WNC Corporation
Sustainability Report

2024



WNC

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About this Report

Since 2011 WNC Corporation has published a Sustainability Report annually. This report is produced in both Chinese and English, and is posted on WNC's ESG website. We look forward to maintaining clear lines of communication with all of our stakeholders.

WNC's Sustainability Report is produced by a team formed by the Sustainable Development & Marketing Division and related units. Inviting the top managers of related units to appoint representatives to serve as members of the report team, the Sustainable Development & Marketing Division oversees coordination, and works with related units in information gathering, editing, design, layout arrangement and verification. Members of the report production team assume the responsibility for gathering, discussing and reviewing sustainability topics based on their day-to-day interactions with stakeholders. The report team summarizes the outcome of the previous year's work in the Report and submits it to the Sustainable Development Committee for review, and then to the Board of Directors for final approval. External verification of the Report is completed in Q2.

WNC publishes a Sustainability Report covering the previous year annually.

Current version: Published in June 2025

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Report Scope

This report outlines WNC's sustainability actions and overall performance from January 1 to December 31, 2024. The scope of disclosure is primarily based on the boundaries of the consolidated financial statements, covering 11 out of 12 consolidated entities. A new facility in Mexico, added in April 2024, is currently in transition and lacks complete data; relevant disclosures will be gradually incorporated in future reports.

In addition to financial consolidation boundaries, the report also includes selected non-financial sites with substantial operational activities. Overall, the information covers 17 of WNC's 18 global operational sites, representing over 75% of total revenue. Key sites include the global headquarters in Hsinchu Science Park, Taiwan, the Lihsin site, the Tainan Science Park site, and subsidiaries in China and Vietnam. Certain sections also include the Taipei Neihu R&D Center, and operational or service centers in the Americas, Europe, and Japan. Any deviations in disclosure scope are noted within the respective sections.

Report Methodology and Guidelines

The non-financial information in this report complies with the sustainability reporting standards (hereinafter referred to as the GRI Standards) published by the Global Reporting Initiative (hereinafter referred to as GRI) and the Sustainability Accounting Standards Board's (hereinafter referred to as the SASB) corresponding industry standards (the industry-specific standards category followed by WNC are: Electronic Manufacturing Services and Original Design Manufacturing) . The report has been read by an independent third party, namely BSI Taiwan, and has been verified to meet the requirements of the SASB industry standards, GRI Standards Core option, and AA1000 Assurance Standard type 1, moderate level. Certain social and environmental indicators in this report have also undergone independent limited assurance conducted by SGS Taiwan, an independent third party, in accordance with the Assurance Standard No. 3000 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" issued by the Financial Accounting Foundation of the Republic of China (which is based on ISAE 3000 (Revised)) . The assurance statement is included in the appendix of this report for reference.

This report covers the same organizational boundaries and uses the same calculation methods as the previous year's report. The International Generic Indicators are adopted to present the performance data of corporate social responsibility. Additional information will be provided for any estimation.

Financial figures in this report are expressed in New Taiwan Dollars (NT$) unless otherwise specified, and an exchange rate of 32.7810 between the US Dollar (USD) and New Taiwan Dollar, 4.4950 between the Chinese Yuan (RMB) and New Taiwan Dollar, and 0.0013 between the Vietnamese Dong and New Taiwan Dollar as of the end of 2024 are used. All monetary and percentage figures in this report have been appropriately rounded. Any minor discrepancies between subtotals and totals are due to rounding and do not affect the accuracy or completeness of the disclosed information. All figures disclosed in Operational Performance, Product Shipment Information, Information regarding the Board of Directors / Audit Committee / Remuneration Committee / Sustainable Development Committee and Remuneration System are available in WNC's Annual Report, which has been audited by KPMG.

Management Systems

WNC has established management systems in accordance with international standards and organized a dedicated committee to be responsible for verification matters, as well as the implementation and continuous improvement of relevant policies and operations. For details, visit WNC's website (https://www.wnc.com.tw/en) and go to About WNC -> Certifications.

