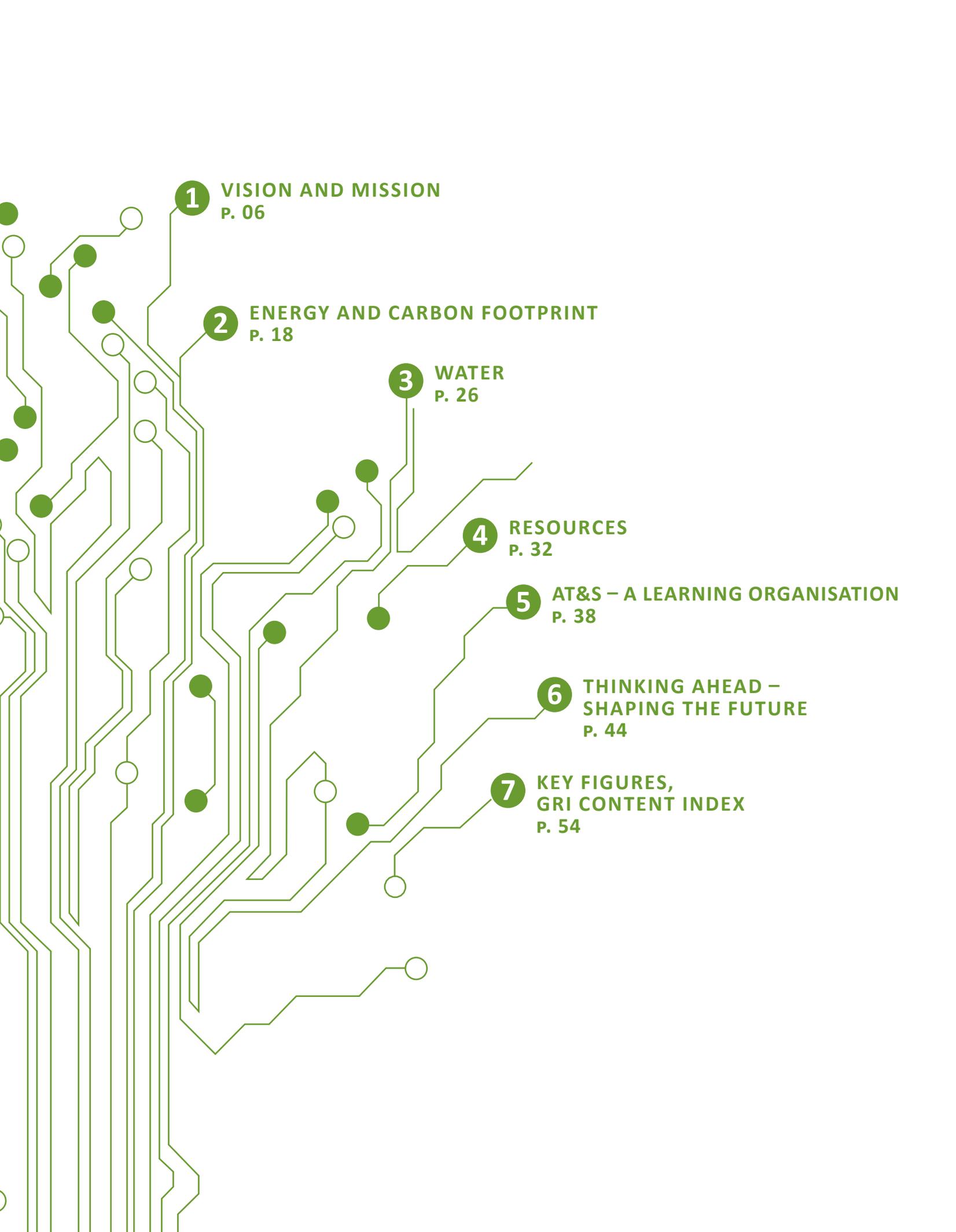


The future raises
many big questions.





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Statement by the CEO

Dear reader,

This Sustainability Report 2014/15 is the second report we have published on this topic. To us, there is a direct correlation between sustainability, social responsibility and business success and that is what we would like to show you again with this report.

We are looking back on the most successful financial year in the history of AT&S. This success is to a significant extent attributable to the great commitment of our employees, who live our company's mission in their everyday actions. They do so through their high quality awareness, the continuous improvement of processes and products as well as the awareness to deal responsibly with the resources we have at our disposal. In the last financial year, we successfully accomplished the implementation of our strategic targets – an annual reduction of CO₂ emissions by 5% and of freshwater consumption by 3%. We will continue to pursue these strategic objectives in the financial year 2015/16 and take a multitude of measures at our production sites in order to meet them.

In addition to the strategic improvement of our environmental performance, we focus on people in line with our mission statement. Our employees play a vital role in guaranteeing the company's success. Therefore, we consider it a basic prerequisite to offer all our em-

ployees a safe working environment based on European safety standards. Since the occupational health and safety system OHSAS18001 was introduced in the year 2004/05, we have reduced occupational accidents per million working hours by 59%. Furthermore, we attach great importance to targeted training and continuing education measures for our employees, one example being the project iPOK – Lean Six Sigma, just one of many topics you will read about in this report.

It is important to us to ensure that our processes and products are sustainable. However, there is no generally valid concept for our sites all over the world to implement this. Rather, we have to adapt the way we meet our global targets to local needs. Think global – act local – that's still a key element of our sustainability strategy. Let us show you how we are implementing this strategy on the following pages.

Sincerely,

Andreas Gerstenmayer
CEO

The PCB Champions League.

Those who want uncompromising quality in the high-tech area have it manufactured at AT&S: around 8,100 employees produce high-end printed circuit boards at five locations worldwide. Even in the smallest production batches. Their expertise and dedication ensure world-class products for our demanding customers. Join us for a look at how perfection is produced at our headquarters in Leoben, Austria.

Final inspection. This is where the last check of all printed circuit boards takes place, just before they are packed and shipped. The products are electrically functional and free of defects. Nevertheless, 22 employees in a two-shift operation check 100% of the PCBs again for any visible defects.





unkontrollierte
Teile

1

Vision and Mission

Our vision is to be the first choice for advanced applications. It takes more than just the mere production of printed circuit boards to live up to this vision. Depending on the technological and economic requirements, a wide range of different PCBs tailored specifically to customers' needs are offered: double-sided plated-through printed circuit boards, multilayer, HDI (High Density Interconnection; laser-drilled PCBs), IMS (Insulated Metallic Substrate), flexible, rigid-flexible, semi-flexible and multilayer printed circuit boards. Each of the AT&S plants focuses on a specific technology portfolio: The Austrian plants primarily supply the European market, but increasingly also the American market, with a great product diversity and low volume. Essentially, short lead times, special applications as well as close proximity to the customer are of great importance in Europe. Overall, the plants in Austria, India and Korea focus on small and medium series for the industrial and automotive sectors. In China, large series are manufactured primarily for customers in the mobile communications industry. In addition, Shanghai and Leoben-Hinterberg are major technology drivers in the AT&S Group with their research units. In 2013, AT&S took the next logical step in its high-tech strategy by entering the IC substrate business with the plant in Chongqing, which is currently under construction, in cooperation with a leading producer of semiconductors.

Vision

First choice for advanced applications

Mission

- We set the highest quality standards in our industry
- We industrialise leading edge technology
- We care about people
- We reduce our ecological footprint
- We create value

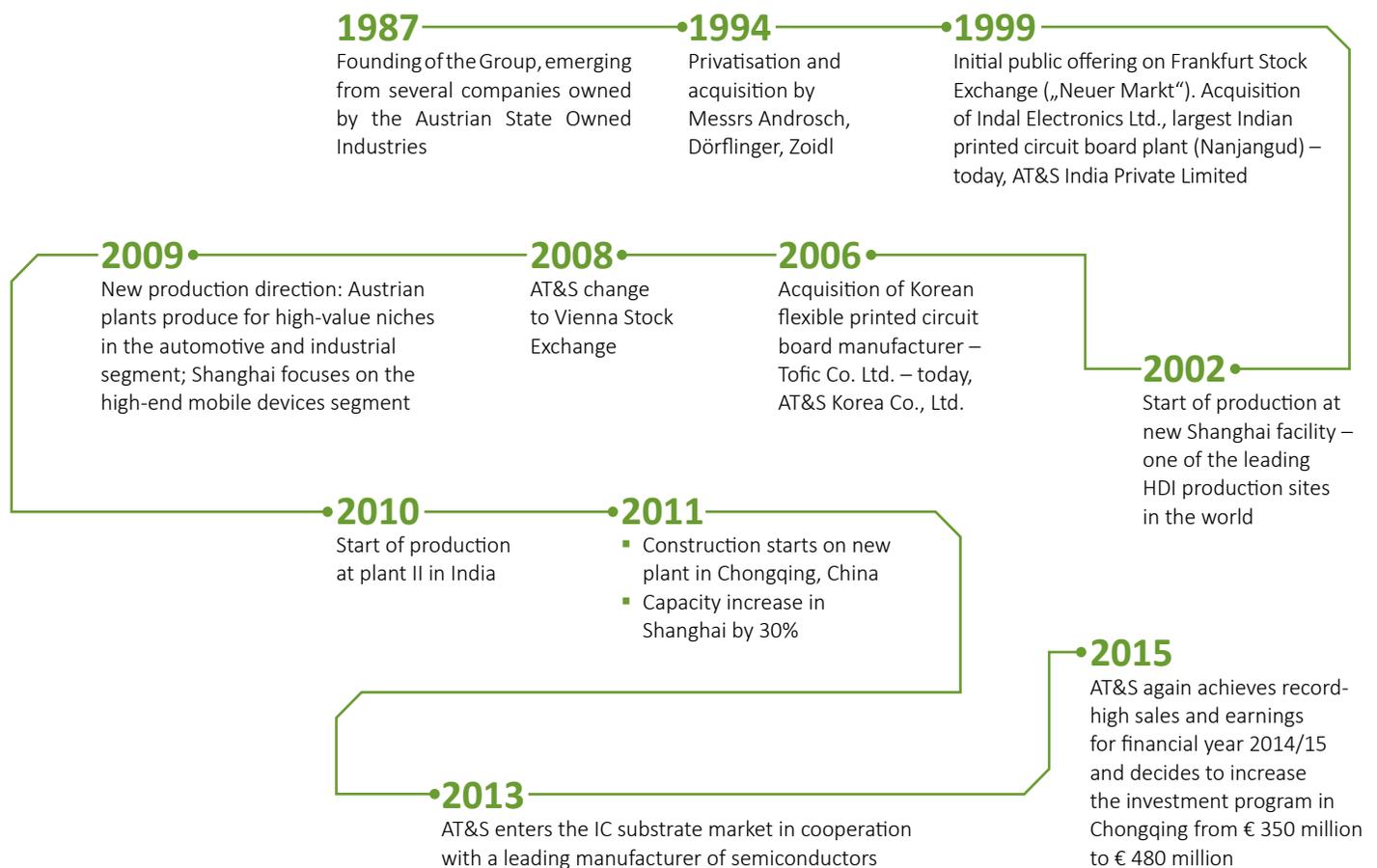
AT&S – First choice for advanced applications

AT&S employs over 8,100 people worldwide.

With this vision – to be the first choice for advanced applications – AT&S has successfully established its position in the highly dynamic global market for printed circuit boards. AT&S is now the largest manufacturer of printed circuit boards in Europe and one of the world's leading producers of high-value printed circuit boards. AT&S concentrates on high-end technologies used in attractive and profitable applications over the long term for mobile devices, medical technology and in the automotive and industrial sectors. AT&S shares have been listed on the Vienna Stock Exchange since 2008 (previously, on the Frankfurt Stock Exchange since 1999). The majority of shares, at 65.9%, are in free float.

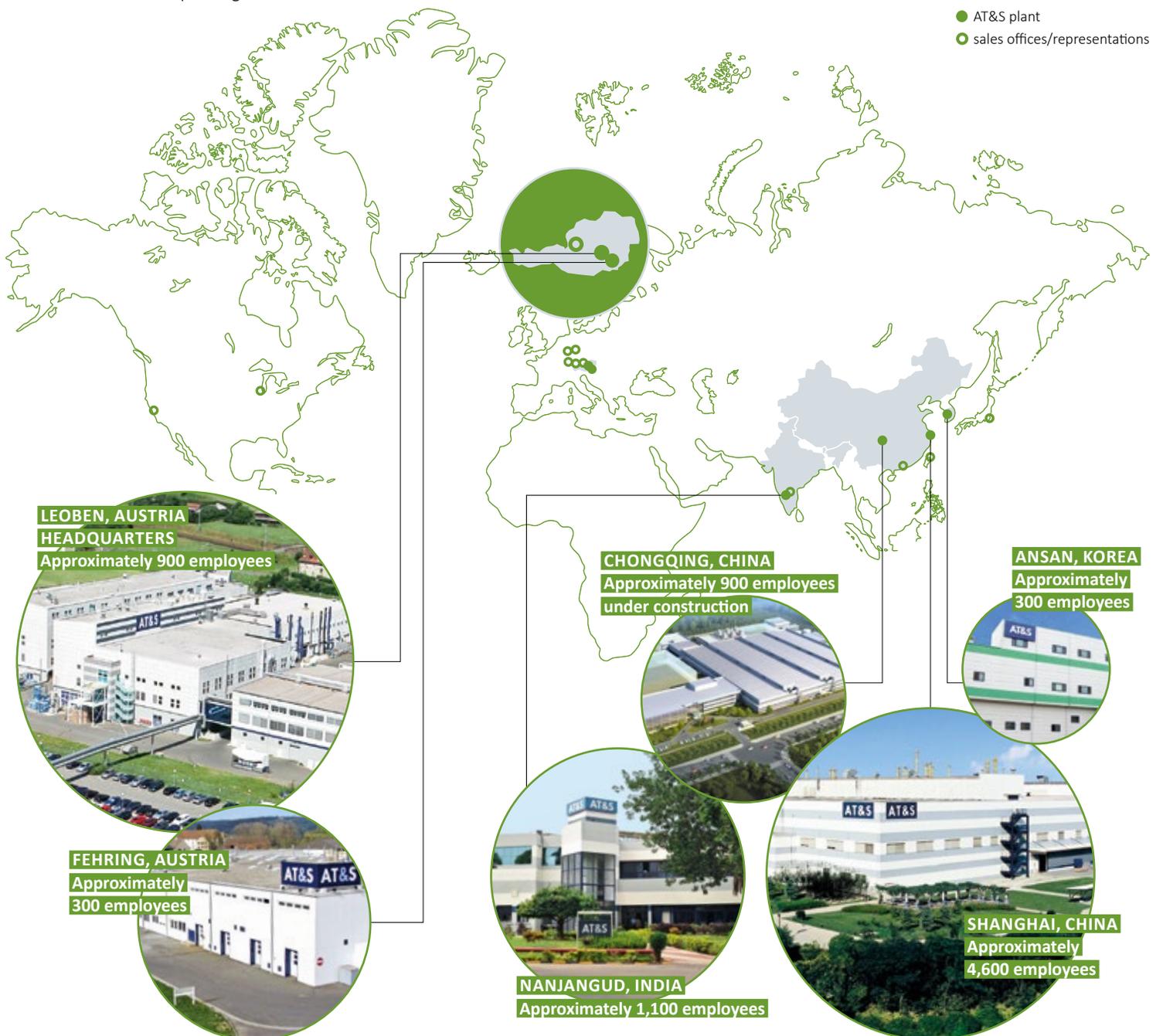
As at 31 March 2015, AT&S had over 8,100 employees who generated revenue of € 667.0 million in the financial year 2014/15.

Milestones in the Group's history



Group sites

- Production in Europe: high product diversity, low volume
- Production in Asia: high volume, low product diversity
- Sales network spanning three continents



Business strategy

Taking into account the market potential outlined above and the influences and success factors, the business strategy of AT&S is aimed at a sustainable increase in enterprise value in the interests of all relevant stakeholders. The following themes are the key cornerstones of this strategy:

- **Extending technological leadership**

- by concentrating on the high-end printed circuit board segment
- by industrialising leading-edge technologies

- **Long-term, profitable growth**

- by concentrating on application areas with attractive growth potential and long-term profitability
- through operational excellence in terms of quality, efficiency, and productivity

- **Forward-looking human resources strategy**

- new capabilities for new technologies: find and retain the best employees through global prospects for development and outstanding training and continuing education programmes
- diversity as future opportunity

- **Sustainable business leadership**

- through European standards at all sites
- through ambitious key performance indicators for resource consumption and emissions
- through clear commitment to being a good corporate citizen

Value creation chain

This is the schematic illustration of the value creation chain. Depending on the number of layers, the actual process to produce a printed circuit board can have up to 150 steps.

Resources

Purchase of resources and materials

(including copper foil, cores, prepreg, gold, tin, silver, laminate, chemicals, etc.)

Energy

(electricity, heat, compressed air, etc.)

