

More than
AT&S

GRI CONTENT INDEX

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

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From left to right: Heinz Moitzi (COO),
Andreas Gerstenmayer (CEO),
Monika Stoisser-Göhring (CFO)

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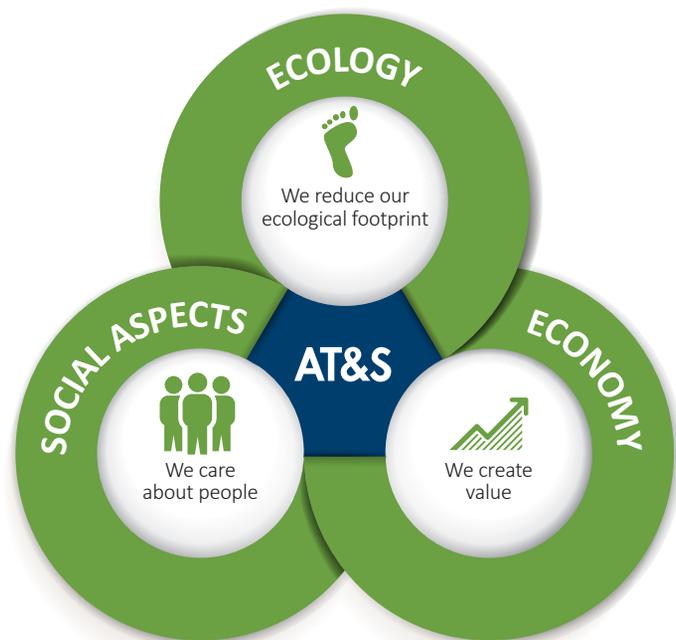


STATEMENT OF THE MANAGEMENT BOARD

Sustainable thinking and action has long become an imperative. Accordingly, sustainability is firmly anchored in the AT&S vision, mission and corporate strategy.

- We reduce our ecological footprint
- We care about people
- We create value

Allocating the AT&S mission statements to the three dimensions of sustainability shows a homogenous picture:



Strictly speaking, the mission statements

- We set the highest quality standards in our industry
- We industrialise leading-edge technology

can also be allocated to the triangle of sustainability as AT&S pursues the interests of the most important AT&S stakeholder groups – employees, customers and investors – with quality and innovation.

The main stakeholder groups were identified in the past already and the areas of materiality were determined together with them. Based on these areas, the corresponding key figures were defined. This has been, and still is, the basis of AT&S's sustainability reporting in accordance with the standards of the Global Reporting Initiative G4 "Core".

The Sustainability and Diversity Improvement Act and the AT&S transformation phase introduced in the financial year 2016/17 provide sufficient reason to adjust AT&S's sustainability reporting accordingly. In a first step, the structure of this report has been adapted to that of the Annual Report.

"We create value" effectively sums up everything we do with the ultimate objective to achieve a sustainable increase in company value. However, for us, this value increase goes far beyond purely economic aspects, especially since economics is one of the three elements of corporate sustainability. In the present report, this part of our mission is complemented – not only by the transformation of AT&S, but also by our company values and the Global Code of Conduct and Business Ethics within AT&S as well as in our supply chain. The chapter "We care about people" is fully dedicated to one of our most important stakeholder groups: our employees. "We reduce our ecological footprint" focuses on all environmentally relevant information and thus completes the AT&S sustainability triangle.

In line with the format of the Annual Report, reporting in this Sustainability Report is based on the segments. In doing so, the sites in China are allocated to the Mobile Devices & Substrates segments, while the Automotive, Industrial, Medical segment comprises the plants in Korea, India and Austria, including the company's headquarters.

We would like to point out that the AT&S Sustainability Report 2016/17 is only published electronically for ecological reasons.

