



2018 MEAN WELL Corporate Social Responsibility Report



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About This Report

MEAN WELL Enterprises Co., Ltd. (hereinafter referred to as MEAN WELL), starting from 2011, has published the Corporate Social Responsibility Report every two years. In a row, this is the fourth report issued. This report will be published in English and will be posted on the our official website www.meanwell.com presenting our efforts and achievements in fulfilling our corporate social responsibilities so that our stakeholders will better understand and have a greater confidence in MEAN WELL.

The Scope and Organizational Boundaries of the Report

The disclosed period of this report is from year 2017 to 2018 (from January 1st, 2017 through December 31, 2018), and the contents will cover the results of MEAN WELL' s efforts in the areas of corporate governance, , environmental protection, employee relationships, social participation and so forth, with some specific contents and performance cited from previous years. The organizational boundary of this report will be consistent with the previous one and will mainly focus on MEAN WELL (with some contents that relate to other branch companies) by disclosing the company' s policies and performance in the aspects of economy, the environment and society.

Editorial Principles and Guarantees

This report follows 「GRI Standards」 (Core Follow-up Options, 2016) and echoes the “Code of Practice for Corporate Social Responsibilities of Listed Companies” and the Sustainable Development Goals (SDGs) of United Nations. Through multiple channels, we have collected issues that concern various stakeholders. We have identified 9 major issues and disclosed relevant management policies and performance data according to the subject. The report is reviewed and approved by the chairman of the CSR Committee. Issues as for the aspect of economic are economic performance, salary and welfare, and society participation and procurement stability; for environment, environmental protection (including energy, water, wastewater and waste); for society, employee relations, employee health and safety, staff training, and product quality. The financial data is quoted from the financial annual report confirmed, audited and signed by Deloitte Touche Tohmatsu Limited (DTTL). Both the relevant management system data (International Standard for Environmental Management (ISO -14011), Occupational Safety Management (ISO -45001) are confirmed and certified by the German TUV Rheinland, and the rest meets the self-declared guidelines.

Publication

MEAN WELL publishes its CSR report once every 2 years
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Statement from the Management

MEAN WELL was established in 1982. Insisting on the brand spirit of having good intentions and the corporate culture of “integrity and sincerity”, for more than 30 years, we have diligently committed ourselves to the core business of power supply products, and have achieved a combined revenue of USD\$1 billion by 2018. The phrase 「MEAN WELL」 means 「have good intentions」 which is the same as my personal life principle. I think that as long as we have striven by good intentions, pursued mutual benefit in all our endeavors and given our best efforts to realize our goals, it is natural to create a strong force from our heart and shape our corporate culture on the simple basis of “integrity and sincerity” – this is what I consider the most fundamental trait that all of us at MEAN WELL take pride in having.

Just as technology and economic growth bring about energy consumption and environmental pollution, for MEAN WELL, who is engaged in the professional power industry, the fulfillment of corporate social responsibilities should not only be reflected in green energy products, green supply chains and green manufacturing, the actual action calls on MEAN WELL employees and partners to become the practitioners who protect the earth and pass on love together.

Corporate social responsibilities shall be a part of MEAN WELL's sustainable development and corporate citizenship towards global innovation, harmony and health is MEAN WELL's constant goal. We not only focus on internal corporate governance, provide perfect employee benefits and a healthy working environment, but also hope to influence our partners with the least we can do, work together in the world to contribute to social welfare and environmental care, and feedback the society with actual action.



MEAN WELL
Founder

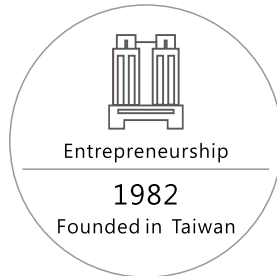
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Company Profile

- 1.1 About MEAN WELL
- 1.2 Products and Applications
- 1.3 Company Governance
- 1.4 Management Strategies
- 1.5 Sustainable Management
- 1.6 Dialogue with Interested Parties
- 1.7 Glory and Affirmation

1.1

About MEAN WELL



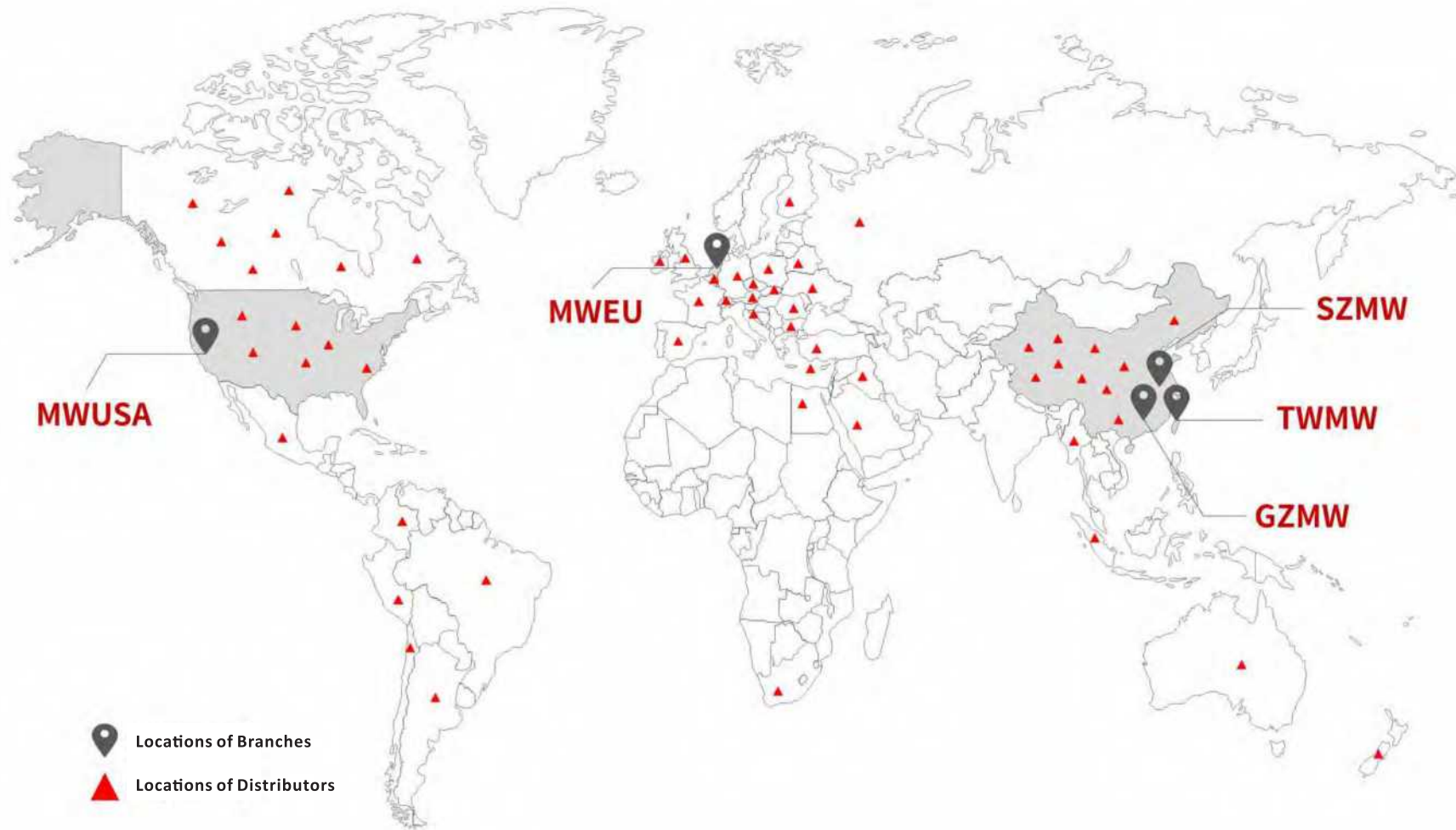
MEAN WELL Enterprises Co., Ltd. (hereinafter referred to as MEAN WELL), established in 1982, has been cultivating in the power supply market for more than 37 years. Having started out as a manufacturer of PC power supplies in 1986, the company has transitioned into manufacturing industrial power products with its self-owned brand “MEAN WELL.” Today, the company has produced more than 70 million units of power supplies and 10,000 different power supply models, more than 99% of which are standard products. With more than 2,800 employees worldwide, the company promotes its own brands, delivers products and services to the local customers quickly and reliably, and provides localized services all over the world without time lag through five sales companies in Taiwan, China, Europe and the United States, three modern factories and more than 200 authorized distributors around the world.

The 1980s marked the soaring period for the IT industry in Taiwan and MEAN WELL started out as an OEM of switching power supply for PCs. But later in 1986, MEAN WELL founder Mr. Lin Kuo-Tung chose to leave the highly competitive OEM market and instead steered the company towards the path of managing its own brand. “MEAN WELL” was the chosen name of the brand for a simple reason – its dictionary definition of “having good intentions” aligned perfectly with the founder’s personal motto of “thinking in customers’ shoes.” Thus for 37 years, the company has stayed true to its founding spirit of being down-to-earth and harboring good intentions by incorporating MEAN WELL’s corporate culture of “integrity and sincerity” into its product quality and customer services, thereby becoming a global renowned manufacturer of standard power supplies.



1 Company Profile

1.1 About MEAN WELL



- TWMW** Headquartered in Taiwan with a factory and an R&D center, responsible for customer service, global marketing and technical support in Taiwan, Asia and the Middle East.
- GZMW** Located in Guangzhou City, China, with a factory and an R&D Center responsible for the customer service in South China/Central China/West China.
- SZMW** Located in Suzhou City, China, with a factory and an R&D center responsible for customer service in East China/North China.

- MWUSA** Located in Fremont, California, USA, responsible for marketing and technical support in North America.
- MWEU** Located in Amstelveen, the Netherlands, responsible for marketing and technical support in the European region.

1.2

Products and Applications

MEAN WELL has a rigorous R&D project management system, cost-benefit analysis and knowledge management platform. Up to date, we can provide complete power supply solutions 0.5W~25,600W, including ten major product lines as AC/DC power supply, AC/DC charger, converter, inverter and etc., which accommodate different applied needs in six major industry fields.

All MEAN WELL products conform to pertinent international safety regulations including UL, TUV, CE, CB and so forth. With lead-free RoHS parts and recyclable low-pollution packaging materials, MEAN WELL has taken relevant measures to fulfill its mission as a green enterprise.

One-Stop-Shopping: Offering more than 10,000 standard power supply products, MEAN WELL is capable of satisfying customers’ needs for all specifications while saving time for product development and cost for investments in safety specifications.

Total Solutions: In addition to its lineup of standard products, MEAN WELL also provides modified products with low design costs and CDM (cooperate design manufacturer) services in order to accommodate customers’ special needs for unique power supply products.

MEAN WELL’ s power supplies are primarily applied in industrial control, automated equipment, instruments, IT, LED illumination, LED electronic signage, telecommunication, security, healthcare and so forth. At the same time, MEAN WELL has been actively cultivating the market for green energy by developing high-efficiency, low-loss products that are compliant to international environmental protection regulations. These products have received positive response and recognition from clients in next-gen industries including LED illumination, solar power , electric vehicles and so forth.

1.3

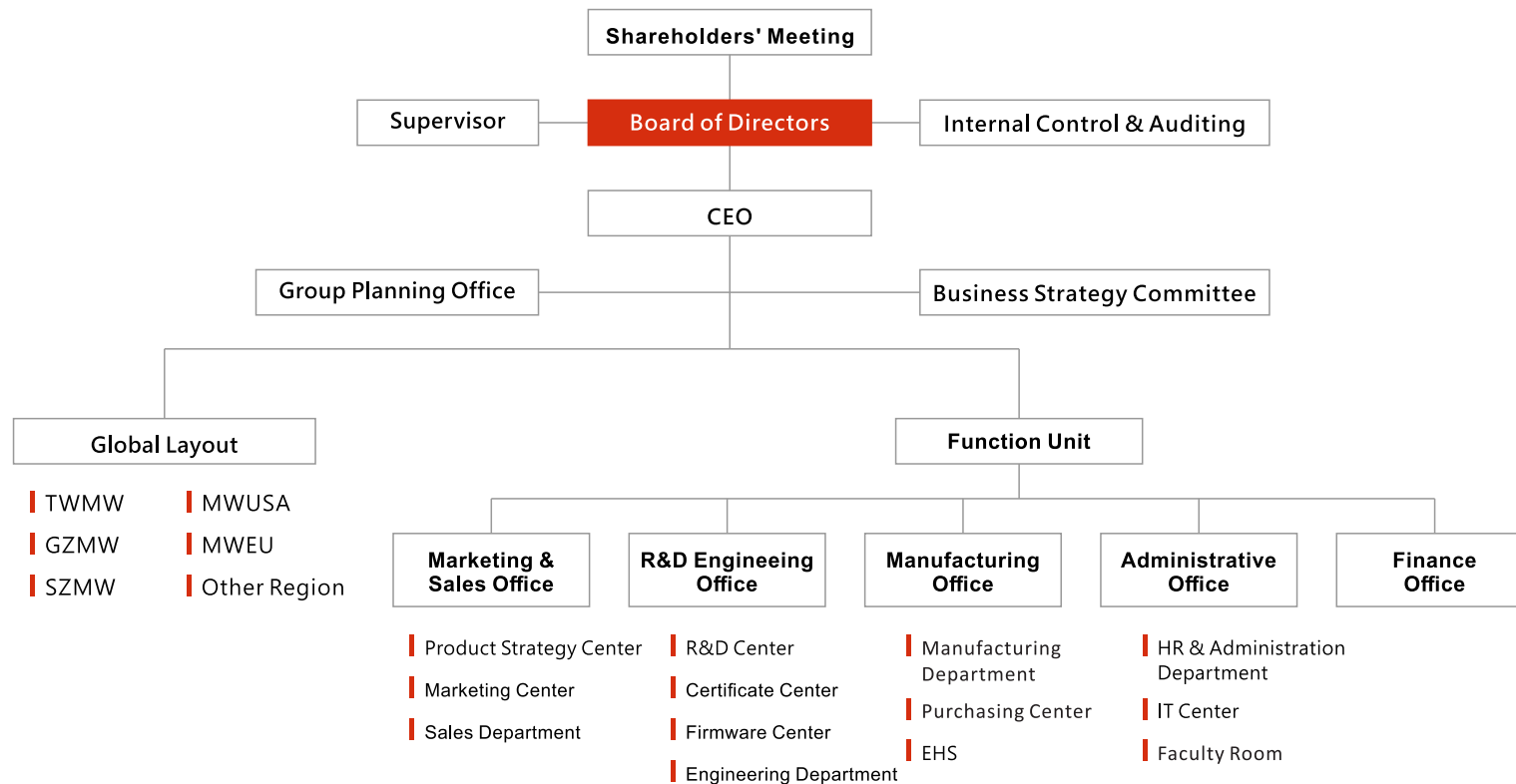
Company Governance

1.3.1 Organizational Operation

MEAN WELL’ s board of directors comprises five directors and one supervisor with a three-year term of service. The chairman is elected by the directors. The Board of directors meeting is held at least once each quarter for the board to review the company’ s management performance and discuss issues of strategic importance. In addition to attending the board of directors meeting, directors would also participate in MEAN WELL’ s internal strategic meetings to gain a better understanding of the company’ s actual operating status and offer their suggestions. MEAN WELL has also established a Remuneration Committee to assist the board of directors to evaluate and approve remuneration for directors, supervisor and managers to ensure that appropriate compensations are paid to individual members of the company according to their own performance and performance of the company. By ensuring reasonable remuneration, we would also be able to attract and retain outstanding talents to the company.

