

**“WE STRIVE TO BE A
FIRST-CLASS COMPANY
THAT KEEPS A BALANCE
BETWEEN PROFITABILITY
AND RESPONSIBILITY
TOWARD ITS STAKEHOLDERS
AND THE ENVIRONMENT.”**



A Way of Life for IMI



At IMI, sustainability is more than something we value. It's what steers us, underpinning our relationship with our customers and employees. It's our responsibility to the communities in which we live and the only planet we have.

IMI is deeply committed to sustainability as it strives to be a first-class company that keeps a balance between profitability and responsibility toward its stakeholders and the environment. Doing business in the 21st century is beyond good governance: It must make an impact on society and the environment, hence, IMI's paramount concern for the Ps—people (its stakeholders and the community), profit, and the planet.

IMI prides itself on having taken steps in the right direction. For the last several years IMI has had in place programs in support of its Environment, Health and Safety policy, as well as a Corporate Social Responsibility agenda. Also, in the last few years, IMI has ventured into renewable energy through its solar panel product development and manufacturing business. We deliver on our commitment to sustainability across all facets of our business even as we engage in green manufacturing technologies and remain dedicated to the pursuit of such technologies wherever applicable.

Good Governance: a Cornerstone of Sustainability

IMI's well-established policies and management systems bear out our efforts toward becoming more responsible citizens of this planet. Our commitment to the highest level of good governance throughout the organization, as well as to fostering a corporate culture of integrity and empowering leadership, is anchored on the belief in a strong link between quality governance and the creation of shareholder value and long-term growth.

In compliance with the Securities and Exchange Commission (SEC) Memorandum Circular 6, Series of 2009, IMI submitted its Corporate Governance Manual to the SEC in April 2010.

Board Structure and Process. IMI's eleven-person Board of Directors primarily represents the shareholders to whom it is accountable for creating and delivering value. Stockholders elect the directors annually.

IMI has three independent directors. For this purpose, the Company defines an independent director as one having no interest or relationship with the Company that may hinder his or her independence from the Company or Management, which would interfere with the exercise of impartial judgment in carrying out the director's responsibilities.

The Board represents a mix of competencies, with each director capable of adding value and exercising independent judgment. Meetings are held at least quarterly, or as often as necessary for the Board to fulfill its role.

Five committees support the Board in the performance of specific functions and to aid in good governance: Executive, Compensation, Audit, Finance, and Nomination.

The Executive Committee (ExCom), in accordance with the authority granted by the Board, acts on such specific matters within the competence of the Board of Directors as may occasionally be delegated to the Executive Committee in accordance with the Corporation's By-Laws, except with respect to any action for which shareholders' approval is also required, filling of vacancies on the Board or in the ExCom, amendment or repeal of By-Laws or the adoption of new By-Laws, amendment or repeal of any resolution of the Board of Directors, which by its express terms is not so amendable or repealable, distribution of cash dividends, and the exercise of powers delegated by the Board exclusively to other committees, if any.

The Compensation Committee establishes a formal and transparent procedure for developing a policy on executive remuneration and for fixing the remuneration packages of corporate officers and directors. It exercises oversight of the remuneration of senior management and other key personnel, ensuring that compensation is consistent with the Corporation's culture, strategy, and control environment.

The Audit Committee oversees IMI's internal control and financial reporting on behalf of the Board of Directors.

The Finance Committee supervises the implementation of an enterprise-wide risk management program and oversees major financial policies. IMI's risk management program involves risk identification, formulation of risk mitigation strategies, and execution of such strategies. In past two years, IMI has focused on identifying these risks and formulating strategies to deal with these risks.

The Nomination Committee ensures that all nominees for directors for election at the annual stockholders meeting have all the qualifications and none of the disqualifications for directors as stated in the By-Laws and pertinent rules of the SEC. The Committee also reviews the qualifications of all persons nominated to positions requiring appointment by the Board.