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Message from the Management

A Message from the Chairman

In the face of challenges such as frequent geopolitical conflicts, rising inflation, intensifying climate change, and increasingly fierce industry competition, we've leveraged our keen market insight and unending pursuit of technological innovation to expand global operations and accelerate low-carbon transformation to better respond to these challenges and ensure we maintain a competitive advantage. Our revenue in 2024 was NT$110.2 billion, surpassing the NT$100 billion mark for the second consecutive year and demonstrating our consistency in business performance. I would like to thank all of our employees, customers, suppliers, investors, and partners for your trust and support, enabling us to continue creating value and expand the scope of our influence.

To accelerate our digital and low-carbon transformation, we've established cross-functional teams and resource-sharing mechanisms to better align ourselves with technology, product, and business development needs. Business units conduct in-depth reviews of strategies and goals at each stage, with the ultimate goal being to improve our competitiveness and market position and ensure the continued development and growth of our technologies, product and service offerings, and market scale. We are always looking to innovate as well as optimize our products and services, which cover infrastructure solutions to application services. We're gradually expanding our presence in the North American smart home market, successfully launching a number of Wi-Fi 7 products to boost our market share in the network infrastructure sector. We have also launched an 800G Ethernet switch and other high-speed connectivity solutions, solidifying our enterprise network product portfolio. In the automotive sector, we have developed radar, camera, UWB, and Wi-Fi sensing technologies to broaden our customer base. In the satellite broadband market, we have continued to stay ahead of market trends and continued our focus on developing low-earth orbit (LEO) satellite communications solutions, which have become a key growth driver for us.

We believe that innovation in sustainability, organizational resilience, and excellence in quality are key to our growth. In addition, promoting and implementing ESG strategies and action items to address the risks and challenges brought by climate change is a responsibility and obligation that we must take seriously. We have established a sustainability governance framework, and our CEO and top-tier managers are all involved in decision-making processes for sustainability-related issues. Business units are encouraged to integrate social responsibility, environmental protection, and corporate governance into their operations and business strategies. Green product design is prioritized during product development to enhance our sustainable competitiveness. We are also committed to building a sustainable supply chain. Through our Global Supply Chain Management Policy, Supplier Code of Conduct, and Sustainable Materials Policy, we help suppliers set measurable carbon reduction goals and action plans and work with them to develop products and services that are more environmentally-friendly. In 2024, we established the Sustainable Development Committee under the Board of Directors. This committee is responsible for regularly reviewing climate-related regulations and international policies, ensuring that relevant resources are used properly, and tracking our carbon reduction performance in order to further the Board of Directors' efforts in sustainable governance. In regards to ESG initiatives, internally we have created a friendly workplace where all employees feel safe in and which offers opportunities for learning, growth, and development. Externally, we have implemented reforestation projects, provided support to smallholder farmers, and expanded sponsorship programs for schoolchildren in remote areas. We have helped those schoolchildren broaden their perspectives and stay motivated in continuing their studies. We have also provided music therapy to the elderly and people with disabilities in local communities, improving their quality of life and making a positive impact on society.

Becoming a net-zero enterprise is an important goal for us. We have long been implementing initiatives relating to environmental protection, energy conservation, and waste reduction, and we've incorporated elements of these initiatives into our building plans for new sites. Our S3 site and the buildings built during phase two construction at the Vietnam site have obtained green building certification, with the phase two buildings at the Vietnam site also receiving LEED Gold® certification from the U.S. Green Building Council. We have installed water-efficient equipment, smart water meters, and water reuse systems as well as additional solar panels at the Vietnam site, bringing the site's solar power generation capacity to 5,445 kWp. This has raised the ratio of renewable energy use to total electricity consumption at the site, giving us both economic and sustainability-related benefits. From the beginning of 2024, we have garnered a number of awards and recognition for our efforts in ESG and sustainability. Our near-term and net-zero science-based targets have been validated by the Science Based Targets initiative (SBTi) , putting us on track to reach net zero by 2050. In S&P Global's Sustainability Yearbook 2025, we placed in the Top 1% category for the second consecutive year and were recognized as an Industry Mover. We were also selected as a constituent of the Dow Jones Sustainability Indices (DJSI) Emerging Markets Index, listed in TIME Magazine's World's Best Companies in Sustainable Growth 2025, and made the Financial Times / Statista Asia-Pacific Climate Leaders 2024 List. Other recognitions that we received during this period include the 2024 National Sustainable Development Award, the 2025 SEAL Environmental Initiative Award as well as a gold medal for Best Managed Company in Taiwan in Asia's Best Companies Poll 2024 organized by FinanceAsia.