Position	Name	Major Experience
Chairman	Lin Kuo Tung	President, MEAN WELL Enterprise Limited
Representative of Lian Yuan International Limited	Wang Yu Shih	R&D VP, MEAN WELL Enterprise Limited
Representative of Hwa Wei Investment Limited	Wang Hsin Hsiung	Adjunct Associate Professor, Department of Electrical Engineering, National Tsing Hua Universityrise Limited
Director	Cheng Chih Te	Sales Associate General Manager, MEAN WELL Enterprise Limited
Director	Tsai Ming Chih	Marketing Associate General Manager, MEAN WELL Enterprise Limited
Supervisor	Wang Fei Lung	President, MEAN WELL (GUANGZHOU) Electronics Co., Ltd.

1.3.2 Organizational Structure



MEAN WELL' s management team comprises the President and senior managers to take charge of the company' s management and operations in Taiwan. Members of the management come from five major systems as marketing and sales, R&D, manufacturing, administration and finance. The team functions as the most reliable pillars supporting the President. Starting from 2010, MEAN WELL has collaborated with its branches to gradually adjust and strengthen the company' s "organizational administrative capacity" by vertically having the Presidents of each branch and senior managers establish

the management team to be responsible for local operations whilst laterally setting up functional committees to formulate relevant management schemes which are first tested in Taiwan and later implemented at other branches if successful. Thus, MEAN WELL has established functional committees for marketing and sales, R&D engineering, manufacturing, purchasing, quality, information, human resources, legal affairs and intellectual property rights and so forth to execute the corresponding management schemes and promote relevant operations.

1.3.3 Mechanism of Internal Control

MEAN WELL has established an internal auditing system and a responsible unit, which carry out the examination and assurance of the validity and integrity of the internal operations at MEAN WELL, thereby reasonably ensure the performance and efficiency of the company' s operations, the reliability of its financial reports and achievements of the compliance to pertinent regulations.

- Mechanism of Internal Control: By referring to pertinent laws, regulations and the company' s operational needs, MEAN WELL has established a suitable mechanism for internal control that performs a self-review on its design and the effectiveness of implementation on a yearly basis.
- ISO Management System: MEAN WELL has established its ISO management system and has already received relevant ISO certifications on key issues such as "quality and environment" along with comprehensive management and audit systems in place.
- MEAN WELL has endeavored to construct relevant stringent but also flexible standard operating procedures.

1.3.4 Code of Ethics

As a global corporate citizen, MEAN WELL supports the Electronic Industry Code of Conduct (EICC) and complies with the UN Global Compact on safeguarding human rights. Not only that, we value corporate governance and have sought to create the maximum benefit for employees, shareholders and the society as a whole via constant innovation and ideal working environments. MEAN WELL upholds high business ethics, personal integrity and compliance with regulations and standards. The company and all its employees are willing to adhere to the following code of conduct:

- Comply with labor regulations and decrees, respect the employee' s freedom of employment, provide reasonable salaries and benefits, implement human management and focus on employee health and safety.
- Any form of harassment or inhuman treatment is strictly prohibited, including discrimination, sexual harassment, mistreatment, enslavement, physical punishment, threats, and child labor, etc.
- Provide clients with real information in order to be able to provide optimized products and services for long-terms and become a trustworthy power partner of the clients.
- Uphold honest operating principles and strictly prohibit all illegal behaviors such as corruption, bribery, fraud, and encroachment, etc. And establish a good faith mailbox on the official website in order to accept internal and external suggestions and to report when the company and employees do not comply with the law, ethical behavior, and to deal with fair and equitable.
- Respect the intellectual property rights and actively protect MEAN WELL' s intellectual property right.
- Fulfill our responsibilities for environmental protection, confirm that the impact caused to the environment during the process of activity, product and service is appropriate.
- Fulfill our corporate social responsibilities, actively participate in community welfare events.

1.4

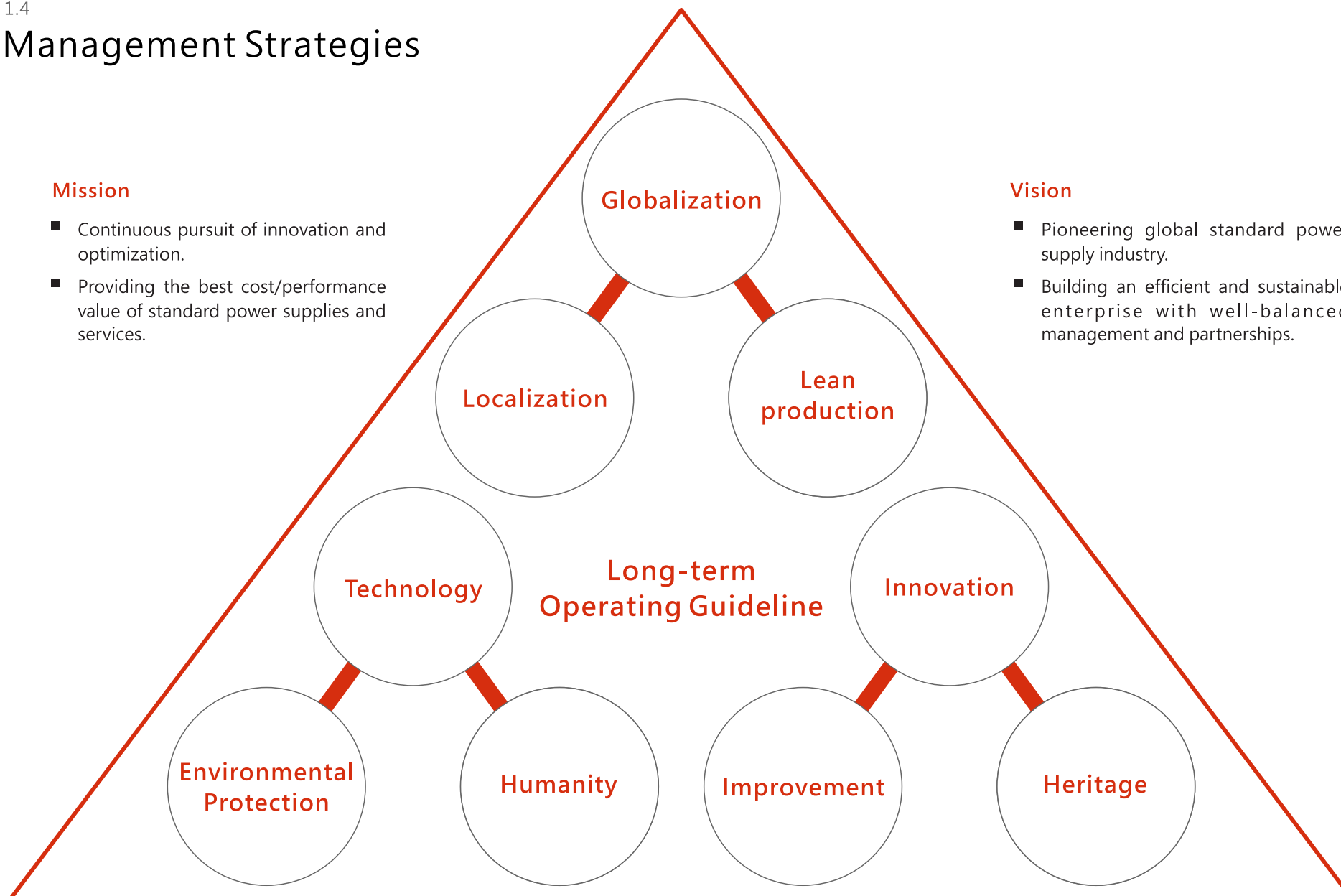
Management Strategies

Mission

- Continuous pursuit of innovation and optimization.
- Providing the best cost/performance value of standard power supplies and services.

Vision

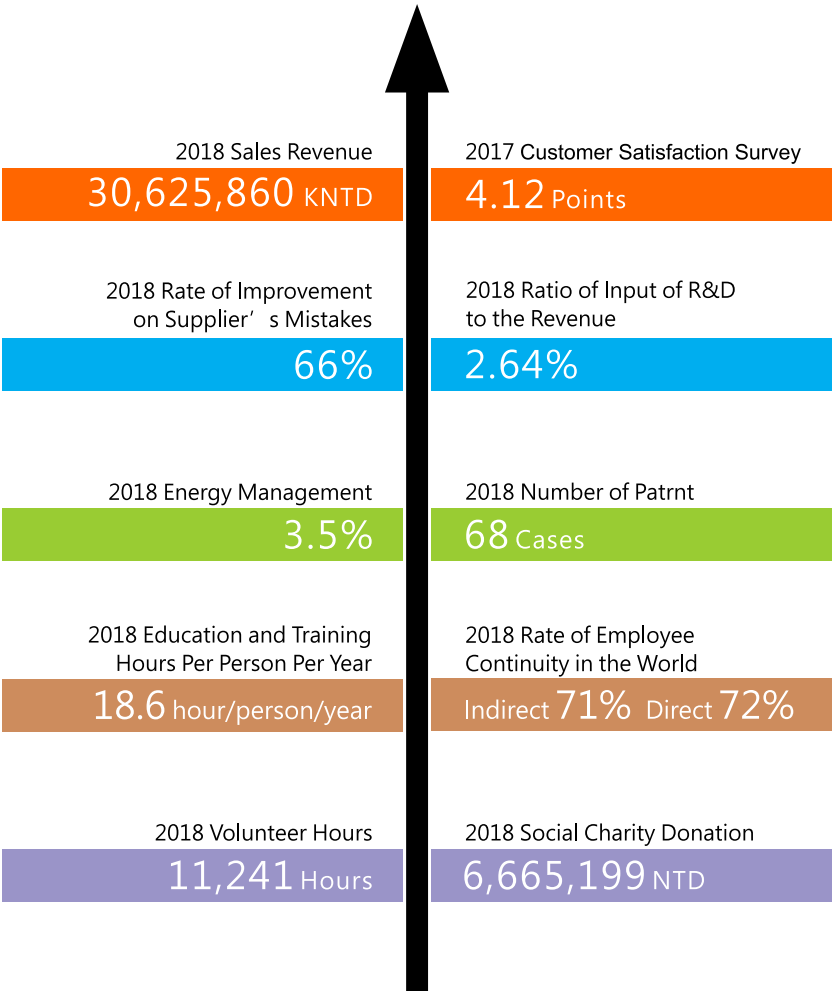
- Pioneering global standard power supply industry.
- Building an efficient and sustainable enterprise with well-balanced management and partnerships.



1.5

Sustainable Management

1.5.1 Key Achievement



1.5.2 Corporate Social Responsibility Committee

MEAN WELL pursues revenue and profit growth, and at the same time actively promotes corporate social responsibilities so as to accumulate operational power and corporate competitiveness, and to create the highest value and benefit for MEAN WELL' s employees, shareholders and the society through continuous innovation, improve and develop high value-added products. The Corporate Social Responsibility Committee is a sustainable management organization within MEAN WELL. The general manager, Mr. Lin Kuo Tung, serves as the chairman in the committee, and the senior executives serve as professional committee members responsible for assisting the chairman in making decisions on CRS matters. And establish a "Social Responsibility Implementation Team" responsible for all kinds of data collections and implementation. Through regular meetings, the Committee sets the CRS annual strategic plan, examines the Group's operational direction and monitors the effectiveness of implementation. The principle of this establishment is to accurately implement MEAN WELL's commitments to the society, including corporate governance, environmental protection and energy conservation, employees' care and social participation, and to pay attention to comply with government regulations, to improve workplace health and safety, to develop green products, to reduce environmental impact and to take up social and environmental responsibilities.





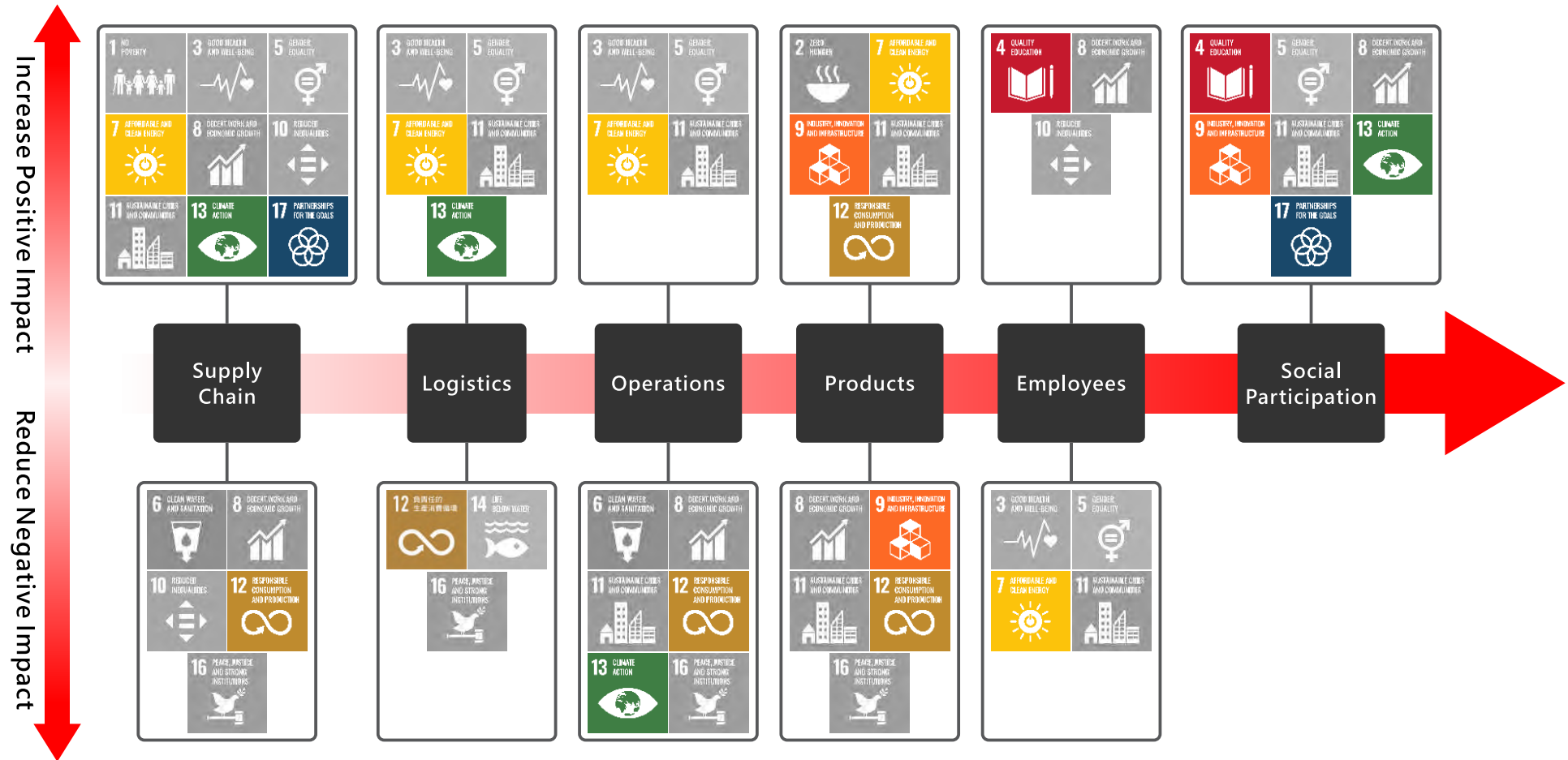
1.5.3 Responding to the UN Sustainable Development Goals

In 2015, the United Nations has passed the Sustainable Development Goals (SDGs) and established 17 issues and goals for global sustainable development. MEAN WELL with the CSR Committee has discussed and concluded to focus on 6 topics as the key development directions for the future and through Plan→Do→Check→Action→Circular Operation (hereinafter referred to as the PDCA cycle) promotes continuous improvement and achieves the three major goals as the economic growth, environmental protection and social progress.