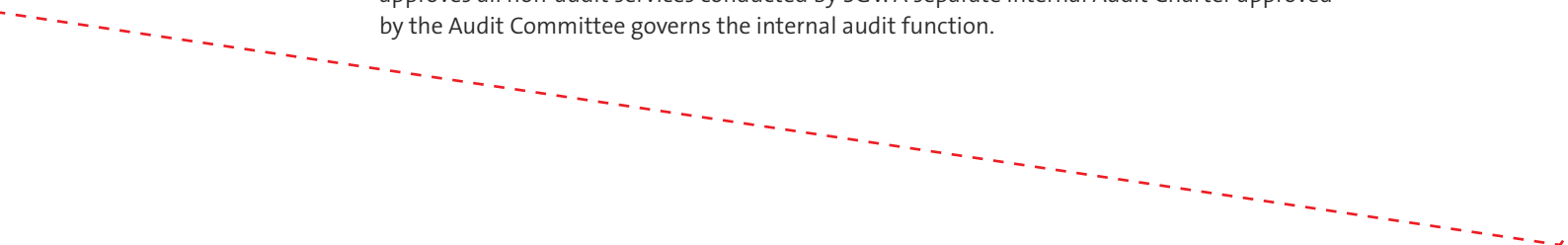
Directors' Compensation. Non-executive directors, defined as members of the Board of Directors who are neither officers nor consultants of the Company, receive per diem of Php100,000 for each Board meeting attended, and Php20,000 per Committee meeting attended. This remuneration scheme for non-executive directors was ratified at the 2008 annual stockholders meeting.

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

IMI has adopted the Balanced Scorecard (BSC) system as a means to set and achieve its strategic objectives. The BSC system looks at the business from four major perspectives: Learning and Growth, Internal Business Processes, Customer, and Financial.

Accountability and Audit. The Audit Committee exercises oversight of the performance of external and internal auditors. Its role and responsibilities are clearly defined in the Audit Committee Charter approved by the Board of Directors. An Independent Director chairs the Committee.

IMI's external auditor is Sycip, Gorres, Velayo & Company (SGV). The Audit Committee approves all non-audit services conducted by SGV. A separate Internal Audit Charter approved by the Audit Committee governs the internal audit function.



“IMI 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.”



The Board designated a Compliance Officer who is responsible for ensuring adherence to the provisions and requirements of IMI’s Corporate Governance Manual. The Compliance Officer is also responsible for identifying, monitoring, and controlling compliance risks.

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.

Information on the Company’s financial instruments is accompanied by a presentation of the Company’s risk management objectives and policies to allow for a better assessment of financial performance and cash flows. Significant accounting judgments and estimates are also disclosed.

Trading Blackouts. Key officers and covered persons are strictly prohibited from trading during the following periods:

- (a) Structured Disclosures: Ten (10) calendar trading days before and three (3) calendar trading days after the disclosure of quarterly and annual financial results;
- (b) Non-structured Disclosures: Three (3) calendar trading days before and three (3) calendar trading days after the disclosure of any material information other than Item (a) above.

The Compliance Officer or his designate issues office bulletins for special blackout periods pertaining to the above.

Code of Conduct. IMI and its employees commit to live by the following values: Integrity, Customer Focus, Concern for Others, and Excellence. IMI has adopted a Code of Conduct in line with the Electronics Industry’s Code of Conduct. All IMI employees are expected to comply with this policy, which outlines the standards to ensure that working conditions in the Company are safe, workers are treated with respect and dignity, and the manufacturing processes are environmentally responsible. The Code comprises five sections: Labor, Health and Safety, Environment, Management System, and Ethics. Annually, all supervisors, engineers and managers are required to sign a declaration of compliance to the Code of Conduct.

IMI 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.



“IMI acknowledges its human capital as its most valued asset.”

Workplace Initiatives

IMI acknowledges its human capital as its most valued asset. The company relies on its employees to drive innovation and bring improved business to its various customers.

People Empowerment. IMI has embedded people empowerment in its organizational structure, which seeks to transform the entire team into one that is performance driven, directionally aligned, and highly motivated. In this new structure, each region, division, section, and individual is accountable and empowered to create a customer experience that makes IMI unique compared to its peers. Customer-focused teams with representatives from different functional groups play a crucial role in carrying out IMI’s mission. Employees are also given a chance to take lead roles in the company’s continuous improvement initiatives through small-group activities (quality and productivity circles).

