

2020 INTEGRATED REPORT

40 YEARS OF MANUFACTURING TECHNOLOGY AND INNOVATION

Steadily Increasing Relevance as a Global Force



OUR UNWAVERING COMMITMENT TO SUSTAINABILITY

Over the last four decades, IMI has not wavered in living its core values of Integrity, Excellence, Customer Focus, and Concern for Others. The company has grown from a local company that fostered a tight-knit culture of openness and cooperation to a global organization with greater determination in advocating the universal scopes of sustainability. As the 20th largest EMS company in the world, IMI continues to improve and reduce all negative impact on inputs and outputs by continuously aligning ourselves with the UN Sustainability Development Goals (SDGs). We are deliberate about achieving a circular economy that would have long-term implications on the environment and society, well aware that our legacy is in making sure that our footprint can be measured with the quadruple bottom-line of People, Planet, Purpose and Prosperity in mind.



For us at IMI, employees are not just remunerated fairly but are also provided with opportunities to grow and develop in all aspects with their health and safety as top priority. A strong and healthy workforce benefits the local economy of nearby communities. Their employment, along with the support from the local government, provides a multiplier effect to the local economy enabling more movement of goods and services thereby supporting the company's overall operations.

As a technology company, IMI is fully aware of how fast product and development cycles are. In today's digital age, the skills and know-how of our employees have become more relevant to stay on top of our industry. Through the Learning and Development initiatives of the IMI University, we are able to address the skill gaps and thus provide more value to the company, our customers, and suppliers. As our employees improve and advance, so do our levels of quality and service. As the organization grows and succeeds, the employees follow suit. These are all in line with SDG # 8 in providing Decent Work and Economic Growth.

With our people living our company core values, we are able to drive innovation and collaboration in the various key segments of mobility, connectivity, and smart energy. Our competence is in our ability to work together and co-develop solutions with our partners and customers in design and manufacturing of new technologies that save lives (automotive safety systems and medical devices) and save energy (electric vehicles, power management systems, renewable energy) in line with SDG # 9 Industry Innovation & Infrastructure.

Amidst the rapidly changing technologies in the world today, IMI believes that humanity—our people—will drive our growth and our success while in the cusp of our own digital transformation. We do so, mindful of how we can provide better paths for our employees and the world towards a more sustainable future.

As the world struggles to live with the virus today and at the same time recover from a severe economic downturn, we shall continue to provide valuable services to all our stakeholders while keeping focused on what matters most, as we continue to lead and thrive ready to face the next 40 years of IMI.

OUR FRAMEWORK

As a company, we aim to be a trusted partner for all our stakeholders—employees, customers, shareholders, business partners, governments, and the communities in which we operate.

That is why when we look for ways to evolve, we remain firmly committed to our core values—Integrity, Customer Focus, Concern for Others, and Excellence. They are the foundation of all our activities from the way we collaborate internally to how we engage externally. This same philosophy guides our approach to sustainability, including our policy framework, commitments, management systems, and stakeholder engagement.

SUSTAINABILITY FRAMEWORK

Our framework for sustainability management is the IMI Code of Conduct, adapted from the Responsible Business Alliance (RBA) Code of Conduct. It outlines the standards that we have set for ourselves to ensure that: working conditions are safe, workers are treated with respect and dignity, and manufacturing processes are all environmentally responsible.

It also extends across our business partners to support a responsible supply chain and a continuous improvement of performance within their own

operations. In particular, we require suppliers and subcontractors to comply with the same principles laid down in the IMI Code of Conduct. They are expected to acknowledge and implement the Code to remain in good standing. They must:

- operate as an equal opportunity employer and recognize minimum and prevailing wages and benefits;
- provide a healthy and safe working environment that is free from use of any forced or child labor, and prevent harassment or abuse of employees and;
- support sustainable development, observe environmental commitments to conserve natural resources, minimize the negative impacts of the production, application, and disposal of products, and reduce the use of hazardous materials.

To enable this journey, we formed a global Sustainability Team to facilitate and inform sustainability management and performance across the company. The team is composed of representative subject matter experts (SMEs) from Enterprise Risk Management, Human Resources, Environmental Health and Safety, Finance, Procurement, Supplier Quality Engineering, and Quality Management Systems.