<p>4 QUALITY EDUCATION</p> 	<p>High-quality education, shaping the development of talents and the advancement of knowledge. MEAN WELL promotes industry-academy cooperation, environmental education, and scholarships from social welfare institution; it also establishes a talent cultivation mechanism within the company to move towards lifelong learning.</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>Building a reliable and sustainable energy system is one of today's global priorities. MEAN WELL endeavors to develop energy-efficient products to help more people achieve sustainable modern energy.</p>
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>Accelerate industrial innovation and help build resilient infrastructure. MEAN WELL continues to accumulate innovative power and provides a variety of energy-saving total solutions for customers around the world.</p>
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>Sustainable consumption and production are the foundation for an enterprise' s sustainable management. MEAN WELL continues to implement sustainable consumption and production in its daily operations through green production, low toxicity and RoHS-compliant environmental standard materials.</p>
<p>13 CLIMATE ACTION</p> 	<p>It is a big test on the strategy for an enterprise' s sustainable management to properly respond to climate change and its impact and take countermeasures. MEAN WELL evokes the public's love for the environment by the annual "I love the Danshui River" environmental protection event.</p>
<p>17 PARTNERSHIPS FOR THE GOALS</p> 	<p>As a global citizen, it is indispensable to participate in global partnerships to revitalize sustainable development. MEAN WELL promotes global partnerships by its practical actions.</p>

1 Company Profile

1.5 Sustainable Management



Through the value chain, we can analyze the impact on SDGs at each stage and find out what would "increase positive impact" and "reduce negative impact". MEAN WELL can then accordingly focus on 6 SDGs including 4 Education Quality, 7 Affordable Energy, 9 Industrial Innovation and Foundation Construction, 12 Responsible Consumption and Production, 13 Climate Action and 17 Global Partners, which can be the direction for key developments in the future, and from which we can explore business opportunities.

1.6

Dialogue with Stakeholders



1.6.1 Identification of Stakeholders

In the process of promoting our corporate social responsibilities, the stakeholders' needs and thoughts are the important norms for MEAN WELL' s work planning on corporate social responsibility. And as such, we have adopted the following principles and guidelines:

- (1) Specific groups/individuals who are susceptible to the impact of decisions pertaining to legal affairs, finance, operation and so forth made by MEAN WELL.
- (2) Specific groups/individuals who are susceptible to the impact brought by MEAN WELL' s operations.
- (3) Any groups/individuals who could affect MEAN WELL' s performance.

And from these principles, we have identified our primary stakeholders, namely shareholders, customers, suppliers, employees and communities.

In the past, MEAN WELL has already established several communication channels intended for different stakeholders and through these channels, we have listened to our stakeholders and duly taken notes of their inputs so that we could discuss issues that may relate to specific stakeholders. By taking prompt actions, we strive to meet the expectations of our stakeholders.

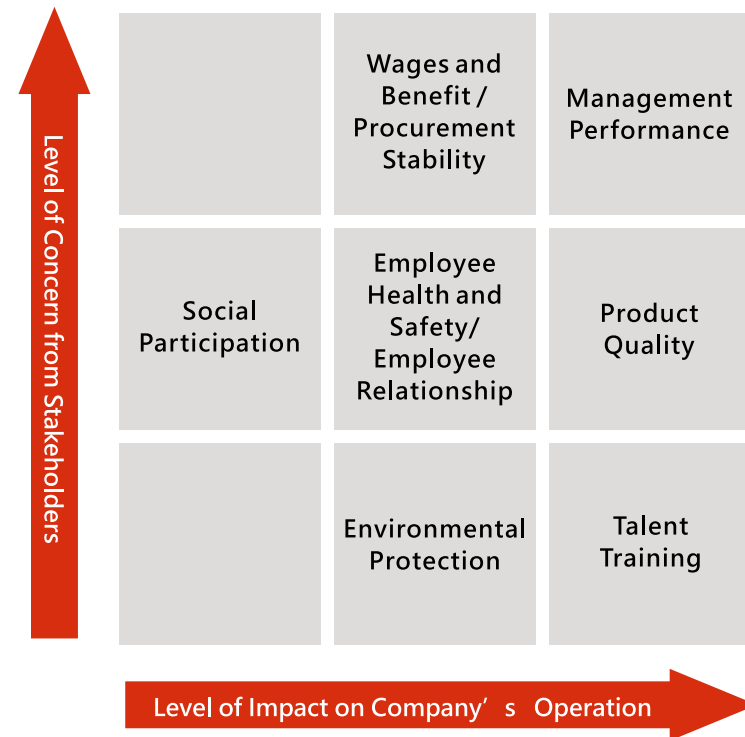
1.6.2 Means of Stakeholder Communication

Stakeholders	Channels or Means of Communication	Issue of Concern	Frequency
Shareholders	Shareholders' meeting, MEAN WELL' s annual report, MEAN WELL' s website, MEAN WELL on MOPS	Management Performance	2 times per year
Customers	<ul style="list-style-type: none"> Distributors' conference – to listen to customers' voice and market feedbacks Product technology seminar and RMA after-sales service seminar E-newsletters, with contents covering relevant policies, corporate event coverage and product information Customer satisfaction surveys (odd number years) and brand surveys (even number years) are carried out once every two years Customers are invited to take part in MEAN WELL' s charity and environmental protection events The "advisory committee" (consisting of distributor representatives) would provide their suggestions on MEAN WELL' s PQCD SR every year 	Product Quality	5-6 times per year
Supplier	<ul style="list-style-type: none"> Supplier strategic meetings are held to help suppliers learn MEAN WELL' s current status and future developments Suppliers are given access to MEAN WELL' s SCM (supply chain management) system in order to learn more about the company with regards to order estimations/ratings and scores/announcements and so forth Occasional visits to suppliers 	Procurement Stability	Non-periodic
Employees	Through the Employee Welfare Committee and other channels such as the Employee Mailbox, human resource survey, employee satisfaction survey, manufacturing department' s monthly meetings, annual performance interviews and so forth, MEAN WELL strives to communicate with employees on an impartial and open basis.	Wages and Benefits/ Talent Training/ Health and Safety/ Employee Relationship	Non-periodic
Communities	Periodically organize charity events, volunteer services, support charity organizations, promote green enterprise and publish corporate social responsibility report.	Social Participation, Environmental Protection	6-8 times per year

1.6.3 Identification of Significant Issues

By complying GRI Standards, classify the significance analysis process of CSR into the steps of identification, sorting, ensuring, and examination, and accordingly decide the order of the significant issues, scope of information collected and report basis:

- (1) Investigate our stakeholders to verify their significant issues of concern and classify the issues into high, medium and low levels of concern.
- (2) Investigate our department representatives to find out their opinion on the impact of relevant significant issues on the company in order to determine the level of potential/immediate impact of said issues.
- (3) Draw a significance matrix diagram and confirm with the CSR committee, external experts and senior executives, and decide that 9 sustainable issues are critical and significant for MAEN WELL: including management performance, product quality, procurement stability, salary and benefits, talent Training, employee health and safety, employee relationships, social participation, and environmental protection.
- (4) Based on the 9 significance issues, we disclose their corresponding management policies, performance and goals. For other issues with lower impact, we will choose to disclose by option in order to meet



1.6.4 The Scope and Boarder of the Significant Subject in CSR Report

Based on the 9 significant sustainable issues identified, there are 12 specific subjects corresponding to the GRI standard and information is disclosed accordingly to be the foundation of the report, including “economic performance, market image, indirect economic impact, procurement practices, energy, water, wastewater and waste, labor/management relationship, diversity and equal opportunity, occupational health and safety, Training and education, customers’ health and safety” .

類別	Significant Issues	Subject Corresponding to GRI	Level of Involvement and Scope of Impact				
			Shareholders	Customers	Suppliers	Employees	Communities
Economic	Business Performance	GRI 201: Economic Performance	V	V	V	V	
	Wages and Benefit	GRI 202: Market Position				V	
	Society Participation	GRI 203: Indirect Economic					V
	Procurement Stability	GRI 204: Procurement Practices	V	V	V		
Environment	Environmental Protection	GRI 302: Energy					V
		GRI 303: Water					V
		GRI 306:Wastewater and Waste					V
Society	Employee Relationship	GRI 401: Labor / Employer Relationships				V	
		GRI 405: Diversity and Equal Opportunity of Employees				V	
	Employees' Health and Safety	GRI 403: Occupational Safety and Sanitization				V	
	Talent Training	GRI 404: Training and Education				V	
	Product Quality	GRI 416: Customer' s Health and Safety	V	V			

1.7

Glory and Affirmation



2010 Taiwan Superior Brand Award



2012 Outstanding CSR Award



2014 TAITRONICS Technology Innovation Award



2016 Aladdin and the Enchanted Lamp Award



2014 Award for Best Companies to work for



2014 Taiwan Excellence Product Award



2015 LED Innovation Award



2015 Taiwan Excellence Product Award

Enterprise' s Award

2010 Taiwan Superior Brand Award

2012 Outstanding CSR Award

2014 Award for Best Companies to work for

2015 Potential Taiwan Mitte Stand Award

Award on Product and Technology

2011~2019 9 Years in a Row Recipient of Taiwan Excellence Product Award

2012~2016 5 Years in a Row Recipient of TAITRONICS Technology Innovation Award

2015~2017 3 Years in a Row Recipient of LED Innovation Award

2016 Guangzhou International Lighting Exhibition (GILE), Aladdin and the Enchanted Lamp Award

2

To Partners

- 2.1 Innovative R&D
- 2.2 Customer Relationship
- 2.3 Manufacturing System
- 2.4 Suppliers' Sustainable Management

2.1

Innovative R&D



Strategy

4S (software, system, service, solution) and 3H (high C/P value, high value-added, high production value)

Mission

Endless innovation and improvement

Vision

Pioneering global standard power supply industry.

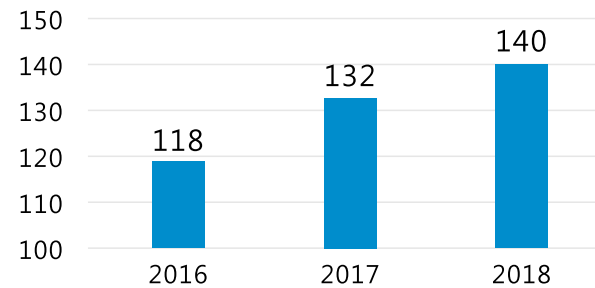
KPI	2017 Goal	2017 Achievement	2018 Goal	2018 Achievement	2020 Goal
Innovative R&D Investment to Revenue Ratio (%)	2%	2.34%	2.5%	2.64%	3.0%

MEAN WELL endeavored to the development of standard power supplies for more than 37 years. In response to the issue of environmental protection efficiency rate, MEAN WELL has also invested a lot of efforts to introduce green product design concepts at the product planning stage. For energy-saving parameters, such as conversion efficiency, power factor and total harmonic distortion, the circuit is improved at the design stage to optimize it. At the same time, in order to reduce the conversion loss of power products, improve power conversion efficiency and power density, in order to achieve the best energy-saving effect, practice the management of green products and green supply chain.

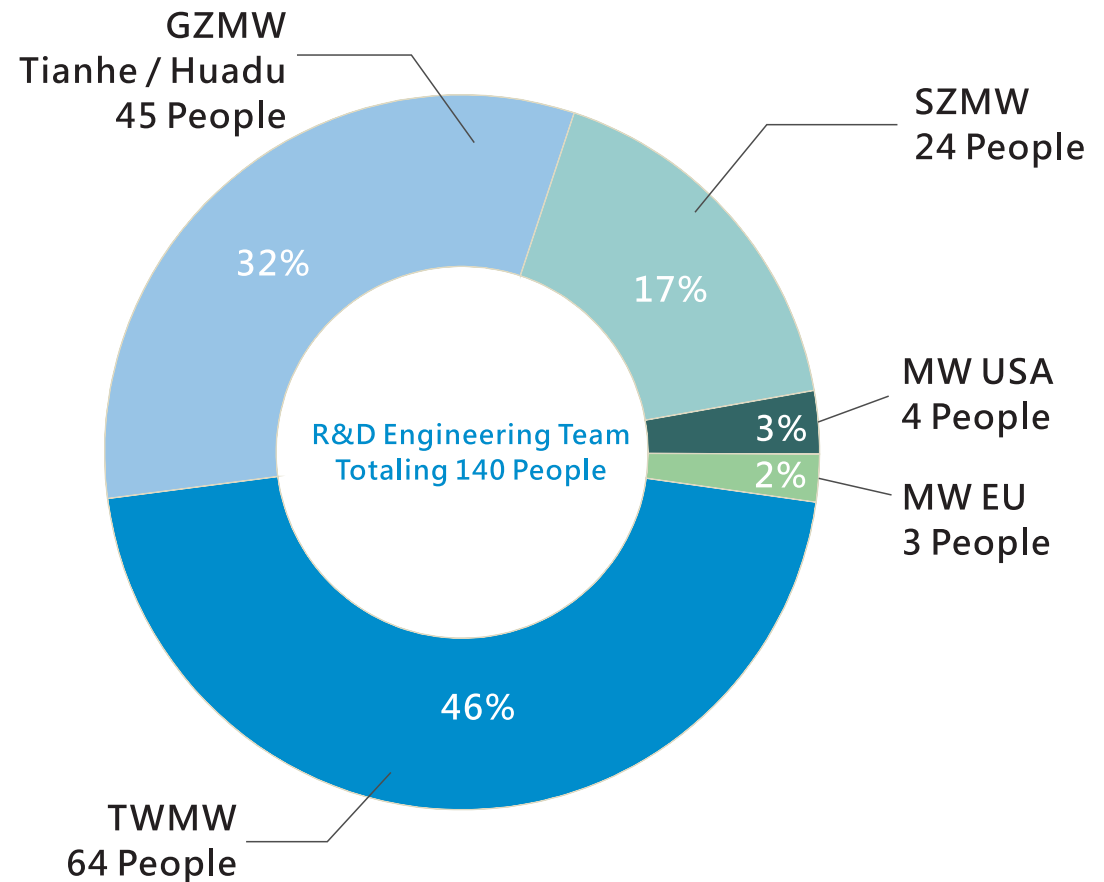
The Characteristics of Green	The Impact to the Environment and the Society
Light, Thin, Short, Small	High efficiency, high power density and miniaturization design, while reducing the demand for metal materials, iron powder cores and packaging materials, reducing environmental pollution and energy consumption.
High Reliability	Highly reliable design to increase product life, MEAN WELL provides at least 3 years warranty on its products, reducing the speed of replacement.
Aging Test and Energy Recovery System	Introduce self-developed energy recovery system to recover electricity from the aging test of production lines, reduce production cost, reduce unnecessary power waste, and achieve energy saving and carbon reduction.
Green Design and Supply Chain	The materials used for product design and process comply with the latest RoHS and REACH regulations of the European Union, and are committed to preventing pollution to the ecological environment and achieving sustainable development goals.