Manpower Training and Development. IMI’s training and development programs, which are based on training and development needs analyses, aim to develop competencies to ensure optimum job performance and customer satisfaction. IMI takes a holistic approach in its training and development interventions. Employees are trained and nurtured to enable them to effectively contribute to the attainment of the company’s strategic and tactical goals. These programs provide employees with the competencies needed to be more effective on the job, to enhance current skills, and to acquire new knowledge in preparation for future jobs. In 2011, the Human Resource Division of IMI consolidated all the training and human resource development programs into the IMI University, which will be carried out beginning 2012.

Career Development. IMI provides two career development paths—(1) the professional/managerial career development track, and (2) the technical career development track. Corresponding training and development programs based on assessed gaps, business needs, and the company’s strategic and tactical goals and objectives are provided to employees under both development tracks.

Continuing Education Program (CEP). Under the ETEEAP (Expanded Tertiary Education Equivalency and Accreditation Program), the Commission on Higher Education program could give IMI workers in a technical field a chance to have



their work experience credited into equivalent tertiary level engineering units. With a minimum of five years' working experience, after passing required assessments and upon completion of all the requirements of a formal year (two semesters) of classroom training held on Saturdays, the employee is given a Bachelor of Science Degree in Engineering. In 2011, three IMI employees (full scholars of IMI) obtained their Engineering degrees through the ETEEAP, helping them advance their careers in the company. In partnership with the Manuel Enverga University Foundation, these employees completed the program's requirements and earned their college diploma. Three more students are currently undergoing the ETEEAP program.

Formal Employee Education Program (FEED). Employees under the FEED program are not company scholars. IMI, however, enters into a partnership agreement with the school on their behalf in order to provide the following: (1) school fees' payment through regular salary deductions; (2) whenever possible, formal instructions held inside company premises; (3) employees are kept on a regular-shift schedule to facilitate their class attendance.

Corporate Social Responsibility

Community and society are not abstractions for IMI, which is in touch with a variety of places and people in the course of doing business. IMI's Corporate Social Responsibility (CSR) policy deliberately strives to improve aspects of social conditions in the countries and communities it operates in. For IMI, CSR is an organic extension of doing business the right way.

Run to Build Houses. In February 2011, a total of 48 IMI employees joined the Ayala Group Fun Run. Proceeds of the fun run benefited Habitat for Humanity.

Medical Outreach. In July 2011, a medical outreach in nearby Barangay Timbao in Binan, Laguna, was conducted by 42 volunteers who helped provide medical and dental services to the residents of the area. Also in July, more than 170 employees participated in the Bloodletting Drive.

For the Benefit of Children. In 2011 IMI raised Php500,000 in donations from employees and the company for the Children's Hour, a foundation that helps underprivileged Filipino schoolchildren. Employees also donated money for the victims of Typhoon Sendong that ravaged Cagayan de Oro and Iligan City.



Beyond Your Usual CSR

While volunteerism and philanthropy are the lynchpin of IMI's built-in social responsibility, the company has stepped up its engagement with sustainability through its Environment, Health, and Safety Program; green manufacturing technologies; and a business venture into renewable energy. These programs embed sustainability in IMI's business model, which has an eye on continuing efforts worldwide to facilitate solutions through the design and creation of products that improve the quality of life in the planet.

Environment, Health, and Safety Program

IMI strives to minimize the impact of its operations on its people and the environment through the implementation of an integrated Environment, Health, and Safety (EHS) program.

IMI complies with all applicable laws, regulations, and other safety and environment standards to which it subscribes. IMI's EHS Organization was formed to keep track of the interrelationship of various functions for developing, managing, and implementing the different components of all applicable systems. Various teams are in charge of implementing the programs developed to achieve the organization's EHS objectives and targets.

