

Major issues and sustainable goals of the company			
Major Issues	Assessment Item	Target of Sustainability	Risk management policy or strategy
Corporate Governance	Business ethics	<ul style="list-style-type: none"> Uphold business integrity 	<ul style="list-style-type: none"> Continue to conduct Code of Conduct re-training and annual conflict of interest reporting investigation every year.
	Supplier sustainability management	<ul style="list-style-type: none"> 100% Suppliers recognize and comply with VIS CSR policy 100% Suppliers comply with R.B.A. Responsible Minerals Initiative 	<ul style="list-style-type: none"> Supplier sustainable management evaluation and management Supplier CSR policy Management
	Customer service / Sustainability products	<ul style="list-style-type: none"> VIS continues to prove more competitive manufacturing technology for customer to produce products that are highly efficient and energy-saving 	<ul style="list-style-type: none"> Actively promote VIS UHV production platform to new customers and help existing customers in product upgrade; it is projected to increase output by 10,000 wafers in applications of LED lighting and motor driver, thus achieving the sustainable goal of energy conservation and carbon reduction.
	Regulatory compliance	<ul style="list-style-type: none"> No material regulatory violations No litigations relating to anti-competition, anti-trust, and anti-monopoly laws 	<ul style="list-style-type: none"> Continue to adopt laws and regulations governing various business areas into company policies and rules, and organize training courses on legal compliance. Continue to include the prevention of violation of anti-trust laws as the focus of legal compliance, and demand high-risk business units to complete training course on anti-trust law.
Environment	Energy management	<ul style="list-style-type: none"> Reduce electricity consumption to 10% below 2015 level by 2020 	<ul style="list-style-type: none"> Continue to promote ISO 50001 Energy Management System Continue to enhance energy-saving performance
	Occupational safety	<ul style="list-style-type: none"> Provide employees safe and healthy working environment Reduce employee disabling injury frequency and severity 	<ul style="list-style-type: none"> Zero-occupational safety accidents and positive prevention of occupational diseases Employee disabling injury frequency(FR)<0.45 and severity(SR)<4; future goal is to have zero accident, becoming a world-class company of occupational safety and health
	Climate change	<ul style="list-style-type: none"> Reduce carbon emission per unit area of wafer to 20% below 2015 level by 2020 	<ul style="list-style-type: none"> Continue to promote ISO 14064 GHG verification and ISO 14067 Product Carbon Footprint Verification Continue to promote measure of GHG reduction
	Air pollution control	<ul style="list-style-type: none"> Reduce VOC emission per unit area of wafer to 10% below 2015 level by 2020 	<ul style="list-style-type: none"> Chemicals source reduction Optimization of parameters of air pollution prevention
	Water management	<ul style="list-style-type: none"> Reduce water consumption per unit area of wafer to 13% below 2015 level by 2020 Water recycling processing rate>85% (Fab3>75%) 	<ul style="list-style-type: none"> Continue to promote optimization of process water Continue to promote ISO 14046 Product Wafer Footprint Verification
	Waste management	<ul style="list-style-type: none"> Waste recycling rate>90% 	<ul style="list-style-type: none"> Continue to promote waste source reduction and waste recycling and reuse Cooperate with partners to develop new waste recycling technology

Social	Talent attraction and retention	<ul style="list-style-type: none"> ● Continue to promote “Employer Value Proposition” to attract talents that share the same vision 	<ul style="list-style-type: none"> ● Continue to target schools and organize corporate visits and alumni homecoming activities to gain campus visibility and enhance brand image of VIS ● Promote VIS Employ Value Proposition to job seekers and public through social media
	Talent development	<ul style="list-style-type: none"> ● Responding to the need of company growth, plan and organize talent development, build talent echelon, and strengthen employee capabilities and development, in order to achieve sustainable operation 	<ul style="list-style-type: none"> ● Continue to carry out talent development project, establishing managerial talent pool for different levels ● Strengthen managerial capacity of executives at different levels and offer management skill training ● Tailor personal development plan based on employee personal needs and career development, and continue to perfect “ Learning Passport” System
	Human rights	<ul style="list-style-type: none"> ● Help employees to maintain physical and mental health and work-life balance-building challenging yet fun working environment 	<ul style="list-style-type: none"> ● Continue to organize company-wide activities to enhance corporate identity ● Continue to care for employees and build harmonious employer-employee relationship through diverse and open channels where employees can reflect opinions and feedbacks ● Continue to publish quarterly journal to share local and overseas company achievements, and share the VIS world within the greater world around, enhancing corporate identity
	Social participation	<ul style="list-style-type: none"> ● Select specific issues and demographics for long-term engagement ● Develop diverse volunteering service ● Continue making charity donations to underprivileged group 	<ul style="list-style-type: none"> ● Continue to care for the underprivileged ● Continue to effort in community building ● Continue to invest in environmental protection and ecological conservation ● Strive to alleviate urban-rural gap and digital divide