Note: High power density - up to 37 watts per cubic inch of server power, up to 1.5 times the power of the company's power supply in the same volume. High conversion efficiency - Full load power conversion efficiency is increased to 96%, with the new architecture and new materials selected to continue to move towards the target 97%.

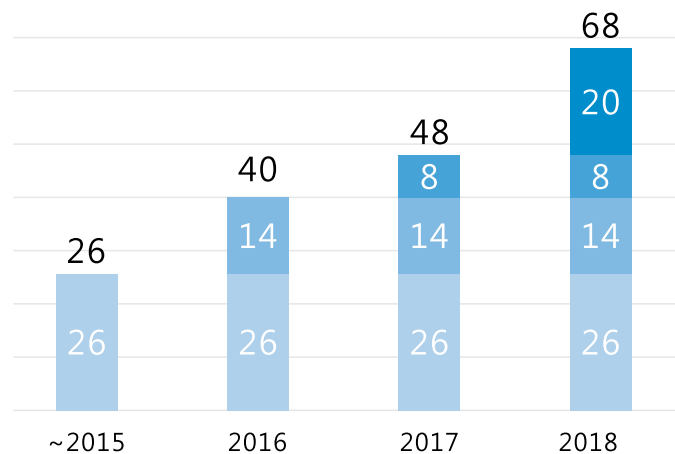
2.1.1 Number of People in Global R&D Engineering Teams



The global headquarter is located in Taiwan's New Taipei Industrial Park, currently with 3 R&D centers respectively in New Taipei City, Taiwan, Guangzhou, China, and Suzhou, China, and as well with engineering and technology centers in California and Europe. As the statistics by the end of 2018, the number of global full-time R&D engineers is 140.

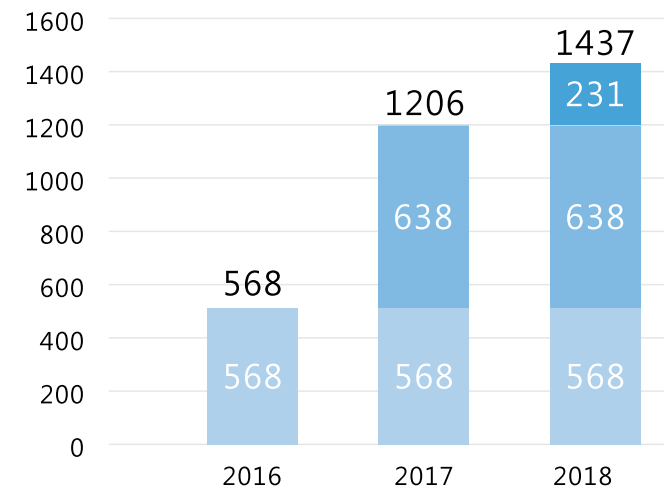


2.1.2 Number of Patents



In 2015, the Taiwan Intellectual Property Management System (TIPS) was introduced to compare the standard operation mode of the ISO quality management system and to establish an intellectual property management system that complies with the TIPS standard. Effectively use company resources, maintain intellectual property, and enhance the company's competitiveness. Up to 2018, it has obtained 68 patent certificates home and abroad, which is about 41.7% higher than that in 2017. In 2018, it has obtained 20 patents. The patent content focuses on efficiency improvement and professional technical solutions, etc.

2.1.3 Number of Newly Developed Models



MEAN WELL develops an average of nearly 4,000 models per year and has launched more than 10,000 standard models by the end of 2018. The products are widely used, including LED signage/lighting, industrial automation / industrial control, information / communication / commercial, medical, transportation, and green energy industry, etc. The products fully comply with international safety regulations, saving the verification time and cost for developing new product by the clients, and thus gaining market opportunities. In addition to the development of thin, lighter and more efficient models to meet market applications, we also continue to develop product lines with higher yield.

2.1.4 Safety Certification

Safety Certification Laboratories – The certification laboratories located in the Headquarter in Wugu, New Taipei City, Taiwan and Huadu, Guangzhou, have respectively obtained a number of international safety laboratory qualifications. In addition to satisfy customers' requirements on system certifications, it also ensures the quality requirements of the product at the design stage, thereby accelerating the time-to-market. Besides, the Headquarter also has set up a "Certification Center" to conduct research and application of global certification regulations on the differentiation of safety, energy consumption and EMC standards for new products, ensuring product safety and energy efficiency.

Note :

Standard 62368/60950:

ITE products are used in industrial automation / industrial control / communication / 3C / security



Standard 61347: LED products for LED signage/illumination



Energy efficiency standards in different nations: such as average efficiency, no-load loss, etc.



Qualification of Safety Laboratories

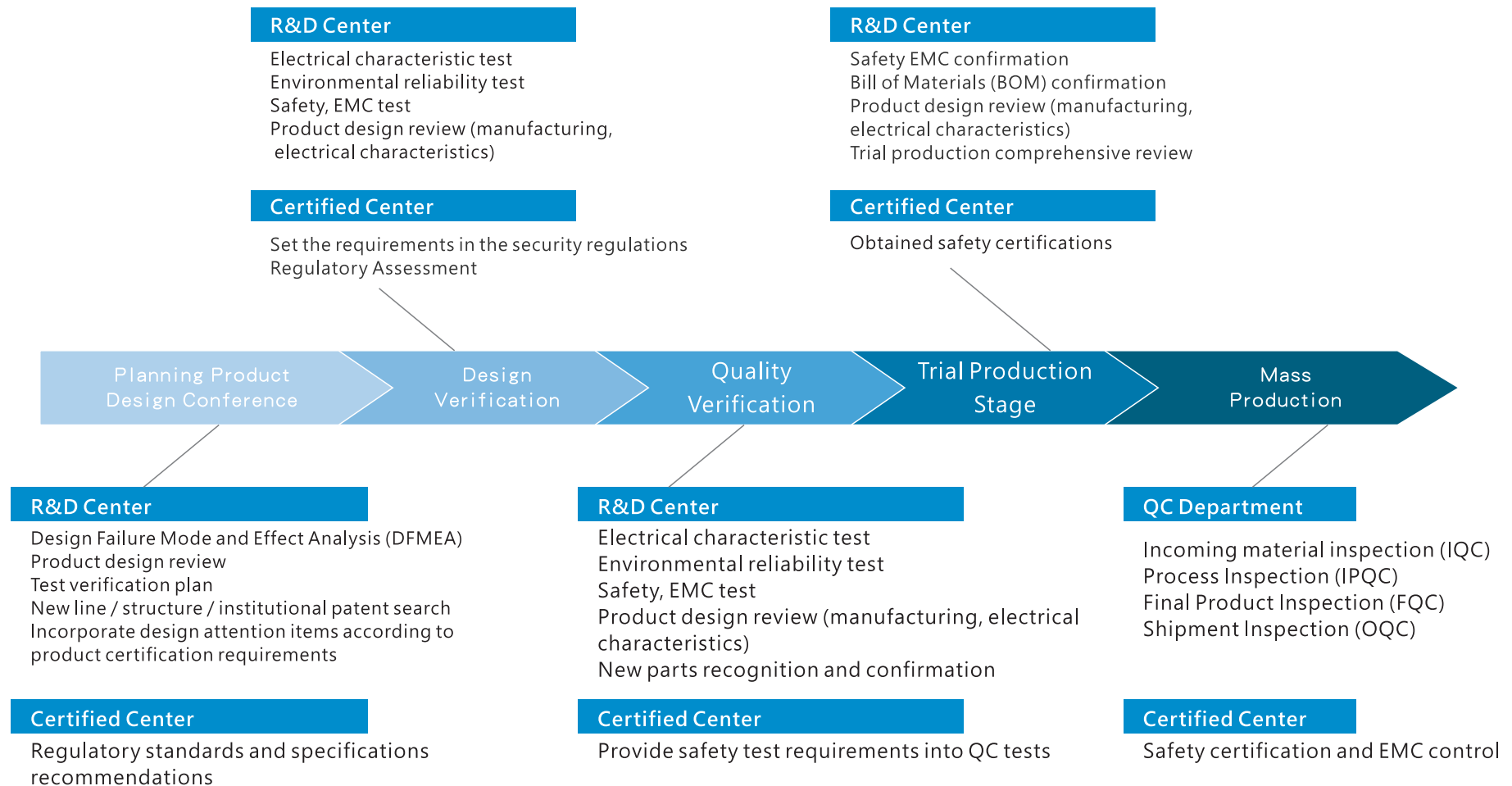
TWMW Safety Laboratory	<ul style="list-style-type: none"> UL62368/UL60950 and energy efficiency tests for different nations - CTD (Client Test Data Program) TUF EN62368/EN60950 and CTF STAGE 1 qualification for LED standard EN61347
GZMW Safety Laboratory	<ul style="list-style-type: none"> Dekra-EN61347-CTF STAGE 1 Certificate UL-UL60950-WTDP Certificate TUF EN62368/EN60950 and CTF STAGE 1 qualification for LED standard EN61347

Test Specification of Safety Laboratories

TWMW Safety Laboratory	<ul style="list-style-type: none"> TUV: IEC & EN Standard 62368/60950/61347 for Power Supply Tests UL: IEC & UL Standard 62368/60950 for Power Supply Tests UL: Energy Efficiency Standards for different nations (Mexico/USA/Australia/Europe/Canada)
GZMW Safety Laboratory	<ul style="list-style-type: none"> TUV: IEC & EN Standard 60950/61347 for Power Supply Tests Dekra: IEC & EN Standard 61347 for Power Supply Tests UL: IEC & UL Standard 60950 for Power Supply Tests Participated in the drafting work of China Radio Interference Standardization Technical Committee (F Branch) Participated in the TC05 Technical Expert Group of CCC Compulsory Product Certification

2.1.5 Process of Product Safety Control

MEAN WELL has a management and control process at all stages of the product development. Each new product passes a strict quality verification system and complies with international safety standards to ensure users' safety. Through layers of quality assurance, we avoid product rework or recall, save from wasting money, manpower and loss of goodwill.



2.2

Customer Relationship



Strategy

Based on customers' satisfaction, improve quality, cost, delivery, service and being reliable partners thus improve customer awareness of MEAN WELL brand.

Mission

Combine local companies and dealers to provide products and services complied with local laws and regulations, and create the highest value for customers.

Vision

Become customers' reliable power supply partners.

KPI	2013 Achievements	2015 Achievements	2017 Achievements	2019 Goal
Customer Satisfaction Survey	4.05	4.12	4.12	4.12

MEAN WELL will conduct a customer satisfaction survey every single year. The object will include the dealers and direct customers. After the investigation is completed, the conference will be held and the relevant units will be improved immediately.

Process of Customer Satisfaction Survey

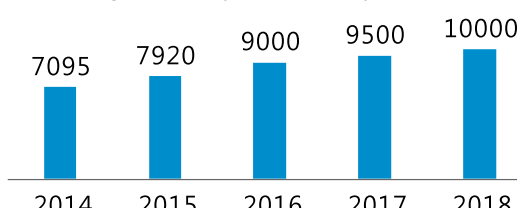
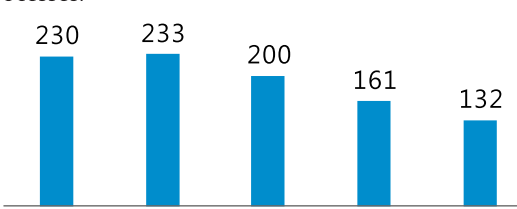


The results of the 2013~2017 Customer Satisfaction Survey are as follows: (4 is satisfied, 5 is very satisfied)

	2013	2015	2017
Product Acceptance	4.2	4.22	4.3 ↑
Product Quality	4.21	4.21	4.27 ↑
Product Reliability	4.34	4.34	4.39 ↑
Price	3.54	3.52	3.68 ↑
Delivery	3.59	3.77	3.54
On Time Delivery	4.03	4.11	3.96
Communication Ability	4.32	4.43	4.44 ↑
Service Attitude	4.4	4.48	4.41
Service Speed	4.16	4.29	4.25
Technical Support	3.97	4.09	4.16 ↑
After-Sale Service	3.78	3.87	3.9 ↑
Average	4.05	4.12	4.12

2.2.1 Competitiveness

MEAN WELL' s core competitiveness is embodied in "PQCDSR," which is not only planted like a seed in the hearts of employees at MEAN WELL but also operates as the company' s DNA. Stemming from our values of "integrity and sincerity" and "reliability," PQCDSR enables us to integrate the corporate spirit of MEAN WELL in the work and life of all employees through a thorough understanding and due implementation.

Core Competitiveness	Description												
<div>Widest Product Line</div>	<div><p>We provide comprehensive product lines with superior environment for one-stop shopping by continuing to develop green energy-saving technologies and power products of high efficiency and reliability.</p><table><tr><th>Year</th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>New Product Models</td><td>7095</td><td>7920</td><td>9000</td><td>9500</td><td>10000</td></tr></table><p>10% growth in terms of new product models each year.</p></div>	Year	2014	2015	2016	2017	2018	New Product Models	7095	7920	9000	9500	10000
Year	2014	2015	2016	2017	2018								
New Product Models	7095	7920	9000	9500	10000								
<div>High Quality</div>	<div><p>We implement total quality management to ensure 100% quality control and thorough production and testing processes.</p><table><tr><th>Year</th><th>2014</th><th>2015</th><th>2016</th><th>2017</th><th>2018</th></tr><tr><td>Failure Rate (PPM)</td><td>230</td><td>233</td><td>200</td><td>161</td><td>132</td></tr></table><p>Less than 135 PPM failure rate within 2 years after sales</p></div>	Year	2014	2015	2016	2017	2018	Failure Rate (PPM)	230	233	200	161	132
Year	2014	2015	2016	2017	2018								
Failure Rate (PPM)	230	233	200	161	132								

Core Competitiveness	Description
Competitively Cost	<p>We integrate our supply chain in Taiwan and China by implementing unified purchasing to lower relevant costs so that we can offer customers products that are most competitively priced with high cost/performance ratio.</p>
Prompt Delivery	<p>We adopt the practice of build-to-stock production to ensure safety stock level for 95% of our standard power supply products; for orders of lower quantity, we are capable of delivering products within 24 hours.</p>
Best Service	<p>We adopt local operations by having different branches collaborate with local distributors to provide localized services. Our local distributors are sufficiently stocked to provide 24-hour prompt delivery and after-sales services.</p>
Reliable Relationship	<p>We have maintained positive partnership with our distributors and suppliers; as much as 65% of MEAN WELL' s total revenue are contributed from customers we have had trades for more than 10 years.</p>

2 To Partners

2.2 Customer Relationship

2.2.2 Brand Survey

MEAN WELL has conducted the first brand survey in 2016 and will regularly proceed in even years. The questionnaire covers MEAN WELL' s dealers, direct customers, suppliers, corporate factories and employee representatives. The following 15 power supply brand driving force indicators were given a degree of consent, 5 points highly agreed and 1 point strongly disagreed. The left table shows the statistical results of 2016~2018.