LABOR

Treat employees with dignity and respect

- Freely Chosen Employment
- Child Labor Avoidance
- Working Hours
- Wages and Benefits
- Humane Treatment
- Non Discrimination
- Freedom of Association

MANAGEMENT SYSTEMS

Ensure compliance to RBA standards and the four pillars (Labor, Ethics, Health & Safety, Environment)

- Company Commitment
- Management Accountability and Responsibility
- Legal Customer Requirements
- Risk Assessment and Risk Management
- Improvement Objectives
- Training
- Communication
- Worker Feedback and Participation
- Audits and Assessments
- Corrective Action Process
- Documentation and records
- Supplier Communication

HEALTH & SAFETY

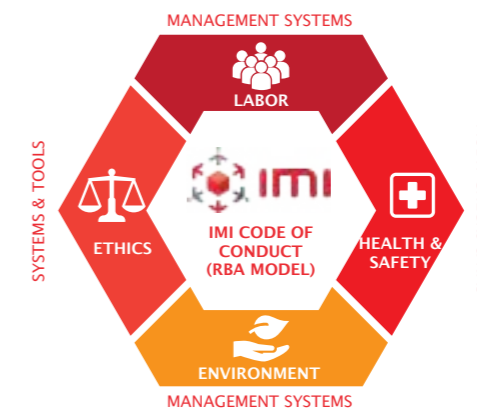
Maintain a safe and healthy work environment

- Occupational Safety
- Emergency Preparedness
- Occupational Injury and Illness
- Industrial Hygiene
- Physically Demanding Work
- Machine Safeguarding
- Sanitation, Food and Housing
- Health and Safety Communication

ETHICS

Uphold the highest standards

- Business Integrity Q&A Requirements
- No Improper Advantage
- Disclosure of Information
- Intellectual Property
- Fair Business, Advertising and Competition
- Protection of Identity and Retaliation
- Responsible Sourcing of Minerals
- Privacy
- Insider Trading



ENVIRONMENT

Protect the environment

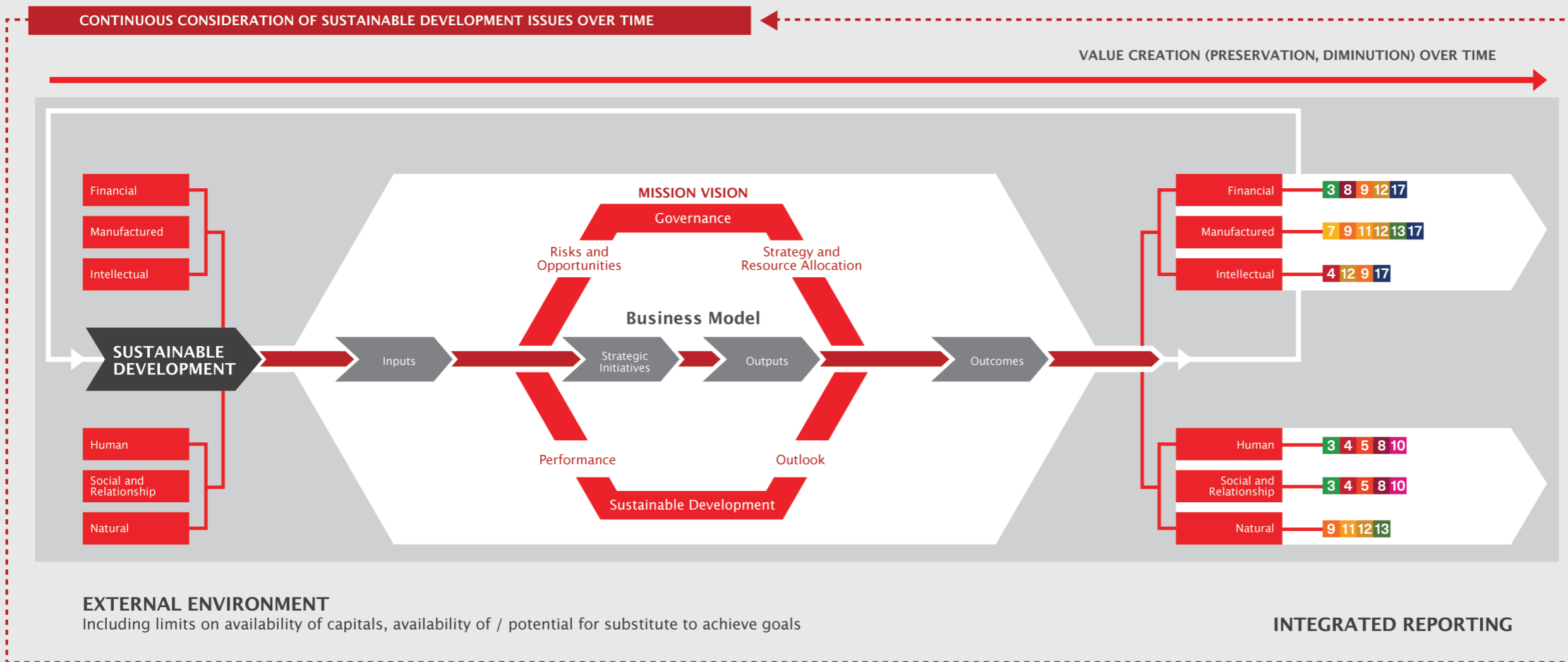
- Environmental Permits and Reporting
- Pollution Prevention and Resource Reduction
- Hazardous Substances
- Waste and Solid Waste
- Air Emission
- Product Content Restrictions
- Water Management
- Energy Consumption and Greenhouse Gas Emission Energy