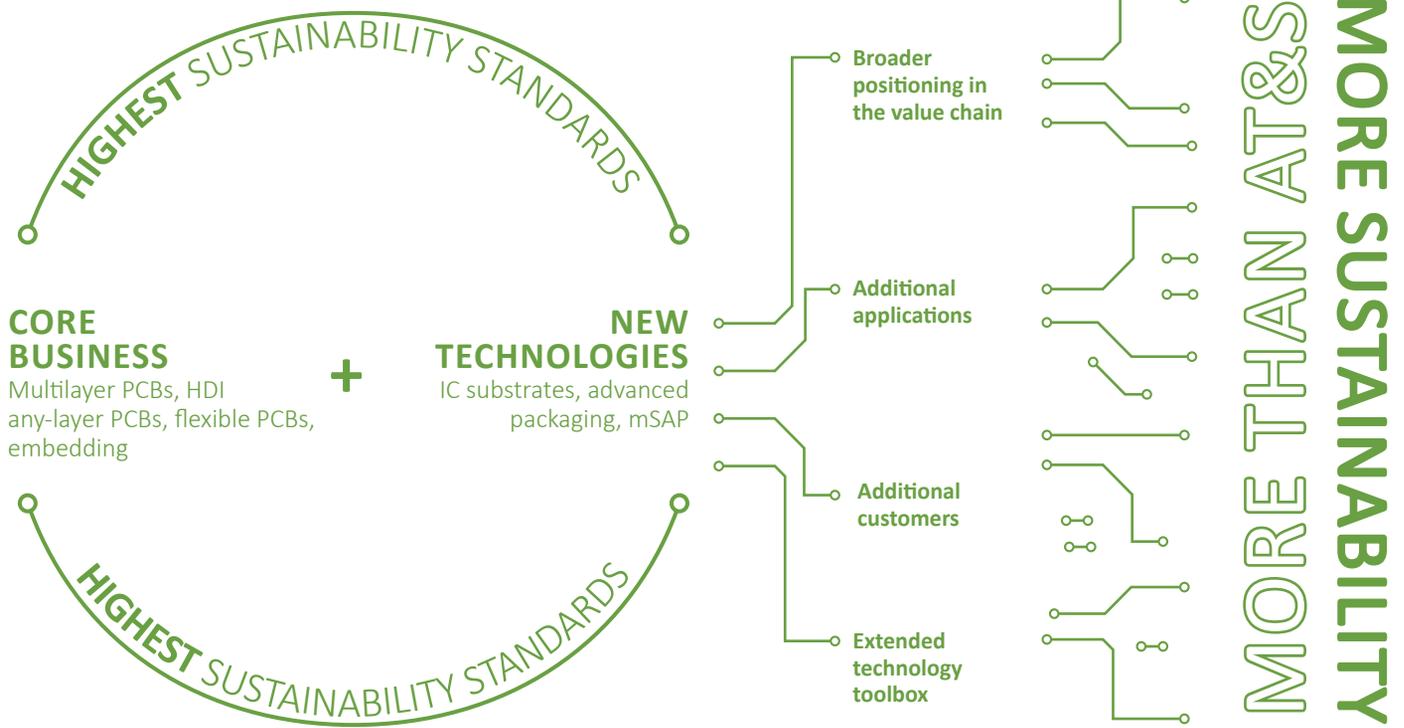
WE CREATE VALUE

“We create value” stands for all measures and activities designed to increase company value. In addition to all economic aspects, which the Annual Report focuses on, this primarily includes our strategic transformation towards new technologies and the expansion of our core business. This way, the sustainable success of AT&S will be secured. A common understanding of values and our Global Code of Conduct and Business Ethics are further measures that contribute to long-term value increase.

MORE THAN AT&S also means MORE SUSTAINABILITY and contributes to achieving our vision and mission. In addition, the combination of our core business with new technologies enables sustainable company success.

A common understanding of values is the basis for the establishment and continuous development of a strong corporate culture, which in turn has a central influence on company success. The AT&S VALUES complete the vision and mission. The vision describes what we aim to achieve, while the mission depicts what we as AT&S stand for. The company values complete this picture by guiding us.