Water

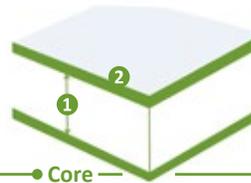
(for production, cooling, cleaning)

Employees

(8,120 FTEs as of 31 March 2015)

Production process

Processing of customer data



- Core
 1. Insulation material: woven glass fibres saturated with epoxy resin
 2. Copper foil



Cleaning the surface and lamination with photosensitive film



Application of the solder-resist mask

Protects against copper oxidation on the surface and prevents short-circuiting between the individual circuit paths and solderable areas

Repeat of the laminate layers and exposure processes

Up to 26 layers are possible

Repetition of the process steps of cleaning, lamination, exposure, development and etching

Expose, develop and cure

All inactive areas are covered. All active areas (soldering pads, test surfaces, etc.) are cleared of the solder resist

Surface coating of the pads with nickel/gold, silver or immersion tin

As oxidation protection and to form a layer that can be soldered

Contouring (milling, scoring)



Extract of determinants of the value chain

R&D basic development, production processes, material selection, problem solving

Internal and external recycling of waste

Efficient use of resources, energy and water in production

Production planning and continuous optimisation

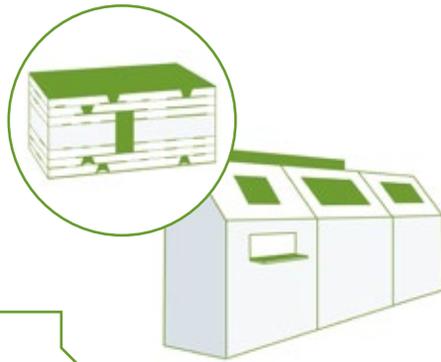
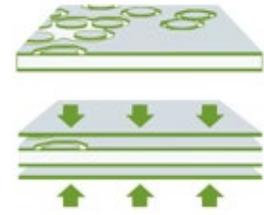


● **Exposure with LDI (Laser Direct Imaging)**
A laser beam exposes all areas that should be preserved after the etching process

● **Development of the resist and removal of unneeded copper foil through etching**

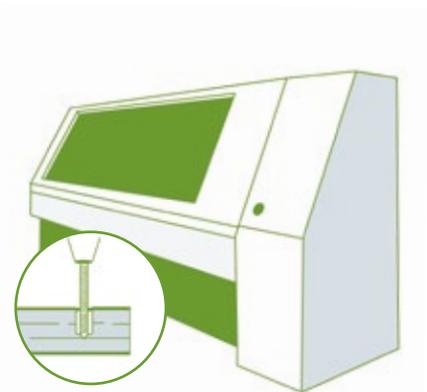
● **Chemical treatment of the surface area**
For better adhesion

● **Lay-up and pressing of core, prepreg and copper foil at up to 40 bar and 220°C**

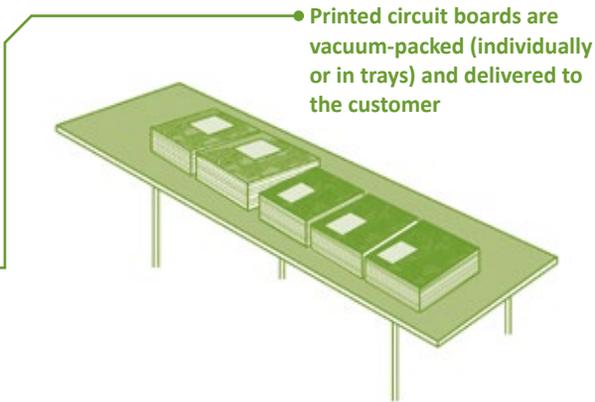


● **Copper plating of the drill and laser holes**
For electrical conductivity

● **Laser drilling**
For connectivity between individual layers



● **Mechanical drilling**
For connectivity of the individual copper layers



● **Printed circuit boards are vacuum-packed (individually or in trays) and delivered to the customer**

● **Quality control**
100% test of the electrical capability, visual inspection

Next steps*

Assembling the PCB with semiconductors (microchips), resistors, capacitors, etc.



Installation into the end device

Applications of AT&S printed circuit boards

Smartphones, tablets, digital cameras, LED headlights, control systems, driver assist systems, diagnostic instruments, hearing aids, pacemakers, robotics, sensor technology, etc.



* Not part of the AT&S value chain

Quality control

Certification of facilities and processes

Training and continuous education of employees

AMBASSADOR OF SUSTAINABILITY

Sustainability makes a significant contribution to our company's success. By integrating sustainability into our company vision, we show our stakeholders a strong commitment. With our actions, every single one of us can influence the company development to a small or great extent, and consequently bring about change. Dealing responsibly with these influences, we want to face our social responsibility as an international company. We stand for active change, always aiming for improvement. Every single employee is part of our mission and therefore an active ambassador of our company.

We consider our employees valuable links between our production sites, society and the environment. This entails a corresponding responsibility. Furthermore, we create added value by supporting

the latest technological developments in close cooperation with suppliers, research institutions and customers, thus connecting customers and suppliers in an international network.

STAKEHOLDER ANALYSIS

At the beginning of our activities on the topic of sustainability, we dealt with the definition of our stakeholder groups in great detail. In the course of this analysis we evaluated in workshops and interviews which stakeholder groups AT&S is in contact with, what the interaction looks like and which connection these stakeholder groups have with sustainability. With the help of external consulting firms, managers from different departments were interviewed; detailed questionnaires and requests were evaluated. Following that, the most important stakeholder groups were defined in workshops.

EMPLOYEES

Employees have a right to an entirely safe working environment. At the same time AT&S wants its people to be ambassadors of its values, and to play an active part in fulfilling its mission.



CUSTOMERS & SUPPLIERS

We would like our customers and suppliers to help us manage our supply chain so as to minimise the burden on the environment and our immediate surroundings. This applies to the procurement and use of chemicals and other materials, and to sustainable production methods and transportation.

Our customers' and suppliers' needs and concerns are regularly raised through requests for feedback, and business review meetings and audits. This enables us to work with them to solve any problems.

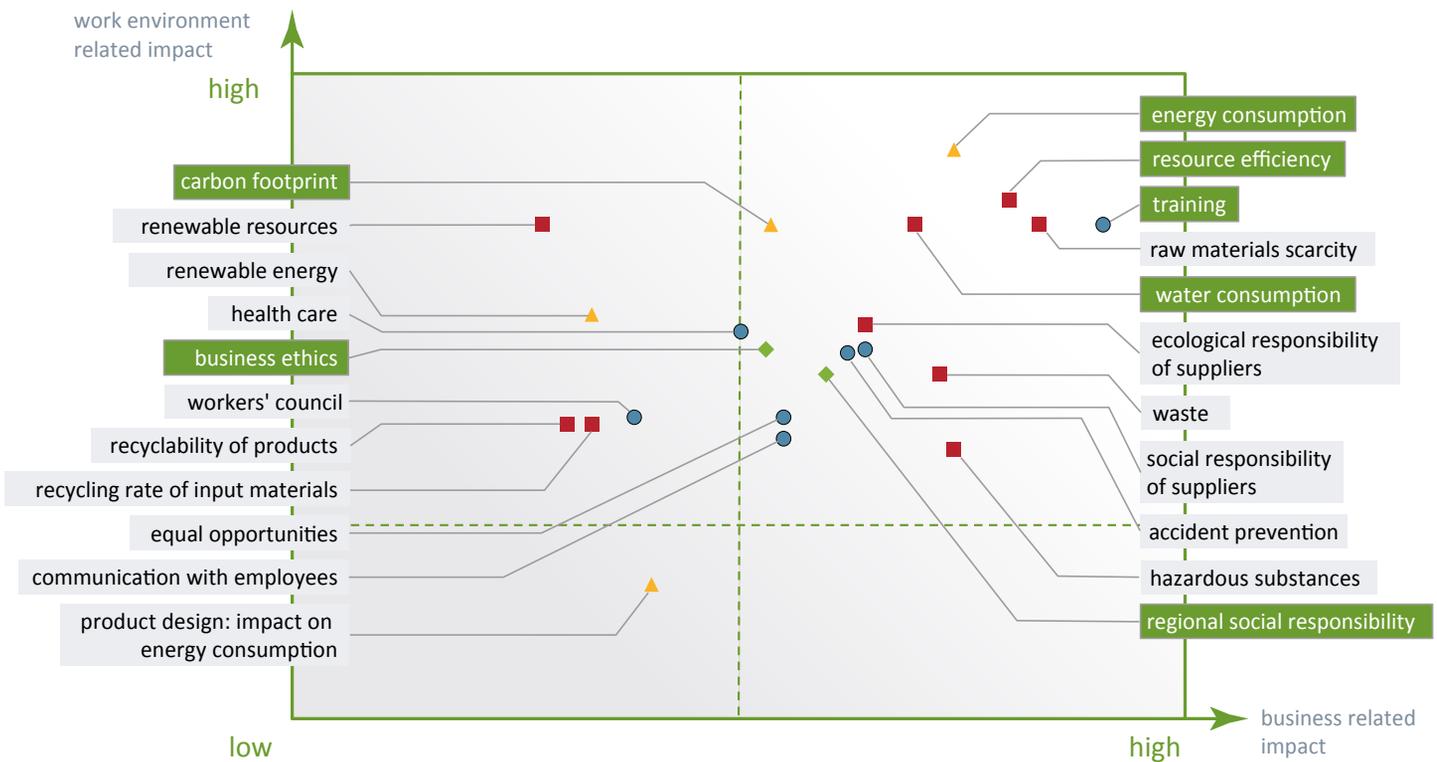
INVESTORS

In our communications with investors, we set out to present sustainability as a key success factor. By reducing our consumption of energy, water and other resources, and keeping the social impact of our operations in mind, we minimise our production costs.

Sustainable business practices are also crucial to obtaining licences to operate for our production sites. And continuing to improve our sustainability performance ensures that we retain the permits that are awarded to us.

MATERIALITY ANALYSIS

The illustration of the materiality analysis shows just how diverse the topic of sustainability is. Similar to the stakeholder analysis, this analysis was conducted with external support and our employees when we started our sustainability activities. In a 2-day workshop, we brought together specialists from all sites at a joint meeting and discussed the different challenges regarding environmental protection, ethics, human resources and many other topics. Based on interviews and the integration of different departments such as Human Resources, Investor Relations, Sales, Environment and Occupational Safety, Production, etc., a comprehensive picture of the different claims and significant aspects that influence our company was drawn.



The materiality analysis forms the basis for our mission. We only addressed those values and contributions over which we can actually exercise an influence to bring about change. Depending on the topic, the boundaries of the system may be wider or narrower; of course, the main focus of the overall project lies on the company's activity itself, i.e. on our internal processes. In line with a holistic sustainability concept, the system boundaries are extended to the supply chain for topics such as business ethics or human rights.

Our core topics and objectives

In an effort to align ourselves to the right topics with respect to sustainability management and to work on aspects which directly or indirectly make a positive contribution to our company success, we have identified five subject areas:

Corporate social responsibility is a broad concept that can cover a host of different topics, especially in a global organisation like ours. In an effort to make the extent of this idea more tangible, understandable and measureable – both inside and outside the Group – we have used materiality analysis to specify five areas of activity which we intend to focus on. These five areas are vital to our core business, and we measure our progress in each by defining targets.

This not only helps us to achieve our goals; it also enables us to constantly improve the processes that lead to those objectives – and to develop as a company.



ENERGY AND CARBON FOOTPRINT

Emissions of CO₂ and other pollutants are a key issue for all manufacturing businesses.

AT&S aims to minimise its environmental footprint by reducing the CO₂ emissions per m² printed circuit board attributable to production processes by five percent a year.

Achieving and adhering to this goal helps to significantly cut energy use and, as a result, delivers cost savings – making it an important step both from an environmental and economic point of view. It also motivates us to respond to find solutions to the challenges in our industry.

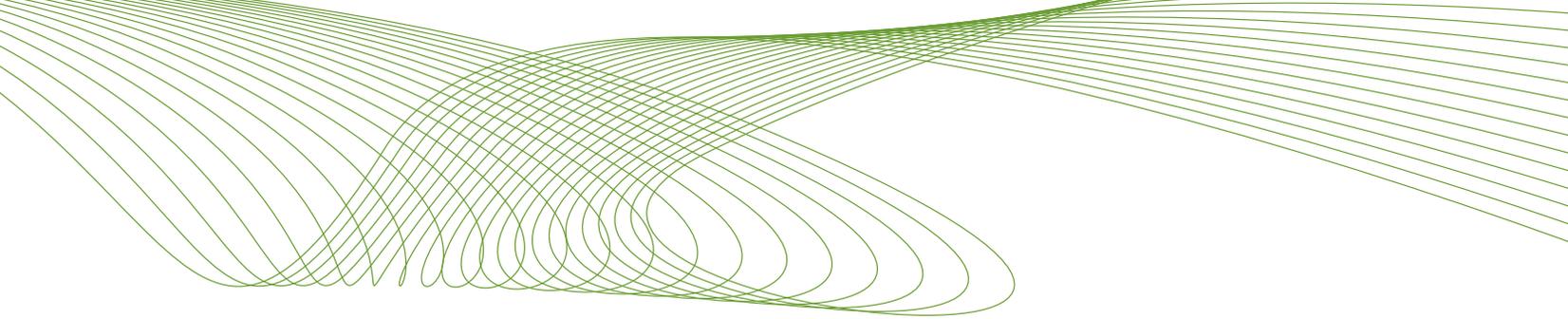


WATER

Water is a vital and valuable resource. AT&S requires specially treated water for its production processes, so taking steps to minimise water consumption at our production facilities as far as possible is a leading priority. Because wastewater treatment is such an energy-intensive process, the best savings can be made simply by cutting consumption at source.

Our aim is to reduce the Group's annual fresh water consumption per m² printed circuit board by three percent – another easy-to-measure target.

We also strive to promote sustainability in relation to production processes, and to encourage all of our employees to champion sustainability through their actions.



RESOURCES

As a manufacturer of high-tech interconnection solutions, AT&S uses a variety of raw materials, many of which are extremely valuable. Making efficiency gains and improving the way we use resources are not only important in operational terms, but also significantly reduce the burden on the environment. Innovative concepts, best practice sharing between plants, and global projects are helping us to home in on individual processes and forms of resource use, and continuously optimise them. It is essential that we not only focus on the individual processes in isolation, but take the stages that come into play before and after into account, as part of a holistic approach. Due to the individuality of our plants, no globally valid strategic objectives are in place on the topic of resources. The focus on raw material and material optimisation is defined in plant-specific targets in accordance with local requirements and needs.



AT&S – A LEARNING ORGANISATION

Manufacturing technologically advanced products requires targeted investments in employee training and development. This report outlines the steps we are taking to create a learning organisation at the Group and offer long-term development opportunities for our staff. Internal training schemes are used to ensure our highly specialised staff are always one step ahead. Senior management believes strongly in cultivating a strong learning environment in the group to overcome technical and social barriers.



THINKING AHEAD, SHAPING THE FUTURE

Entrepreneurial thinking is important to us. AT&S is fortunate to have employees who bring such a high level of enthusiasm to their work. As an international company we offer an attractive working environment. To acquire and retain highly qualified staff, employers must offer an appealing place to work that values the individual, and offer something to people in the long term that goes beyond purely financial considerations. Our role in the supply chain for leading electronic products brings certain responsibilities with it. We are fully aware that our obligations towards the environment and society must also dovetail with our business and operational responsibilities. In both cases forward planning is the decisive factor. Forward planning is the key to identifying and managing overlapping interests, and creating sustainable solutions that benefit individual employees, society, the environment and the Group as a whole.



Even the newest drilling machines in the plant receive diligent maintenance.

Final inspection. ►

Doris Sarcletti is the final gatekeeper along the path to the highest quality standards in the industry. She therefore sets global standards.

»In the background, we ensure that the plants operate seamlessly and efficiently 24/7, supported by IT.«

Manfred Ofner, IT



▲ A secret of success.

The critical eye of a woman. Sandra Weissensteiner performing the final inspection.

◀ Without interruption.

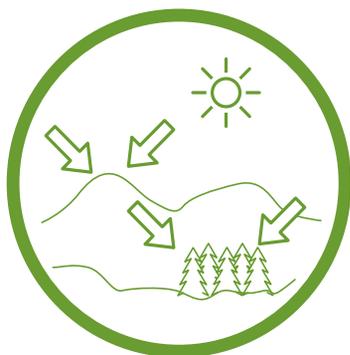
Manfred Ofner and his team – pictured: Marion Burghauser and Mithun Palai – take care of smooth IT infrastructure and systems.



2 Energy and carbon footprint

The message of the 5th Intergovernmental Panel on Climate Change (IPCC) assessment report is unequivocal: “The atmosphere and ocean have warmed, the amounts of snow and ice have diminished, sea level has risen, and the concentrations of greenhouse gases have increased.” The report warns that “Since the 1950s, many of the observed changes are unprecedented over decades to millennia.” It predicts that “Further warming and related changes in the climate system will continue if emissions of greenhouse gases continue.”

»If no action is taken, by 2100 global average temperatures will rise by between 3.7 and 4.8 °C – with dramatic consequences.«



CHANGING LANDSCAPES

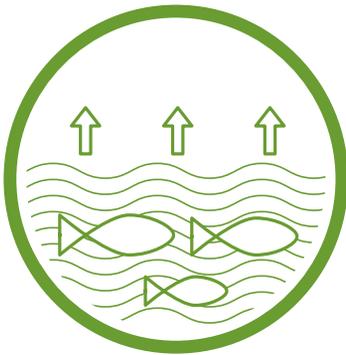
Some landscapes are threatened with massive changes. Mountain glaciers and the Arctic sea ice will probably shrink rapidly, according to the IPCC. As the earth warms, large amounts of greenhouse gas may escape from the permafrost and swamps. There is a risk of tree death, which would be greatly exacerbated by deforestation. However, this trend does not yet seem to have set in, and satellite observations show that since 1982 vegetation cover in the warmer climate zones has grown.



WATER SHORTAGES AND HARVEST LOSSES

Due to climate change, increasing numbers of people are at risk from water shortages. In particular, the inhabitants of the subtropics will have adjusted to shortages, the IPCC's models indicate. However, the IPCC says that at higher latitudes, including parts of Central Europe, drinking water resources are likely to grow.