Looking to the future, macroeconomic and geopolitical uncertainties as well as the opportunities and risks posed by AI will continue to present new challenges to us. We will adhere to the principles of fundamentals advocacy, innovation, and sustainability to respond to these challenges. We'll also diversify our product portfolio, expand our global market and production scale, and build strong relationships with our partners around the world to strengthen our capabilities for long-term sustainable development. I believe that enterprise growth stems from co-creation and shared success. I encourage all of you to provide suggestions and feedback on how we can improve going forward as we work together to build a better and more prosperous future for the company.

Chairman
Haydn Hsieh



A Message from the Chief Sustainability Officer

In 2024, WNC has continued in its efforts with regard to sustainability. We have implemented many innovative measures concerning environmental protection, social responsibility, and corporate governance and received many international awards. These awards are not only a testament to our efforts but also represent the company's willingness to take on greater responsibilities. Therefore, we are continuing to strengthen our sustainability governance structure and to incorporate SDGs into our three core businesses: automotive, networking and smart homes. We have established short-, mid- and long-term goals and action plans in accordance with our five sustainability themes: green initiatives, empowerment, trust, innovation, and growth. Under the supervision of the Sustainable Development Committee and through cross-unit collaboration, WNC has implemented low-carbon transformation systematically. Each year in the fourth quarter, we hold a workshop to conduct materiality analysis to prioritize key issues and assess and improve our sustainable development performance.

As global climate challenges intensify, WNC understands the critical role enterprises can play in promoting environmental sustainability. Therefore, we have turned our support for international initiatives into concrete actions. Following SBTi standards, WNC is committed to reducing 42% of Scope 1 and 2 emissions (base year: 2022) and 25% of Scope 3 emissions (base year: 2023) by 2030 and reaching net zero by 2050. In addition, as a member of RE100, we are devoted to achieving 100% renewable energy use by 2040. We have optimized our carbon management system, introduced a low-carbon material selection mechanism and improved the efficiency and quality of GHG inventory and carbon footprint calculations. By doing so, we can ensure that each product meets low carbon and zero waste standards starting from the design phase onward. In 2024, WNC's Vietnam site achieved a 100% landfill waste diversion rate and obtained a platinum rating from the UL 2799 Zero Waste to Landfill validation program. Moreover, we received an A- (leadership level) rating in both the climate change and water security questionnaires in the 2024 CDP assessment, marking a significant achievement in our environmental governance efforts. In the same year, WNC was admitted as a member of the Responsible Business Alliance (RBA) and TNFD forum and will publish its first TCFD & TNFD report in 2025 to advance initiatives concerning environmental risks, biodiversity protection, and natural resource management.

On the social responsibility front, WNC has invested considerable efforts in creating an inclusive workplace, fostering a safe and open work environment and encouraging employees to innovate and express their ideas. Child welfare, land restoration and smallholder farmer development have long been the focus of our attention. We work with employees, nonprofit organizations, schools, and other stakeholders to promote English language and networking technology education, support education in rural areas, nurture smallholder farms, and plant trees. In addition, we also support university social responsibility (USR) programs by sponsoring service-oriented clubs, with the aim of bridging digital and educational resource gaps and ensuring equitable and high-quality educational opportunities. Moreover, we have raised awareness of ESG among employees and the public and increased their participation in related activities via art and cultural events.