OUR INTEGRATED VALUE CHAIN

Our management team provides a streamlined range of corporate functions while actively strengthening our portfolio and seeking synergy opportunities among our stakeholders.

We always ensure that we have an effective process in planning, implementing, and managing the flow of goods, services, and information along our integrated value chain.

ALIGNING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDG) WITH THE VALUE CREATION PROCESS



USING SIX CAPITALS TO CREATE VALUE



FINANCIAL CAPITAL



MANUFACTURED CAPITAL



INTELLECTUAL CAPITAL



HUMAN CAPITAL



SOCIAL AND RELATIONSHIP CAPITAL



NATURAL CAPITAL

IMI SDG COMMITMENTS



HOW WE CREATE AND SHARE VALUE

	KEY INPUTS	STRATEGIC INITIATIVE
<p>TOP RISKS IN OUR OPERATING ENVIRONMENT</p> <ul style="list-style-type: none"> • Abrupt shift to remote working has intensified IT vulnerabilities • Business interruption due to lockdown or mass closures; logistics and supply chain disruption • Infectious diseases and other multiple variants of the virus that caused COVID-19 circulating globally • Natural disasters and other catastrophic events—damages caused by flooding, earthquake, and volcano eruption • Industry volatility and economic uncertainty • Market crash and recession • Components shortage <p>STRONG GOVERNANCE</p> <ul style="list-style-type: none"> • Full compliance with the Code of Corporate Governance for publicly listed companies set forth by the Securities and Exchange Commission (SEC). • The Board of Directors is the supreme authority in matters governing and managing the business of the Corporation. <p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Regional manufacturing • Convergence of key market segments like mobility, connectivity, and smart energy • Focus on sustainable cost reduction programs • Rising importance of sustainability in operations and business environment • Emergence of new players in traditional and emerging market 	<p>FINANCIAL We maintain strong credit ratings and healthy capital ratios to support our business and maximize shareholder value.</p> <ul style="list-style-type: none"> • Market capitalization of PHP20.2 billion (US\$420.2 million) • Current ratio of 1.54:1 • Debt-to-equity ratio of 0.41:1 	Mitigate high operations costs and supply chain challenges to improve profitability
	<p>MANUFACTURED CAPITAL We ensure on-time delivery, monitor key performance metrics, and comply with quality standards to drive operating efficiency and profitability.</p> <ul style="list-style-type: none"> • 21 manufacturing plants across 10 countries 	Embed sustainability and quality in all operations through principles of Lean Manufacturing and Industrial Excellence
	<p>INTELLECTUAL CAPITAL We leverage on our extensive experience and know-how in technologies to deliver higher value to our partners.</p> <ul style="list-style-type: none"> • Our expertise in co-development provides leading service offerings to our customers • Our technology teams provide innovation and product solutions across all customer focused units 	Leverage on R&D capabilities to co-develop with customers and industry experience to move towards higher box build value add services
	<p>HUMAN CAPITAL We protect our employees' physical health and safety and ensure continuous learning and development in this period of heightened uncertainty.</p> <ul style="list-style-type: none"> • Global workforce • Skills and competencies • Work arrangements 	Continuous and timely implementation of health and safety measures, virtual support solutions, and E-learning platforms for learning and development
	<p>SOCIAL AND RELATIONSHIP CAPITAL We strengthen our shared values and commitments to further support our partners and communities around us.</p> <ul style="list-style-type: none"> • Partnership with more than 300 customers and over 200 major suppliers • Engagement and collaboration with governments, academe, stakeholders, investors and communities 	Ensure ongoing involvement, monitoring and measurement of progress and success from community engagements and collaborations
	<p>NATURAL CAPITAL We integrate natural capital into our business models and strategic decision-making</p> <ul style="list-style-type: none"> • Energy • Water • Waste 	Adoption of international management systems standards on environmental management systems through ISO 14001 and full support on UN SDGs