Harvest losses are more likely than gains. In the absence of efforts to adapt, many regions will face declines in yields of wheat, rice, soya and maize of up to one fifth in the course of this century, the Panel predicts. New farming methods can make good most of these losses, but the effectiveness of adaptation is “highly variable”.



OCEAN ACIDIFICATION AND RISING SEA LEVELS

Ocean acidification is a worldwide phenomenon. The reason is the greenhouse gas carbon dioxide (CO₂). The oceans absorb some 20 million tonnes of CO₂ per day. When it dissolves in the water the gas turns into acid. Some marine organisms, such as corals and oysters, have trouble constructing their shells in acidic water, and die out as a result. The indirect effects on the oceans' function as habitats may be very serious, as microorganisms' calcareous skeletons are one of the bases of the food chain. Their disappearance would remove the food source of many larger sea dwellers.

Steadily swelling oceans would increasingly lead to flooding and erode coastlines. Building sea defences could cost some low-lying developing countries and small island states "several percentage points of GDP", the IPCC believes.



HEALTH PROBLEMS

Health problems are one of the main ways in which climate change may make itself felt up to 2050. Heat waves, fires, under-nutrition and water shortages may cause increases in ill-health. At the same time fewer extremes of cold would make illnesses associated with cold spells rarer.

The IPCC report suggests that heat stress and intense rainfall will be growing problems in big cities. It says that building stock adaptation will be needed to protect the populations of some regions from expected high temperatures and periodic flash floods. If the Panel's forecasts are borne out, more energy will be required to run air-conditioning systems, but less to operate heating systems.

PRODUCING UNDER OPTIMAL CONDITIONS

A building which is operated with low energy input is an important step towards working sustainably. It is all the more important to use energy as efficiently as possible in ongoing operations and/or to save energy. Compressed air, which is necessary for the production of printed circuit boards and consequently of central importance for our company, is a very expensive form of energy. Only about five percent of the electrical energy required for the production of compressed air is actually converted to compressed air.

The remaining energy is turned into heat. In order to also make efficient use of the heat created, we utilise the waste heat for heating purposes. The site in Leoben has promoted sustainability by installing a **decentralised compressed air supply** for weekend operations. On non-production days and at weekends, special critical processes require uninterrupted compressed air supply. These areas can now be supplied through the installation of a decentralised compressed air supply, while the central supply, which is over-dimensioned for weekend operations, can be switched off during the non-production time. Deactivation of the centralised systems and activation of the decentralised systems is automated and is carried out by the central building control system. Therefore, only the quantity of compressed air that is actually necessary to operate the systems is produced. The large piping systems for the other facilities, which extend throughout the entire production site, thus do not have to be switched on.

Another permanent focus is on the **analysis and optimisation of air conditioning units** to maintain the ambient conditions required for the production of printed circuit boards such as temperature and humidity. At the site in Ansan, **server enhancements** were implemented, reducing ambient air cooling and saving approximately eight percent of the site's total energy consumption.

Our Chinese site in Shanghai massively reduced the energy consumption of drilling and milling dust removal systems in a large-scale project. By replacing conventional fans with **frequency-controlled fans** energy consumption was reduced by 16 percent compared with the conventional method.

CERTIFIED ENERGY MANAGEMENT ISO 50.001 IN LOEBEN AND FEHRING

We are one of the first industrial companies in Austria to successfully pass the certification audit according to the international standard ISO 50.001 at our production sites in Leoben and Fehring. ISO 50.001 for energy management systems places a particular focus on **increasing energy efficiency** and thus on the reduction of energy consumption. This will make a significant contribution to our mission "reduction of the ecological footprint".



However, the certification according to ISO 50.001 was only the first step in increasing energy efficiency at our sites in Austria. Amongst other things, a so-called **energy team** was installed at the locations in Hinterberg and Fehring. This team consists of employees of various different departments and will support the enhancement of the energy management system, raise employees' awareness and integrate their specialist knowledge in various projects.

Heat recovery

ISO 50.001

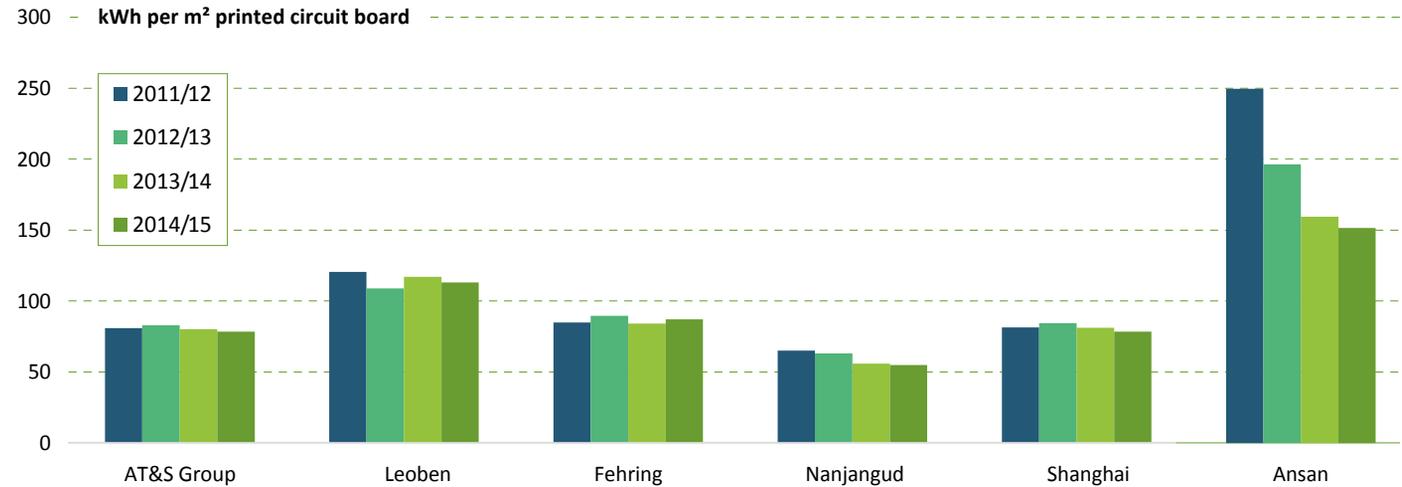
Optimising air conditioning units

We have added a new category called “energy” to our **suggestion scheme**. As the past has shown, suggestions from the different departments make a valuable contribution to the advancement of our systems. However small an idea may appear to be, it can grow into a great project.

FIGURES SAY MORE THAN WORDS

In addition to the above-mentioned examples, projects to improve air conditioning and increase the efficiency of the facilities were carried out at all our plants. The chart shows the total energy consumption of our individual plants, apportioned by square metre of produced printed circuit board (including inner layers).

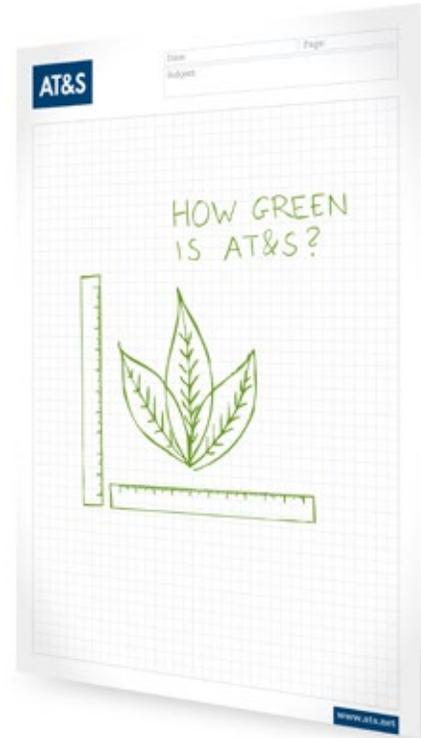
TOTAL ENERGY CONSUMPTION (ELECTRICITY AND HEAT)



Due to the different manufacturing technologies and the variable product mix, the individual plants cannot be compared with each other in terms of energy consumption.

In addition to these differences, climatic differences caused by the geographic location of our sites and weather-related changes play a significant role. Double-sided printed circuit boards, for example, as

they are produced in Fehring, require substantially less energy than the highly complex and multilayer PCBs manufactured in Shanghai and Leoben. Due to the special and very complicated production properties of flexible PCBs, manufacturing at the site in Korea is relatively energy-intensive; the share in the AT&S Group's total energy consumption is very low due to the size of the facility in Korea.





THE CO₂ FOOTPRINT AS A KEY FIGURE

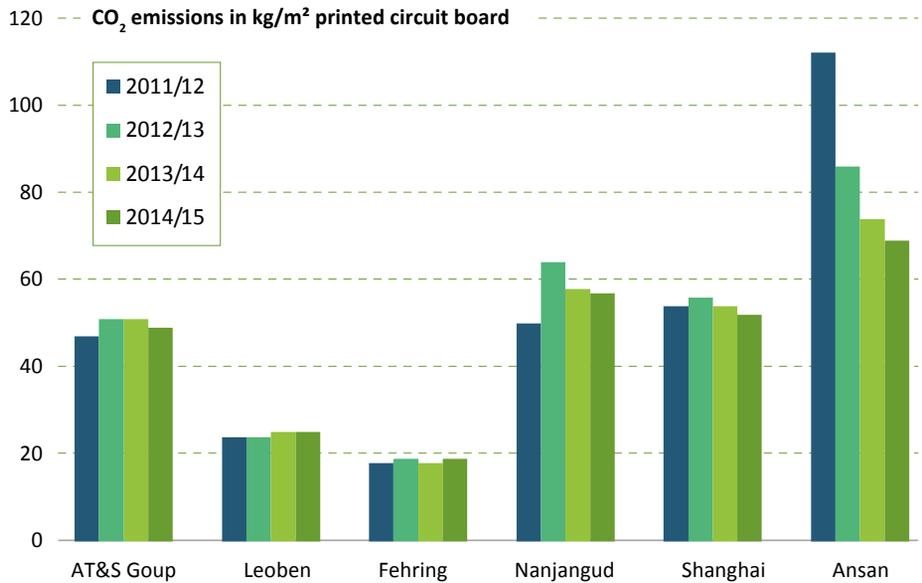
As the title of this chapter indicates, our focus on energy is more than just increasing energy efficiency and lowering energy consumption. One of the key targets is to minimise emissions and consequently also negative impacts on the environment caused by our production.

We use the emission of carbon dioxide (CO₂) as a measurable quantity. Our CO₂ footprint consists of two elements: the element “production” and the element “transport”. “Production” refers to all indirect emissions related to power consumption and direct CO₂ emissions created by burning gas for heat production. The element “transport” covers all CO₂ emissions produced as a result of the transport of our finished printed circuit boards to our customers.

The chart shows the number of kilograms of carbon dioxide emitted in the production of one square metre of finished printed circuit board and its transport to the customer.

The differences between the plants are attributable to both country-specific conversion factors of CO₂ emissions from energy production as well as the different energy consumptions (both electricity and energy for heat production). Shanghai, India and Korea have the highest emissions because of the type of primary energy production and the high cooling loads related to the climatic conditions. Due to the high share of regenerative energy for power production, the Austrian sites have a clear advantage in this context.

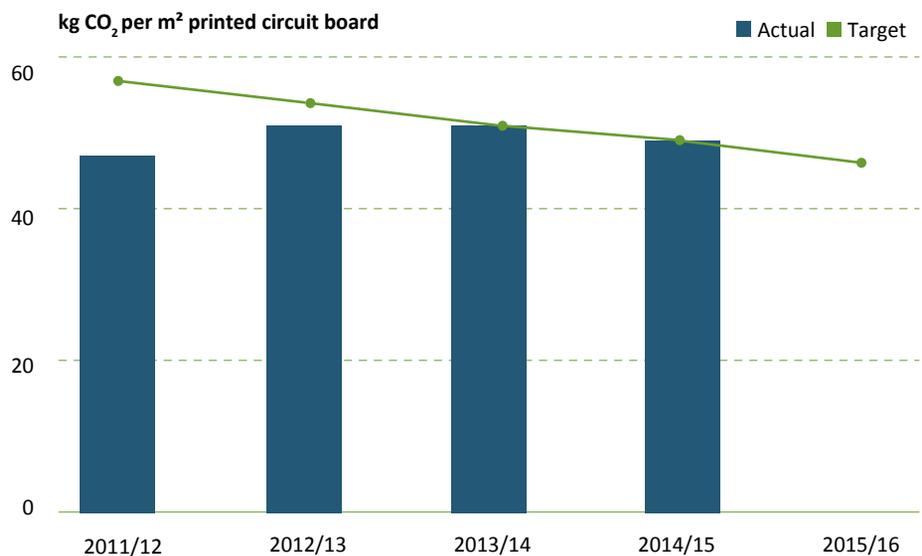
CO₂ EMISSIONS



The CO₂ footprint we developed as a key figure helps us to strictly monitor the emission level and to analyse reduction measures for their actual effectiveness in the long term.

Our target is to reduce the CO₂ footprint by five percent annually. Based on measures that have already been successfully implemented as well as projects designed to increase energy efficiency and reduce energy consumption and consequently CO₂ emissions that are currently being realised or planned for the future, we continue to adhere to our objective of CO₂ reduction in the next financial year.

AT&S GROUP CO₂ TARGETS





▲ **Expert procurement strategy.**

Doris Polding creates value through effective management of resources and optimised supplier management.

► **Economy, ecology and society.**

For Tina Sumann, Group Manager CSR/ Sustainability, the AT&S glass is always half full when it comes to sustainable business and the compatible management of resources.





▲ **The guarantors of success.**

Fritz Eder, Daniel Grosser and Markus Maier stand representative for € 667 million in sales and are there for our customers around the clock.

»Our customer orientation enables us to develop solutions and product innovations early.«

Fritz Eder, Sales



We as HR team care about people.

Whether blue collar, white collar or management – the intercultural HR team cares about people globally by promoting respect, engagement and trust.
(Nadja Noormofidi, Simona Rakusa, Monika Stoisser-Göhring)

3

Water

Water is the most abundant resource on our planet. Around seventy percent of the Earth's surface is covered in water. But is it enough to satisfy our needs for the rest of time? Unfortunately it's not quite as simple as that: of all the planet's water deposits, around 97.47 percent is salt water. As a result only around 2.5 percent of the Earth's abundant water resources is accounted for by freshwater deposits, the elixir of life for humans and animals. But scarcity is a very real prospect, since significant quantities of the world's freshwater deposits are inaccessible to humans – locked inside glaciers and the polar ice caps. And it is not just far beyond the reach of people living in regions hit by drought; any attempt to tap into these resources would have a disastrous effect on the delicate balance of the planet's ecosystems – as witnessed in the temperature variations triggered by climate change. As all of the elements that make up the ecosystems coexist in harmony, dramatic changes like this would have a catastrophic impact on countless parts of the globe, with poorer regions particularly hard hit.

POLLUTED STOCKS

In many of the regions where water is in particularly short supply, stocks are polluted, leaving insufficient fresh drinking water for humans and livestock. The combined effects of agriculture and aggressive industrial expansion in many developing countries and emerging economies pose a very real threat to rivers, lakes and reservoirs, and groundwater supplies. In agriculture, excessive use of fertilisers is a major problem, as is the wide-spread adoption of large-scale irrigation systems. Coastal regions are confronted with the danger of sea water infiltrating groundwater supplies, while spiralling population growth, particularly in emerging economies, places an additional burden on natural resources.

IRREGULAR DISTRIBUTION

The fundamental issue is that while there is a lot of water on Earth, only a fraction of it can be used by humans without prior treatment. The effects of this approach are far-reaching. The figure outlines a number of these problems, giving an overview of some of the issues facing us today and in the future.