On the corporate governance front, WNC is committed to diversifying the composition of its Board of Directors and advancing gender equality and diversified governance. To encourage senior managers to take on greater responsibilities, WNC has incorporated sustainability performance indicators into their performance assessments and used these indicators as important references, thereby accelerating the implementation of sustainability strategies. With the Sustainable Development Committee transformed into a functional committee directly reporting to the Board of Directors, our sustainability governance has become more institutionalized. This ensures that our sustainability goals align with our business strategies and incentivizes our decision-makers to be more committed and proactive with regard to environmental issues.

WNC continues to improve its information transparency and data integrity through sustainability reports, TCFD & TNFD reports and our official website in order to keep our stakeholders informed about our sustainability progress and commitments. In addition, we have provided training courses and organized forums and ESG proposal campaigns to raise awareness of environmental issues among employees and supply chain partners, fostering the resilience and competitiveness of our sustainable value chain. WNC closely collaborates with suppliers to meet our environmental and social responsibilities. We incorporate low-carbon and circular economy concepts into our materials selection, production and product design processes, ensuring that our supply chain partners contribute to sustainability along with us.

Looking forward, WNC will continue to develop innovative technologies, optimize energy efficiency, and create more competitive green products and services to promote circular economies and low-carbon transformation despite the challenges we face. With unwavering determination and concrete actions, we will collaborate with partners worldwide to build an equitable, safe, resilient, and sustainable environment.

Chief Sustainability Officer
Molly Lin



Sustainability Governance and Results

Sustainability Strategy

In accordance with international sustainability trends and business development WNC has drawn up a WNC Sustainable Development Policy to serve as an overall guiding principle. This strategy encompasses three main aspects: Environmental protection, social responsibility and corporate governance. In November 2024, the Sustainable Development Center convened a meeting of representatives from all units of the company. Workshops were held to engage in materiality analysis and the results of these discussions formed the basis in determining WNC's material topics in terms of sustainable development. Further, based on these discussions five major focuses were isolated corresponding to the UN's SDGs.These five focuses are: Green Initiatives, Empowerment, Trust, Innovation, Growth. The results of our materiality analysis were presented and approved by the Sustainable Development Committee and the Board of Directors in March, 2025, and will serve as a guide in promoting sustainability projects and in disclosing key sustainability information. For more information on materiality analysis see the Goal Management section of this report.

Sustainable Development Policy

Vision

Become a trustworthy communications solutions partner creating positive connections and interactions between the environment and humankind.

Strategy

Incorporate environmental protection, social responsibility and corporate governance in company operations and business strategies while continuing to strive for sustainable competitiveness.

Environmental Protection	ESG Performance	Corporate Governance
• Adopt green product design concepts • Implement renewable energy strategies • Participate in carbon reduction initiatives • Promote low carbon transitions	• Care for the land and smallholder farms • Support education of disadvantaged children / youths • "A Workplace You Can Feel Safe In" Initiative	• Build a sound corporate governance system • Improve operational performance • Create a sustainable value chain

Five major sustainability focuses

Corresponding to the UN's SDGs

Materiality Analysis

Green Initiatives	Empowerment	Trust	Innovation	Growth
7 13 15	3 4 10	8 9 12		

Management Goals

Five Focuses	Material Topic	Performance Indicators	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Growth	Operational and Financial Performance	Corporate governance evaluation	Enhance evaluation results	6–20%	6-20%		Top 5%	9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances.
		Average attendance rate of board of directors' meetings	≧ 90%	97.78%	≧ 90%	≧ 90%	≧ 90%	
		Number of hours of continuing education for each board member	≧ 6 hours	All board members have received 6 hours of training	≧ 6 hours	≧ 6 hours	≧ 6 hours	
Innovation	Innovation and R&D	Total number of global patents	≧ 2,100	2,493	≧ 2,550	≧ 2,600	≧ 2,650	9.5 Enhance scientific research, upgrade technological capabilities of industrial sectors.
	Customer Relationship Management	Average customer satisfaction score (max. 100)	≧ 90	93.23	≧ 90	≧ 90	≧ 90	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.
		Customer satisfaction survey coverage rate	≧ 80%	86%	≧ 80%	≧ 80%	≧ 80%	
		Customer complaint reply rate	100%	100%	100%	100%	100%	12.6 Continue to integrate sustainability information into reporting cycle.
Trust	Supply Chain Management	Supplier sustainability risk assessment completion rate	Tier-1 supplier completion rate ≧ 80%	89%	≧ 80% Note 1	≧ 80% Note 1	≧ 100% Note 1	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.
		Response rate of suppliers to the Supplier Commitment to Sustainability Declaration	Response rate of tier-1 supplier ≧ 95%	97.5%	≧ 98% Note 1	≧ 98% Note 1	≧ 100% Note 1	
		RBA audit completion rate for WNC suppliers	100%	100% Note 2	100%	100%	100%	9.1 Develop quality, reliable, sustainable and resilient infrastructure
	Information Security	Completion rate of the annual information system disaster recovery drills	Completion rate: 100%	100%	100%	100%	100%	