OUTPUTS	OUTCOMES	MANAGING RISK																												
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^a 2018 Scope 1, 2, 3 has been changed in accordance with the global standards
^b 2019 data excluding Germany
^c 2019 data excluding Germany and VTS Japan
^d 2020 data excluding VIA Germany, VIA China & VTS Japan

QUALIFYING KEY SUPPLIERS

OUR PROCUREMENT MANAGEMENT APPROACH

Our business covers a broad geographical spread, and a range of services and market segments.

With such reach, we hold ourselves to high standards and always strive to be better. This means our approach to advance sustainability is at the core of our sourcing network and supply chain. To do so, we work with customers to understand their needs and ensure our engagements are fulfilled in a manner that reflects their sustainability expectations and good practice guidance. In parallel, we communicate our expectations to business partners and carry out due diligence checks. Through this process, we establish accountability and assess compliance. We audit our suppliers once a year.

In 2020, our Sustainability Team organized training and assessment programs to key IMI suppliers in the Philippines and China based on RBA Code of Conduct Version 6.0 (2018). It includes labor, ethics, data protection, environmental, health and safety, and overall management system. We also provided risk management seminars to suppliers designed to help them adopt a risk mindset throughout their organization as well as to raise awareness of their impact in the achievement of IMI's and its customers' long-term goals and business strategy.



Training session with suppliers

OUR POLICY OF CONFLICT MINERALS

IMI continuously supports the sourcing of minerals and metals from RBA compliant smelters or those not supporting the rebel groups of the Democratic Republic of Congo and adjoining countries. We collect Conflict Minerals Reporting Template from suppliers annually and use the same format in disclosing smelter information to customer through our Customer Focus Team. We check compliance from the publicly available list of conformant smelters through the Responsible Minerals Initiative website. Whenever we uncover non-compliance, we share the results with our suppliers and require them to source responsibly. As part of our contractual agreements, we expect suppliers to practice the same measures for alignment within their operations and supply chains.

Our approach to advance sustainability is at the core of our sourcing network and supply chain.

Although we are making good progress, there remains much to do. In 2021, the IMI Code of Conduct will be updated based on the recently released RBA version 7.0. Our audit will involve at least 15 major suppliers, and we will issue an updated Supplier Code of Conduct and corresponding risk management trainings.

NATURAL CAPITAL

Early on, we said that our journey toward sustainability will be a long-term undertaking. With the support of our stakeholders, we continue our first steps to sustainable growth and development as one of our priorities.

We are fully committed to supporting UN SDGs through Ayala Corporation's Sustainability Blueprint. As part of AC Industrials, IMI champions SDG 9—Industry, Innovation, and Infrastructure, as well as SDG 12—Responsible Consumption and Production. By 2030, we envision the following:

- An inclusive and sustainable industrialization by demonstrating manufacturing value add of US\$1 billion across all IMI locations including developing countries where we operate;
- IMI will reduce its CO2 Emissions by 5 percent based on 2018 levels by adopting energy efficient technologies and harnessing clean energy
- Substantially reduce waste generation through reduction of material consumption and zero out waste disposal to municipal landfills through recycling and recovery; and
- IMI will reduce its water drawn from source by 30 percent based on 2018 levels by adopting recycling and re-use of waste water;

- Exhaust gas produced in production is discharged after purification using activated carbon
- Initial installation of solar panels at IMI Laguna Philippines site

WATER

Optimization of de-ionized water system operations, re-use of treated water and recovery of excess water. Re-use and/or recycle water including reverse osmosis reject, replacement of aging main water piping supply.

WASTE

- Reduce-reuse-recycle program in disposing of waste materials/chemicals; assurance of proper disposal through accredited haulers, treaters, and recyclers.
- IMI Philippines achieved 98.20 percent of waste recovered diverting to municipal landfill, through reduce, re-use, recycle programs.

MONITORING

Regular emission testing and monitoring of air pollutants is conducted continuously.