BLEAK OUTLOOK

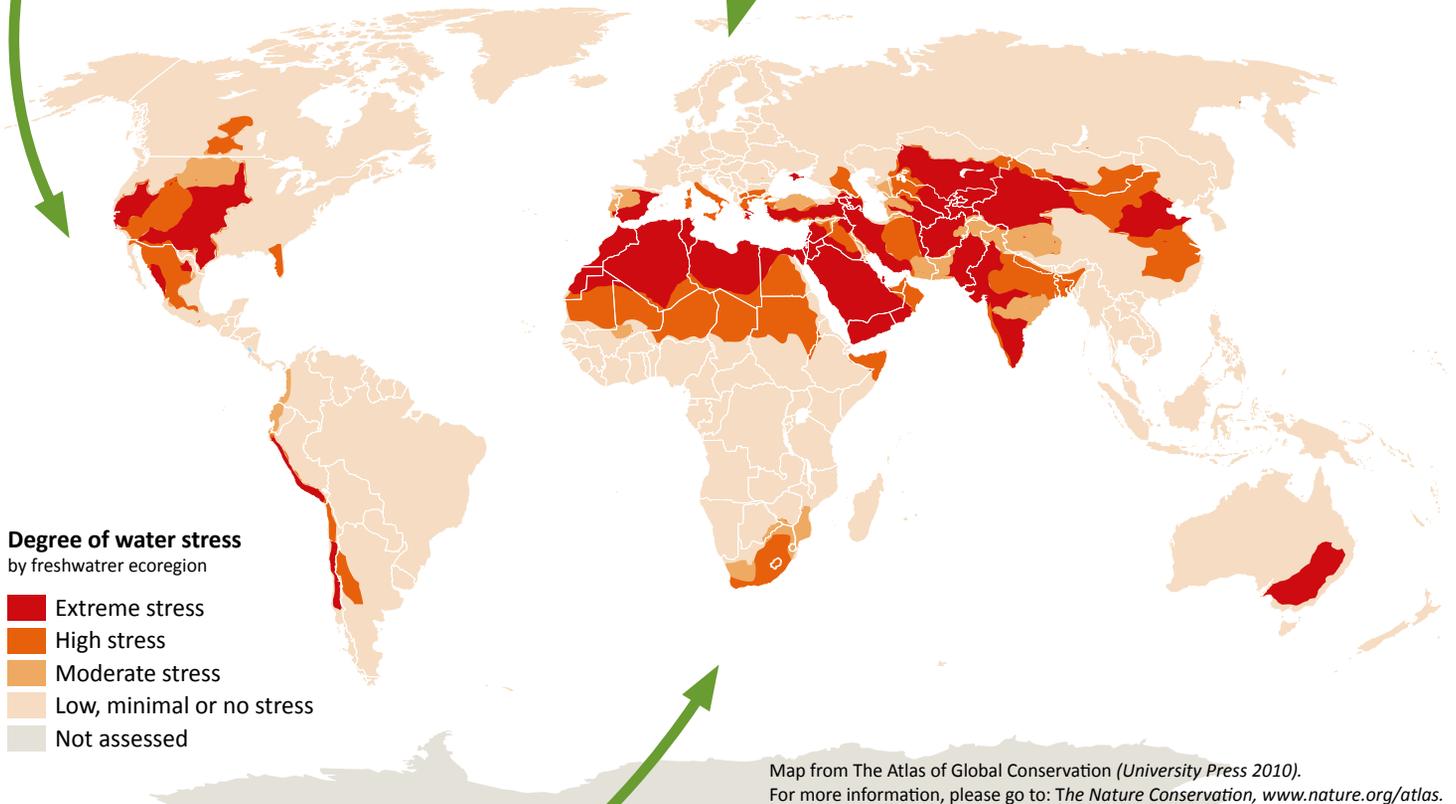
Drinking water is an extremely precious resource and vital for the continued survival of human and animal populations on this planet. Freshwater supplies are under the greatest threat in developing and emerging countries. Water tables and river levels are sinking all over the world, and water quality is deteriorating. In countless regions the ground is losing its natural water content and drying out as a result. Around 55 percent of the world's population live in regions where freshwater is either in short supply (areas where annual water supply drops below 1,700 cubic metres per capita are defined as experiencing water stress) or extremely scarce (below 1,000 cubic metres). According to the latest estimates released by the Food and Agriculture Organization of the United Nations, around 65 percent of the world's population will be living in regions suffering from water scarcity by 2025. Around 1.9 billion people will be living in regions with absolute water scarcity.

POLLUTION AND SOIL SALINITY

In developing countries and emerging economies, wastewater is posing an increasing threat to the quality of freshwater in rivers, lakes and groundwater supplies. Intensive farming is also responsible for contamination through excessive use of fertilisers. In coastal regions overreliance on groundwater supplies causes salt water to permeate underground aquifers.

CLIMATE CHANGE

As glaciers continue to melt, the volume of water flowing out of mountain regions will increase. India and Pakistan will be particularly affected. Temperature increases will change precipitation patterns and result in additional evaporation in some areas.



Degree of water stress
by freshwater ecoregion

- Extreme stress
- High stress
- Moderate stress
- Low, minimal or no stress
- Not assessed

Map from The Atlas of Global Conservation (University Press 2010).
For more information, please go to: The Nature Conservation, www.nature.org/atlas.

POPULATION GROWTH, INDUSTRIAL AGRICULTURE AND INDUSTRIALISATION

Population growth places increased demands on existing water supplies. And changing diets are having an even greater impact on resources. In particular, large volumes of water are required to keep pace with increased consumption of meat worldwide.

Reference: Hoekstra JM, Molnar JL, Jennings M, Revenga C, Spalding MD, Boucher TM, Robertson JC, Heibel TJ, Ellison K (2010) *The Atlas of Global Conservation: Changes, Challenges, and Opportunities to Make a Difference* (ed. Molnar JL). Berkeley: University of California Press

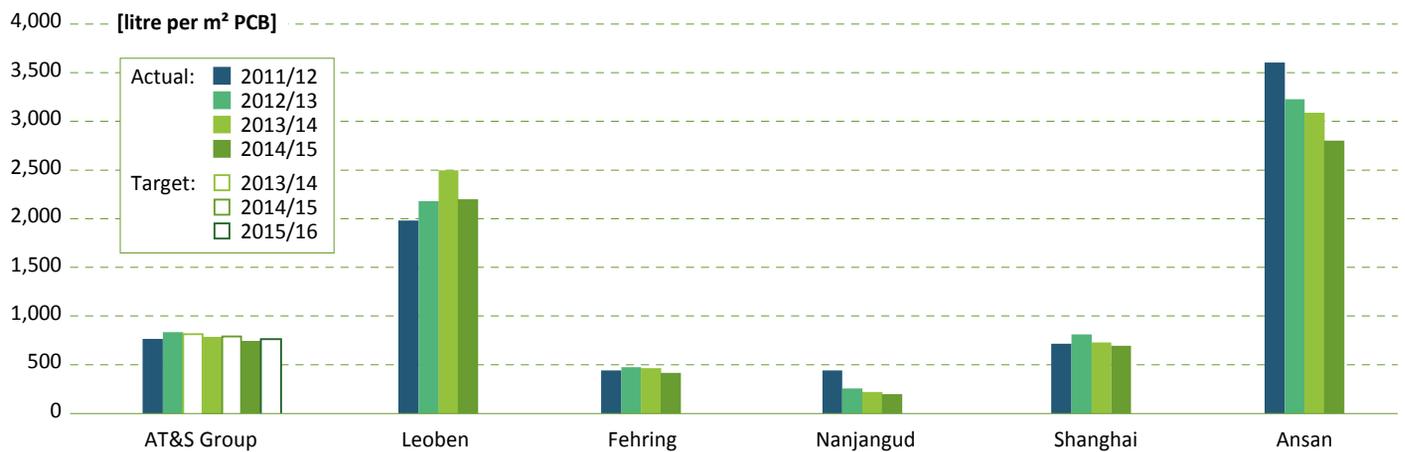
Water recycling

Consumption monitoring

Process water reduction

Responsible and sparing use of water as well as the efficient and effective treatment of wastewater are essential for any company. In addition to numerous projects which were described in detail in the previous sustainability report, we continue to pursue our objective of reducing our freshwater requirements consistently. In order to enable us to quantify this target, we have added freshwater consumption to our dashboard as a key parameter. **In the past financial year, we again accomplished our goal to reduce freshwater consumption per m² of printed circuit board by three percent annually.**

FRESHWATER CONSUMPTION



Similar to energy consumption, the individual plants cannot be compared in terms of water consumption. Due to the seasonal climate conditions and geographic differences of the locations as well as different technologies, the freshwater quantities used vary. While Ansan stands out because of the specialty of the products made there, i.e. flexible PCBs and thus very low m² of printed circuit boards, the water recovery plant installed at the site in Nanjangud, India, proves to be highly effective.

SAVING WATER SYSTEMATICALLY

At the site in India, for example, we source process water for production directly from the adjacent river. The surroundings of Nanjangud are very dry, so water consumption is strictly regulated by the authorities. In order to ensure reliable production and consistent production volume

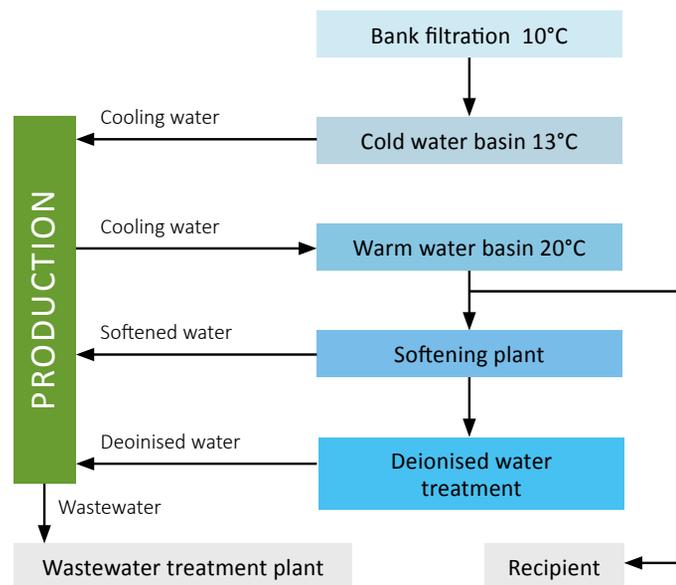
even during dry periods, a **water recycling plant** has been installed on site. Based on this innovative facility, it is now possible to recycle the largest part of the process water used at the Nanjangud site. As a result of this recycling, the freshwater requirements for our production lines are reduced to an absolute minimum.

Extremely successful measures to **reduce process water** have also been taken in Shanghai and at the Austrian sites in Leoben and Fehring: for example, water meters have been installed for all wet chemical processes, enabling the identification of major consumers. Through monthly reporting, monitoring and the integration of individual product lines and responsible persons, we accomplished a significant decline in process water consumption.

Saving at the source

The Austrian site in Leoben pursues a different approach to **sustainable water management**, as is shown in the chart on the right. Here, we source our process water from bank filtration of the adjacent river. This water has an average temperature of 10 degrees Celsius and is therefore ideally suited to be used as cooling water. Waste heat is generated in the operation of our production facilities, which is discharged through the cooling water. The cooling water is consequently heated up and can be fed directly to water treatment as process water without any further pre-heating. The treated water is then reintroduced to the production cycle as deionised water or softened water. Cooling water that is not treated as process water is fed back to the recipient under controlled conditions. This not only allows saving great amounts of water: energy savings are also substantial. As the well water has already been pre-warmed through the waste heat of the plants, no additional energy is necessary to preheat it to the temperature specified by production.

WATER MANAGEMENT SCHEME AT THE LOBEN SITE



OPTIMISING EXISTING PROCESSES

An illustrative example of how to improve existing processes comes from Fehring. A wet chemical device to apply the surface, which has been in operation for several years, was operated with a specific water consumption of approximately 1,800 litres per hour according to manufacturer specifications. In the course of qualification, our employees already achieved improvements regarding the use of freshwater. A second optimisation was also accomplished during qualification by **recycling rinsing water**. As a result, water consumption was reduced to roughly 1,200 litres per hour. As part of the objective to save freshwater, the plant was re-evaluated and examined for potential savings as this process had previously been the largest consumer of freshwater. In cooperation with Process Technology, Maintenance and Environmental Management, we intensively worked on a further optimisation and designed a completely new freshwater concept for this facility.

After a renewed qualification was approved by the supplier and our internal quality department, the plant's water requirements were reduced by 53 percent as compared to the state of delivery. This is equivalent to annual freshwater savings of some 5,000m³. Based on this excellent teamwork, the supplier of the facility was also persuaded to implement this concept for all facilities of this type as a standard in the future.

As support, it is indispensable to learn from the successes of other plants and to follow the best-practice examples in order to optimise consumption and efficiency. Moreover, it is also essential to integrate suppliers of production facilities along the supply chain into the projects in order to also take into account saving resources when acquiring or converting plants. What is most important, however, is to use water sparingly in ongoing operations and in everyday life.



◀ **À la carte for the customer.**

Franz Mattl holds an AT&S production panel in his hands. In his department, milling, the outer contours are defined in order to produce the delivery format required by the customer.



The backend process. ▶

On the left, finished PCBs for shipment. Around 5,000 different customer formats are currently produced, virtually customised, at the Hinterberg plant. On the right, electroplating equipment.

»Awareness of quality doesn't end at the factory gate. If you seriously mean it, you live it.«

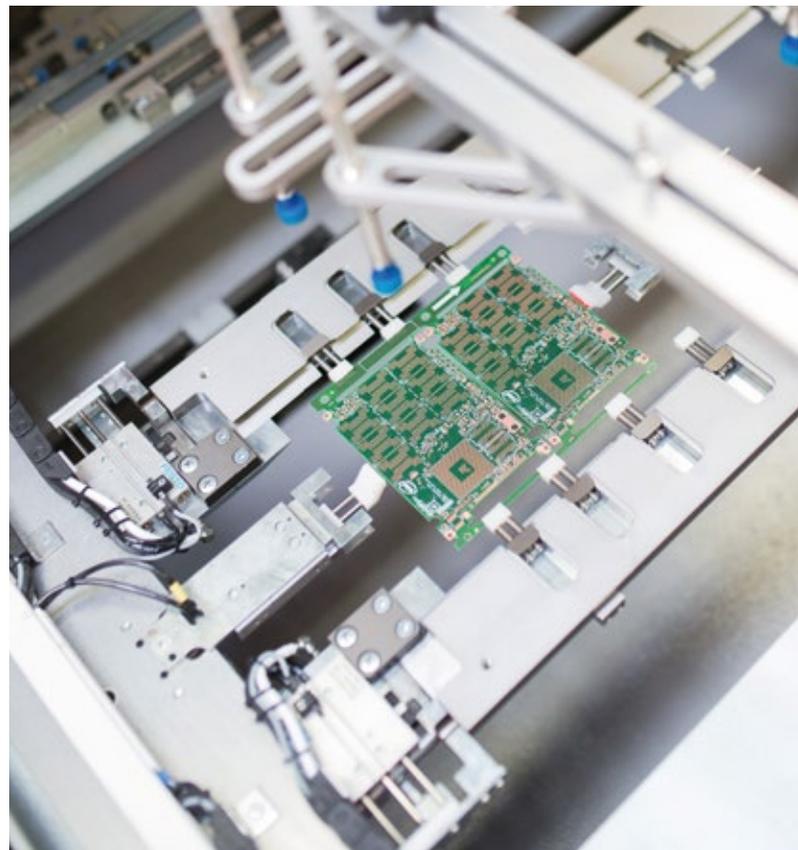
Yvonne Tahedl, Electrical Testing



▲ **The finger on quality.**

The conductivity of each contact point and each connection is subject to interruption and short-circuit testing by Yvonne Tahedl using a finger-test process.

▼ **Passed with flying colours.** This printed circuit board is now in the customer format and has just passed the 100 percent electrical test in the finger-test machine.



4 Resources

Long-term global supplies of raw materials are anything but secure. For one, increased industrialisation in developing countries will be reflected in a sharp spike in demand worldwide. On top of this, as global shortages take hold the risk of restrictions to free trade also intensifies, as countries with access to the various precious raw materials might limit exports in order to cover their own demand. As a region with only limited access to the raw materials needed to manufacture printed circuit boards, this development would leave Europe particularly exposed by dependency on export markets and the consequent increase in commodity prices.

While new mines will improve the overall supply situation, dwindling deposits of these non-renewable raw materials will be under pressure

to keep pace with spiralling demand. As a result, strategic management of resources and raw materials will have to focus on efficient use, combined with worldwide expansion of recycling activities.

The chart shows how little time we have before these resources start to run out, if we continue to consume them as we have so far. These calculations are based on known, economically viable deposits. The lower end of each forecast reflects increased consumption and mining activity, while the later forecasts use calculations based on current rates of consumption and extraction. These predictions do not take into account advances in technology that will open up access to currently inaccessible resources, or price increases which will make extraction of lower concentrations economically viable.

COPPER (Cu) 2035 - 2044

The Fraunhofer Institute estimates that without recycling the world's copper reserves will be used up by 2030. Availability will be extended depending on the volume of secondary copper that can be recovered.

Deposits: primarily Chile

GOLD (Au) 2024 - 2045

Various authorities, including the Wuppertal Institute for Climate, Environment and Energy, are predicting a relatively early end for gold supplies. The US Geological Survey puts globally accessible gold reserves at around 51,000 tonnes. If production continues at the current rate of 2,500 tons per year, global deposits will be fully depleted by 2031.

Deposits: primarily South Africa

SILVER (Ag) 2020 - 2041

Most studies indicate that silver deposits will be exhausted by the early 2030s at the very latest. According to one joint study published by RWI Essen (Rheinisch-Westfälisches Institut für Wirtschaftsforschung), the Fraunhofer Institute for Systems and Innovation Research (ISI) and the German Federal Institute for Geosciences and Natural Resources, the world's silver deposits will only last for another 29 years.

Deposits: mainly China, Mexico and Australia

PLATINUM (Pt) & PALLADIUM (Pd) 2058 - some hundred years

Experts appear to agree that supplies of platinum and other platinoids such as palladium will be sufficient for many years to come. However, their predictions vary enormously. Although the Club of Rome is pointing towards 2058 as the point where supplies of platinum-group metals will run out, other studies indicate that deposits will last for several hundred years.

Deposits: South Africa, Russia and Canada



LEAD (Pb) 2024 - 2030

The vast majority of predictions indicate that known, economically viable deposits will only last until 2030 at the very latest. Only a handful of studies expect supplies to last significantly beyond this point. However, the importance of this particular metal for the printed circuit board industry will decline as European Union legislation severely restricts the use of lead in electronic devices.

Deposits: USA, Australia and Russia

GALLIUM (Ga) 2143 - 2200

Gallium arsenide is used to transform electronic signals into optical ones. The market is occasionally beset by supply bottlenecks. Gallium is only found in other metal ores such as zinc, bauxite and germanium. From today's perspective, supplies of this compound are sufficient.

Deposits: mainly China

ANTIMONY (Sb) 2020 - 2024

A weak electrical conductor, this brittle heavy metal is one of the key components of lead-free solder. It substitutes lead, which is increasingly banned from electronic devices. Studies appear to agree that supplies of this metal will soon start to dry up.