Brand Driving Force Indicators	2016	2018	Growth Rate
1. A company with high brand awareness	4.63	4.71	1.6%
2. Can provide a complete product line and a variety of models	4.56	4.59	0.6%
3. Strong R&D capability, continuous innovation, and fast product launch	4.34	4.40	1.4%
4. Design technology leads other companies in the same industry	4.22	4.33	2.5%
5. The product complies with the international safety certification with guaranteed quality	4.62	4.74	2.7%
6. Product reliability, durability, and stable quality	4.57	4.67	2.3%
7. The product design has good texture, easy to use and operate	4.36	4.49	3.0%
8. Reasonable price and high cost performance	4.28	4.41	3.1%
9. With global sales channels, products are easy to obtain	4.47	4.6	2.9%
10. Capable of providing prompt delivery with sufficient inventory	4.22	4.44	5.3%
11. Provide prompt and professional support in application and engineering consulting	4.29	4.45	3.8%
12. Provide prompt and satisfactory after-sales service	4.25	4.35	2.5%
13. Trustful power supply partner worthy of long-term cooperation	4.63	4.74	2.3%
14. A company that is constantly enhancing and improving and is committed to sustainable business	4.58	4.65	1.6%
15. A company that values corporate social responsibility and partnership	4.48	4.57	1.9%

The Association that MEAN WELL Group has Joined	
Company	Name of the Association
TWMW	Taiwan Power Electronics Association
TWMW	Taiwan Lighting Fixture Export Association
TWMW	Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)
TWMW	Taiwan LED Lighting Industry Association
MWEU	DiiA(DALI)- The Digital Illumination Interface Alliance (DiiA)
MWEU	KNX community
MWEU	EnOcean alliance
MWUSA	PSMA (Power Sources Manufacturers Association)
GZMW	LED Industry Patent Alliance
GZMW	National KNX China
GZMW	China Power Supply Society (CPSS)

2.2.3 After-sales service

Technical Problem Service


- Responsible for any technical problems in product specifications/applications
 - 95% are responded within 2 working days
 - Promptly solve customers' problems with product specifications/applications
- Official website:
<https://www.meanwell.com/serviceTechnology.aspx>

Product Repair Service

- branches of MEAN WELL Group all over the world have after-sales service centers, responsible for coordinating the after-sales service of each district.
- Dealers in various districts have set up maintenance stations to provide dealer education and training every year.
 - 95% of work done within 5 working days

FQC Report Query Service

- Customers can directly enter the product serial number on the official website to inquire about the FQC inspection report of the batch of products.
- Official website: <https://www.meanwell.com/serviceReport.aspx>



The screenshot shows a web form titled "Technical Service" with a breadcrumb trail: "Home > Service > Technical Service". Below the title, a message states: "If you have any technical questions about our products, please fill out the form below and our Technical Service department will reply your request promptly!". The form contains several input fields, all marked with an asterisk (*):

- * Company: A text input field.
- * Name: A text input field.
- City / State: A text input field.
- ZIP: A text input field.
- * Country: A dropdown menu with "Select" as the current option.
- * E-mail: A text input field.
- * TEL: A text input field.
- Website: A text input field.
- * Subject: A text input field.

2.3

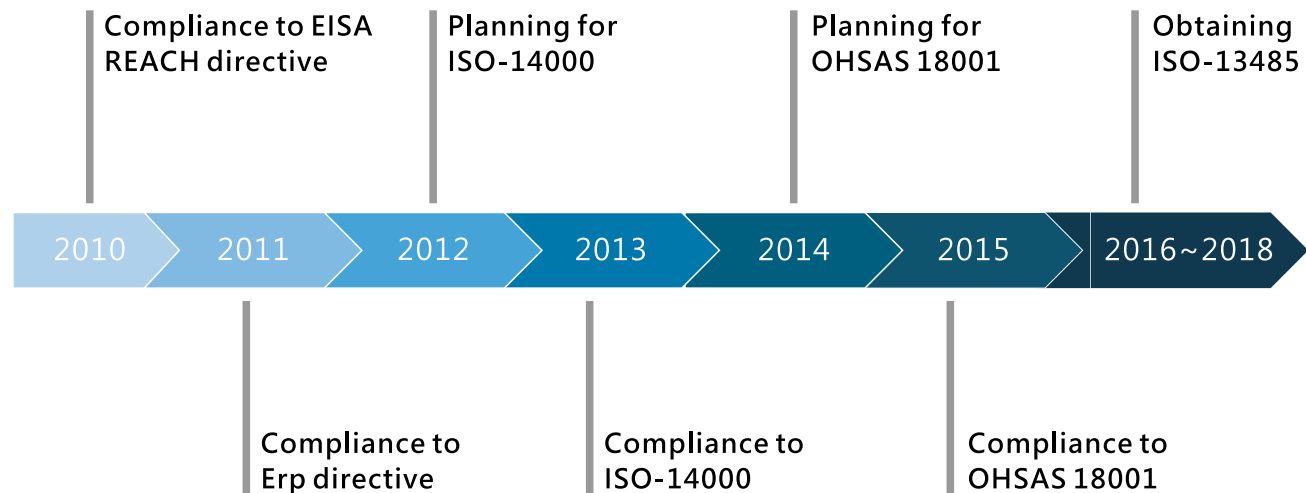
Manufacturing System



MEAN WELL maintains high-quality, high-efficiency, short-term delivery and low-cost production standards in its manufacturing system. Presently, the Group operates a management model with Taiwan as its operation center, which is the important demonstration unit to other companies (MEAN WELL Guangzhou, MEAN WELL Suzhou, MEAN WELL USA, and MEAN WELL Europe). The planning and development of new products, the promotion of new policy guidelines, the procurement of key components, the management of group ERP, and the activities of innovation and improvement were all carried out by MEAN WELL Taiwan as a pilot company, and gradually expanded to branches to carry forward.

2.3.1 International Certification

In the rise of environmental awareness, people recognize that they should cherish the existing environment and limited resources. Therefore, environmental protection issues have gradually become the laws and regulations of various countries, which have led to the development of various international certification systems. MEAN WELL has been in compliance with the requirements of laws and regulations and has passed certifications. MEAN WELL also has been working tirelessly to improve the production technology and product value, and has standardized the management of laws, regulations and requirements as RoHS, WEEE, REACHSVHC, EPA, ERP and EISA/DoE since 2002 and has obtained certification of OHSAS18001 and ISO-13485 in recent years.



2.3.2 Green Production: Promoting Environmental Protection and Energy Recycling

Source management, introducing green design from the design side, effectively improving the effectiveness of reuse of the resources.

(1) Promoting Green Design

The packaging material is changed from EPE to corrugated paperboards to reduce the environmental pollution from packaging, and the cardboard can be reused to make new items too.

(2) Development of Energy Recycling Systems

The ERS-1400, which was developed and designed by MEAN WELL, will have ERG-5000 to be introduced in. It can be used to save the wattage required when burn-in and reduce the overall power consumption and as well as achieve the effect to re-utilize energy. To replace the traditional electric energy consumption by electric energy recycling will reach an energy saving rate as high as 81%, which reduces the carbon footprint of the products.

(3) Promote Optimization of Production Process

In 2015, the PCBA short-foot work process was introduced. In addition to reducing the emission of tin smoke from dip soldering, it can also improve the product yield rate and production efficiency.



2.3.3 Continuously Advanced Production Technology

MEAN WELL has a number of advanced production and quality inspection equipment. We integrate the development of information system and the integration of manufacturing process, combining from the procurement of materials, materials, inspection and production, assembly, inspection and shipping, etc. In 2017, the foreman ERP system was introduced to enable the on-site foreman to manage on-site through the data and information. At the same time, it also promoted the paperless operation of reports and reduced paper consumption.

2.3.4 The Implementation for Independent Improvement and Quality Q-UP of Production and Manufacturing

The improvement of the group ONE MEAN WELL, through the integration of the operation process / the implementation of systems / the operations of personnel education and training, enhances the ability of each personnel; through process coaching, self-examination and self-report, on-site audit confirmation and certification, makes the level of understanding of the relevant personnel to each process known and the interconnection of relevant personnel/departments built.

Item	Description
6S Improvement Event	Through the work of sorting, rectifying, cleaning, cleaning, literacy, safety, etc., we will establish visual standards, make hidden wastes invisible, and make our working environment safer, cleaner and more comfortable.
JIT Delivery Mode	Through the production management and scheduling control, balanced production methods, adjustment of the incoming bulk materials from the suppliers and the production schedule of the coordinate factories, it is possible to feed the materials according to the daily needs of production lines, reduce the management on the quantity and inventory of materials, and accelerate the turnover speed and space of the production lines.
Quality Enhancement and Improvement	For the quality requirements, MEAM WELL has established a rapid response mechanism, through the maintenance of computerized operations, and the quick connection of manufacturing, maintenance, quality control, outsourcing and coordinated factories, which is of great help to quality improvement. This will not only help speed up problem solving, reduce the recurrence rate of problems, but also enhance the staffs' self-management awareness and ability to solve problems on their own, and reduce the defective rate by 10% per year.
Implement of 1+3 Meeting	Let the manufacturing director be the center, connecting 1+3 members (quality control + squad leader, production technician, maintenance). Start planning goals, finding resolution to the quality control issues of production processes. Every month, The Manufacturing Department shall put forward abnormal problems and convene the relevant personnel, through the cooperation of various departments, strengthen the operation process and the improvement in quality, and achieve the effect of reducing production costs and improving quality.
Inter-departmental Communication and Coordination	Tracking abnormal product conditions through regular monthly meetings, and improving the timeliness of product problem solving and obtaining the best solution through the participation of various departments (manufacturing, engineering, quality assurance, research and development) to avoid similar problems from happening to other products.

2.3.5 Focal Tasks for Manufacturing System in the Future

Green Enterprise Promotion	Electronification of Supply Chain Management
<p>In recent years, as the issue of global warming worsened, the actual actions to protect our environment become ever more pressing. As a member of the global corporate citizen, MEAN WELL has continued to promote the "ISO-14000" system and "Environment Management and Energy Management" operating procedures to gradually promote low-consumption factories in the hopes of becoming a benchmark enterprise in green actions.</p>	<p>The process involves the integration of the logistics flow for parts and products among suppliers, manufacturers, distributors, clients and consumers through network technologies to make relevant information on manufacturing, distribution, and inventory openly available on the SCM system to achieve the outcomes of shortened product delivery time and reduced inventory. It is an effective technique of improving operating efficacy. At present, MEAN WELL' s branches are involved in the integration of material purchases and will gradually adopt electronic management in the near future.</p>
Continued Refinement of "Mexus"	Construction of a Smart Automated Factory
<p>The word "Nexus" carries the meanings of connection, link, and relation. By linking a series or a group of entities, the same principle could be adopted to connect different units of MEAN WELL (GQM) and its branches (TQM), systems (SQM) and functions (FQM). We have therefore created a new word "Mexus" by combining "Meanwell" + "Nexus" and the term embodies the various connections that exist between the company and external customers, market environment, supply chain and so forth. It also suggests that we have to perceive aspects of cost/performance ratio and competitiveness of MEAN WELL' s products and services from outsiders' perspective. Not only that, responsible personnel of various units need be vigilant and observant in order to connect the processes and ideas of relevant units while remaining ever committed to improving and passing down know-how and experience as spelled out in MEAN WELL' s vision and mission.</p>	<p>By engaging in the improvement of manufacturing process and equipment and establishing an automated system that combines "machine" and "man" so that "machine" could help "man" in his operations such as production assembly and testing to reduce material loss and unwanted wastage, coupled with rear-end ERP system integration to collect, store, sort and analyze data from the scene of production, we will be able to set the groundwork for automated factories in the future.</p>

2.4

Suppliers' Sustainable Management



Strategy

1. Set short, mid, and long-term goals, make up concrete plans, and effectively promote and implement.
2. Regularly evaluate suppliers with management by grade.
3. Regularly execute on-site auditing, guidance and training.

Mission

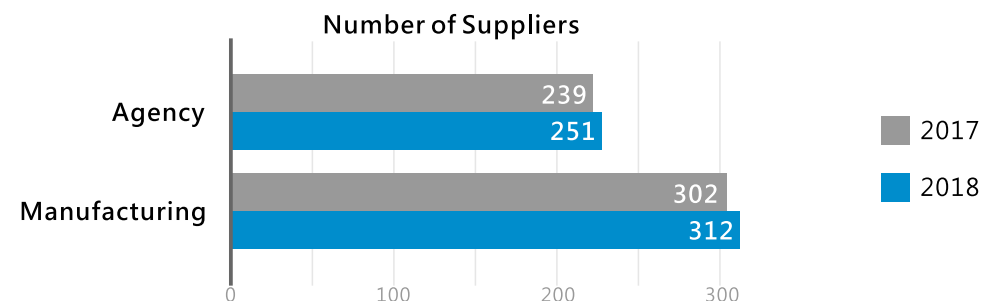
MEAN WELL views suppliers as partners and continuously maintain long-term reliable relationship with suppliers with the spirit of "good intention". We as well emphasize the aspects of supply chain management, environmental safety and sanitization and social responsibility, to ensure suppliers' sustainable management development.

Vision

The key is to help qualified suppliers obtain certificates on quality and environmental safety and sanitization management.

KPI	2017 Goal	2017 Achievement	2018 Goal	2018 Achievement	2020 Goal
Failure Improvement Rate of Suppliers (%)	50%	50%	60%	66%	68%

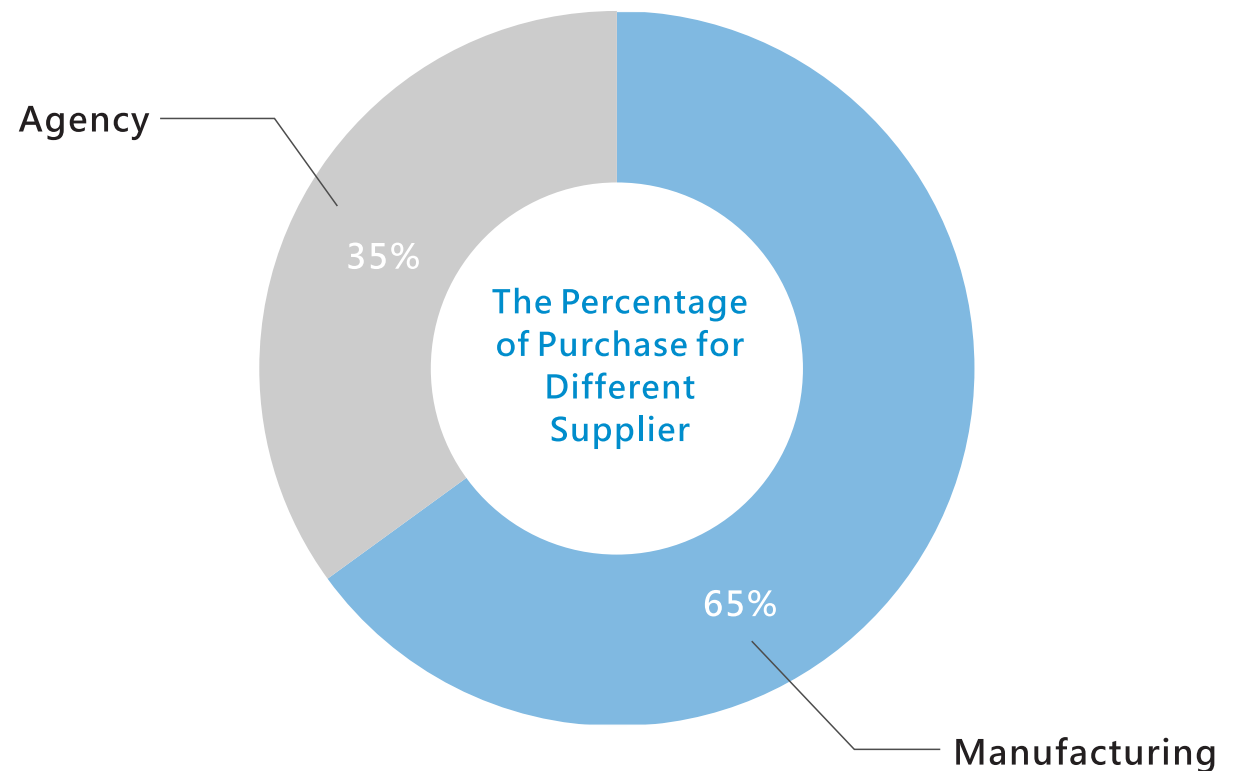
MEAN WELL always kept the concept of long-term cooperation with suppliers therefore there are more than 200 suppliers dealing with MEAN WELL for more than 10 years. We also established a fair, open, reasonable trading platform with suppliers and enable the well-performed suppliers with opportunities to enter MEAN WELL so as that we can see fairly the actually performance of each supplier on P (product), Q (quality), C (cost), D (delivery) and S (service).

