excellence Thru Layered Process Audits (LPA); Module C119-Triz Based Creative Problem Solving QMS03-QMS-Auditor/Lead Auditor Training (IRCA Course); Innovation: Understanding the Requirements of ISO17025<br><br><b>EHS</b><br>Construction Occupational Safety and Health Awareness; 2nd Biennial PCO Summit “ Environmental Policy” Dialogues; Basic Chemical Safety; Electro-Mechanical Safety; Emergency Preparedness & Response Training - Refresher Course; Forklift Safety; Hazardous Waste Management; Loss Control Management Seminar; Mastering Enterprise Wide Risk Management; OSHNET Region 4A 2nd General Assembly; PCO Basic Training Refresher Course Radiation Safety; Standard First Aid and Basic Life Support Training | <b>Technology</b><br>Sharepoint Training; Agile Training; Labview Training<br><br><b>Behavioral</b><br>Building An Environment of Trust; Telephone Etiquette Workshop/Seminar ;Train the Trainers; Values Training (WOWCP); Facilitation Skills Training; Team Building; GL Leadership Training; Transition Leadership Training; Negotiation Skills Training; Influential Leadership; Essentials of Leadership ; Settings Clear Goals; Financial Management; Becoming an effective Supervisor Training (BEST)<br><br><b>Technical</b><br>Agile Training; Agile PLM User Training; AOI-Automated Optical Inspection Fundamentals Training; A/P Related Process Workshop; Corporate General Orientation; Conformal Coating Fundamentals Training; Design Failure Mode & Effect Analysis; DOE-Design of Experiment (TAGUCHI )TRAINING; DFM Training; EMC-Electro Mechanical Compatibility Training; ESD Training; FMEA APIS TRAINING; Flipchip Fundamentals Training; ISO/IEC 17025; IPQ Internal Audit Training; IPC-A-610E Training; Incoterms Training; Jigs & Fixture Buy-off Fundamentals; Lean Manufacturing Training; Labview Core 3 Training; Labview-Basic 1 & 2 Training; MS Excel 2010 Training; MS Powerpoint Training; MSA Overview; Mechanical Fabrication Training; NI Labview-Advanced Architecture Training; Project Management Overview; PCB Design for Manufacturing Training; Programmable Logic Circuit Training; Poka Yoke Mistake Proofing Training; Pneumatics Fundamentals Training; Quality Customer Service; Robotic Soldering Training; Soldering Theory and Application Training; Refresher Course on Escalation Process; Tape and Reel training; Screw and Fastening Solution; Statistical Process Control Training; Technical Report Writing Training; Time Standard Fundamentals Training; Wire Bonding Fundamentals & Principles; Wire Bonding Machine Programming; 8 Bits Micro-controller Programming Training ; HSPM Awareness; 8 Step Model of problem Solving Techniques Workshop; SGA Presentation Skills Training; SGA Supplementary Tools Training; Process Failure Mode & Effect Analysis & Apis IQ Software Training; ISO9001:2008 Training; ISO/TS 16949:2009; Quality Auditing Orientation; EHS Training Programs |              |

| TASK/S  | 2013   | 2012  | 2013 Remarks                            |
|---|--|---|---|
| LA 13: Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity                            | <b>BOD Total Number of Members: 11</b><br><b>Gender:</b><br>Male, 10; Female, 1<br><b>Age Group:</b><br>over 50, 9;<br>30-50, 2  | <b>BOD Total Number of Members: 11</b><br><b>Gender:</b><br>Male, 10; Female, 1<br><b>Age Group:</b><br>over 50, 8;<br>30-50, 3   | Limited to Board of Directors           |
| <b>Economic</b>   |  |   |   |
| EC 1 : Economic value generated and distributed, included revenues, operating costs, employee compensation, donations and other community investments, and payments to capital providers and government | Economic Value ( in Million Pesos)<br>Revenues : 8,030<br>Net Income :(5)<br><b>Distribution:</b><br>Suppliers /contractors - 8,748<br>Employees ( salaries and benefits) - 1,282<br>Government (taxes) - 67<br>Stockholders (dividends) - 38<br>Charitable Contributions - 0.8<br><b>Total Distribution - 10,135</b><br><b>Investments</b><br>Equity Investment - 5,885<br>Capex - 154<br><b>Total Investment - 6,038</b> | Economic Value ( in Million Pesos) - As Restated<br>Revenues : 6,730<br>Net Income :(134)<br><b>Distribution:</b><br>Suppliers /contractors - 9,508<br>Employees ( salaries and benefits) - 1,065<br>Government (taxes) - 40<br>Stockholders (dividends) - 109<br>Charitable Contributions - 0.5<br><b>Total Distribution - 10,722</b><br><b>Investments</b><br>Equity Investment - 5,318<br>Capex - 243<br><b>Total Investment - 5,561</b> |   |
| EC 2: Financial implications and other risks and opportunities for the organization's activities due to climate change  | We have not tracked the financial implications of activities due to climate change. IMI has established IMI Energy Solutions to offer EMS solutions for the renewable energy sector. IMI continues to engage in green manufacturing wherever applicable. It has a Business Continuity Plan to manage the business in times of disasters.   | We have not tracked the financial implications of activities due to climate change. IMI has established IMI Energy Solutions to offer EMS solutions for the renewable energy sector. IMI continues to engage in green manufacturing wherever applicable. It has a Business Continuity Plan to manage the business in times of disasters.  |   |
| EC 5: Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation   | Min Wage for Region IV-A is 349.50/day which is composed of 337 basic pay and 12.50 CTPA; IMI complies with this.  | Minimum Wage for Region IV-A is P337 per day; IMI complies with this  |   |
| <b>Social</b>   |  |   |   |
| SO 7: Total number of legal actions for anticompetitive behavior, antitrust, and monopoly practices and their outcomes  | 0  | 0   | Zero means no legal action              |
| SO 8: Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with laws and regulations   | 0  | 0   | Zero means no fine                      |
| <b>Product Responsibility</b>   |  |   |   |
| PR 5 - Practices related to customer satisfaction, including results of surveys measuring customer satisfaction   | <b>Overall CSAT Rating:</b><br>Key Accounts - 4.01<br>Non-Key Accounts - 4.34  | <b>Overall CSAT Rating:</b><br>Key Accounts - 3.7<br>Non-Key Accounts - 4.5   | 5 is the highest rating                 |
| PR 6 – Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship  | Our policy on advertising or production of marketing collaterals states that IMI adheres to truth in advertising and production of marketing collaterals, and that it does not engage in any unethical practices.  | Our policy on advertising or production of marketing collaterals states that IMI adheres to truth in advertising and production of marketing collaterals, and that it does not engage in any unethical practices.   |   |
| PR 7: Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes        | 0  | 0   | Zero means no incident of noncompliance |
| PR 7: Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes        | 0  | 0   | Zero means no incident of noncompliance |