IMI prides itself on an integrated EHS management system that consists of programs in energy management, water conservation, health and safety management, and chemical and waste management.

IMI Laguna's energy management program has realized in 2011 energy savings of 1,937,492 KW-hr through:

- Optimization of building-to-building interlinks of Compressed Dry Air (CDA)
- Optimization of Heating, Ventilating Air-conditioning System (HVAC) system through heating/cooling load balancing
- Reduction of Air Handling Unit (AHU) reheat energy through air balancing and Relative Humidity set point adjustment
- Sustained Energy Waste Elimination Program

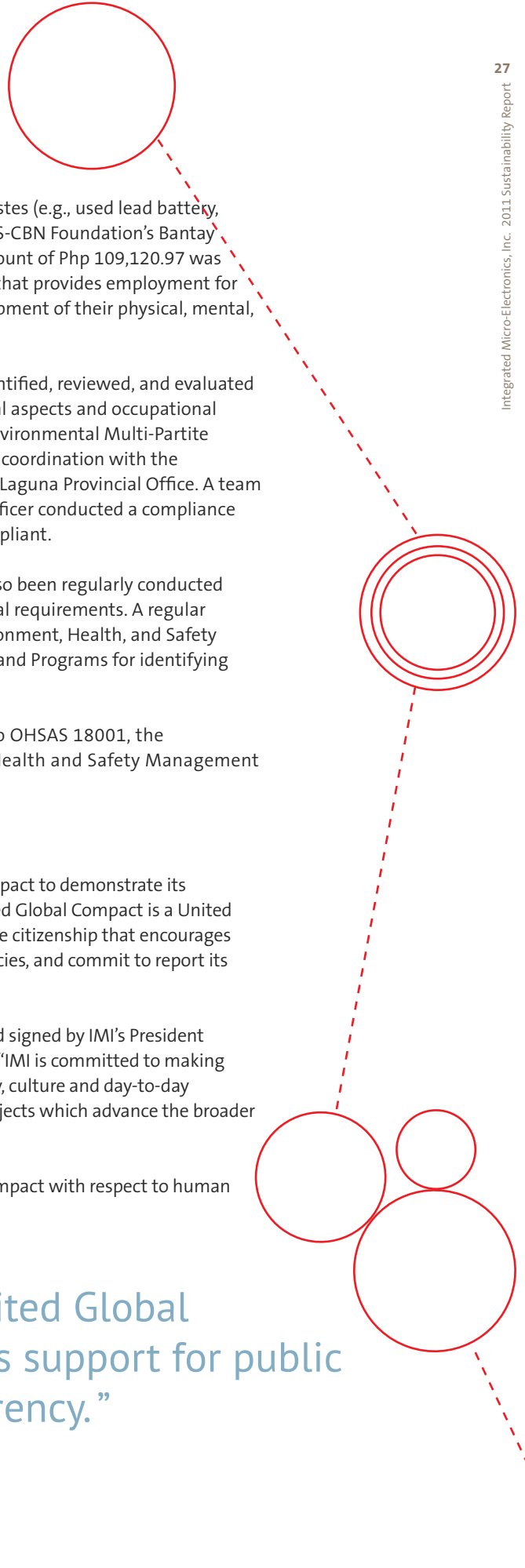
The water management program generated savings of 6.6 percent, or 2,810 m³, in 2011.

- Water Recycling Program
- Improvement in resin lifecycle and increased frequency of clean-in-place (CIP) of reverse osmosis (RO) membranes
- Upgrade of cooling towers through the installation of a more efficient system
- Conversion of conventional urinals to waterless units
- Utilization of Package Type Air Conditioning Unit (PACU) system instead of water-cooled chillers

IMI also conducts health and safety-awareness training seminars such as those for basic first aid, life support, chemical handling, and fire and earthquake drills. In 2011 IMI Laguna Site 1 achieved 9,001,447 safe man-hours, while IMI Laguna Site 2 achieved 3,711,900 safe man-hours.