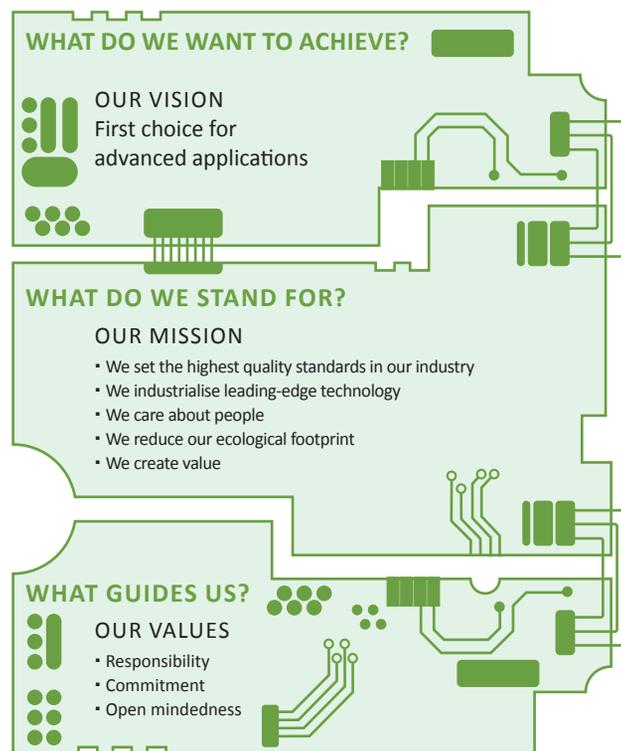
Ethical behaviour in accordance with the company values is additionally supported by the AT&S GLOBAL CODE OF CONDUCT AND BUSINESS ETHICS. All employees and suppliers sign this code, which comprises the vision, mission and management as well as employee-related topics, ethics & compliance, the environment and shareholders. The AT&S Global Code of Conduct and Business Ethics has been drawn up in accordance with RBA (Responsible Business Alliance, formerly EICC). The self-assessment questionnaire for our suppliers and supplier audits are also conducted in accordance with RBA.



Overview of the transformation:
From a high-end printed circuit board manufacturer to a provider of high-end connectivity solutions



THE 9 CORE ELEMENTS OF OUR COMPANY VALUES



CONTEXT OF THE GLOBAL CODE OF CONDUCT AND BUSINESS ETHICS

Management	Employees	Ethics	Environment	Shareholders
Corporate Governance	Human rights	Customer orientation	Environmental protection	Insider trading
Integrated Management System	Human treatment and disciplinary actions	Integrity	Resources	
Compliance	Health and safety	Corporate citizenship	Responsible sourcing of minerals	
Conflicts of interest	Equal opportunities & non-discrimination	Offering and granting advantages	Corporate Sustainability	
Maintaining accurate accounting books	Employee motivation	Demanding and accepting advantages		
Asset protection & non-disclosure	Training and education	Data protection & privacy		
	Freedom of association and right to collective bargaining	Open communication, non-retaliation and reporting obligations		
	Working hours	Supply Chain Management		
	Remuneration	Intellectual Property		

WE CARE ABOUT PEOPLE

The employees of AT&S are the foundation of our success and the prerequisite to enable us to achieve our goals. The expansion of our technology leadership and long-term stable growth are only possible through the commitment and dedication of our employees. Therefore, the focus on training and continuing education continued in the financial year 2016/17. A wide range of training programmes are offered and tailored to the needs of the respective locations. Again in the reporting year the global focus was on our Leadership Initiative and iPOK (implementation of practice-oriented know-how), an initiative based on the principles of Lean Management and Six Sigma. Both initiatives aim to contribute to achieving our vision and mission.

In the past financial year, roughly € 977 thsd. were invested in external **training and continuing education**. With a reduction by € -949 thsd. compared with the previous year, expenses for external training approximated the figure of the financial year 2014/15 again, when training costs totalled € 870 thsd. In the financial year 2015/16, training expenses were particularly high due to the massive increase in the number of employees in Chongqing, the starting phase of the global Leadership Initiative and the iPOK Lean Six Sigma programme. As know-how has been built up, a large part of the training can now be conducted by internal trainers. Consequently, expenses for training were reduced again in the past financial year.

Expenses for external training [€ thsd.]