Five Focuses	Material Topic	Performance Indicators	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Empowerment	Human Resource Management	Global average training hours per employee	≧ 32 hours	29.80	≧ 35 hours	≧ 35 hours	≧ 40 hours	4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
		Turnover rate of Taiwan IDL employees	12-15%	11.1%	12-15%	12-15%	12-15%	
	Employee Relations and Communications	Percentage of Taiwan employees who feel safe at work	≧ 85%	86%	≧ 85%	≧ 85%	≧ 85%	8.8 Protect labor rights and promote safe and secure working environments for all workers.
	Occupational Safety and Health	Number of major occupational accidents	Zero	Zero	Zero	Zero	Zero	3.9 Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.
		Safety incidents per 1,000 workers[Note 3]	< 2.1	1.66	< 2.0	< 2.0	< 2.0	
		Number of incidents of occupational disease due to chemical exposure	Zero	Zero	Zero	Zero	Zero	
		Tracking rate of number of Taiwan employees with moderate to severe health abnormalities in health examinations	≧ 80%	90%	≧ 80%	≧ 80%	≧ 80%	3.8 Achieve universal health coverage
		Taiwan employees influenza vaccination rate[Note 4]	≧ 85%	100%	≧ 85%	≧ 85%	≧ 85%	
	Social Participation	Volunteer participation (no. of instances)	≧ 250 participations	309	≧ 325 participations	≧ 325 participations	≧ 400 participations	4.7 Ensure all participants acquire the knowledge and skills needed to promote sustainable development
		Total volunteer hours	≧ 1.000 hours	1,022	≧ 1,000 hours	≧ 1,000 hours	≧ 2,000 hours	
		Employee participation in volunteer activities for supporting rural schoolchildren (no. of instances) [Note 5]	≧ 400 participations	700	≧ 700 participations	≧ 700 participations	≧ 800 participations	4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes
		No. of rural schoolchildren supported[Note 6]	≧ 200 participations	440	≧ 500 participations	≧ 600 participations	≧ 700 participations	
	Inclusive Workplace NEW	Percentage of women serving as supervisors globally	≧ 25%	26.2%	≧ 25%	≧ 25%	≧ 25%	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making
		Taiwan childcare leave / cash equivalent use rate	100%	100%	100%	100%	100%	5.4 Recognize and value unpaid care and domestic work through the promotion of shared responsibility
Green Initiatives	Climate Strategy	Renewable energy use rate	20%	21.06%	25%	30%	50%	7.2 Increase substantially the share of renewable energy in the global energy mix.