ENERGY CONSUMPTION

Our initiatives to mitigate the impact of energy consumption:



UN SDG COMMITMENTS

Continuously aligning with the UN SDGs, all our manufacturing sites across continents adopt an international management systems standards on environmental management systems through ISO 14001.

ENERGY

- Use of LED lightings, reduction of operating hours on cooling tower, installation of duct links on air conditioning, optimization of operating hours of selected compressed dry air equipment
- Reduction/optimization of operating hours for cooling towers and compressors, retrofit of AHU and PACU units, cooling coil replacement (improves chiller setpoint)
- Central air conditioning uses secondary circulation water to save energy and protect the environment

- Standardization of Energy Efficiency Program (EEP) across regional sites/best practices and emergency efficiency programs from the Philippine site
- Reduction of kilowatt/cubic feet minute compressors or compressed dry air system to be retrofitting efficient element units
- Retrofitting of variable speed drive and air dropped temperature circulation for major AC support system equipment yielding 10,000 kw/h
- Conversion and retrofit of obsolete environmental controls to updated setup for increased reliability—replaced two out of three controls as planned
- Introduction to site facility risk assessment
- Data analytics for energy consumption with focus on air-conditioning and compressed air
- Coordination with power suppliers for bigger renewal energy allocation

WASTE MANAGEMENT

Our initiatives to mitigate the Impact of waste generation and waste disposal

- Continue and sustain the waste reduction programs from upstream waste sources by implementing the 4 Rs method—reduce, reuse, recycle, and replace material that are not hazardous to environment

- Initiate the redesign of equipment and processes to reduce material consumption
- Continue the recycling recovery and treatment of all wastes to zero out the disposal from municipal land fill

GREENHOUSE GAS EMISSION (GHG) IN TONNES CO2e

Scope 1	2020	2019	2018
Asia	363	213	324
Europe	111	158	21
US	29	35	11
TOTAL	503	407	356

Scope 2	2020	2019	2018
Asia	70,954	81,105	94,475
Europe	14,443	15,228	12,721
US	7,898	8,692	7,628
TOTAL	93,294	105,025	114,825

Scope 3	2020	2019	2018
Asia	1,854	1,586	1,396
Europe	90	136	45
US	0	0.00	0.00
TOTAL	1,943	1,722	1,441

Note: Data from 2018 Scope 1,2,3 has been changed in accordance with the global standards 2020 data excluding VIA Germany, VIA China, & VTS Japan

WASTE MANAGEMENT (in '000 kg)

Hazardous	2020	2019	2018
Asia	313	418 ^b	433
Europe	159	432 ^b	167
US	68	120	74
TOTAL	540	970	674

Non-Hazardous RECYCLED	2020	2019	2018
Asia	532	851 ^b	1,322
Europe	351	533 ^b	504
US	784	831	712
TOTAL	1,667	2,215	2,538

Non-Hazardous RESIDUAL	2020	2019	2018
Asia	615	488 ^b	287
Europe	124	14 ^b	3
US	178	269	189
TOTAL	917	770	479

^b2019 Germany and VTS Japan no data of waste management 2020 data excluding VIA Germany, VIA China & VTS Japan

ENERGY CONSUMPTION (in million kw/h)

Electricity	2020	2019	2018
Asia	100	116	135
Europe	26	28	24
US	17	19	17
TOTAL	144	163	176

WATER (in '000 m3)

	2020	2019	2018
Asia	1,244	1,223	1,870
Europe	96	200 ^a	431
US	20	24	21
TOTAL	1,360	1,447	2,322

^a2019 Germany no data of water consumption 2020 electricity & water consumption excluding VIA Germany, VIA China & VTS Japan

HUMAN CAPITAL

We recognize that human capital will become increasingly important as the world transforms into knowledge-based economies that depend on information, knowledge, and multi-level skills. This transformation was made more challenging in 2020 as the world adjusted to the new normal with the need to deploy more robust on-line, digital solutions to cater to work from home and telecommuting.

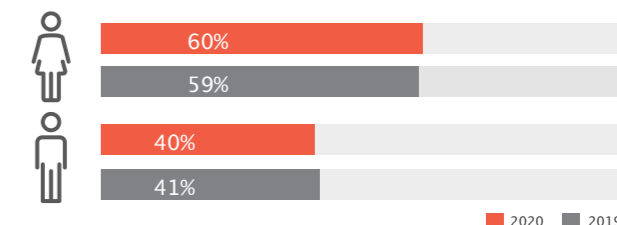
Our most important asset remains to be all 15,000+ strong employees spanning a multi-culturally diverse and global community that will continue to provide the strength, resilience, innovation, and creativity that will enable us to provide value to our customers and stakeholders. It was therefore incumbent upon IMI in the face of the global pandemic to prioritize and ensure the safety and well-being of all employees across the enterprise.