IMI excels as well in chemical and waste management. It complies with the Philippine government's Department of Environment and Natural Resources (DENR) Toxic and Hazardous Republic Act 6969 and the Ecological Solid Waste Management Act 9003. IMI judiciously implements the 3R (Reduce-Reuse-Recycle) program in the disposition of its chemicals for manufacturing processes, waste segregation, and waste composting. In 2011 IMI Laguna attained 98.1 percent recycling recovery of all wastes generated.





In 2011 IMI Laguna turned over its hazardous recyclable wastes (e.g., used lead battery, oil, and solvent chemical)—a total of 14,119 kg—to the ABS-CBN Foundation’s Bantay Kalikasan. The corresponding monetary proceeds in the amount of Php 109,120.97 was donated to Tahanang Walang Hagdanan Inc., a foundation that provides employment for persons with disabilities and a venue for the holistic development of their physical, mental, economic, social and spiritual wellness.

Applicable legal and other requirements have also been identified, reviewed, and evaluated with regard to IMI’s compliance to associated environmental aspects and occupational safety and health hazards. In 2011 IMI Laguna joined the Environmental Multi-Partite Monitoring Team initiated by the Laguna Technopark Inc. in coordination with the Department of Environment and Natural Resources (DENR) Laguna Provincial Office. A team led by the Provincial Environment and Natural Resources Officer conducted a compliance assessment audit on IMI Laguna facility and certified it compliant.

Periodic conformance audits and safety inspections have also been 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 Environment, Health, and Safety performance against its EHS Policy, EHS Objectives, Targets and Programs for identifying opportunities for improvement.

IMI is ISO 14001:2004 certified, and remains compliant to OHSAS 18001, the international standard for certification of Occupational Health and Safety Management Systems.

United Global Compact

In November 2011 IMI participated in the United Global Compact to demonstrate its support for public accountability and transparency. The United Global Compact is a United Nations initiative and considered the world’s largest corporate citizenship that encourages businesses to adopt sustainable and socially responsible policies, and commit to report its implementation.

A Commitment Letter addressed to the Secretary General and signed by IMI’s President and CEO was submitted to the United Nations. It states that “IMI is committed to making the Global Compact and its ten principles part of the strategy, culture and day-to-day operations of the company and engaging in collaborative projects which advance the broader development goals of the United Nations.”

IMI has supported the ten principles of the United Global Compact with respect to human rights, labor, environment, and anti-corruption.

“IMI participated in the United Global Compact to demonstrate its support for public accountability and transparency.”



Green Manufacturing

IMI adheres to responsible manufacturing for the protection of the environment. IMI continuously promotes the practice of Hazardous Substance Process Management System (HSPM) and keeps innovating on its established system to meet the demands of its customers.

IMI's HSPM system ensures that all of its major operations are consistent in implementing compliance to different environmental directives and regulations such as RoHS (Restriction of Hazardous Substances), REACH (Registration, Evaluation, Authorization and Restriction of Chemical Substances), Kyoto Protocol, Montreal Protocol, Conflict Minerals (Dodd-Frank Law), ELV (End of Life of Vehicle), Battery and Packaging Directive, GADSL (Global Automotive Declarable Substance List), and specific customer requirements such as N2580 and Green Purchasing.

IMI has built its own internal HSPM Database to store all relevant information like test reports and standard IPC 1752A Materials Declaration of purchased materials, as well as its compliance status to support its operations in choosing hazardous substance-free materials.

On average, IMI issues eight certificates of compliance (COCs) in a month. The turnaround time from the time the customer sent an environmental requirement to the release of the COC improved to two weeks in 2011 from 33 weeks in 2010 (for requests covering less than 150 material items).

Continuing Business in Renewable Energy

With sustainability today a central tenet in the conduct of global business, IMI is committed to find or create concrete solutions by pursuing opportunities in the renewable energy market. This initiative gains currency, as the market is a growth industry in the worldwide shift toward clean and renewable energy sources.

Harnessing Solar Power. In 2009 IMI forged a strategic partnership with RETC (Renewable Energy Test Center), a California-based engineering services, test, and certification provider for photovoltaics (PV) and renewable energy products. In 2010 the IMI Energy Solutions, a division of IMI USA, was established in Fremont, California, to develop and manufacture solar panels and other related technologies. RETC is right next door to IMI Energy Solutions to ensure fast turnaround time from prototyping to product certification.