Five Focuses	Material Topic	Performance Indicators	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Green Initiatives	Climate Strategy	Absolute reduction of Scope 1 and Scope 2 GHG emissions taking 2022 as the base year	-10.50%	-13.19%	-15.75%	-21.00%	-42.00%	13.2 Integrate climate change measures into national policies, strategies and planning.
		Absolute reduction of Scope 3 GHG emissions taking 2023 as the base year NEW	-3.57%	-5.78%	-7.14%	-10.71%	-25.00%	
		Carbon sink and cumulative carbon sequestration Note 7 NEW	(New target)	Planted 1 hectare of native saplings in Xitou Forest Park, with a measured carbon sequestration of 231 kg	460 kg	690 kg	1,610 kg	15.1 Protect, restore and promote sustainable use of terrestrial ecosystems
		Establish a database of Taiwan's native species Note 7 NEW	(New target)	Completed the initial survey and documentation of five native species in Xitou Forest Park	Added annual change records	Established an annual data comparison module	Publish an accessible database platform	15.5 Protect biodiversity and natural habitats
	Green Products	Establish low carbon materials selection mechanism	Establish a database for material carbon emissions	Completed the establishment and launched it	Connect the material selection system to the database for material carbon emissions	Initiate carbon reduction plans for materials	Reduce carbon materials selection design, evaluate product carbon emissions	13.2 Integrate climate change measures into national policies, strategies and planning.
		Fully compliant with product hazardous substances management regulations and customer requirements Note 8 NEW	(New target)	100%	100%	100%	100%	
	Environmental Management Note 9	Energy use intensity has dropped compared to previous year Note 10	-3%	+2.65%	-2%	-2%	-1%	7.3 Global energy efficiency improvement rate of 100%
		Water withdrawal intensity reduction compared to 2020 Note 11	-12.5%	-31.86%	-13%	-13%	-18%	13.2 Integrate climate change measures into national policies, strategies and planning.
		Current year waste recycling rate	87%	88.75%	90%	90%	90%	
		Waste generation intensity reduction compared to 2021 Note 12	-45%	-46.46%	-50%	-50%	-56%	
	Resource Management Note 15 NEW	Weight ratio of recycled plastic Note 13 used in routers Note 14 NEW	(New target)	(New target)	35%	40%	60%	12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse

Note 1: To enhance and implement sustainable supply chain management, starting in 2025, the scope of management for the "Supplier Sustainability Risk Assessment Completion Rate" and the "Response rate of suppliers to the Supplier Commitment to Sustainability Declaration" will be expanded to include both Tier-1 suppliers and key suppliers.

Note 2: To make up for the unfinished supplier audits during the COVID-19 pandemic, an additional six audits were completed in 2024.

Note 3: Safety incidents per 1000 workers = number of injuries or deaths / total workers x 1000 person frequencies (safety incident per 1000 persons includes full-time workers, contractors and dispatch workers)

Note 4: Vaccination rate for Taiwan employees = actual number of vaccinations / number of applications for vaccination

Note 5: The number of schoolchildren listed here include those participating in the Sponsorship Program for Rural Schoolchildren in Taiwan, Differentiated English Teaching Program, and WNC Classroom.

Note 6: The number of schoolchildren listed here include those participating in the Sponsorship Program for Rural Schoolchildren in Taiwan, Differentiated English Teaching Program, Department of Help Dreams, WNC Classroom and music workshops.

Note 7: Based on the project's contents and benefits, the original performance indicators of the biodiversity project were further classified into two categories: Carbon sink and cumulative carbon sequestration and the establishment of a database for Taiwan's native species.

Note 8: Originally, the performance indicators for the product carbon footprint inventory primarily focused on the relationship between effectiveness and customer schedules. However, the inventory has now been reclassified as WNC's internal management goals along with new performance indicators: fully compliant with product hazardous substances management regulations and customer requirements.

Note 9: The environmental management goals do not include subsidiaries in the U.S., Germany, the U.K., Japan and Mexico.

Note 10: Energy usage intensity (MWh / million NT$) is obtained by dividing energy consumption by consolidated revenue.

Note 11: Water withdrawal intensity (cubic meters / million NT$) is obtained by dividing water usage by consolidated revenue.

Note 12: Waste generation intensity (tonnes / million NT$) is obtained by dividing the amount of waste generated by consolidated revenue.