We continue to invest in strengthening our corporate culture and employee engagement utilizing more innovative and creative means as we adjust to the demands of a more digital world.

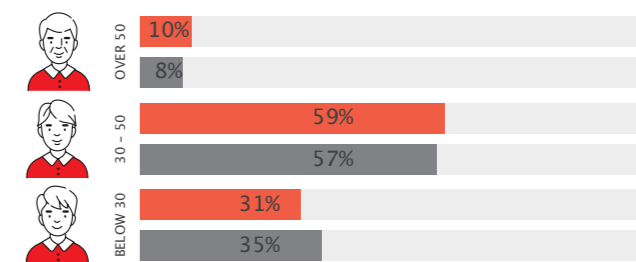
UN SDG COMMITMENTS



GENDER DIVERSITY (BY GENDER)*



WORKFORCE DIVERSITY (BY AGE)*



*Excluding VIA Germany, VIA China & VTS Japan

HUMAN RESOURCES INITIATIVES

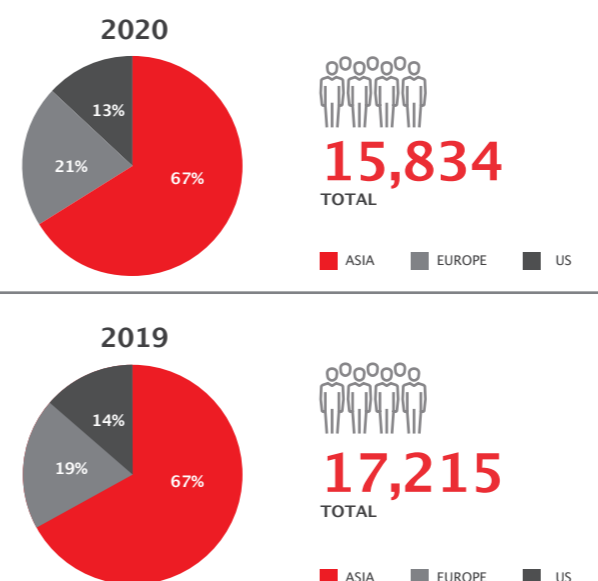
- Reinforcing IMI's core values
- Employee engagement survey
- Leadership assessment for key talents and successors
- Global talent review
- Organizational transformation through management program across levels

RESPECTING HUMAN RIGHTS

Our commitment to human rights starts with safeguarding the health and safety of our employees and their working environment.

This applies to all employees including temporary, project, migrant, student, direct employees, and any other type of employee. It also recognizes international standards (e.g., Universal Declaration of Human Rights, Social Accountability International, UN Global Compact, and the Ethical Trading).

IMI GROUP HUMAN CAPITAL



IMI EMPLOYEE ENGAGEMENT SCORE

92% 86% Philippine Norms
88% Global Norms
We build on these strengths:
Communication, Customer Focus, and Operating Efficiency

TRAINING AND DEVELOPMENT

In 2020, IMI University conducted a total of 98 training programs completing 19,394 of training man hours. We certified additional four SMEs giving us a total of 127 SMEs supporting our IMI University. The IMI University Learning Management System (LMS) was successfully launched in Bulgaria and Serbia with 26 available LMS modules.

IMI Philippines provided assistance through the Expanded Tertiary Education Equivalency and Accreditation Program (ETEEAP) of the Commission on Higher Education (CHED). In August last year, 11 employees achieved a bachelor's degree in engineering and business administration. Five of them were ETEEAP scholars. In partnership with a local university, scholarship grants were awarded to three qualified employees after a thorough screening.