Deposits: South Africa and China and China

TIN (Sn) 2026 - 2028

Most outlooks agree that supplies of this malleable silver metal will not be sufficient to keep pace with demand for much longer. Only very few studies add 10-30 years to the consensus timeline.

Deposits: various incl. Australia and Malaysia

PEAK OIL 2006 - 2030

Epoxy resins, phenolic resins and polyimides are the basic building blocks of a printed circuit board. They are all derived from crude oil. Peak oil is the term used to describe the point at which half of all the planet's known, economically recoverable oil deposits have been depleted. Depending on the study, this point was either passed a number of years ago or will be reached at some stage between now and 2030. Only a small number of studies – such as those published by OPEC – indicate that peak oil will be reached after that point. It is safe to assume that unrelentingly rising demand coupled with supply shortages will set the scene for disproportionate price increases and price volatility.



COPPER: A RECYCLING CASE STUDY

Copper is one of the most commonly used materials in printed circuit boards. Copper foil is at the heart of the printed circuit board. This special metal foil is produced using 100 percent recycled copper. Copper chloride, used as an etchant, is disposed via an external supplier at the end of its useful life. The external recycler recovers the copper from the solution so that it can be reused for other purposes.

Small traces of copper also find their way into wastewater. Our wastewater treatment systems recover the copper, filtering it out using a number of different technologies. The electroplating sludge containing the copper residue is then passed on to an external recycling specialist for further processing. All of the solid waste containing copper from the production process – such as copper trimmings and milling waste – is collected separately before being forwarded on for recycling.

These processes give an indication of the various ways that a single metal is recycled at our production facilities. Careful use of resources and thoughtful consideration of recycling opportunities brings benefits for AT&S from more than one perspective, allowing the Group to help conserve raw materials while gaining financially. This is an excellent example of an approach that brings together all three aspects of sustainability – economy, environment and society.

SAVE RESOURCES, INCREASE EFFICIENCY

In order to be able to save resources, we have to come up with new ideas. This means that we have to look for an innovative approach to our products, while at the same time making our manufacturing process efficient. Efficiency starts with needs-based procurement taking into account packaging materials, delivery routes, etc., goes via the production process and ends internally with the disposal of in-plant waste and with disposal of printed circuit boards by the end user at the end of the product life cycle.

When it comes to the end of the product life cycle of our products, we only have limited influence on their disposal. Our influence is indirectly limited to the materials used in the manufacturing process – because metals like copper, gold, etc. can be recycled and reintroduced to the production cycle.

The following overview shows the quantity of purchased production materials significant for the production of our printed circuit boards.

Purchase of significant materials

	Financial year		
	2012/13	2013/14	2014/15
Gold (kg)	585	484	596
Copper* (t)	2,014	3,144	3,550
Laminate (m m ²)	11.2	12.5	13.4
Chemicals (K t)	86.1	87.2	92.9

*Starting with financial year 2013/14 copper foils were included.

The increasing complexity, the different products as well as very good capacity utilisation

in the past business year naturally resulted in increases in material consumption. In general it can be stated that **production efficiency** increased in comparison with the previous years because of numerous projects, which are described in greater detail in this chapter.

One example of the recovery of resources is the installation of a **gold electrolysis** system at the Hinterberg site. As one of many possible surfaces of our printed circuit boards, the copper layer is covered by a chemically applied nickel and gold layer. The gold-containing bath used in the process has to be exchanged at regular intervals. In the past, this solution was transported as dangerous goods to an external recycler over a distance of approximately 200km. For efficiency reasons and to support our environmental philosophy, we acquired a plate electrolysis facility for the Leoben site to enable us to extract the gold itself from the solution and to use the gold-plated plates as non-hazardous waste for other purposes.

Another important example of how sustainable thinking and action may influence the success of a company was shown by the Shanghai plant. In the past financial year, this site successfully proved that saving resources has something to do with **optimising consumption** as well as with holistic thinking: The cleaning agent of a wet chemical process was previously disposed of after usage. In an internal project, the parameters of the cleaning agent were analysed. In the analysis it was identified that this cleaning agent could replace a chemical previously used in a different project. As a result of this recycling, the consumption of sodium persulfate was drastically reduced. 3,000 tonnes of waste and water were consequently saved in the

Recycling Waste

Recovery

Material usage

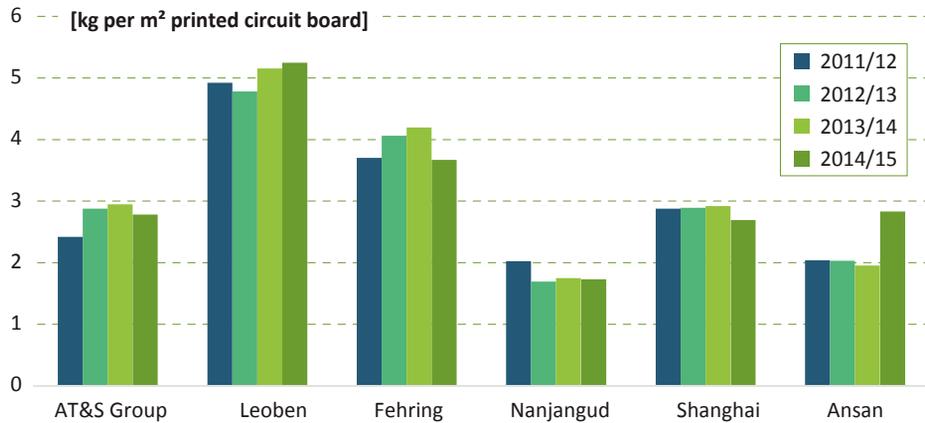
past financial year, leading to financial savings for roughly € 1.4 million. This demonstrates clearly how important sustainable thinking and actions are for the company's success.

MAKING SUCCESS MEASURABLE

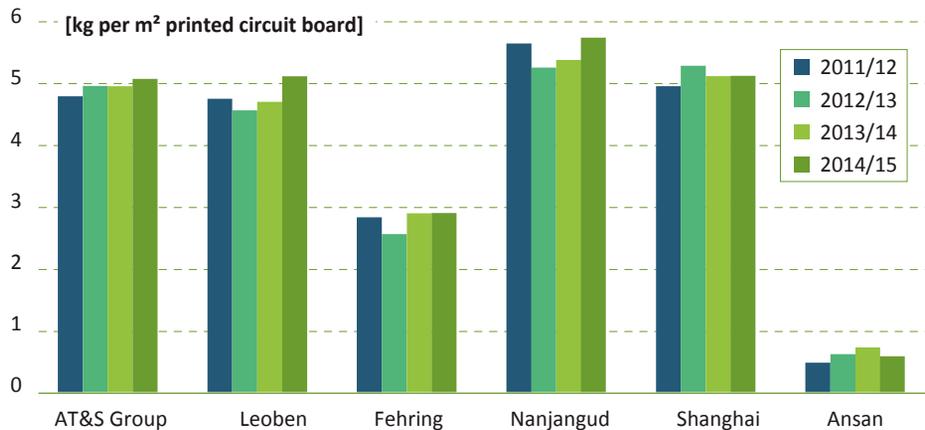
In an effort to enable us to measure our activities objectively, we have included several resource-related key figures in our monthly reporting. The objective is to use resources as sparingly as possible in a first step, to reuse them to the best possible extent or to have them recycled externally, thus reintroducing them to the cycle of materials. Due to future developments of the raw material markets and the increasingly strong demand for efficient material utilisation, it is indispensable to push for progress in this area.

Currently we measure our waste separately according to the country-specific regulations for different types of waste. In doing so it becomes obvious that manufacturing technologies, capacity utilisation of the plants and waste generation are correlated. The amount of waste in the past financial year 2014/15 did not change in comparison with the financial year 2013/14, proving that measures for improvement and thus increased material efficiency are taking effect despite a significantly higher production output, scrapping of old facilities and conversion and disposal work at some locations in the past financial year.

NON-HAZARDOUS WASTE*



HAZARDOUS WASTE*



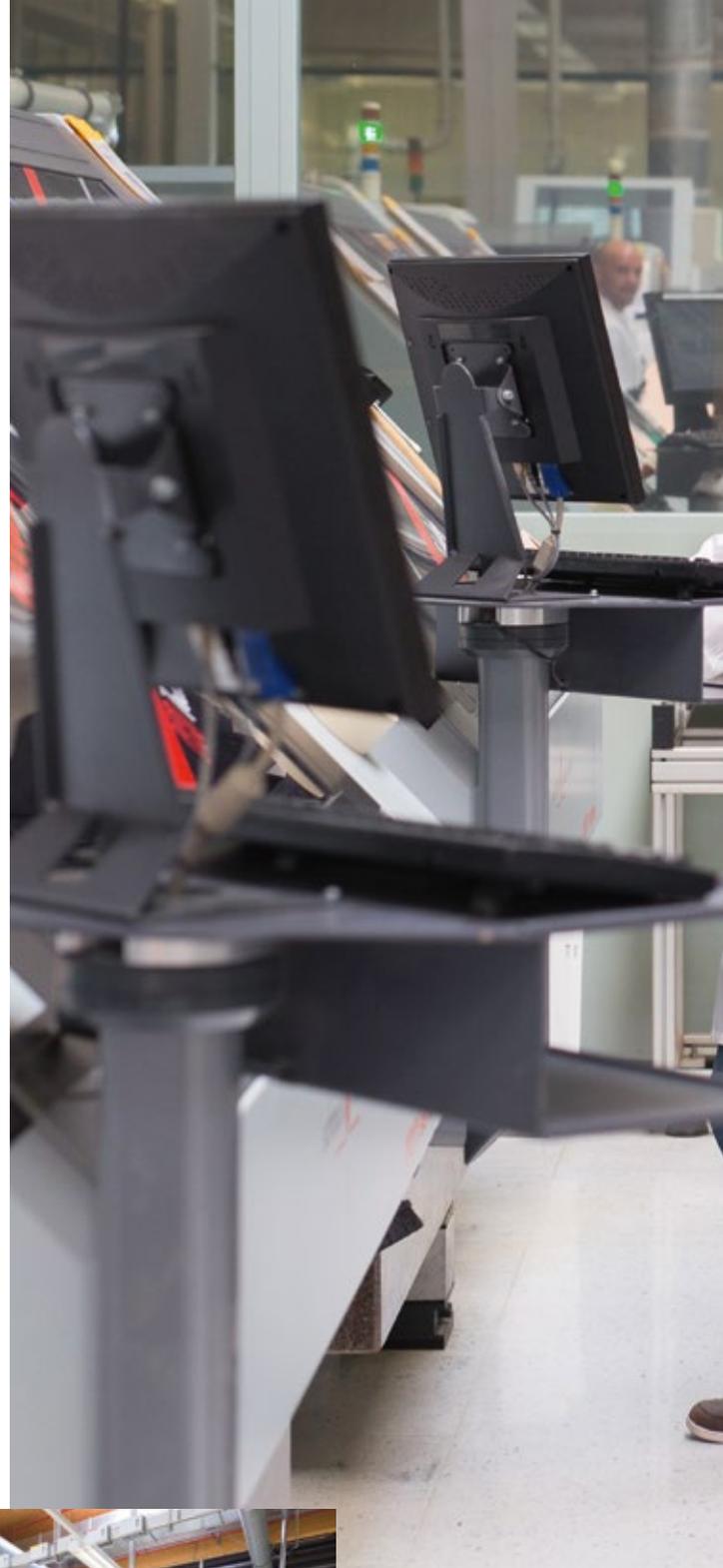
*According to local legal definitions

Isolation process. ►

Daniel Gratz in the Scoring and Milling department in front of one of 15 state-of-the-art milling machines, which enable precise contouring for around 2,500 production panels per day.

▼ On-the-job training creates equipment expertise.

Serrano Santos Starlin completed a training programme lasting several months in the electroplating area as part of a comprehensive programme of training and continuing education.



◀ Quality, quality, and still more quality.
A complete range of checks for every printed circuit board. A view of the Electrical Testing department.



▼ **Ready for embedding.**

Tamara Paulsen in ECP® production, an AT&S-patented method, before the components are integrated into the printed circuit board.



»We make printed circuit boards here tailored to any conceivable customer need. True precision work.«

Daniel Gratz, Milling

5

AT&S – a learning organisation

We want to be the first choice for our customers, but also for our employees and other stakeholders. To accomplish this, we take our mission statement seriously and care about people by considering AT&S a learning organisation. A company like AT&S has to be innovative in order to be the first choice for advanced technologies. This is only possible through continuous learning, enthusiasm and commitment. It takes the willingness to break new ground and the openness to think out of the box.

According to the triple bottom line approach, we have the responsibility from an economic point of view alone to operate sustainably and in the interest of all stakeholders. This includes being successful as a company in the long term, thus offering employees a secure job. Staff retention also makes people feel secure and contributes to sustainable operations because employee turnover is a cost factor that should not be underestimated. It is therefore essential for us to offer our employees new challenges and opportunities for their further development. This way, security for both sides and long-term loyalty of the employees can be ensured.

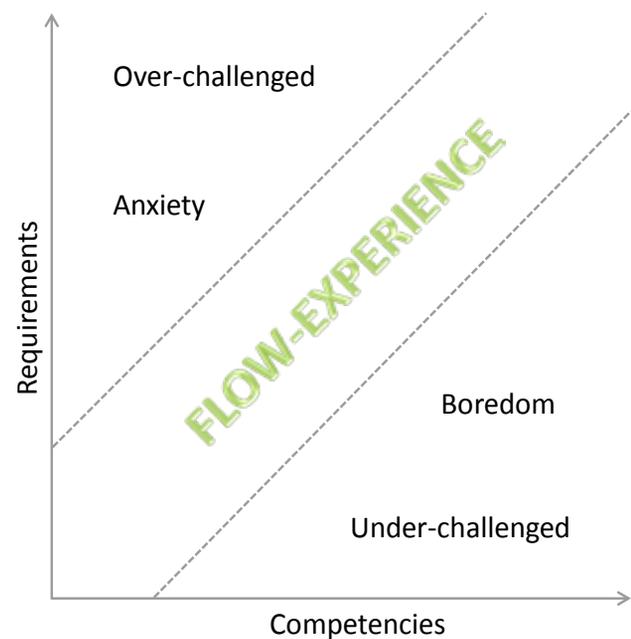
LEARNING AT ALL LEVELS

Let us take a closer look at the concept of 'learning'. Learning is to acquire knowledge, to obtain intellectual, physical and social skills and abilities. Over time, behaviour, thinking and feeling change due to experience or newly gained insights.

The ability to learn is a basic requirement to be able to adapt better to the circumstances of life and the environment. As a result, sensible actions and change become possible. This in turn requires a reflective stance towards oneself, towards other people and towards the environment.

In accordance with this definition, learning means more to us than just offering a wide variety of training courses and continuing education measures. Every single one of us, from top management to production worker, lives and learns every day on the job, in contact with all stakeholders, at the social and the functional level.

Therefore, managers at AT&S have a very special responsibility: on the one hand, the willingness and openness to learn, and on the other hand, to create a culture of dialogue with every single employee. The dialogue leads to a better mutual understanding and gives the manager a picture of the potential, experience and innovative ideas of the employees. This helps both sides find the right balance between requirements and competence and enables the flow experience. In this area between being over-challenged (anxiety) and under-challenged (boredom), humans are capable of top performance. In an open dialogue, areas can be identified in which employees challenge themselves and other areas in which they want to and should be challenged and supported. It is essential to achieve a good balance in this context.

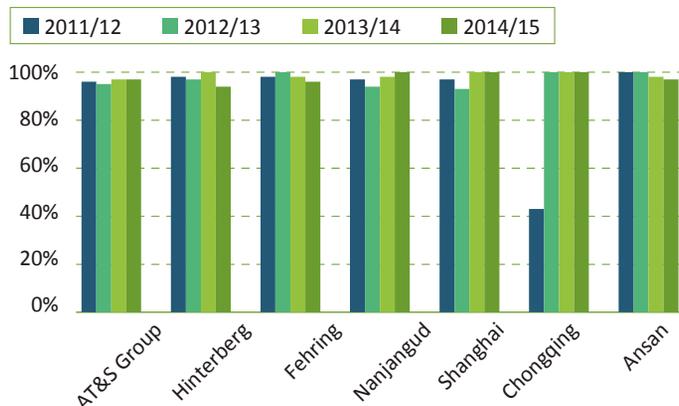


We need a variety of initiatives, measures and tools in order to live a culture of dialogue, mutual trust and innovation.

These talks also lead to more profound knowledge of employees' individual abilities to learn, which enable them to achieve their personal goals in their work environment. The annual performance review is a core element of integrated personnel management and thus an integral part of the professional development of committed AT&S employees. It helps derive individual goals from the business strategy, company and department targets and to define them in accordance with the job profile and the employees' competencies. The performance review is conducted once a year between the employee and their manager and is based on clear structures.

In addition to the evaluation by the manager and the agreement of targets for the coming year, the performance review also provides a platform for an open, individual exchange. Moreover, possible training and continuing measures are determined. Direct contact with the employee is thus promoted and topics aside from the work routine are discussed. Furthermore, the initiative of both sides is required to seek an open dialogue aside from the structured and mandatory performance review whenever this appears to be necessary. This is why a culture of dialogue and mutual trust is necessary, which enables innovative ideas and efficient processes.

EMPLOYEES HAVING A REGULAR PERFORMANCE REVIEWS



SUPPORTING YOUNG PROFESSIONALS

Young professionals are introduced to working life through apprentice programmes and internships or diploma theses at AT&S. In order to secure the training of the next generation of PCB specialists, comprehensive trainee programmes have been established for graduates. Attractive entry positions are filled with people striving for an international career in an innovative company in the electronics industry.