	2016/17	2015/16	Change [%]
Mobile Devices & Substrates Segment	480	1,147	-58.2
Automotive, Industrial, Medical Segment	296	319	-7.2
Other	201	460	-56.3
Group total	977	1,926	-49.3

The annual performance review as one of the core elements of the AT&S personnel management was conducted again in the financial year 2016/17. The design and procedure of the interview were changed in the past financial year. While the interviews were conducted once a year in the past, they will take place semi-annually in the future. The interview in spring concentrates on achieving goals, while the development interview in autumn focuses on the establishment of an open feedback culture based on our AT&S company values, and possible development measures for the employees.

Training and continuing education programmes and performance reviews are important levers for employees' motivation. This is also reflected in an average monthly attrition rate of 2.3%, which was reduced by 18% compared with the previous year.

Average attrition rate [%]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	2.4	3.0	3.3
Automotive, Industrial, Medical Segment	2.0	2.9	2.4
Group total	2.3	2.8	3.0

An alternative point of view in this context is the number of newly hired employees, though the general increase in the number of employees must additionally be taken into account here. Overall, 34% fewer new employees were hired at the sites in China, India and Austria in the financial year 2016/17. Most of the new hires are blue collar workers at the plants in Chongqing, which are in the process of being established. The share of women among newly hired employees amounts to 38.5%. In comparison, the share of women employed in the Group is 35% (see Annual Report 2016/17 page 74).

Number of newly hired employees

	By gender		
	Total	female	male
Mobile Devices & Substrates Segment	3,227	1,321	1,906
Automotive, Industrial, Medical Segment	916	276	640
Group total	4,143	1,597	2,546





Number of newly hired employees

	Total	By age		
		16-30	31-45	46-65
Mobile Devices & Substrates Segment	3,227	2,597	627	3
Automotive, Industrial, Medical Segment	916	793	97	26
Group total	4,143	3,390	724	29

The consistent growth and the related hiring of new employees also represent a challenge regarding occupational health and safety measures. Newly hired employees have to be trained and accident prevention requirements increase as the number of people rises. Nevertheless, we have succeeded in lowering both the number of occupational accidents and the number of lost working days in absolute terms. The relative figures are shown in the table below:

Number of accidents with lost working days > 1 day per 1 million working hours

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	7	10	7
Automotive, Industrial, Medical Segment	4	3	6
Group total	6	7	6

Lost working days per 1,000 employees

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	12	19	25
Automotive, Industrial, Medical Segment	6	7	9
Group total	10	15	19

As in the previous year, no fatal occupational accidents occurred in the financial year 2016/17. At this point, please note that the data related to lost working days per 1,000 employees published in the Sustainability Report 2015/16 were erroneously shown in absolute values. Therefore, the values shown in this report deviate significantly from the report of the previous year.

Considering the full financial year 2016/17, the average number of full time equivalents corresponded to 9,526 employees including temporary staff (see also Annual Report page 72).

Average number of full time equivalents [FTE] by type of employment

	Total	White collar	Blue collar
Mobile Devices & Substrates Segment	6,693	1,247	5,447
Automotive, Industrial, Medical Segment	2,678	785	1,893
Other	155	154	1
Group total	9,526	2,185	7,341

At the end of the financial year 2016/17 the number of full time equivalents at AT&S already amounted to 9,778.

Full time equivalents [FTE] at year-end by gender

	Total	female	male
Mobile Devices & Substrates Segment	6,932	2,611	4,321
Automotive, Industrial, Medical Segment	2,690	693	1,997
Other	156	54	102
Group total	9,778	3,357	6,421

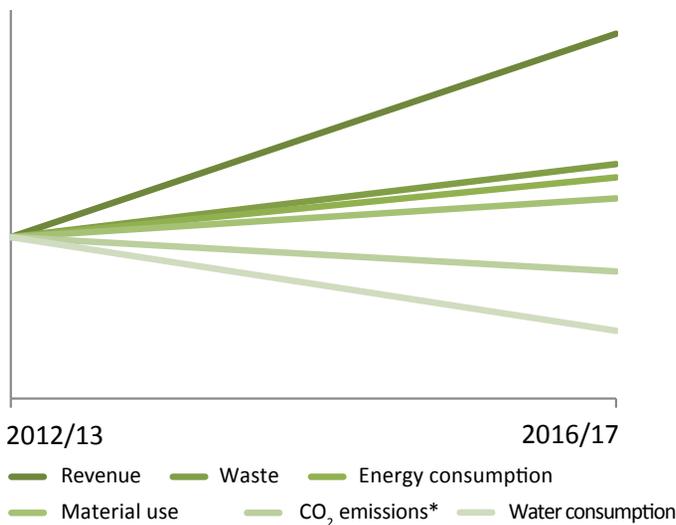
AT&S takes it for granted to remunerate all employees of AT&S Group at least according to the applicable local law or higher.