HEALTH AND SAFETY OF OUR WORKFORCE

We safeguard the health, safety, and well-being of all members of our global IMI team, at the same time creating a fun working environment

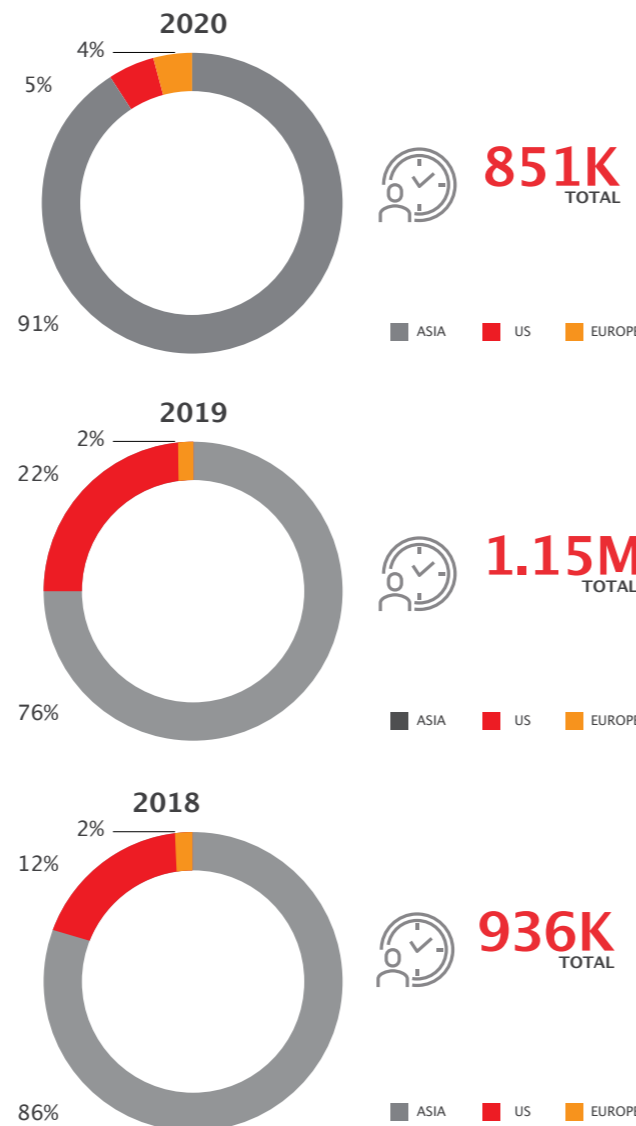
To raise awareness and participation, we keep our employees informed of various health programs, blood drives, and annual physical examinations. In addition, annual vaccination programs are offered at workable deduction scheme to further encourage employees to avail the services offered.

Safety trainings are conducted regularly as part of our accident prevention program to minimize occupational hazards and risk while improving productivity.



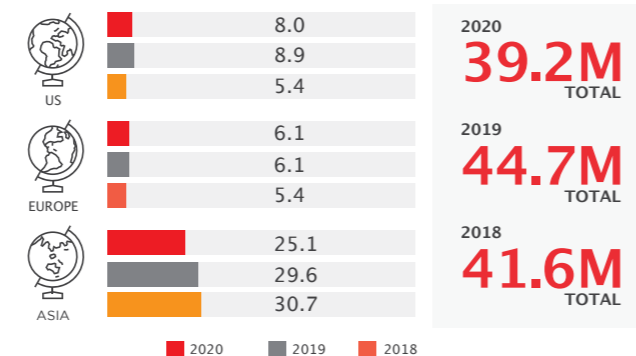
Training session at IMI China

GLOBAL TRAINING HOURS



2020 data excluding VIA Germany, VIA China & VTS Japan

SAFE MAN HOURS (IN MILLIONS)



SASB MATERIAL ISSUES INDEX

Sustainability Accounting Standards Board (SASB) Standards

Analyzing the materiality of sustainability information requires an understanding of the specific impact of business on society and the environment, as well as the impact of sustainability challenges on business. Companies operating in a specific industry are more likely to have similar business models and use resources in similar ways than companies in other industries. Therefore, they are likely to have similar sustainability risks and opportunities. The SASB develops sustainability accounting standards at the industry level, focusing on issues that are closely tied to resource use, business models, and other factors at play in the industry.

The SASB Standards identify industry-specific sustainability factors that likely to be material for 77 industries. They focus on the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in each industry.

They are designed to:

- 1. Meet investor needs**
Investors across asset classes want comparable, consistent, and reliable data on financially material sustainability factors. For example, investors who evaluate corporate performance within an industry context can easily integrate and assess material sustainability factors alongside financial fundamentals.
- 2. Be cost-effective and industry specific**
Industry-specific disclosure reduces costs and minimizes noise by surfacing the most relevant information. IMI uses SASB for Electronic Manufacturing Services & Original Design Manufacturing - Sustainable Industry Classification System™ (SICS™) #TC0101 as our SASB reference guide.
- 3. Be aligned and can be used with other frameworks and standards**
Many companies use both SASB and GRI Standards to meet the needs of various audiences. It is also a practical tool for implementing principles-based frameworks, including those provided by the TCFD and IIRC.