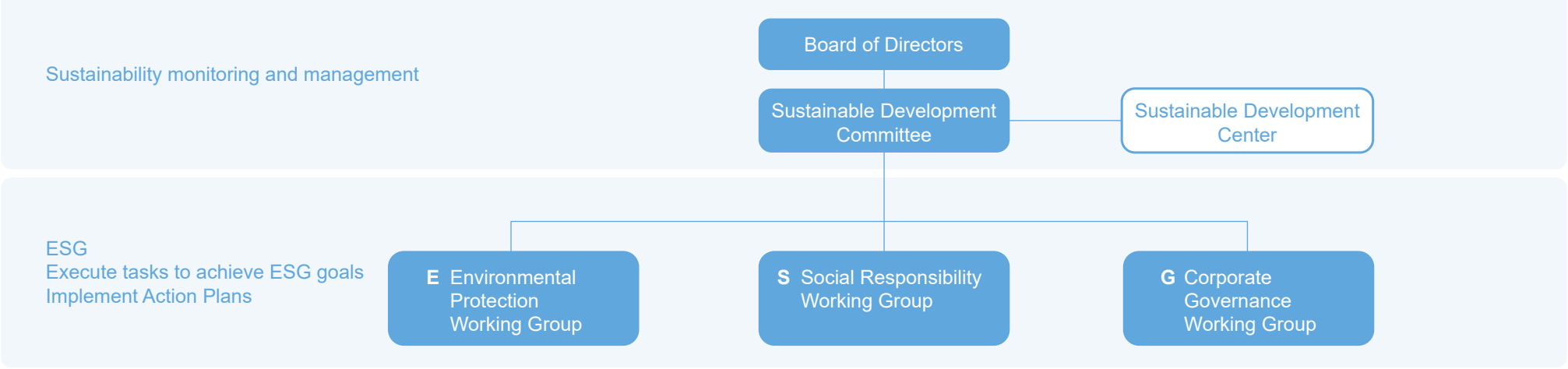
Note 13: Weight ratio of recycled plastic used is obtained by dividing the total weight of recycled plastic used (tonnes) by the total weight of thermoplastic used in mechanical parts (tonnes) .

Note 14: WNC has increased the percentage of recycled plastic in product components, provided that it does not violate customer specification requirements.

Note 15: All suppliers providing recycled plastics have obtained third-party certification. Moving forward, this target will also be used to track and enhance the use of certified sustainable materials.

Sustainable Development Committee

To enhance sustainability governance, a top-down and cross-functional collaboration platform has been established to facilitate interdepartmental communication and coordination for the implementation of sustainability strategies. On November 6, 2024, WNC's Board of Directors passed a resolution to establish a Sustainable Development Committee. This committee is a functional committee under the Board of Directors. Please refer for the "Sustainability Committee" section under "Investor Relations" on the official website of WNC Corporation for annual operational overview.



Sustainable Development Committee	Members	Responsibilities	Sustainability Expertise
Sustainable Development Committee	• Convener: Haydn Hsieh • President & CEO: Jeffrey Gau • Independent Director: T. Y. Lay and Rosie Yu • Top-Tier Manager: Apollo Shyong, Amy CY Hus and Jona Song	• Supports the Board of Directors in driving ongoing corporate sustainability efforts and strengthening corporate governance to realize the goal of sustainable development; develops goals based on corporate sustainability directions and strategies, formulates related management policies and implementation plans, and tracks and reviews the execution results and effectiveness of WNC's sustainability-related work. • Meets at least twice a year; meetings may be convened as needed.	• Sustainable Development Strategy • Green R&D and Manufacturing • Sustainable Supply Chain • Sustainable Finance
Sustainable Development Committee Working Group	Top-tier managers from function units serve as members and select officers.	• Oversees three working groups, which coordinate, implement, and execute projects related to environmental protection, social responsibility, and corporate governance, functioning as a cross-functional platform for addressing the company's sustainability issues. • Responsible for formulating short-, mid- and long-term sustainability goals and coordinating working groups to implement sustainability initiatives in accordance with WNC's sustainable development strategies and stakeholder expectations. • Holds quarterly meetings to confirm the progress of ESG projects and review goal progress.	• Environmental Sustainability • Social Responsibility • Corporate Governance
Sustainable Development Center	The Chief Sustainability Officer is the highest ranking manager of the center.	• Ensures the effective functioning of the Sustainability Committee and facilitates communication between the Committee, the Board of Directors, and working groups. • Coordinates and executes tasks related to sustainability disclosures, the advancement of sustainability projects, sustainability think tank development, and the management of the RBA system.	• Sustainable think tank • Sustainability Information Disclosure • Sustainability Project Implementation • RBA Management