WE REDUCE OUR ECOLOGICAL FOOTPRINT

When taking a holistic look at the sustainability triangle – the interaction of ecological, social and economic aspects – the resource efficiency in manufacturing our products becomes evident, especially when comparing the consistent revenue growth since the financial year 2012/13 with the absolute ecological key figures. While the AT&S Group’s revenue in the financial year 2016/17 was roughly 50% higher compared with the revenue recorded in the financial year 2012/13, the absolute ecological figures declined or remained approximately constant during that period.



CO₂ footprint

With respect to the relative key indicators, AT&S set itself the target to reduce the **CO₂ footprint** by 5% and **freshwater consumption** by 3% per m² of printed circuit board year over year. As reported in the Annual Report 2016/17 (see page 76), the AT&S Group succeeded in reducing CO₂ emissions by 8.5% in the core business due to numerous energy efficiency projects, even despite the miniaturisation trends and the ever increasing complexity of our products. However, the establishment and qualification of the plants in Chongqing required a higher energy consumption per m² of printed circuit board produced, which results in an overall increase in CO₂ emissions by 9.9% to 55.7kg CO₂ per m² of printed circuit board. A comparison of the CO₂ emissions per m² of printed circuit board of the two segments also clearly shows that the establishment of the two plants in Chongqing has a significant impact on CO₂ emissions. In addition, emissions tend to be higher in the Mobile Devices & Substrates segment, which is attributable to the higher use of renewable and less

*Basis for CO₂ refers to financial year 2015/16

CO₂-intensive sources of energy at the plants in Austria and Korea. 100% of the electricity for the Austrian sites is sourced from renewable energies. The calculation has been changed accordingly starting in the financial year 2016/17.

The following tables show CO₂ emissions caused by natural gas, heavy oil and diesel (SCOPE 1), purchased electricity (SCOPE 2) and by the transportation of our products to our customers (SCOPE 3).

Total CO₂ footprint/SCOPE 1, 2, 3 [kg/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	63.9	61.5	52.1
Automotive, Industrial, Medical Segment	33.6	44.6	42.4
Group total	55.7	56.8	49.3
Group total excl. Chongqing	46.4	50.7	49.3

CO₂ footprint production/SCOPE [kg/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	63.0	60.7	50.9
Automotive, Industrial, Medical Segment	30.4	40.9	38.9
Group total	54.2	55.2	47.5
Group total excl. Chongqing	44.8	49.1	47.5

CO₂ footprint transport/SCOPE 3 [kg/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	1	1	1
Automotive, Industrial, Medical Segment	3	4	3
Group total	2	2	2
Group total excl. Chongqing	2	2	2

CO₂ emissions per full time equivalent was also reduced by 16% in comparison with the previous year.

For further details regarding the energy consumption of AT&S per site and source, please refer to our CDP Report (<https://www.cdp.net/de>). In the past financial year, AT&S improved the CDP Climate Change Scoring to C, thus exceeding the average of the electronics industry.

Relative **freshwater consumption** also reflects the effects of the establishment of the plants in Chongqing, since the amount of freshwater, soft water and deionised water required for the qualification of production machinery is high, while productivity may in part still be relatively low.