PROMOTING TALENTS

It takes flexibility and decision-making capacity to meet the requirements related to the acceleration of society and above all the highly dynamic printed circuit board industry. Programmes such as the "International Talent Program" aim to raise the global focus of key employees in the company in order to ensure excellent performance for the entire value chain throughout the international group of companies. The annual performance review is also intended to help identify future talents and to specifically promote and challenge them.

In addition, there are multi-faceted training programmes for all our employees, enabling growth, flexibility and reliability at all levels.

Our employees are given the opportunity to take different paths within their career in accordance with their skills and abilities, another way of enabling lifelong learning. Internationally operating companies like AT&S highly appreciate employees' readiness for continuous development and mobility as well as an open attitude towards other cultures.

Open dialogue enables mutual understanding, trust and flow experiences

Managers of all levels have the opportunity to undergo training in such areas as team leadership, communication, conflict management and other important leadership skills in order to enhance the performance of the entire team.

IMPLEMENTING THE VISION

iPOK (Implementation of Practice Orientated Knowledge) is an initiative to implement the AT&S vision and mission. One of the most important items of the programme deals with sustainability – not only in terms of implementing improvements, but also in the knowledge and exchange of information among employees.

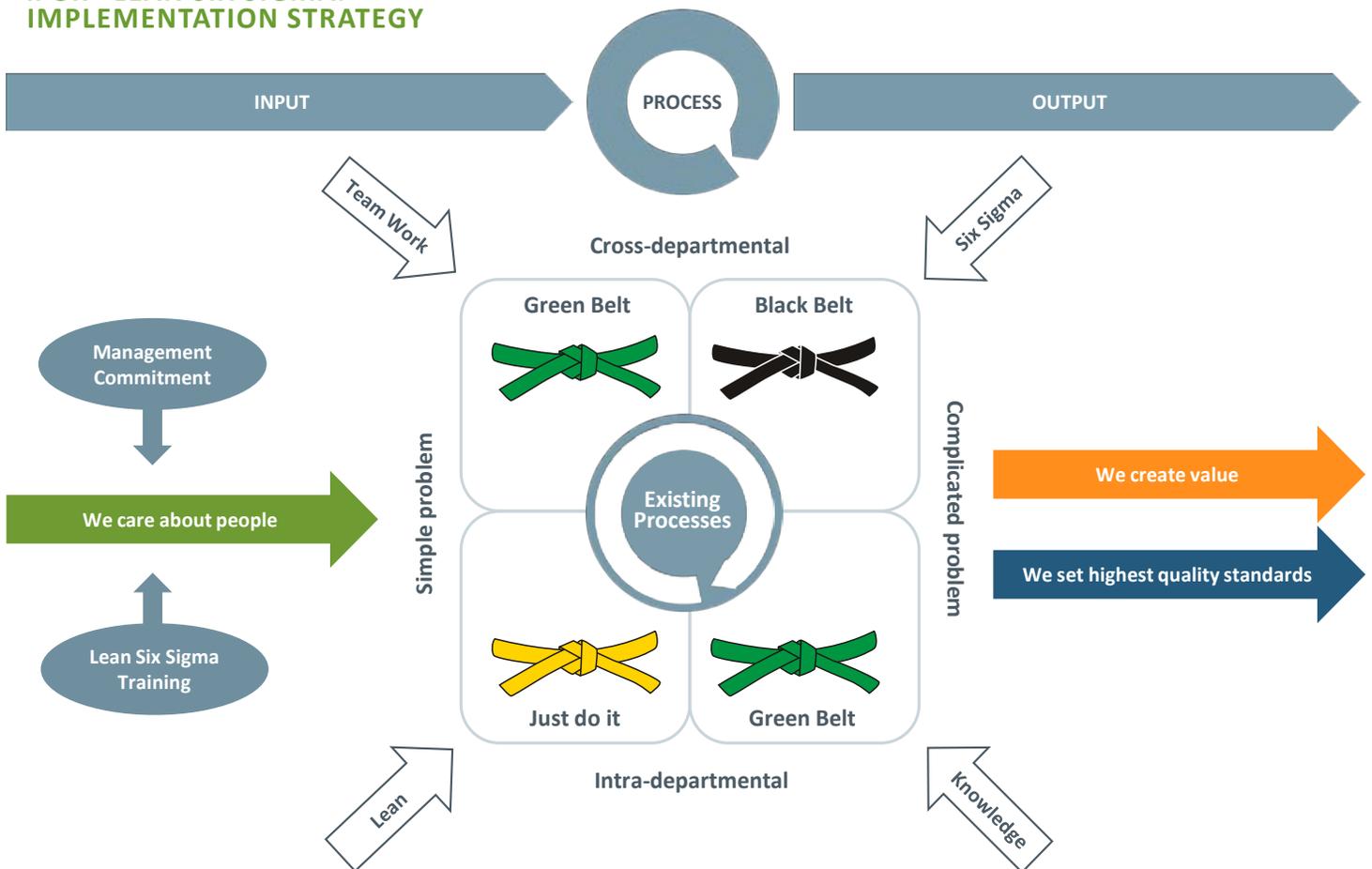
“My expectation of the iPOK programme is to learn about tools and possibilities to not only cope better with complex problems, but to also optimise day-to-day business on a sustained basis”, says Florian

Titjung, who is responsible for the implementation in Hinterberg.

iPOK is based on the fundamental concept of Lean Management (Toyota) and Six Sigma (Motorola). In simple terms, lean stands for ‘as little waste as possible in a process’ (= efficiency) while Six Sigma can be defined as ‘striving for error-free processes’ (=effectiveness). The combination of the two allows improving a process and, in a higher sense, also an organisation on a sustained basis.

“I consider iPOK the next logical step in continuous process improvement. On the one hand, systems are developed which allow retrieving figures from various different processes; on the other hand, employees are given the necessary knowledge required to convert these data into (valuable) information”, says Thomas Brenner, responsible for the implementation in Shanghai.

iPOK - LEAN SIX SIGMA: IMPLEMENTATION STRATEGY



Promoting talents

lifelong learning

In an effort to anchor this concept in the organisation in the long term, massive investments in training and information have been made in the past months and will be made in the months to come – training not only in the areas of production or employees, but also at the administrative and management level. Between late March and early April, more than 100 managers of all levels were introduced to Lean and Six Sigma and were arranged in working groups in order to enable an introduction tailored to the specific needs of AT&S as far as possible. Because – and that was one of the basic requirements prior the start of the project – a successful and sustainable organisational implementation can only work top down. It was worked out that all management levels have a crucial role, in particular with respect to creating the necessary frame-

work conditions (resources, communication, motivation, active participation in projects, etc.) and by proactively demanding the knowledge acquired by the specialists.

“The working groups were really excellent; on the one hand, the cooperation and participation were outstanding at all plants; on the other hand, many critical questions were also raised and discussed. This information and the suggestions allow a much more specific implementation. Even if there is still a long way ahead of us, the direction is clear and the goal has been defined”, says iPOK project manager Ronald Frosch.

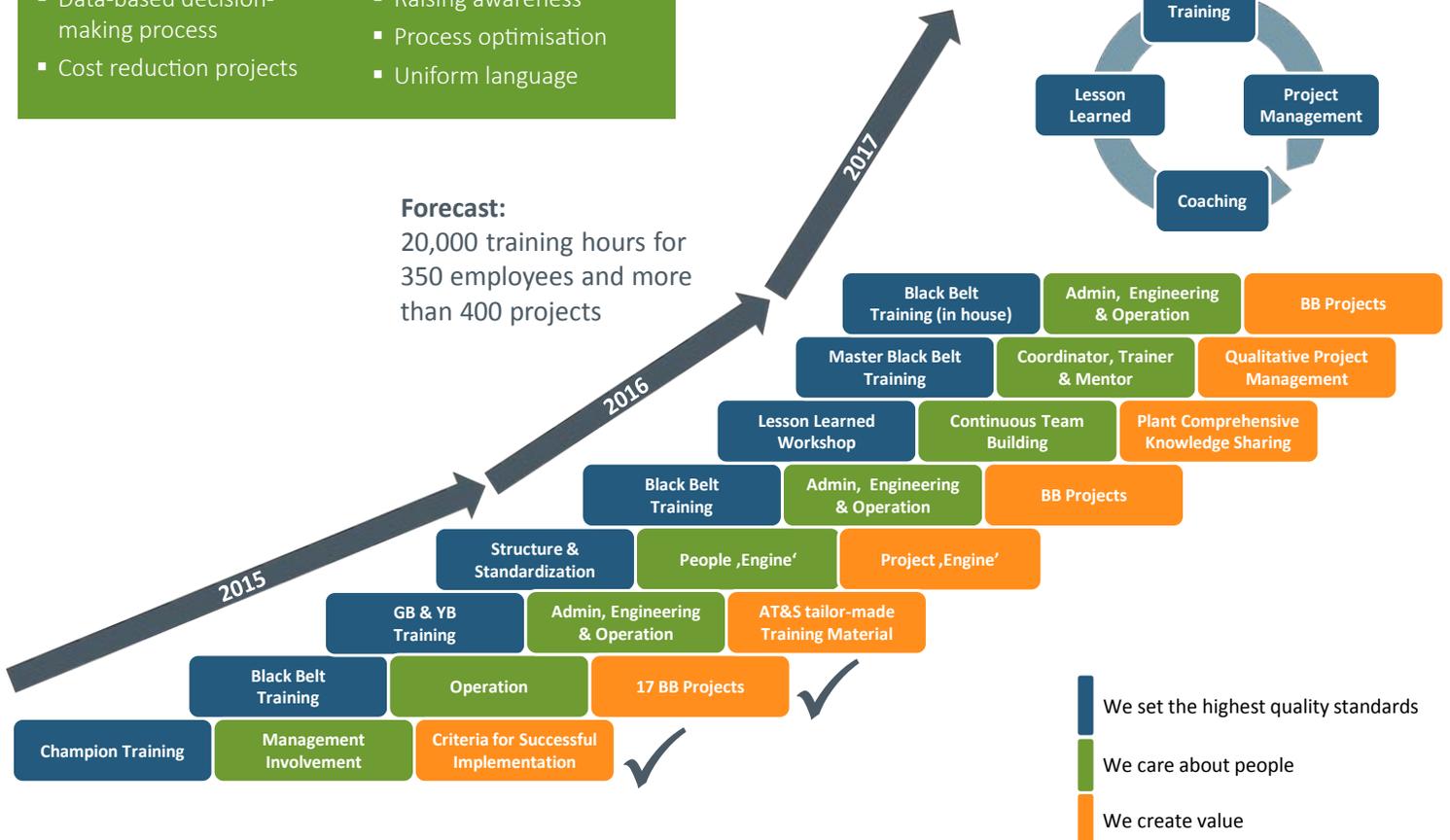
iPOK - LEAN SIX SIGMA: ROAD MAP

OBJECTIVES

- Data-based decision-making process
- Raising awareness
- Cost reduction projects
- Process optimisation
- Uniform language



Forecast:
20,000 training hours for 350 employees and more than 400 projects



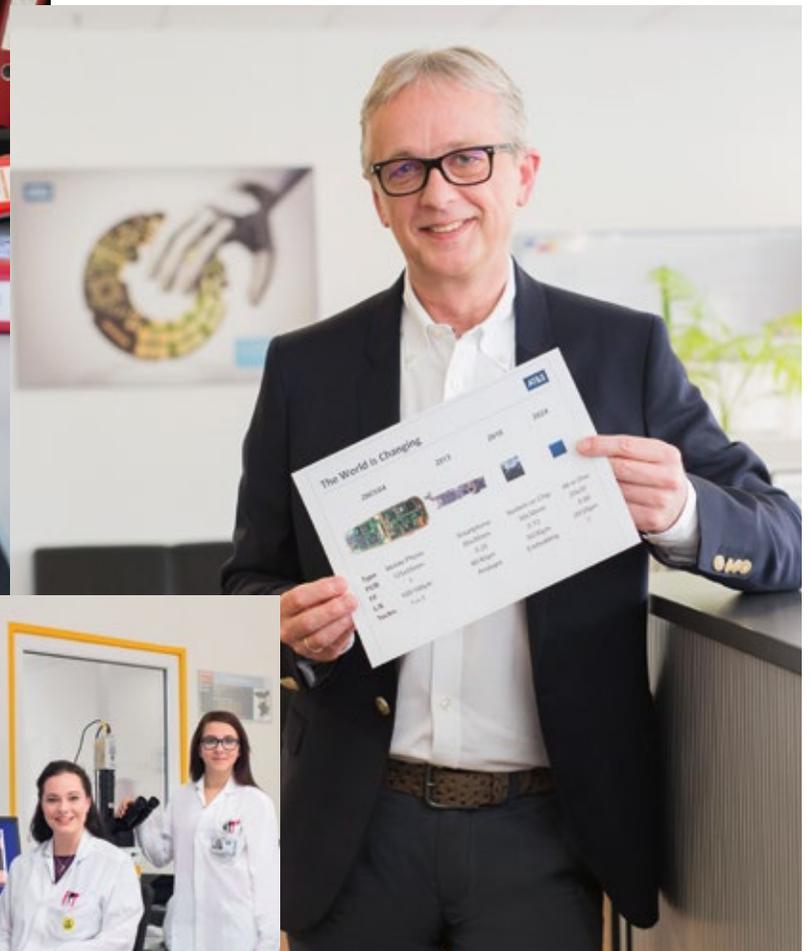


»We try to anticipate trends in the electronics industry so that we can offer our customers solutions for the products of tomorrow at an early stage.«

Dietmar Drogenik, Strategy & Business Development

◀ **Knowledge concentrated in eight linear metres.**

For the Research & Development team, it is about developing, documenting and protecting know-how. Marco Gavagnin and graduate student Martina Resch in front of the library of AT&S patents.



▲ **The next big thing.**

Dietmar Drogenik's job is to sharpen our entrepreneurial vision. Together with colleagues from Strategy & Business Development, he keeps a lookout for the technologies of tomorrow, the next day and the day after that.

Flawless process controls. ▶

From base materials to the customer-specific test report – Sabrina Griebmaier, Sonja Puster and Mariella Baumgartner are responsible for process controls in the physics laboratory and keep an eye on testing criteria.





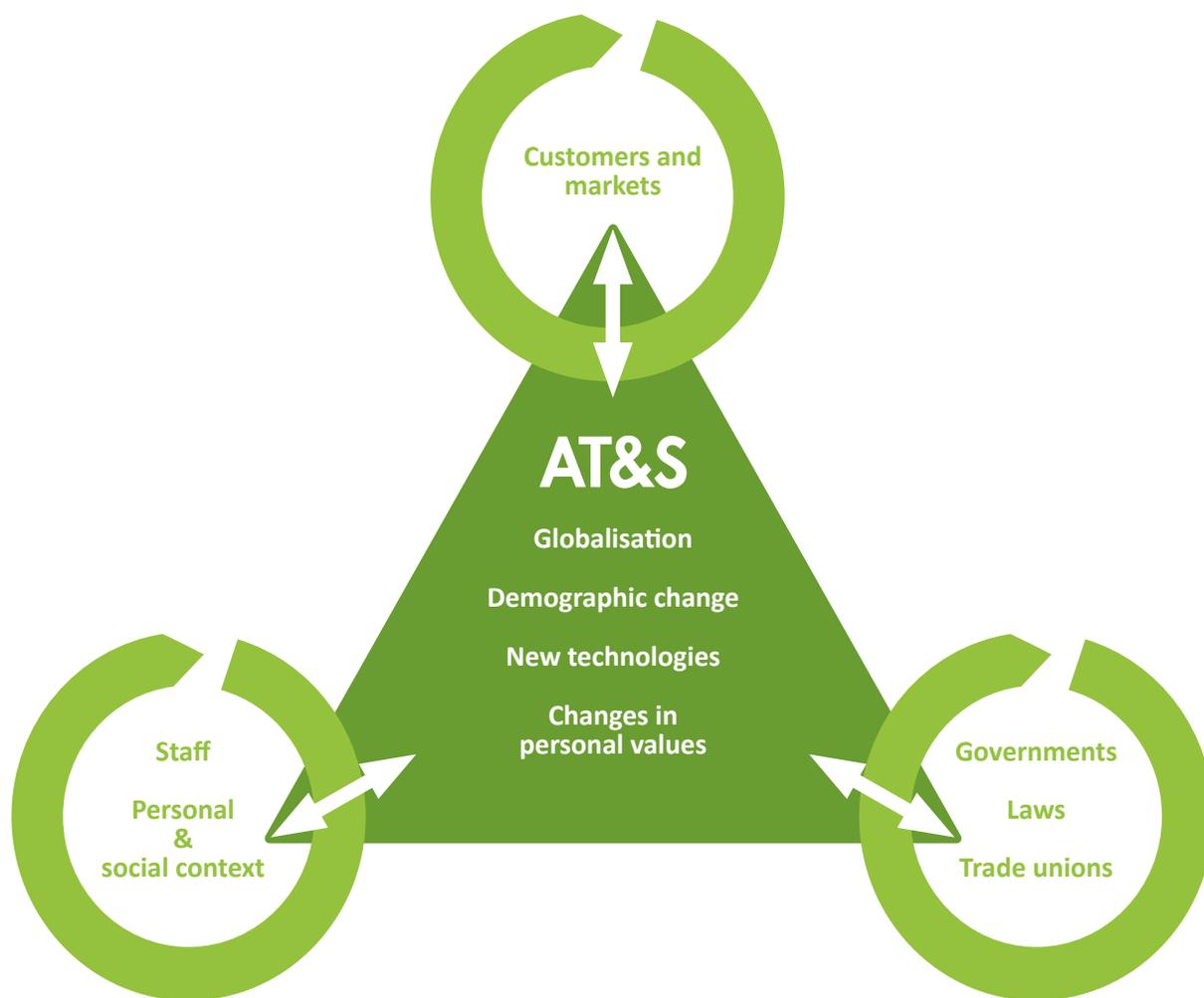
Electrical testing area: Product-specific adapters for the so-called needle test.