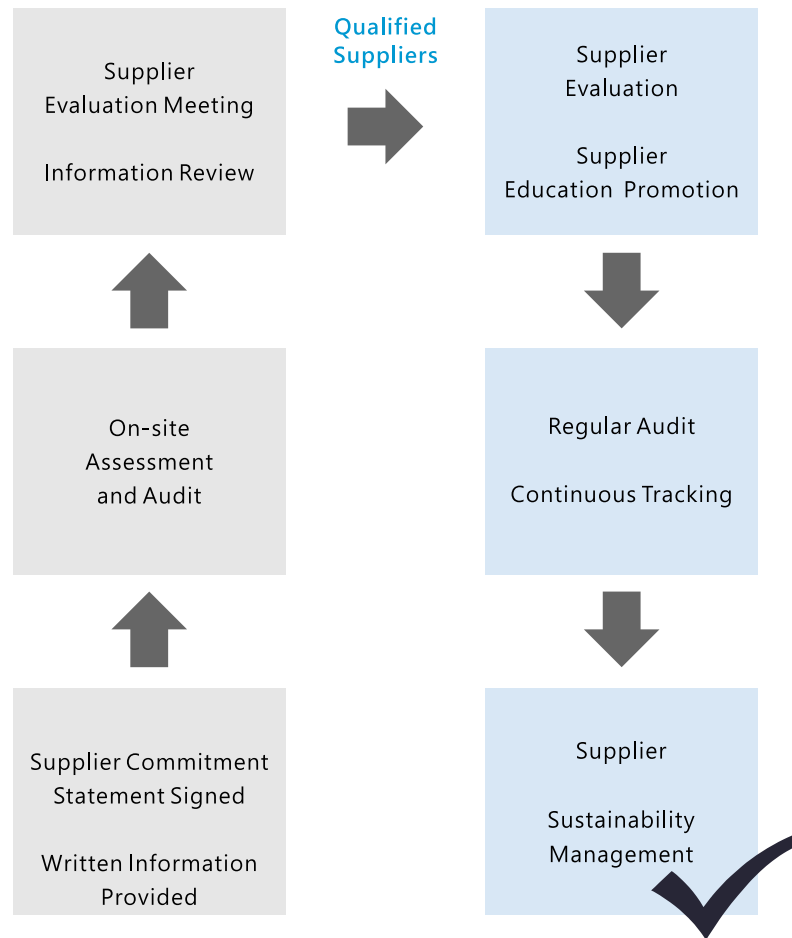


2.4.1 Green Supplier Evaluation and Selection

MEAN WELL' s supplier management team is organized by three unite members of purchase, R&D and QC which form a strong and stiff triangle responsible for the mission to evaluate and select suppliers by integrating SQE and EHS. The evaluation will focus on if Suppliers comply with ISO14000 and if their material and manufacturing process comply with the requirement of the environmental rules of RoHS and SVHC. The evaluation will divide into three parts as quality, price and service. Each half year, the supplier evaluation committee will evaluate suppliers' past performance. To treat fairly, MEAN WELL has gradually introduced the ERP system into our computerized management to quantify the actual performance.

Region	2018 Ratio of Local Purchase
Taiwan	92%
Guangzhou	95%
Suzhou	93%





Supply Transaction Guideline

1. Both the buyer and seller are expected to uphold the highest moral standards and refrain from engaging in any act of corruption, illegal, dishonesty or fraudulent business practices.
2. Both the buyer and seller are obliged to learn and understand each other's quality management system so that both parties could work together to implement effective quality control.
3. Both the buyer and seller shall have autonomy and respect the other party's autonomy.
4. Both the buyer and seller are obliged to provide all relevant information on the product manufactured and its requirements.
5. Both the buyer and seller are expected to negotiate and agree on specific details such as the quality, quantity, pricing, delivery time and payment conditions for the transaction and formalize the transaction in the form of an agreement.
6. The seller is obliged to guarantee that the product offered is capable of satisfying the buyers' requirement and provide objective data as substantiating evidence upon request.
7. Both the buyer and seller are expected to come to terms on the method of evaluation prior to finalizing the contract.
8. Both the buyer and seller are expected to go over the potential disputes and how such disputes shall be resolved before entering into a contract.
9. Both the buyer and seller are obliged to provide all relevant data and information to the other party in order to implement quality control.
10. Both the buyer and seller are expected to conduct adequate management on affairs pertaining to order placement, production, inventory planning, handling of affairs and organization so as to facilitate a positive relationship between the two parties.
11. Both the buyer and seller are expected to have fully considered the safety and interests of end-users throughout the process of transaction.

2.4.2 Supply Chain Management (SCM) System

In order to ensure further information transparency so that suppliers could understand MEAN WELL and its customers' future needs, the company has constructed an external website with the SCM (supply chain management) system in 2007 so as that MEAN WELL' s suppliers have access to log into the system from outside and obtain relevant information on MEAN WELL' s needs and so forth as the basis for production preparation. The system effectively replaces previous methods of manual work not only to save manpower but also to achieve the objective of paperless process.



2.4.3 Green Materials Management

With the worsening of global warming, to protect the Earth has become a vital task that MEAN WELL actively promotes. Back in 2004 when EU first propagated its RoHS, MEAN WELL had promptly taken relevant actions and made declarations to ensure the conformity of its products to RoHS, and had requested all suppliers to sign the Guarantee of Restricted Substance Control to ensure that all materials supplied to MEAN WELL were compliant to the company' s standards for banned hazardous chemicals. Not only that, starting from the design process by R&D, MEAN WELL has implemented the purchase management on the basis of a green supply chain. Suppliers have to totally comply with the Management Plan of Restricted Substance Control and shall provide proper and regular updated self-declaration or proof documents.



2.4.4 EHS Management Statement

The balanced development of “humanity, technology, and environmental protection” has always been one of MEAN WELL’ s corporate visions in the past. Recently as the issue of global warming gets worse and with the new higher record of global carbon dioxide emission being made, it is even more imperative for practical actions to protect the environment to be taken immediately.

MEAN WELL’ s EHS Policy

In order to fulfill our corporate social responsibility for environmental protection, MEAN WELL will ensure that all impact on the environment from the company's operations, products and services shall be reasonable. MEAN WELL also pledges:

- (1) To promote company-wide EHS management by duly implementing specific preventive measures and promoting continual improvements.
- (2) To ensure compliance with pertinent EHS regulations and other relevant requirements.
- (3) To commit to the development of energy-saving products and promote green supply chain to mitigate the impact on the environment.
- (4) To ensure due implementation of risk evaluation management and relevant training to achieve the goal of zero occupational hazard.
- (5) To fulfill our corporate social responsibility by providing a safe and health working environment while encouraging employees to take part in environmental protection and charity activities.
- (6) To regularly review the EHS objectives and inform our employees and stakeholders regarding these policies while disclosing them to the general public.



Reminders for Suppliers

In order to facilitate the continuous improvement of MEAN WELL’ s EHS policies and prevent pollution, we expect our suppliers to work together with MEAN WELL in the fulfillment of

- (1) Raw materials approved by MEAN WELL may not be replaced with other alternatives in the manufacturing process.
- (2) Suppliers are expected to take the initiative and manage their use of chemical substances in accordance with pertinent regulations.
- (3) Implement relevant measures of energy conservation and waste reduction and make an effort to sort wastes into specific categories for reduction, reuse, and recycling.
- (4) Recycling service may only be subcontracted to service providers licensed or recognized by the government.
- (5) Suppliers’ employees and their collaborating partners shall be fully informed regarding the aforementioned policies.

MEAN WELL has come to an agreement with all suppliers on the aforementioned points after negotiation and together with our suppliers, we shall work hand in hand to promote a green supply chain.

3

To Employees

- 3.1 Employee Status
- 3.2 Employee Development
- 3.3 Employee Benefits
- 3.4 Group Tours
- 3.5 Health and Safety
- 3.6 Health Promotion
- 3.7 Safety and Hygiene

3.1

Employee Status



StrategyMissionVision

Focus on intelligent Provide good salary and benefits, build a safe and friendly workplace environment, and stabilize and attract talents.

Work together to create a harmonious atmosphere between labor and management, internally enhance employees' centripetal force, and outwardly attract talents to join.

Introduction channels for diversified talents, strengthen the visibility of MEAM WELL talent market, and enhance high-quality talents' willingness to join technology in the world.

KPI	2017 Goal	2017 Achievementnt	2018 Goal	2018 Achievement	2020 Goal
Global Indirect staff retention rate (%)	80	85	80	70.8	80
Global direct staff retention rate (%)	70	56	70	71.8	70

For us at MEAN WELL, we perceive our employees as a vital foundation for the company to achieve its objectives today and look forward to the future in the days to come. Employees are our greatest asset and as such, we have committed significant resources and effort towards the management of employee relations. With regards to the company' s organizational structure, the management has appointed dedicated personnel to oversee affairs such as employee benefits, group tours, activity planning, health management and so forth with the intention of facilitating and managing a harmonious relationship with employees so that will be more than cold, unfeeling management interfaces of performance evaluation, business report, yield rate, productivity and so forth that exist between the company and its employees. These efforts have been made so that we could take a step further and proactively care and assist our employees. In our pursuit of outstanding performance, MEAN WELL has also endeavored to create a work environment that is warm and friendly to all as we work towards becoming an "enterprise of high efficiency and happiness."

At the company' s initiation back in 1982, MEAN WELL had merely 5 employees. As the company grew, MEAN WELL' s full-time employees reached 2,708 in 2018 with a male to female ratio of 1:1.23. Among them, there are 350 employees in Taiwan, with the remaining 2,350 employees in other global offices (China, Europe, and the U.S.). All MEAN WELL employees have signed formal employment contracts and are therefore protected by the Labor Standards Act, which does not cover our summer internship program as our summer interns fall under the category of fixed term contract employees.

3 To Employees

3.1 Employee Status

Composition of Employees who were Hired with Employment Contracts

	Region	Taiwan	China	USA	Nether-lands	Total Globally
Male	Full-Time	175	911	19	21	1206
	Part-Time	3	0	0	0	3
	All	178	911	19	21	1209
Female	Full-Time	174	1299	9	11	1493
	Part-Time	6	0	0	0	6
	All	180	1299	9	11	1499
Total		358	2290	28	32	2708

Ratio of New and Departed Employees

Region	TW	GZ	SZ	USA	EU
New Employees	19	185	156	3	5
Ratio to All Employees	5.31%	13.27%	17.41%	10.71%	15.63%
Departed Employees	40	714	509	7	5
Ratio to All Employees	11.17%	51.22%	56.81%	25.00%	15.63%

3 To Employees

3.1 Employee Status

Ratio to All Employees Age and Gender Analysis of New/Departed Employees

Category		Age Group	Male							Female						
			TW	GZ	SZ	USA	EU	Total	Ratio	TW	GZ	SZ	USA	EU	Total	Ratio
New Employees	Operator	30-50	1	21	13	–	–	35	22%	5	46	36	0	0	87	41%
		50 and up	0	0	0	–	–	0	0%	0	0	0	0	0	0	0%
	Staff	under 30	1	9	13	1	1	25	16%	2	1	7	1	1	12	6%
		30-50	5	1	3	1	0	10	6%	1	0	1	0	3	5	2%
		50 and up	0	0	0	0	0	0	0%	0	0	2	0	0	2	1%
Total of New Employees			11	81	61	2	1	156	100%	8	104	95	1	4	217	100%
Departed Employees	Operator	under 30	3	239	166	–	–	408	62%	2	211	134	0	0	347	56%
		30-50	3	84	87	–	–	174	27%	11	149	85	0	0	245	39%
		50 and up	0	0	0	–	–	0	0%	3	3	0	0	0	6	1%
	Staff	under 30	4	16	13	2	1	36	6%	0	2	2	1	0	5	1%
		30-50	8	6	17	2	1	34	5%	5	3	5	1	3	17	3%
		50 and up	1	0	0	1	0	2	0%	0	1	0	0	0	1	0%
Total of Departed Employees			19	345	283	5	2	654	100%	21	369	226	2	3	621	100%

The proportion of male/female new recruits is 1:1.35, and the age group is mainly under 30 years old, accounting for 52.1%. The work in China is more selective; the workers in Guangzhou and Suzhou have higher mobility. It is shown that the number of departed employees is be much larger than the number of new employees.

Code of Conduct Education

The code of conduct defines the indicators of specific behaviors that a company expects its employees to adopt by explicitly describing the conducts and behaviors that are appropriate for employees. In order to ensure that all employees acknowledge and accept the code of conduct, new employees are required to complete relevant online training for the code of conduct as part of their orientation. Not only that, we also expect all employees to observe relevant conducts and behaviors at all times and have placed relevant statements on the code of conduct at employees' information inquiry system as constant reminders for them.



Mean Well Company and Employee Code of Conduct

The Mean Well Company upholds high business ethics, personal integrity, and compliance with regulations and standards; the Mean Well Company and its employees are willing to follow the following code of conduct :

1. Comply with labor regulations and decrees, respect the employee's freedom of employment, provide reasonable salaries and benefits, implement human management and focus on employee health and safety.
2. Any form of harassment or inhuman treatment is strictly prohibited, including discrimination, sexual harassment, mistreatment, enslavement, physical punishment, threats, and child labor, etc.
3. Provide clients with real information in order to be able to provide optimized products and services for long-terms and become a trustworthy power partner of the clients.
4. Uphold honest operating principles; all illegal behaviors such as corruption, bribery, fraud, and encroachment, etc. are strictly prohibited.
5. Respect the intellectual property rights and actively protect Mean Well's intellectual property right.
6. Fulfill our responsibilities for environmental protection; confirm that the impact caused to the environment during the activity, product and service process is appropriate.
7. Fulfill our social responsibilities; actively participate in community benefit activities.



Please Enter Your Employee Number And Password

Employee NO.	<input type="text"/>
Password	<input type="password"/>

Login	Change Password
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3.2

Employee Development



Strategy

Establish a sound knowledge management and education and training platform, and plan a blueprint for diversified talent development across positions and regions.