IMI Energy Solutions Capabilities

- PV module or panel design/ co-development
- Materials qualification
- Process development
- Prototyping
- Panel testing and certification (with RETC)
- Low-volume manufacturing of engineering or marketing samples
- Mass production of solar panels (in Jiaxing, China, beginning 2012)
- Development of solar inverters (in Singapore)

IMI Energy Solutions offers its clients PV module NPI (new product introduction), and the capability to build different PV panel sizes and PV panel coupons for new product-technology validation.

In 2011 IMI Energy Solutions provided solar panel co-development, prototyping, and low-volume production to North American companies with varied technologies that include concentrated photovoltaics (CPV) with co-generation of water heater and electricity, glass-on-glass solar panel, and glass-on-backsheet. By 2012 IMI will venture into mass production of solar panels.

PV Inverter Initiative. IMI's Singapore-based Design and Development Group, which has more than 20 years' experience in power electronics, has developed a solar inverter platform.

A solar inverter (or PV inverter) is a critical component in a photovoltaic system. It converts the variable DC output of the solar panel into a utility frequency-alternating current that can be fed into the commercial electrical grid or used by a local and off-grid electrical network.

The PV inverter developed by IMI is the grid-tied capable type, which generates electrical power by converting solar radiation into direct current electricity using semiconductors that exhibit the photovoltaic effect. IMI developed a platform that can be easily integrated into or used as basis for the development of a PV inverter of an OEM. IMI will not be manufacturing the inverter under its own brand; instead, IMI is looking to offer the product to PV inverter OEMs or PV system integrators.

Clean Lighting Solutions. Besides solar energy, LED (Light Emitting Diode) lighting is a clean technology that has been receiving much attention. It is forecasted to grow at a healthy double-digit compounded annual growth rate well into the future. IMI is jointly working with a manufacturer of a liquid-cooled LED bulb, as well as developing a prototype that would replace the incandescent bulb and drive down costs.

IMI's active involvement in the renewable energy market is in itself a sincere pledge to business sustainability, incorporating the goal of planet and people protection with its business objectives. Our global activities follow detailed and well-defined processes that help manage sustainability issues, from the initial phases of identifying a potential opportunity through project development and operations.

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.

ENVIRONMENT INDICATORS	2010	2011	REMARKS
EN 3: Direct energy consumption by primary energy source	Not computed	Diesel - 82 MT	CO2 emission computed from fuel used in generator sets and fleet (company cars) for the period of 1 year
EN 4: Indirect energy consumption by primary source	49,700,000 KW-hr	42,756,000 KW-hr	Based on Meralco billing. Reasons for the decrease: (1) reduction in production volume, (2) optimization of production working hours
EN 5: Energy saved due to conservation and efficiency improvements	2,264,867 KW-hr	1,937,492 KW-hr	
EN 10: Percentage and total volume of water recycled and reused	5.99 % or 2,377 m ³	6.6 % or 2,810 m ³	Volume of water saved through water management program. Reasons for the increase: (1) reduction in production volume, (2) optimization of production working hours
EN 16 : Total indirect greenhouse gas emissions by weight	24,608.9 MT	14,758.7 MT	CO2 emission computed from power consumption
EN 22: Total weight of waste by type and disposal method	781.63 tons 1. Common Residual Waste - 15.55 tons 2. Hazardous Waste- 71.66 tons 3. Recyclable Waste -694.42 tons	561.90 tons 1. Common Residual Waste - 10.70 tons 2. Hazardous Waste- 58.50 tons 3. Recyclable Waste -492.70 tons	
EN 26 : Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Energy Management, Water Management, Waste Management, Chemical Management, 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

HUMAN RIGHTS INDICATORS	2010	2011	REMARKS
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	