6

Thinking ahead – shaping the future

As a globally positioned company, it is essential for us to look at the big picture to cope with the challenges of the market, the social and the ecological environment. Sustainability has always determined our actions and is therefore part of the AT&S culture at all our sites. Globalisation, demographic change, new technologies and the demand for innovation, changes in personal ideals and values – all of that has an influence on

our business process and our strategic orientation. In order to use the resulting opportunities effectively, we undertake every effort to align our strategies, structures, processes and abilities in such a way that a useful balance can be found between the interests and requirements of customers and the market, the interests of our employees and their private needs and those of legislators and public institutions.



AN ATTRACTIVE EMPLOYER WITH A FUTURE-ORIENTED PROFILE

Being an international group of companies, AT&S offers attractive jobs in various countries. In different cultures and with different target groups, customised personnel marketing and effective personnel selection procedures are necessary to attract the talents required for innovative company growth.

To recruit highly qualified people, an employer has to provide an attractive and appreciative offer. In return for skills and experience, which the employee contributes to the AT&S Group, the offer made has to go beyond merely financial elements. This is the only way to recruit the best talents and retain them in the company in the long term. In markets where there is fierce competition for qualified professionals, it is no longer a matter of course that employees are loyal and committed to an organisation and fully develop their talents in order to ultimately create added value for the customer.

The competition for talents is particularly fierce in some regions of our industry. This requires organisations to not only present themselves creatively, but to also offer potential employees sustainable values.

Factors like salary, leadership culture, infrastructure and development opportunities may play a key role in the decision whether a company is even considered as an employer. We are aware of these individual requirements and rely on specific offers for existing and future employees.

Apart from these individual offers, AT&S also uses data of surveys and market monitoring in order to identify possibilities to improve the market value in the labour market and to implement them efficiently. Concrete results include examples like the introduction of free-of-charge transport to the site in Nanjangud, India, or the introduction of flexible working hours in Leoben and Fehring. Other similar initiatives are being developed – often in response to the pressure which can be felt in the labour markets relevant for AT&S due to changes in demographic conditions.

An important example is the provision of continuing education opportunities for workers of our plant in Shanghai. In the past financial year, more than 240 blue collar workers enrolled in a diploma course of the Open University in Shanghai. The course consists of different subject areas such as IT, business management, logistics management, and many others; we added modules like leadership, etc. to the curricula. The course takes 2.5 years and AT&S bears the costs incurred. We thus enable our employees to undergo further training in a form that would not be possible otherwise for shift workers, thus securing loyal and committed employees for our company.



Employees studying at their diploma programme in Shanghai

EQUAL RIGHTS AND DUTIES FOR EVERYONE

The global positioning of our production sites makes it necessary to create a uniform company guideline for dealing with business ethics. As reported in the previous year, we follow the same principles in dealing with people and the environment at all our locations. Generally designed for the respective local legislation, we have introduced an internal Code of Conduct for our employees on the basis of the EICC (Electronic Industry Citizenship Coalition) standard. In the past financial year, we audited all our production sites for compliance with these principles. At the Shanghai site, compliance with these principles was also confirmed by an external certification organisation. In addition to the Code of Conduct for our employees, our suppliers are also obliged to comply with the Code of Conduct in accordance with our guidelines. In the course of supplier audits, the compliance and implementation of the requirements regarding human rights, environmental and safety requirements as well as compliance with ethical principles are audited on a regular basis.

Social responsibility

SAFETY FIRST

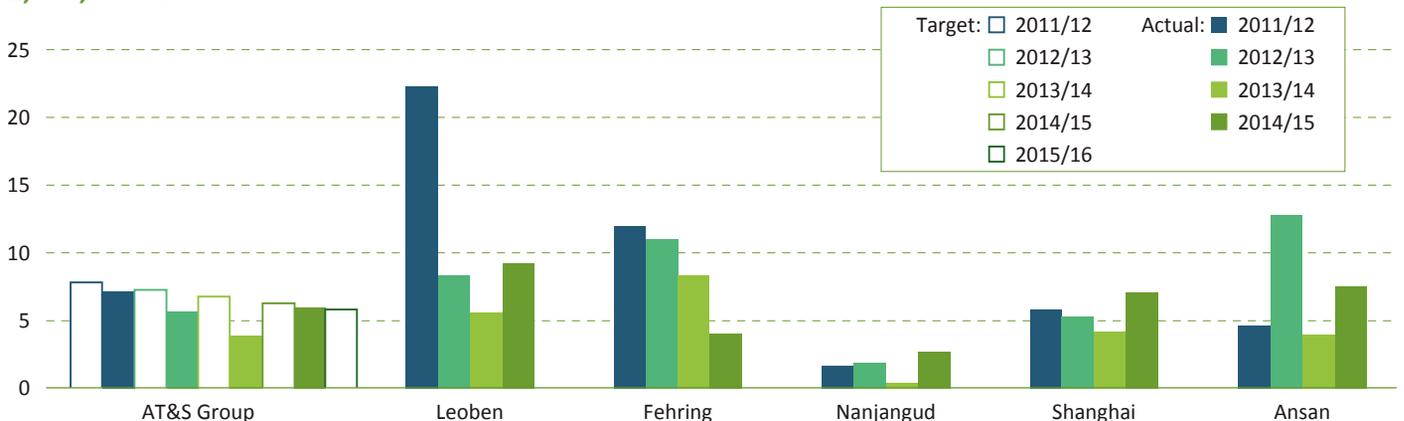
Occupational health and safety is an integral part of our mission. Being a responsible company, it is essential for us to implement high standards, our know-how and our experiences regarding occupational safety and social responsibility at all our locations all over the world. The framework for this is provided by the management system OHSAS 18001, which is audited annually by external certification companies and internal audits as part of the integrated management system together with the environmental management system according to ISO14001 and numerous quality management systems. Compliance with the requirements was once again confirmed in the past financial year 2014/15. As a result of OHSAS 18001, accident rates were proven

to decline. A **decrease in occupational accidents by 7 percent** per year has been set as a long-term goal and has been successfully achieved in the past years. The programmes and activities running since the financial year 2004/05 are also reflected in the reported figures. For the period **from 2004/05 to 2014/15, we accomplished a reduction of occupational accidents by 59 percent based on one million working hours.**

At the two Austrian sites in Fehring and Leoben an evaluation of psychological stress was carried out in the past financial year due to changes in legislation. The occupational safety officers conducted workshops together with works council members, occupational medicine, department heads, white collar workers, supervisors and blue collar workers in an effort to



AMOUNT OF ACCIDENTS WITH LOST WORKING DAYS > 1 DAY PER 1,000,000 WORKING HOURS



innovate!AT&S

identify stress according to the ABS method and to develop constructive suggestions for improvement together with the workshop participants. The measures collected were then discussed in the steering groups and measures were adopted in coordination with the site management. A large number of improvement proposals have already been realised, while other measures are yet to be implemented in the new business year due to their scope. The successful implementation of this evaluation was honoured by both our employees and the competent authority, the labour inspectorate.

BEST IDEAS: INNOVATE!AT&S AWARD

In line with our mission “We industrialise leading-edge technologies”, we continuously set activities designed to strengthen our innovation culture. The technical skills, the know-how and above all the ideas of our employees are crucial when it comes to optimising business processes and efficiency. To highlight the achievements of the project teams and to communicate the results in the entire organisation as well as initiate further projects, we have created the Innovate!AT&S Award. In the past financial year, the award was presented for the first time to two employees from Leoben, whose idea made a significant contribution to monetary savings and to reduced resource consumption. In the future, the award will be presented by a set panel of experts on the basis of defined criteria. It will go to projects which make a strong contribution to the company vision and have been developed on employees’ own initiative. Thinking out of the box therefore pays off for both the company and the employees because in addition to winning a prize and receiving a bonus, the winners will also benefit from the projects implemented.



LOOKING BEYOND COMPANY BORDERS

For a company with more than 8,000 employees it is particularly important to know its employees and their needs. However, there is no global recipe for that. What’s important is to adapt the global approach to local circumstances and differences to the respective regional needs. That is why we offer employees at all sites in Asia a variety of voluntary fringe benefits such as shuttle buses, staff rooms, Internet access and medical check-ups on site. As the saying goes, think global – act local, so the focus is placed on different areas at the European sites.

In Europe, we concentrate our sponsoring activities on sports, social aspects and education. Here we support a range of activities at the Vienna University of Technology, Campus 02, the Graz University of Technology (TU Graz) and the University of Leoben. As sponsor of the TU Graz Racing Team, for example, AT&S has supplied high-value printed circuit boards for the research and development of different race cars. In addition to the development of cars with conventional combustion engines, PCBs made by AT&S have also been used in the construction of two electric cars. The central element in this project for all of us at AT&S is to support university institutions with high-end products.



TU Graz Racing Team

By supporting different projects and institutions such as a cancer aid organisation in Styria, the Universalmuseum Joanneum, different sports clubs and universities of technology, an important contribution was made for many people and organisations.

In addition to monetary and product donations, we also consider it important to awaken the interest in technology among school children and provide an opportunity to experience technology in a high-tech company. The tours through the production line in Leoben, which have now been running for more than three years, are conducted as part of “Erlebniswelt Wirtschaft”, a project to discover the world of business in Styria. Free guided tours of the plant are complemented by tablet computers, i.e. by videos, additional information and augmented reality, thus providing an unusually deep insight into the world of high-tech printed circuit boards. However, this offer not only addresses school children, but also university students, customers, investors and people living in the region. Each year, up to 1,000 visitors take the opportunity to get to know AT&S.

Financial support and knowledge-related promotion of school classes is also a central element of our responsibility in Asia. Through our site in Chongqing we had the opportunity to actively design events and competitions to raise environmental awareness in cooperation with the authorities and to provide financial support. This way, we share our environmental awareness with the public, thus acting on our responsibility to reduce our ecological footprint and making a contribution to improving environmental protection.

The Shanghai site also shows its commitment to supporting school classes. The award ceremony for the film prize “The green in my heart” of Shanghai’s schools took place in November 2014. AT&S acted as a sponsor and invited the primary and secondary school students to the award ceremony at the site, where the environmental manager and the COO of the plant presented the award and pointed out the importance of environmental protection to the children.



Award ceremony “The green in my heart” in Shanghai

Many of the activities related to sponsoring and social support listed in the Sustainability Report 2013/14 were continued in the financial year 2014/15. Several employees of our Shanghai site provided some change for people living in a home for the elderly in Shanghai around the time of the Chinese New Year. The people were pleased to talk to the visitors and happy about small gifts and a specially prepared singing and dance performance. This goes to show that sometimes it only takes little things to make others smile and brighten up their everyday life a little.



AT&S employees visit a home for the elderly in Shanghai

Our plant in India also assumes social responsibility beyond the site boundaries. In August 2014, we supported the Scavenger Colony School by financing the roof for the school. At another school in Nanjangud, we take care of the drinking water supply for the children in a continuous process.

We make a significant contribution to medical care at our site in India. In addition a company doctor who looks after our employees' health, the site has also provided medical care and consultation with a doctor free of charge for many years. People living in the area are given the opportunity to receive medical help free of charge at set times. Moreover, the site in India has supported the quarterly "Eye Camp" for 20 years. Thanks to the financial support of AT&S and the Rotary Club Nanjangud, local people can have their eyes checked and receive treatment, operations and visual aids free of charge. AT&S was honoured for the long-standing partnership by the Rotary Club; the COO of the site accepted the award.



AT&S India receives an award from Rotary Club Nanjangud



Award ceremony TRIGOS Austria in June 2014

Sustainable management and assuming responsibility is therefore not limited to financial values. For us at AT&S, sustainability is the interaction of all internal and external influences that secure our

business success in any way. Several experts have proven us right – through awards as well as through the work with customers who attach great importance to entrepreneurial responsibility.

Building a phone to create a fairer economy

In the previous fiscal year Fairphone and AT&S started their business relationship. On these two pages we would like to introduce Fairphone themselves and give an impression who they are and what they want to achieve:

WHAT IS FAIRPHONE?

Fairphone is a social enterprise that is building a movement for fairer electronics. By making a phone, we're opening up the supply chain and creating new relationships between people and their products. We're making a positive impact in four key areas (mining, design, manufacturing and life cycle) while expanding the market for products that put ethical values first. Together with our community, we're changing the way products are made.

WHAT IS FAIRPHONE BUSINESS MODEL?

Fairphone builds a movement for fairer electronics. We produced and sold 60,000 first edition Fairphones and the profit generated from the sales of the phone are reinvested in social innovations throughout our supply chain. Our aim has been to retain independence in order to drive our social mission through all our core activities. This is why we began with crowdfunding and later used a pre-orders model to pre-finance the (capital intensive) development, production and shipping of the phones to customers. By making our customers part of the brand, we intend to create a movement and show there is a market for ethically produced electronics.

WHAT ARE THE MAIN AREAS WHERE FAIRPHONE AIMS TO CREATE SOCIAL IMPACT?

Fairphone is working to achieve our ambitions step by step, focusing on activities and interventions within four core action areas.

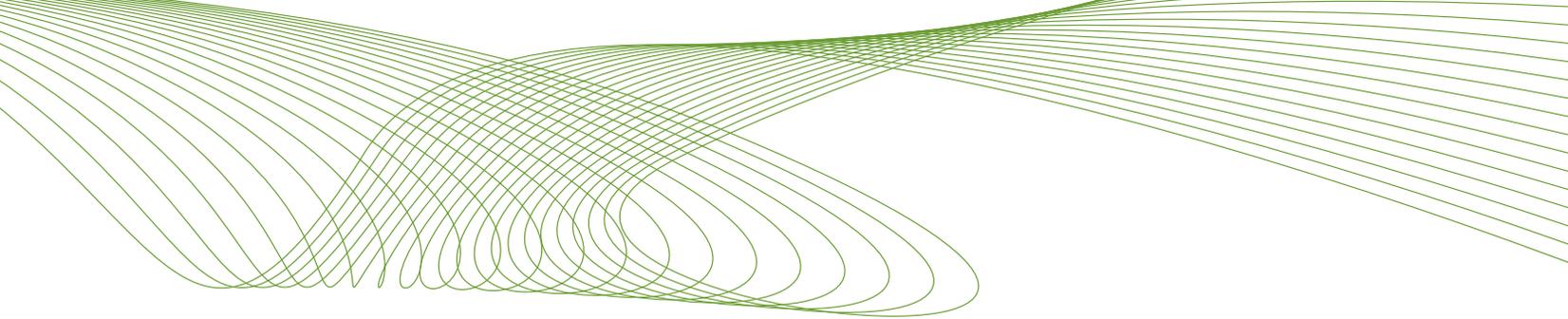
MINING Every smartphone contains over 30 different minerals which enter the supply chain from the mining sector. The mining industry is home to pollution, dangerous working conditions, and 'conflict minerals', which fund rebel groups and contribute to political and economic instability. We want to source responsibly mined minerals and metals that support local economies, not militias. So far, we've integrated conflict-free tin and tantalum from the DRC in the Fairphone and are researching how to integrate responsibly sourced tungsten and gold in our next phone.

DESIGN Designing our phone enables us to influence the supply chain as well as the lifecycle of the product, by addressing factors such as the longevity and the reparability of the device. We're using design to change the way people relate to their products with the aim of empowering buyers to have more control and ownership over their phone.



Fairphone on their first research trip to the DR Congo, in a copper and cobalt mine

MANUFACTURING Within the manufacturing industry, workers are often underpaid and lack employee representation, while working long hours in unsafe conditions. To begin creating positive change we're establishing a collaborative, mutually beneficial and transparent relationship with our top tier manufacturer. We foresee a future where we can extend this quality of relationship to sub-suppliers to drive further change throughout the supply chain.



LIFE CYCLE In addition, we work to provide solutions for e-waste in countries without a formal electronics recycling sector, starting with e-waste awareness campaigns in Ghana.



Fairphone's partners Closing the Loop and ReCell Ghana inspect the scrap phones collected to be shipped and recycled

LOOKING INTO THE FUTURE, WHAT ARE THE NEXT PLANS AND IDEAS

The Fairphone 2 is our next step towards fairer electronics and will be available after summer 2015. Now, with our leap to develop a completely original design, we have deeper access into the entire process behind the production of the phone, which allows us to further uncover the supply chain by shedding more light on who produces key components, under what conditions and with which materials. With our own design we're developing the next Fairphone with particular focus on longevity through durability and reparability. To extend the expected life of the Fairphone 2, we've carefully selected high-quality components and rethought the phone's hardware to create a smartphone that is easy to open, maintain and if necessary repair as components are easy to remove and replace.

Source: Fairphone

HOW DO YOU CHOOSE PARTNERS AND WHY DID FAIRPHONE AND AT&S DECIDE TO WORK TOGETHER?

We are dedicated to building long-term relationships with companies that understand Fairphone's ambitions and values, and that are transparent and committed to improving social and environmental practices. By working with suppliers that share our values, we extend our ability to influence improvements and take additional steps to improve the supply chain for electronics, while producing the Fairphone.