Mission

Provide quality internal courses, teaching materials and lecturers, and establish a sound education and training system.

Vision

Improve employees' knowledge and skills and help them learn and grow in the workplace.

KPI	2017 Achievement	2018 Achievement	2020 Goal
Average Education and Training Hours per Person	14.79	18.6	20

MEAN WELL' s policy for education and training stems from the company' s belief in sustainable operation. Coupled with the company' s strategic objectives for operations, our training policy focuses on the improvement of human resource quality through strengthening employees' professional skills and stimulating their individual potentials to create an organization that promotes innovation, improvement, and heritage. We enforce no restrictions or limitations on gender or age when it comes to the appointment of position or employee promotion. The company also does not discriminate against employees based on their gender, political affiliation or religious beliefs. As long as employees demonstrate competence and qualifications that meet the requirements for their position, they would be entitled to equal opportunities.

3.2.1 Communication Mechanism

Employees are the creators of corporate profits, as well as the key factors and important assets of the company's operations. Satisfied employees will have satisfactory products and services. Therefore, MEAN WELL has always valued the importance to establish employees' recognition of the company. In order to create a good and diversified communication channel, an employee satisfaction survey, in addition to all kinds of meetings and employee suggestion boxes, is held annually by questionnaires. And the statistical results are analyzed and compared by department and by year as an important tool for the company to improve the workplace environment and to enhance the internal cohesion. In 2018, the return rate of each company's questionnaires is above 90%, the scores are all above 70 (60 is divided into intermediate options) and are in a progress year by year.

Rate of Return of Employee Satisfaction Questionnaires			
Company	Year	Rate of Return	Satisfaction %
TWMW	2017	99.2%	70.1
	2018	99.3%	71.8
GZMW	2017	93.2%	67.6
	2018	95.7%	70.2
SZMW	2018	97.0%	70.9
	2017	97.2%	70.1

3.2.2 Education and Training

Education and Training System

MEAN WELL has established comprehensive orientation training systems for new employees to quickly acclimatize themselves to the company and equip themselves with the needed skills and knowledge to put their expertise to full use. With immediate instructions at work, supervisors can choose to provide personal instruction, arrange for relevant training, assignment to relevant projects or make positional rotation/adjustments based on individual employees' capabilities and development to help them gain more experience while facilitating their career development in the long run. For management level employees, we have arranged relevant leadership and management training courses along with a series of vocational learning resources and competence assessment tools to help them develop the competence they need while at the same time broaden their vision as leaders of the company. By boosting their professional knowledge and skills, we are preparing for the future by training the potential successors for key positions.

Means of Training

Based on the varying needs of employees at different job tiers, MEAN WELL not only provides diverse learning resources but has also hired professional internal/external trainers to offer training and courses on specific skills, general knowledge and management approaches. At the same time, the company also offers relevant information on external training plans and subsidies to encourage employees to boost their competence through continual education and training.

MEAN WELL's E-LEARNING removes the physical limitations and boundaries of learning. All company employees are able to take part in specific training through the online platform available at MEAN WELL's official website (under learning center), where a variety of different courses are available.

Commitment to Education and Training

- Talent is the company's human assets, which can enhance value through training.
- Cultivating quality employees is the company's responsibility to the society.
- Establish a complete education and training system and implement continuous improvement.
- Focus on the linkage between business strategy objectives and training development direction.
- Effectively demonstrate the results of training, combined with the promotion and performance appraisal system.
- Develop an education and training platform to implement the company's expertise.
- Give employees appropriate, moderate and timely education and training.



3 To Employees

3.2 Employee Development

Total Number of Employee Training Hours

2018 Total Number of Employee Training Hours for Each Company											
TWMW				GZMW				SZMW			
Year	Number of Employees	Total Training Hours	Average Hours	Years	Number of Employees	Total Training Hours	Average Hours	Year	Number of Employees	Total Training Hours	Average Hours
2016	337	4998.5	14.83	2016	1475	6207	4.21	2016	1022	4458	4.36
2017	365	5400	14.79	2017	1650	7335	4.45	2017	952	4609.5	4.84
2018	359	6484	18.06	2018	1386	7028	5.07	2018	896	4525.5	5.05

2018 Total Number of Employee Training Hours for Male and Female														
TWMW					GZMW					SZMW				
Category of Employees		Number of Employees	Total Training Hours	Average Hours	Category of Employees		Number of Employees	Total Training Hours	Average Hours	Category of Employees		Number of Employees	Total Training Hours	Average Hours
General	Male	133	2752.5	20.70	General	Male	582	2884	4.96	General	Male	360	1608.84	4.47
	Female	164	2668.5	16.27		Female	719	3345	4.65		Female	504	2573.66	5.11
Super-visor	Male	49	781	15.94	Super-visor	Male	64	602	9.41	Super-visor	Male	23	120	5.22
	Female	13	282	21.69		Female	21	197	9.38		Female	9	144.5	16.06
Total	Male	182	3533.5	19.41	Total	Male	646	3486	5.40	Total	Male	383	1728.84	4.51
	Female	177	2950.5	16.67		Female	740	3542	4.79		Female	513	2718.15	5.3

3.3

Employee Benefits



Apart from sustainable operations, MEAN WELL has also taken up the task of offering appropriate care for its employees as a part of its corporate social responsibilities. In 2014, the company received Two Stars in the award for the best companies to work for. MEAN WELL's employee benefits can be separated into five different aspects of remuneration and bonuses, employee insurance, employee welfare committee, welfare facility and employee family care.

3.3.1 Remuneration and Bonuses

Remuneration for employees at MEAN WELL is determined based on factors such as their academic credentials, professional experience and personal performance. The company offers basic wages that are superior to the market standard, with starting salary for employees with year 2018 undergraduate electrical engineering/electronic degrees at NT\$ 46,800 ; those with undergraduate degrees in other academic disciplines NT\$ 41,400 ; new production line operators NT\$ 28,800 (a ratio of 1.246:1 compared to the legal minimum wage in Taiwan). On top of that, performance bonus and year-end bonuses would also be given based on the company's performance for the year and employees' personal performance.

Item	TWMW	GZMW	SZMW
Annual Salary Adjustment	3.95%	4.50%	5.62%
Male and female Salary Ratio	1:1	1:1	1:1
Basic Salary and Local Basic Salary Ratio	1.25	1.4	1.45

Proportion of Salary for Male and Female in Different Job Positions

	Job Title	Gender	2016	2017	2018
TWMW	Management	M/F	1 / 0.93	1 / 0.98	1 / 0.96
	Administration	M/F	1 / 0.94	1 / 0.93	1 / 0.90
	Technician	M/F	1 / 0.91	1 / 0.96	1 / 0.92
	Operation	M/F	1 / 0.98	1 / 1.30	1 / 1.04
GZMW	Management	M/F	1 / 0.92	1 / 0.93	1 / 0.95
	Administration	M/F	1 / 0.95	1 / 0.97	1 / 0.96
	Technician	M/F	1 / 0.90	1 / 0.91	1 / 0.93
	Operation	M/F	1 / 1.06	1 / 1.08	1 / 1.12
SZMW	Management	M/F	1 / 0.81	1 / 0.85	1 / 0.95
	Administration	M/F	1 / 1.38	1 / 0.92	1 / 1.04
	Technician	M/F	1 / 0.89	1 / 1.04	1 / 0.87
	Operation	M/F	1 / 1.14	1 / 1.02	1 / 1.08

3 To Employees

3.3 Employee Benefits

3.3.2 Employee Insurance

In Taiwan, apart from offering various insurance coverage for employees as required by pertinent regulations, MEAN WELL has gone one step further to provide group insurance coverage for employees. As for the branches in China, employees would also be covered under insurances for retirement, medical care, unemployment, childbirth and so forth so as to provide more comprehensive care and protection for employees.

3.3.3 Employee welfare committee

MEAN WELL respects employees' rights and freedom to form associations and has established the employee welfare committee. The committee routinely meets once per quarter to manage and resolve issues pertaining to employee benefits and clubs. Employee benefits can be separated into four major categories of bonuses (i.e. cash allowance for birthday, scholarship, subsidies for marriage/maternity/childcare, bonus for festive celebrations and bereavement), gifts (for Labor Day, Mid-Autumn Festival, Dragon Boat Festival), as well as employee travel allowances, abundant club activities and so on.

Employee Benefits and Health Expenditures			
Year	Employee Welfare Committee	Employee Relations	Total Expenses
2017	6,469,543	12,649,353	19,118,896
2018	7,383,684	12,051,272	19,434,956

Employee Benefit Subsidy Program

Category	Item
Subsidies for Maternity and Childcare	<ul style="list-style-type: none"> NT\$20,000 of subsidy for marriage, maternity and childcare NT\$20,000 of subsidy for childcare under three years old NT\$5,000 of subsidy for children education Children Scholarship
Festive Condolences	<ul style="list-style-type: none"> Gifts for three festivals Cash allowance for birthday Year End Activity Fruit gift box Cash allowance for New Year welcoming ♦ Bonus for festive celebrations and bereavement
Life Balance	<ul style="list-style-type: none"> Tourism allowance of NT\$15,000 Subsidy of NT\$10,000 for tourism Department fund of NT\$8,000 Food allowance Club activities
Welfare Measures	<ul style="list-style-type: none"> Sports Center Aerial vegetable garden Billiard room Basketball court Unmanned welfare store
Health Care	<ul style="list-style-type: none"> Health check Quit smoking in a group Nursing Room Doctor visit Health promotion activities

3 To Employees

3.3 Employee Benefits

3.3.4 Welfare Facilities

On the 8th floor, the company has set up a sports center, an aerial vegetable garden, a basketball court, a billiard room, and an unmanned welfare store. This allows employees to exercise, grow vegetables and invite friends to play after work. The unmanned welfare store provides simple snacks which employees can slot and buy on their own with their righteousness and sincerity.

3.3.5 Employee Assistance Program

MEAN WELL is a big family, expecting employees to strike a healthy balance between their work and life. In addition to work, it cares about not only employees' personal growth but also their family life and health. A variety of activities and welfare measures such as volunteer days, concerts, volunteer activities, summer camps for families and so forth are offered and employees' families are all welcome to participate in the events. For employees exposed to high-risk, caring advice and emergency assistance are provided. We take care of not only the employees on position also the retired ones and had established an Evergreen Club in 2014 to fulfill the respect to the elders. Fruit gift boxes are also given out and dinners and tours are organized every year.



3.4

Group Tours



Employee Clubs

MEAN WELL has always encouraged employees to take part in club activities off from work. Apart from facilitating exchange and interaction among employees, it would also help employees to enrich their lives. As of 2018, six employee clubs, as swimming club, badminton club, handicraft club, Yamano club, cycling club and health club, have been founded and have been actively promoting various events.

Statistics Data of Employee Clubs

Year	Numbers of Clubs	The Number of Members	Total Times Participated	Amount of Subsidies(NTD)
2016	6	240	240	240
2017	6	321	321	321

Employee Trip

The Employee Welfare Committee provides a travel subsidy of \$10,000 per employee per year. For employees who have been employed for 2 years, the company subsidizes \$15,000 for trips per year. This is to encourage employees to take the initiative to travel together home and abroad (5 employees minimum for domestic trips, 3 for foreign).

Statistics on the Amount of Employee Subsidy

Year	Amount of Subsidies (NTD)
2017	6,638,084
2018	6,431,400



3.5

Health and Safety



Medical Staff Establishment

MEAN WELL special hired doctors and one full-time nurse are stationed in the factory every month providing medical inquiry and medical related consulting services. Starting from 2015, we have cooperated with Dr. Chen Zhidao, director of the Family Medicine Division of Yadong Hospital, to promote the concept of MEAN WELL family doctors. Marching into the fifth year, the cumulative number of visits is now 70. The medical staffs have established a good interaction with the employees and are moving towards the healthy workplace of MEAN WELL.

Health Check

The employees' health checkup is held every two years. Yadong Hospital was entrusted in 2017 to conduct a tour health check and a four cancer screening service, and a total of 305 people were examined, with 3 special tests conducted: free radiation operation. According to each health check report, case management is provided, and numerical analysis of health check is carried out to further promote health promotion activities.

Maternity Protection Workplace

The company provides adaptive assessment of work before and after pregnancy and the consultation and education from medical staffs during pregnancy to protect female employees from risk factors affecting maternal and fetal during work. The company has a nursing room to encourage employees to breastfeed.

Encourage fertility policy

The company encourages employees for birth and talent cultivation, provides marriage and maternity subsidies, childcare under the age of 3 and children education allowance and children scholarships.

Statistics for Maternity and Childcare Subsidy (NTD)

Year	Marriage and Maternity Subsidy	Childcare Subsidy for Three Year Old and Less	Children Education Subsidy	Children Scholarship	Total Amount
2017	420,000	760,000	1,140,000	373,000	2,693,000
2018	440,000	620,000	1,180,000	341,000	2,581,000



3.6 Health Promotion



Health Promotion Activities



Every year, according to the health check reports and the employees' needs, regularly held activities and seminars to promote health, such as a balanced diet, healthy exercise, relaxation and decompression, etc., in order to achieve the balance of physical and mental health of the employees. In 2018, we applied and has passed Health Workplace Certification and obtained Health Promotion Batch.

Quit Smoking Activities



The company encourages employees to quit smoking, and employees who have successfully quit smoking for six months can enjoy two days of annual leave. In conjunction with the onsite doctors in the "quit smoking clinic", a professional medical team is invited to the company, so as to help employees who are eager to quit smoking directly at the workplace without going to the clinic. In 2016, we participated in the activity of "Quit Smoking on the Right Path, Together We Guard in a Group" organized by the New Taipei City Health Bureau and won the third place for the group award with a prize of \$50,000. Since 2014, we also successfully helped 18 employees to quit smoking. In 2017, 7 has quit smoking; and 2018, 5. We're still continuing to promote this activity.

3.7

Safety and Hygiene



Safety and Health Culture

MEAN WELL emphasizes safety and health management. It is MEAN WELL' s enterprise concept to provide a safe and healthy working environment for all employees. In the past few years, MEAN WELL has been striving for safety and health management, and has been slightly promoted in overall safety and health performance. In order to make the safety and health management systematical, the occupational safety and health management system has been introduced in 2015. Simultaneously, the Environmental Safety and Health Committee was established to held meetings in each factory, regularly communicating and reviewing the EHS issues. In order to promote the partners' communication, we also established a partner EHS caring system to enhance the EHS awareness of each other through caring and communication.

Management System

MEAN WELL' s main business operations include Taiwan, Guangzhou and Suzhou factories, all of which have been certified by the Occupational Safety and Health Management System OHSAS18001 and the Environmental Management System ISO14001. In 2008, the International Organization has issued the Occupational Safety and Health Management System ISO45001, and simultaneously introduced into various operating factories and expected to be certified in 2019.