Total freshwater consumption [L/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	865	780	696
Automotive, Industrial, Medical Segment	768	825	832
Group total	839	793	734
Group total excl. Chongqing	700	719	734

Depending on process requirements, freshwater is either used directly or for the production of soft water and deionised water. In addition, freshwater is partially used for cooling production machines. In the Automotive, Industrial, Medical segment, freshwater consumption was reduced due to efficiency enhancement measures. As a result, AT&S was able to produce more m² of printed circuit boards while at the same time lowering its total water consumption. The freshwater consumption per m² of printed circuit board produced at the Group level excluding Chongqing was also cut by 3%. For further details on the water consumption of AT&S per site and source please refer to our CDP Water Report. AT&S prepared a CDP Water Report for the first time in the past financial year and immediately achieved a B-Scoring.

Soft water consumption [L/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	188	216	218
Automotive, Industrial, Medical Segment	280	297	253
Group total	213	238	228
Group total excl. Chongqing	208	234	228

Deionised water consumption [L/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	328	263	212
Automotive, Industrial, Medical Segment	192	179	163
Group total	291	240	198
Group total excl. Chongqing	220	205	198

Wastewater production [L/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	598	526	523
Automotive, Industrial, Medical Segment	363	377	342
Group total	534	484	472
Group total excl. Chongqing	437	431	472

While the consumption of soft water was reduced by 11%, the consumption of deionised water increased by 21%. This is primarily attributable to the substrate and mSAP technologies, which require a higher water quality in the production process.



Waste

AT&S continuously strives to decrease the total amount of waste, with a focus on the reduction of hazardous waste. In the past financial year, the total amount of waste, and in particular the amount of hazardous waste per m² of printed circuit board produced, was reduced.

Total waste [kg/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	8.2	8.1	7.8
Automotive, Industrial, Medical Segment	8.0	8.3	8.0
Group total	8.1	8.2	7.9
Group total excl. Chongqing	7.9	8.0	7.9

Hazardous waste* [kg/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	4.9	5.1	5.1
Automotive, Industrial, Medical Segment	5.0	5.3	5.0
Group total	4.9	5.1	5.1
Group total excl. Chongqing	4.7	4.9	5.1

Non-hazardous waste* [kg/m² PCB layer]

	2016/17	2015/16	2014/15
Mobile Devices & Substrates Segment	3.2	3.1	2.7
Automotive, Industrial, Medical Segment	3.1	3.0	3.0
Group total	3.2	3.1	2.8
Group total excl. Chongqing	3.2	3.0	2.8

*according to local official categorisation

Plastic packaging waste [kg/m² PCB layer]

	2016/17*	2015/16	2014/15
Mobile Devices & Substrates Segment	0.13	0.16	0.10
Automotive, Industrial, Medical Segment	0.12	0.47	0.33
Group total	0.12	0.13	0.09
Group total excl. Chongqing	0.11	0.13	0.09

Due to the miniaturisation and technology trends, the complexity of our products also keeps increasing. As a result, our relative key figures are no longer up to date since they reflect neither the trends nor the increasing complexity of our products. We are therefore currently working on a revision of our key figures.

Conflict materials

The purchase of **important materials** has already been reported on (see Annual Report page 77).

AT&S attaches great importance to transparency regarding the use and origin of so-called **conflict minerals** contained in our products (tin, gold). Therefore, AT&S publishes a complete list of all gold and tin smelters and refiners supplying AT&S on its website, which is updated continuously. The reporting is in accordance with the Responsible Minerals Initiative (RMI, formerly CFSI). AT&S thus meets the requirements of the US Securities and Exchange Commission (SEC) and complies with the Dodd-Frank Act (paragraph 1502). This way we can ensure that the tin and gold used for manufacturing our products come from trustworthy sources. Suppliers and their contractors who systematically accept violations of human rights or of international law are neither directly nor indirectly financed or promoted by AT&S.

Summary

AT&S takes a wide variety of measures to achieve our vision and mission. With the AT&S Code of Conduct and Business Ethics and the AT&S values, we ensure responsible actions of our employees and along the value chain, and thus make a voluntary commitment to the Responsible Business Alliance. The effect of the measures taken in personnel development and occupational safety are reflected in a lower attrition rate and in a declining number of occupational accidents and lost days. In the area of ecology, it must be pointed out the AT&S Group's revenue has increased by roughly 50% over the last four years, while resource consumption has been reduced or at least maintained constant.

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