LABOR INDICATORS	2010	2011	REMARKS
LA 1 : Total workforce by employment type, gender, and age	Total Workforce: 5,814 Employment Type: Permanent - 5,748 Contractual - 14 Probationary - 52 Gender: Male - 798 Female - 5,016 Age: over 50 years old - 23 30-50 years old - 2,690 under 30 years old - 3,101	Total Workforce: 5,403 Employment Type: Permanent - 5,294 Contractual - 36 Probationary - 73 Gender: Male - 795 Female - 4,608 Age: over 50 years old - 35 30-50 years old - 2,869 under 30 years old - 2,499	

LABOR INDICATORS	2010	2011	REMARKS
LA 2 : Total number and rate of employee turnover by age group and gender	Employee Turnover: 1,751 Turnover by age group : over 50 years old - 3 30-50 years old - 612 under 30 - 1,136 Gender : Male - 193 Female - 1,558	Employee Turnover: 771 Turnover by age group : over 50 years old - 3 30-50 years old - 347 under 30 - 421 Gender : Male - 100 Female - 671	
LA 3: Benefits provided to full-time employees that are not provided to temporary or part-time employees by major operations	<ol style="list-style-type: none"> 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 3. Outpatient Benefit – unlimited consultation with general physician and specialists and discounted laboratory tests 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 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 8. Computer Loan – up to max of 50K 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 	<ol style="list-style-type: none"> 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 3. Outpatient Benefit – unlimited consultation with general physician and specialists and discounted laboratory tests 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 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 8. Computer Loan – up to max of 50K 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 	
LA 4: Percentage of employees covered by collective bargaining agreements	0	0	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)

LABOR INDICATORS	2010	2011	REMARKS
<p>LA 8: Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases</p>	<ul style="list-style-type: none"> - Interim guidelines for pandemic outbreaks: SARS, avian flu, H1N1 - Dengue awareness - Immunization Program against seasonal influenza, cervical cancer, and hepatitis B - Smoke-cessation Program 	<ul style="list-style-type: none"> - Continuous health information campaign on dengue, HIV, hepatitis-B, tuberculosis, etc. - Immunization Program for employees and dependents against influenza and cervical cancer - Blood Donation Program - Family Health Day <ul style="list-style-type: none"> -free medical, dental, and optical services for employees' dependents -health booths for like female hygiene, vitamins and food supplements, bone density determination, etc. - Family Planning counselling conducted as small group discussions or one-on-one by the company OB-Gyne. - Strict implementation and monitoring of pregnant employees' working condition. - Implementation of Magna Carta for Women - Lactation Room – the program seeks to provide benefits to working mothers in the company; the employer also benefits from offering the program in several ways 	
<p>LA 10 : Average hours of training per year per employee by employee category</p>	<p>Senior Management : Behavioral - 33 Hours Technical - 1 Hour</p> <p>Middle Management : Behavioral - 12.23 Hours Technical - 4.35 Hours</p> <p>Rank & File : Behavioral - 0.58 Hour Technical - 0.53 Hour</p>	<p>Senior Management : Behavioral - 0.63 Hour Technical - 9.09 Hours</p> <p>Middle Management : Behavioral - 0.98 Hour Technical - 12.04 Hours</p> <p>Rank & File : Behavioral - 1.18 Hours Technical - 4.42 Hours</p>	<p>In 2011 HR focused on technical training</p>
<p>LA 11: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</p>	<p>Behavioral Building Business Acumen Coaching for Improvement Coaching for Success Employee Engagement Essentials of Leadership Effective Presentation Skills Seminar</p> <p>Technical Problem Solving and Analysis Seminar- Workshop Project Management Seminar- Workshop AYALA Leap Training Adhesive Use on Solar Application Chiller Operational Efficiency and Maintenance</p>	<p>Technology 12 Lecture Series In Optics, Machine Vision and Optical Testing, Silicones Overview Solar Panel Process Development Training & Application Infrared Sensor Manufacturing Process Seminar</p> <p>Behavioral Effective Presentation Skills Seminar Trainers Coaching Session Training the Trainers Seminar</p> <p>Technical Understanding Rewards Philosophy, Job Analysis, Job Evaluation, and Salary Structure Development Agile Training LabView Basics 1 & 2 Problem Solving Techniques Seminar Lean Manufacturing Training Advanced Statistical Process Control WorkShop Copper Wirebonding Failure Mode and Effect Analysis Seminar Fuji Laser Trimmer Machine Training Koh Young SPI Machine Training Royce Wire Pull Machine Training QMS Lead Auditor Training Course ISO 14001:2004 Internal Audit Course ISO/IEC 17025: 2005 Requirements ISO/TS 16949:2009 Internal Audit Course</p>	<p>Majority of the training seminars in 2011 were on technology and technical training in support of the company's drive for a culture of innovation</p>
<p>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</p>	<p>BOD Total Number of Members: 11 Gender: Male, 10; Female, 1 Age Group: over 50 years old, 5; 30-50 years old, 6</p>	<p>BOD Total Number of Members: 11 Gender: Male, 10; Female, 1 Age Group: over 50 years old, 8; 30-50 years old, 3</p>	