AT&S is one of the most advanced players with social and environmental programmes in the field of printed circuit board (PCB) manufacturing. We were impressed with their ambitions and efforts to implement the same high European standards in their production facilities located in Asia. Therefore, we were pleased to see that for the Fairphone 2, AT&S could deliver the PCBs that would fulfill our technological and quality requirements. In terms of material use, we wanted to use recycled copper for our PCB and luckily that was a project AT&S had already begun.

Together, we are exploring opportunities to integrate responsibly sourced gold from initiatives like Fairtrade or FairMined, an initiative unheard of in the electronics industry. We're still developing the means to achieve this, but thanks to AT&S's dedication, together we expect to make a lot of progress. It is a great pleasure to work in collaboration with a company that is as motivated as we are to be a frontrunner in sustainability and fairness.



PCB training with AT&S Senior Account Engineer Markus Maier at Fairphone in Amsterdam



▲ **High-end production line.**
AT&S sets the standard:
Highly automated facilities
with the latest start-of-the-art
production technology.

»A perfect financial statement
is as flawless as our printed
circuit boards. And checked at
least as often.«

Katharina Murg, Finance & Controlling



▲ **Watchful eyes I.** From the test tube to the Berzelius beaker. Chemistry lab technician Verena Schlugi keeps a watchful eye on the regular analysis of the process baths of chemical equipment as part of her apprenticeship.

◀ **Watchful eyes II.** Karim Beglari, Katharina Murg and Michael Dunst look after the preparation of the legally required consolidated financial statements for investors and management. They also provide assistance and accounting expertise to subsidiaries.

Key figures & GRI Content Index

ENERGY, CARBON FOOTPRINT

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Total carbon footprint [kg CO₂ per m² printed circuit board]				
Target				
AT&S Group	57	54	51	49
Leoben	24	24	23	24
Fehring	19	19	18	18
Nanjangud	57	53	50	56
Shanghai	57	55	52	50
Ansan	57	57	54	57

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Actual				
AT&S Group	47	51	51	49
Leoben	24	24	25	25
Fehring	18	19	18	19
Nanjangud	50	64	58	57
Shanghai	54	56	54	52
Ansan	112	86	74	69

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Carbon footprint from production [kg CO₂ per m² printed circuit board]				
AT&S Group	45	49	49	47
Leoben	24	23	25	24
Fehring	18	19	18	19
Nanjangud	42	57	52	51
Shanghai	52	54	53	51
Ansan	112	86	74	69

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Carbon footprint from transportation of printed circuit boards [kg CO₂ per m² printed circuit board]				
AT&S Group	2	2	2	2
Leoben	0	0	0	1
Fehring	0	0	0	1
Nanjangud	7	7	7	6
Shanghai	2	2	1	1
Ansan	–	–	–	–

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Total energy consumption (electricity and heat) [kWh per m² printed circuit board]				
AT&S Group	81	83	81	79
Leoben	121	109	118	113
Fehring	85	90	84	88
Nanjangud	65	63	56	55
Shanghai	82	85	81	79
Ansan	250	197	160	152

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Compressed air consumption [nm³ per m² printed circuit board]				
AT&S Group	56	60	62	59
Leoben	94	86	96	96
Fehring	40	62	60	61
Nanjangud	83	82	69	69
Shanghai	48	53	56	53
Ansan	167	147	121	108

WATER, WASTEWATER

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Total freshwater consumption [litre per m² printed circuit board]				
Target				
AT&S Group	–	–	810	786
Leoben	–	–	2115	2115
Fehring	–	–	462	462
Nanjangud	–	–	247	230
Shanghai	–	–	788	748
Ansan	–	–	3129	2872

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Actual				
AT&S Group	765	835	784	734
Leoben	1983	2181	2495	2198
Fehring	441	476	466	399
Nanjangud	441	255	221	197
Shanghai	715	812	730	696
Ansan	3605	3226	3089	2797

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Soft water consumption [litre per m² printed circuit board]				
AT&S Group	242	262	241	228
Leoben	329	333	351	354
Fehring	203	205	213	191
Nanjangud	215	129	141	142
Shanghai	230	270	232	218
Ansan	2395	2098	1990	1791

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Deionized water consumption [litre per m² printed circuit board]				
AT&S Group	202	228	199	198
Leoben	260	251	296	288
Fehring	132	150	143	119
Nanjangud	210	165	128	124
Shanghai	211	256	213	212
Ansan	N/A	N/A	N/A	N/A

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Wastewater from produktion*) [liter per m² printed circuit board]				
AT&S Group	521	550	492	472
Leoben	640	682	694	641
Fehring	423	475	472	404
Nanjangud	185	90	59	53
Shanghai	583	628	546	523
Ansan	3968	3280	2885	2717

*) without cooling water

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Copper content in wastewater [mg Cu per litre waste water]				
Leoben	0.15	0.14	0.14	0.16
Fehring	0.05	0.06	0.06	0.06
Nanjangud	1.34	0.91	0.81	0.98
Shanghai	0.26	0.20	0.24	0.27
Ansan	0.90	0.71	0.54	0.63

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Nickel content in wastewater [mg Ni per litre waste water]				
Leoben	0.03	0.04	0.03	0.01
Fehring	–	–	–	N/A
Nanjangud	–	–	–	N/A
Shanghai	0.24	0.17	0.12	0.14
Ansan	–	0.08	0.03	0.02

	Financial year			
	2011/12	2012/13	2013/14	2014/15
COD in wastewater [mg COD per litre waste water]				
Leoben	290	248	218	244
Fehring	131	105	102	99
Nanjangud	52	98	21	16
Shanghai	65	77	90	71
Ansan	36	30	34	37

WASTE

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Total waste [kg per m² printed circuit board]				
AT&S Group	7.2	7.8	7.9	7.9
Leoben	9.7	9.3	9.9	10.4
Fehring	6.5	6.6	7.1	6.6
Nanjangud	7.7	7.0	7.1	7.5
Shanghai	7.8	8.2	8.0	7.8
Ansan	2.5	2.6	2.7	3.4

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Non-hazardous waste*) [kg per m² printed circuit board]				
AT&S Group	2.4	2.9	2.9	2.8
Leoben	4.9	4.8	5.2	5.2
Fehring	3.7	4.1	4.2	3.7
Nanjangud	2.0	1.7	1.7	1.7
Shanghai	2.9	2.9	2.9	2.7
Ansan	2.0	2.0	2.0	2.8

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Hazardous waste*) [kg per m² printed circuit board]				
AT&S Group	4.8	5.0	5.0	5.1
Leoben	4.8	4.6	4.7	5.1
Fehring	2.8	2.6	2.9	2.9
Nanjangud	5.7	5.3	5.4	5.7
Shanghai	5.0	5.3	5.1	5.1
Ansan	0.5	0.6	0.7	0.6

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Plastic packaging waste [kg per m² printed circuit board]				
AT&S Group	0.08	0.07	0.09	0.09
Leoben	0.19	0.11	0.12	0.10
Fehring	0.03	0.05	0.14	0.08
Nanjangud	0.15	0.08	0.05	0.05
Shanghai	0.06	0.07	0.09	0.10
Ansan	0.00	0.02	0.02	0.04

*) according to local legal definitions

OCCUPATIONAL HEALTH AND SAFETY

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Lost working days per 1000 employees [days]				
Target				
AT&S Group	22	20	19	18
Actual				
AT&S Gruppe	16	10	17	19
Leoben	20	9	9	14
Fehring	7	15	7	9
Nanjangud	9	2	1	7
Shanghai	19	12	25	28
Ansan	0	5	2	0

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Number of accidents with lost working days > 1 day over 1,000,000 working hours				
Target				
AT&S Group	7.8	7.2	6.7	6.3
Actual				
AT&S Group	7.2	5.7	3.9	6.1
Leoben	22.5	8.4	5.7	9.3
Fehring	12.1	11.1	8.4	4.0
Nanjangud	1.7	1.9	0.5	2.7
Shanghai	5.9	5.3	4.2	7.2
Ansan	4.7	12.8	4.0	7.6

EMPLOYEES

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Headcount (full-time equivalent, at 31.03.)				
AT&S Group	7478	7011	7129	8120
Leoben	753	759	801	869
Fehring	379	337	362	366
Nanjangud	1035	1043	1076	1127
Shanghai	4851	4412	4258	4560
Chongqing	59	53	318	874
Ansan	233	240	251	255
Others*)	168	167	63	69

*) employees from sales and other offices

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Average attrition rate [%]				
AT&S Group	3.8	3.4	3.3	3.0
Leoben	1.6	1.3	1.4	1.7
Fehring	1.9	1.2	0.5	0.5
Nanjangud	6.1	4.6	4.3	3.5
Shanghai	3.8	3.7	3.5	3.3
Chongqing	–	1.9	1.3	3.2
Ansan	3.2	3.6	4.2	3.0

	Financial year			
	2011/12	2012/13	2013/14	2014/15
Regular performance reviews (white collar workers) [%]				
AT&S Group	96	95	97	97
Leoben	98	97	100	94
Fehring	98	100	98	96
Nanjangud	97	94	98	100
Shanghai	97	93	100	100
Chongqing	43	100	100	100
Ansan	100	100	98	97

Total number of newly hired employees in fiscal year 2014/15*)

by age groups	16-30 years	31-45 years	46-65 years
Leoben	269	75	22
Fehring	88	13	2
Nanjangud	635	13	3
Shanghai	2601	295	1
Chongqing	702	141	3

by gender	male	female
Leoben	175	191
Fehring	54	49
Nanjangud	629	22
Shanghai	1696	1201
Chongqing	553	293

type of employment contract	white collar workers	blue collar workers
Leoben	91	275
Fehring	5	98
Nanjangud	50	601
Shanghai	101	2796
Chongqing	216	630

NOTES

The key figure “total number of newly hired employees” by age group, gender and type of employment includes the sites in China, India and Austria. This figure also includes short-term temporary workers and interns.

The production site Chongqing is currently under construction. Therefore, no consumption data are published yet.

The reporting period covers the financial year (starting on 1 April and ending on 31 March of each year).

GRI Content Index

This report is in accordance with the standards of the Global Reporting Initiative G4 “core”.

GENERAL STANDARD DISCLOSURES

General standard disclosures	Standard disclosure title	Reference to CSR Report and online information
Strategy and analysis		
G4-1	Statement from the most senior decision-maker of the organisation	AT&S Sustainability Report 2014/15 page 3
Organisational profile		
G4-3	Name of the organisation	AT&S Sustainability Report 2014/15 contact / publication details
G4-4	Primary brands, products, and services	AT&S Sustainability Report 2014/15 page 6ff AT&S Annual Report 2014/15 page 16ff
G4-5	Location of the organisation’s headquarters	AT&S Sustainability Report 2014/15 page 8
G4-6	Countries where the organisation operates	AT&S Sustainability Report 2014/15 page 8
G4-7	Nature of ownership and legal form	AT&S Sustainability Report 2014/15 page 7ff
G4-8	Markets served	AT&S Annual Report 2014/15 page 34 ff
G4-9	Scale of the organisation	AT&S Sustainability Report 2014/15 page 8
G4-10	Workforce, total number of employees	AT&S Sustainability Report 2014/15 page 57
G4-11	Percentage of total employees covered by collective bargaining agreements	AT&S Sustainability Report 2014/15 page 57
G4-12	Organisation’s supply chain	AT&S Sustainability Report 2014/15 page 10, 34, 50ff
G4-13	Significant changes during the reporting period	AT&S Annual Report 2014/15 page 83
G4-14	Precautionary approach	AT&S Sustainability Report 2014/15 page 6ff, 26ff, 44ff
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes	AT&S Sustainability Report 2014/15 page 47
G4-16	List memberships of associations	AT&S Sustainability Report 2014/15 page 44ff
Identified material aspects and boundaries		
G4-17	Organisation’s consolidated financial statements	AT&S Annual Report 2014/15 page 104
G4-18	Report content and the aspect boundaries	AT&S Sustainability Report 2014/15 page 13ff
G4-19	Material aspects	AT&S Sustainability Report 2014/15 page 13
G4-20	Material aspects boundaries within the organisation	AT&S Sustainability Report 2014/15 page 13
G4-21	Material aspects boundaries outside the organisation	AT&S Sustainability Report 2014/15 page 13
G4-22	Restatements of information provided in previous reports	-
G4-23	Significant changes from previous reporting periods	No changes since last report

General standard disclosures	Standard disclosure title	Reference to CSR Report and online information
Stakeholder engagement		
G4-24	List of stakeholder groups engaged by the organisation	AT&S Sustainability Report 2014/15 page 12
G4-25	Basis for identification and selection of stakeholders	AT&S Sustainability Report 2014/15 page 12
G4-26	Organisation's approach to stakeholder engagement	AT&S Sustainability Report 2014/15 page 12
G4-27	Key topics and concerns that have been raised through stakeholder engagement	AT&S Sustainability Report 2014/15 page 12ff
Report profile		
G4-28	Reporting period	Financial year 2014/15 (01.04.2014 until 31.03.2015)
G4-29	Previous reports	AT&S Sustainability Report 2014/15
G4-30	Reporting cycle	Yearly
G4-31	Contact point	AT&S Sustainability Report 2014/15 contact / publication details
G4-32	GRI index	AT&S Sustainability Report 2014/15 page 58ff
G4-33	External assurance	This report has not undergone an external assurance. The report content and data quality has been internally approved.
Governance		
G4-34	Governance structure	AT&S Annual Report 2014/15 page 48ff
Ethics and integrity		
G4-56	Organisation's values, principles, standards and norms of behavior	AT&S Sustainability Report 2014/15 page 45 AT&S Annual Report 2014/15 page 66

SPECIFIC STANDARD DISCLOSURES

Specific standard disclosures	Specific disclosure title	Reference to CSR Report and online information	Identified omissions and explanations
Economics			
Economic performance			
G4-EC1	Direct economic value generated and distributed	AT&S Annual Report 2014/15 page 104ff	
Ecology			
Materials			
G4-EN1	Percentage of materials used that are recycled input materials	AT&S Sustainability Report 2014/15 page 34	These figures include a quantitative listing of main production materials over time. A breakdown by renewable and non-renewable materials is currently not possible due to the high complexity. Laminates are not disclosed in kg but in sqm as this is the main unit which is internally used for calculation. A conversion into kg is not possible due to product variation.
Energy			
G4-EN5	Energy intensity	AT&S Sustainability Report 2014/15 page 21, 54	These indicators are not disclosed in absolute figures but in relation to manufactured quantity of PCBs in sqm.
G4-EN6	Reduction of energy consumption	AT&S Sustainability Report 2014/15 page 20ff, 54	
Water			
G4-EN8	Total water withdrawal by source	AT&S Sustainability Report 2014/15 page 28, 55	These indicators are not disclosed in absolute figures but in relation to manufactured quantity of PCBs in sqm.
G4-EN10	Percentage and total volume of water recycled and reused	AT&S Sustainability Report 2014/15 page 28ff	At our manufacturing sites different technologies are used for water treatment and recycling. These systems are quantitatively described in the chapter.
Emissions			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	AT&S Sustainability Report 2014/15 page 23, 54	These indicators are not disclosed in absolute figures but in relation to manufactured quantity of PCBs in sqm.
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	AT&S Sustainability Report 2014/15 page 23, 54	These indicators are not disclosed in absolute figures but in relation to manufactured quantity of PCBs in sqm.
G4-EN18	Greenhouse gas (GHG) emissions intensity	AT&S Sustainability Report 2013/14 page 30	There are no significant changes in the calculation method.
G4-EN19	Reduction of greenhouse gas (GHG) emissions	AT&S Sustainability Report 2014/15 page 23, 54	

Specific standard disclosures	Specific disclosure title	Reference to CSR Report and online information	Identified omissions and explanations
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Ecology

Wastewater and waste

G4-EN22	Total water discharge by quality and destination	AT&S Sustainability Report 2014/15 page 29, 55	
G4-EN23	Total weight of waste by type and disposal method	AT&S Sustainability Report 2014/15 page 56	All waste of all AT&S facilities will be passed on to certified waste disposal companies for external treatment of waste. The information about the further treatment and recycling rate of external disposal companies could not be collected for the reporting period.
G4-EN24	Total number and volume of significant spills	-	No significant spills have been observed in the reporting period 2014/15.

Supplier environmental assessment

G4-EN32	Percentage of new suppliers that were screened using environmental criteria	AT&S Sustainability Report 2013/14 page 57	There are no significant changes in the procedure.
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Social

Employment

G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	AT&S Sustainability Report 2014/15 page 57
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Occupational health and safety

G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	AT&S Sustainability Report 2014/15 page 46, 56	The reporting by gender is not possible due to the current evaluation options. During the reporting period 2014/15 as well as in the years before there were no work-related fatalities.
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Training and education

G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	AT&S Sustainability Report 2014/15 page 38ff AT&S Annual Report 2014/15 page 88ff"
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	AT&S Sustainability Report 2014/15 page 39

Supplier assessment for labour practices

G4-LA14	Percentage of new suppliers that were screened using labour practices criteria	AT&S Sustainability Report 2013/14 page 57	There are no significant changes in the procedure.
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Local communities

G4-SO2	Operations with significant actual and potential negative impacts on local communities	AT&S Sustainability Report 2014/15 page 44ff
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Disclaimer

For reasons of better readability no gender-specific differentiation has been made. All statements always equally refer to both genders.

Every care was taken to ensure the correctness of the data used in this report, and its content has been subject to additional checks by the employees responsible for the various content areas.

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