SASB INDEX – SUSTAINABILITY ISSUES & TOPICS FOR EMS MANUFACTURING

MATERIAL TOPICS	ACCOUNTING METRICS	SDGS	PAGE NUMBER (S)
Environment	<ul style="list-style-type: none"> GHG Emissions Air Quality Energy Management Water Management Waste & Hazardous Materials Ecological Impact 		6 – 9 67 – 68
Human Capital	<ul style="list-style-type: none"> Labor Practices Employee Health & Safety Employee Engagement, Diversity & Inclusion 		6 – 9 62 – 65 69 – 70
Business Model & Innovation	<ul style="list-style-type: none"> Product Design & Life Cycle Management Business Model Resilience Supply Chain Management Materials & Resource Efficiency Physical Impact of Climate Change 		18 – 31 66
Leadership & Governance	<ul style="list-style-type: none"> Business Ethics Competitive Behavior Management of Legal & Regulatory Requirements Critical Incident Risk Management Systemic Risk Management 		45 – 57 62 – 65 75 – 86

TCFD ADOPTION

As a public company, we recognize the value of global standards for corporate disclosure. We joined the network of supporters of Task Force on Climate-Related Financial Disclosure (TCFD) in January 2021 to promote a more resilient financial system through climate-related disclosure.

TCFD was set up by the G20's Financial Stability Board in 2015 with the goal of developing voluntary and consistent climate-related financial risk disclosure which can be adopted by companies to help inform investors, lenders, the market, and other members of the public to understand material risk related to climate change.

With this initiative, IMI is among the first electronic equipment manufacturers in South East Asia, and in the Philippines to join 1,800 companies in 78 countries across the globe to adopt the TCFD framework. Going forward, we will be guided by the Task Force's recommendations which involve four thematic areas: governance, strategy, risk management, and metrics and targets, where there are 11 adoptable recommendations which take into

"IMI has always been in the forefront of pioneering ESG values in the manufacturing sector for the Philippines. As part of the global supply chain for the world's top brands and products, we have been complying and exceeding these requirements for years. Our decision to support the TCFD initiatives is a natural path for us to take and uphold."

Arthur R. Tan
President and CEO

account physical and transition risks associated with climate change. By committing to this framework with focus on financial materiality, we hope to make the quality of information valuable to investors.

BENEFITS OF TCFD

TCFD adoption supports IMI's vision of being Future-Ready as a global technology solutions company that takes into account its responsibility as one of Ayala Corporation and AC Industrial's sustainability champions, in the manufacturing industry, in the Philippines, and across the globe. IMI reinforces its commitment to help achieve AC/ACI's Sustainability Blueprint, and also to help mitigate the risk of climate change.

Companies implementing the TCFD recommendations will:

- have easier or better access to capital by increasing investors' and lenders' confidence that the company's climate-related risks are appropriately assessed and managed;

- more effectively meet existing disclosure requirements to report material information in financial filings;
- increased awareness and understanding of climate-related risks and opportunities within the company resulting in better risk management and more informed strategic planning; and
- proactively address investors' demand for climate-related information in a framework that investors are increasingly asking for, which could ultimately reduce the number of climate-related information requests received

IMI will work and align with the Ayala group to develop its TCFD roadmap to full adoption and implementation in 2021. In addition, as part of its first steps in this journey, IMI will place emphasis on climate-related risks in the upcoming 2021 Annual Risk Assessment. Results of the risk assessment will be used in IMI Strategic Planning Conference to cascade IMI's strategy and direction about the risks and opportunities of climate change to the organization.

Recommendations and Supporting Recommended Disclosures			
GOVERNANCE	STRATEGY	RISK MANAGEMENT	METRICS AND TARGETS
Disclose the organization's governance around climate-related risks and opportunities	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Disclose how the organization identifies, assesses, and manages climate-related risks.	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.
Recommended Disclosures	Recommended Disclosures	Recommended Disclosures	Recommended Disclosures
a) Describe the board's oversight of climate-related risks and opportunities.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	a) Describe the organization's processes for identifying and assessing climate-related risks.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	b) Describe the organization's processes for managing climate-related risks.	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

MAIN BENEFITS OF TCFD ADOPTION