ECONOMIC	2010	2011	REMARKS																								
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) Revenues : 6,488 Net Income :(185) Distribution: Suppliers /contractors - 10,643 Employees (salaries and benefits) - 1,744 Government (taxes) - 27 Stockholders (dividends) - 434 Charitable Contributions - 9 Total Distribution: 12,857 Investments Equity Investment - 4,205 Capex - 527 Total Investment: 4,732	Economic Value (in Million Pesos) Revenues : 6,659 Net Income :(431) Distribution: Suppliers /contractors - 10,557 Employees (salaries and benefits) - 1,717 Government (taxes) - 43 Stockholders (dividends) - 279 Charitable Contributions - 5 Total Distribution: 12,601 Investments Equity Investment - 5,679 Capex - 146 Total Investment: 5,825																									
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 3: Coverage of the organization's defined benefit plan obligations	<table border="1"> <thead> <tr> <th>Tenure</th> <th>Separation Benefit</th> </tr> </thead> <tbody> <tr> <td>5<10</td> <td>25% of monthly basic pay per yr of service</td> </tr> <tr> <td>10<15</td> <td>50% of mbp per yr of service</td> </tr> <tr> <td>15<20</td> <td>75% of mbp per yr of service</td> </tr> <tr> <td>20 <25</td> <td>100% of mbp per yr of service</td> </tr> <tr> <td>25 years</td> <td>125% of mbp per yr of and above service</td> </tr> </tbody> </table>	Tenure	Separation Benefit	5<10	25% of monthly basic pay per yr of service	10<15	50% of mbp per yr of service	15<20	75% of mbp per yr of service	20 <25	100% of mbp per yr of service	25 years	125% of mbp per yr of and above service	<table border="1"> <thead> <tr> <th>Tenure</th> <th>Separation Benefit</th> </tr> </thead> <tbody> <tr> <td>5<10</td> <td>25% of monthly basic pay per yr of service</td> </tr> <tr> <td>10<15</td> <td>50% of mbp per yr of service</td> </tr> <tr> <td>15<20</td> <td>75% of mbp per yr of service</td> </tr> <tr> <td>20 <25</td> <td>100% of mbp per yr of service</td> </tr> <tr> <td>25 years</td> <td>125% of mbp per yr of and above service</td> </tr> </tbody> </table>	Tenure	Separation Benefit	5<10	25% of monthly basic pay per yr of service	10<15	50% of mbp per yr of service	15<20	75% of mbp per yr of service	20 <25	100% of mbp per yr of service	25 years	125% of mbp per yr of and above service	
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EC 5: Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation	Minimum Wage for Region IV-A is P320 per day; IMI complies with this	Minimum Wage for Region IV-A is P337 per day; IMI complies with this																									
SOCIAL INDICATORS	2010	2011	REMARKS																								
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																								
PRODUCT RESPONSIBILITY INDICATORS	2010	2011	REMARKS																								
PR 5 - Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Overall CSAT Rating is 4.41	Overall CSAT Rating is 4.40																									
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																								