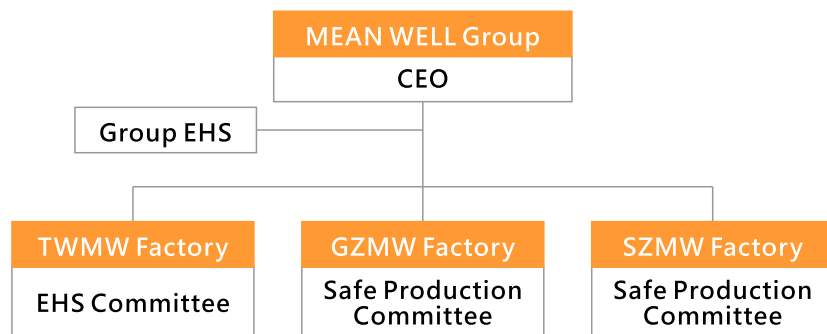
MEAN WELL EHS Policy

In order to fulfill the responsibility of the enterprise, we are willing to ensure that the impact on EHS is appropriate during the activities, products and services. The company promises:

1. Promote the company's EHS management and thoroughly implement prevention measures and continuous improvement.
2. Follow the applicable rules and other related requirements of EHS.
3. Dedicated to the development of energy-saving products, the promotion of green supply chains, and the reduction of environmental impacts.
4. Implement risk assessment and education training and achieve the goal of no major occupational disaster.
5. Fulfill the company' s social responsibility, provide a safe and healthy working environment, and encourage employees to participate in environmental protection and public welfare activities.
6. Regularly review the EHS objectives and disseminate the above policies to employees and stakeholders, and open to the public.

EHS (Environment, Health, Safety) Organization

The management system is combined with the company's practical operation. EHS specialists are deployed in the factory, regularly inspect on the infrastructure, electrical and mechanical firefighting, environmental protection, and operational safety and health measures on a monthly basis and will report to the highest management of the factory to ensure safety and health in the workplace. We also coordinate with the local fire station to conduct safety education and prevention exercises, and all employees together with the disaster prevention unit will jointly carry out danger projects such as firefighting, evacuation and chemical leakage. The Group's EHS specialists also regularly offer caring and guidance to each factory on a quarterly basis and will report to the highest supervisors of the factory and of the group, ensuring that the EHS measures of each factory are properly operated. Since 2017, we have started to communicate with our partners, and achieved a common EHS concept. In addition, each factory has an EHS committee consisting of the top supervisors, including labor representatives, safety and health personnel, and regional leaders, quarterly carrying out the communication and review (the proportion of labor representatives is in compliance with regulations) about issues on the promotion of environmental protection personnel's safety and health management in the factory. At the end of each year, the factory also held an extended management meeting, inviting the fixed contract partners to enhance the communication between the regional leaders and the contract partners.



Safety and Health Performance

Daily management is coordinated with the implementation of various safety and health management programs. In terms of the performance in safety and health management, the frequency rate of disability injury (FR) and the severity rate of disability injury (SR) of each factory has achieved the goal (with an FR value of 5 or less and an SR value of 20 or less).

Safety and Health Performance							
Year	Factory	FR			SR		
		Male	Female	Total	Male	Female	Total
2017	TWMW	2.92	0	1.42	3	0	1
	GZMW	5.01	1.59	3.16	15	1.71	7
	SZMW	1.84	0	0.85	16	0	3
2018	TWMW	2.71	0	1.37	3	0	1
	GZMW	4.54	1.71	3.04	8	3	5
	SZMW	0	0	0	0	0	0

Calculation Formula:

1. Frequency Rate of Disability Injury (FR) = Number of People of Disability Injury × 1,000,000 / Total Experienced Working Hours [in millions of working hours]
2. Severity Rate of Disability Injury (SR) = Total Loss Days × 1,000,000 / Total Experienced Working Hours [in millions of working hours]
3. The above statistics do not include the traffic accidents happened while getting to or from work.

4

To Enviroment

4.1 Green at MEAN WELL

4.2 Environmental Protection Education Activities

4.1

Green at MEAN WELL



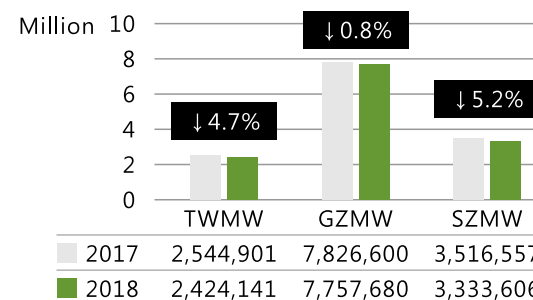
Environmental responsibility is an important component in the manufacturing process of products, and it refers to the mitigation of impact or effects on the environment and natural resources whilst protecting the health and safety of the general public. MEAN WELL has always been a supporter of environmental protection as it is our way of fulfilling our environmental responsibilities. Not only that, we have also been hard at work to improve our environmental performance. In order to standardize and systematize the management, we have introduced and been certified by ISO 14001 environment management system at major operational factories.

Each year, all units will establish their annual targets and management solutions based on the company's EHS policy and after this implementation, all units will refer to the outcome of EHS committee and management review meetings to verify the results. The "P-D-C-A cycle" will be used to ensure the due implementation of EHS management activities and that MEAN WELL conforms to pertinent EHS regulations. With EHS regulations as the basis and evaluating the potential environmental impact we could cause through the manufacturing process, we have adopted "energy management", "water resource management" and "waste management" at the core of our operations for continual improvements.

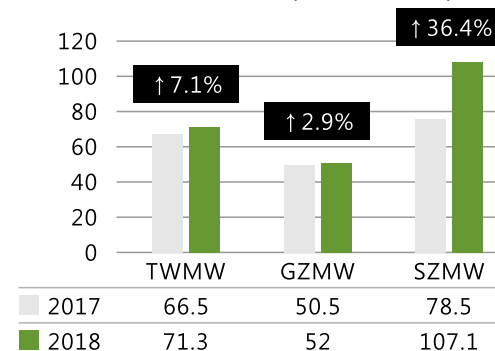
Energy Management

Electrical power is the major energy resources that MEAN WELL has been using so that we aggressively promoted relevant energy-saving projects including burn-in energy reservation system (ERS) development, air-conditioning usage (fixed temperature activation/shutdown) management, energy saving solution for illumination, air-conditioner cooling efficiency improvement and so forth. Due to the promotion of various energy saving measures, we have been able to reduce the electricity consumption and respectively increase the electricity output per degree used, under the circumstances that the turnover of each operational factory is still growing.

ELECTRICITY CONSUMPTION (DEGREE)



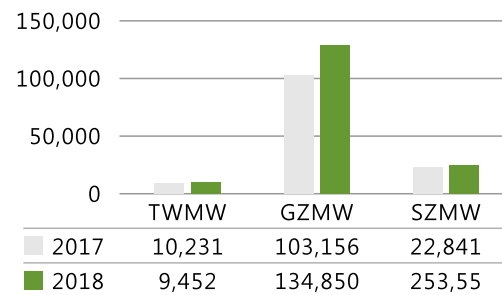
ELECTRICITY OUTPUT PER DEGREE USED (USD/DEGREE)



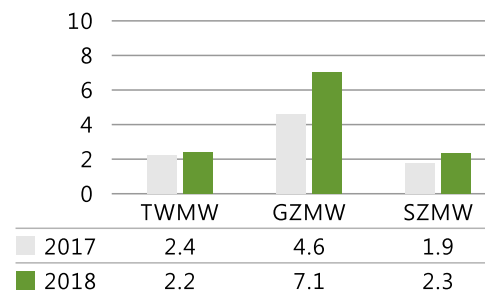
Water Resource Management

Although MEAN WELL does not require substantial amounts of water for its processes and most of the wastewater generated comes from employees' day-to-day work and activities, due to our philosophies in environmental protection and resource conservation, we take the issue of water use efficiency at our factory very seriously; steps have also been taken to ensure that the discharge of domestic wastewater is compliant with the pertinent regulations and to reduced the impact on the environment.

WATER CONSUMPTION (DEGREE)



WATER CONSUMPTION PER MONTH PER PERSON (DEGEREE)



Remarks:

1. The air conditioning system and the toilet flush valve of Guangzhou factory has been aging and abnormal due to the expansion of the factory; Suzhou factory went abnormal due to leakage problems caused by underground pipelines. All of the above have been fully resolved.
2. Guangzhou factory contains water for staff dorms.

Waste Management

Commercial Waste

MEAN WELL pays attention to the products' life cycle, therefore when designing and choosing materials it has always considered the impact of raw materials on the environment during manufacturing processes. Most of the materials can be recycled and reused; only a small amount of waste is classified by regulations as commercial waste, which we also have appointed qualified manufacturers to remove and process on a regular basis and be legally declared.

Declaring Commercial Waste		
	2017	2018
TWMW	2.0	6.2
GZMW	92.2	127.9
SZMW	19.1	28.7

Unit:Metric Tonnes

Disposal of Domestic Wastes

MEAN WELL has been implementing a waste classification and sorting while promoting the concept of waste sorting and resource recycling in its day-to-day operations. MEAN WELL has turned the portion of domestic wastes which contain resources that can be recycled and re-used into recycling and reusing process, while sent the remaining domestic wastes to the temporary storage area for regular disposal by the qualified service provider every day.

4.2

Environmental Protection Education Activities



MEAN WELL has started supporting “Adoption of Constructed Field” program for the wetland at Guandu Nature Park back in 2016, and not only helped the wetland been artificially constructed as an ideal environment as a habitat for water birds and other different species, but also enabled the participants and partners to know the cultivation and growth of lotus roots through agricultural work and experience activities. For the successive two years of 2017-2018, we have further integrated the “Adoption of Constructed Field” program with the four-season farming camp to gain a deeper understanding of Guandu's rice culture and value. Through personal involvement in paddy field farming, MEAN WELL employees and family members can deeply feel the nourishment of Guandu wetland and reshape human and land culture experience. We anticipated that every participant will become a seed, sprouting and growing together to become the power to protect the environment. For year 2017-2018, “Adoption of Constructed Field” program (plowing in spring, cultivating in summer, harvest in autumn, and collection in the winter) has attracted a total of 289 members to take part in the agricultural experience activities.



5

To Society

5.1 Social Welfare

5.2 Group Public Welfare Activities

5.1

Social Welfare

With the philosophy of “taking from the society and use in the society”, MEAN WELL has invested in corporate resources to caring the society and has been actively involved in the local community for a long time. It is committed to the promotion of public welfare activities such as cultural, educational, environmental, charitable and so forth. The structure of social participation is based on “people”. Combining the strength of employees and family members, we show our care for disadvantaged groups in rural areas, promote environmental education, integrate public welfare service activities, and implement the target of "Grateful heart, turn love into action, cherish surrounding partners, and care for this land together". In 2012, the company was awarded the "New Taipei City Social Responsibility Award".

Corporate Social Responsibility is a part of MEAN WELL's sustainable development. We not only focus on internal corporate governance, provide complete employee benefits and a healthy working environment, but also encourage employees to participate in public welfare and environmental protection activities, feedback the society with practical actions. The corporate citizenship who move towards global innovation, harmony and health is the constant goal of MEAN WELL. MEAN WELL's CSR is going worldwide, so that love is scattered in every corner of the world.

	2017 (TWMW)	2018 (TWMW)
Total Donation Amount	NTD 6,346,172	NTD 6,665,199
Total Employee Volunteer hours	NTD 15,792	NTD 11,241



5.2

Group Public Welfare Activities

5.2.1 MEAN WELL Taiwan

I Love Tamsui River Event

Starting from the Earth Day in 2011, MEAN WELL has been organizing its "I Love Tamsui River" environmental protection event at locations such as Tamsui, Bali, Bitan and so forth by setting up a designated website for the event and inviting our collaborating partners, customers, employees and their families to participate. For the past eight years, we have attracted more than 10,000 participants to join, which emphasizes the advocacy of river preservation, cherishing the natural landscape along the riverbanks and protecting our historical sites. At the same time, we have also called upon the government to expedite the river improvement and sewage connection. For the 35th "I Love Tamsui River" event held in 2017, the event "MEAN WELL Dragon Boat Race" was added. Two teams of dragon boats, respectively the Transformation vs. the Transcend, through the competition to cultivate MEAN WELL people's spirit of pulling together in times of trouble and unity and cooperation. Under everyone's cheers, the Transcend Team won the race. We anticipate that through the love of Tamsui River, we can bring more hope every year, making Tamsui River a beautiful river with humanity, environmental protection and leisure.



Charity Concert

MEAN WELL's 35th Anniversary "Transformation. Transcend. Going Forward" Charity Concert, anticipated everyone can have a positive power in mind. Instead of blue or green consciousness, "you support me, and I support you", Taiwan shall transform and transcend, and everyone shall go forward more firmly! MEAN WELL specially invited customers / distributors / suppliers / coordinated factories, etc. for a total of 60 business partners to join together and spread love. A total of NT\$800,000 was raised for the donation to care for 14 social welfare groups, including child welfare and elderly care, social and mental barriers, environmental protection, music culture and other social aspects.



5.2.2 MEAN WELL Guangzhou



Partner Day

Dealers, suppliers, and coordinated factory partners participated together. In addition to the brilliant stage performances, donation to Huadu Charity Club was raised to the local community too. The partner day event include warm-up exercises, fun competitions, tug-of-war, garden tours, etc. Very lively and extraordinary.



Planting Event

MEAN WELL Guangzhou labor Union and Management Department jointly held the "Plant One Tree Together, Building a Green Home Together" charity event at the Guangzhou Baiyun Mountain Top Plaza to enhance the importance of ecological environment in everyone's mind. By personally inputting in tree planting activities, we learn to care, optimize the ecological environment, support seedlings, planting trees, and cultivating soil in the process of planting trees. This also enables everyone to feel the responsibility of protecting the ecological environment and building a green home.

5.2.3 MEAN WELL Suzhou



Visit Senior Homes

In order to let employees experience and feel in social services, and then cultivate good morality and civilized habits of respecting and helping the elders, learn to be grateful and repay the society. Since 2013, MEAN WELL Suzhou has started the care for Huangpi Senior's Home. Every important holiday, they brought daily necessities that seniors need and snacks that seniors like, accompany with the seniors, and show their caring about seniors' bodies and needs. The splendid smile of the seniors is the greatest relief to repay what we have paid.



Blood Donation

Blood donation is a glorious social welfare activity. Because of thousands of blood donors' selfless dedication, the safe quality and sufficient quantity of blood can be guaranteed and millions of people can be reborn. Blood is limited but love is unlimited. With this conviction, we can let more lives continue and support more lives. Blood donated is limited but love given is unlimited. Our love continues!

5.2.4 MEAN WELL USA

Founded in 1985, "Alameda County Community Food Bank" has a food storage room and a kitchen, which can provide 540,000 meals a week through different channels, so that children and the elders in the community do not need to worry about next meal. The MEAN WELL colleagues in the United States initiated this volunteer service. A total of 13 colleagues participated in the classification and packaging of the food on that day. There were about 3,115 pounds of sweet pepper, 15,410 pounds of oranges, 4,911 pounds of peaches, and nearly 20,000 meals. The classification of food requires patience and a lot of manpower. There are still many people in the society that do not have enough food and daily necessities. With such a food banking institution, they can help a person or a family from hunger and bring hope to the community.



5.2.5 MEAN WELL Europe

In 2014, MEAN WELL Europe began to contact G-hockey (disability hockey team) and sponsored the team's uniforms. Every year, G-hockey held a buffet party. This year, MEAN WELL's colleagues prepared rich dishes. Starting from washing, cutting and cooking, MEAN WELL's colleagues had done on their own. Each dish included a detailed menu introduction. They even decorated the layout of the venue, and played with G-hockey in the outdoors. It was such a pleasure to enjoy the food in sunny weather. The music party at the end was also full of warmth and joy. We believed that no matter G-hockey or MEAN WELL's colleagues were happy and satisfied.



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