RBA Management Committee

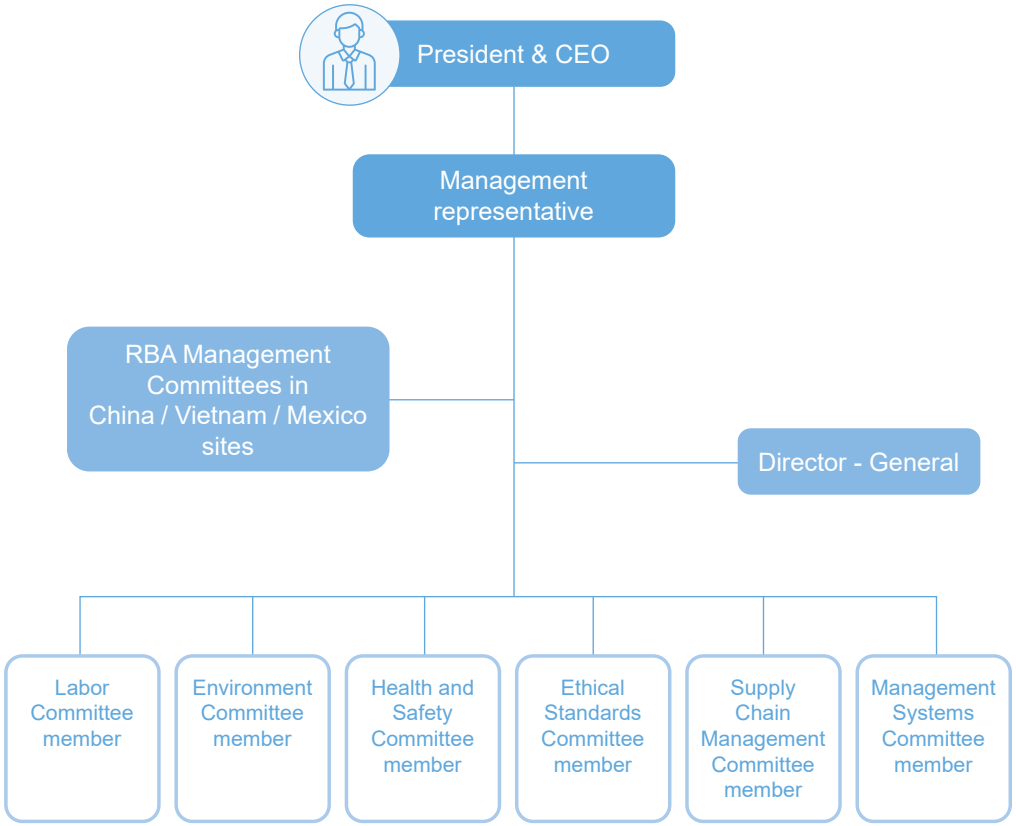
WNC voluntarily abides by the Responsible Business Alliance Code of Conduct (The RBA CoC) and has adopted its own Code of Conduct for all WNC employees, affiliated enterprises, and suppliers to follow. RBA Management Committes are established at manufacturing sites in Taiwan, China, Vietnam and Mexico. The Chief Sustainability Officer serves as the management representative at headquarters, with the President and CEO as the highest-level reporting executive.

The RBA committee at each site establishes members and officers in groups responsible for handling issues related to labor, the environment, health and safety, ethics, supply chain management, privacy and management systems based on the organizational structure of each site. Each function unit (i.e. HQ Finance Division, the Global Supply Chain Management Division, Digital Management Information Systems Division, the Sustainable Development & Marketing Division, Legal & IP Division, Human Resources Administration Division, Quality Assurance Division, Industrial Safety Dept., and Facility Affairs) assigns representatives to serve as members of each group. The members of the aforementioned groups convene management review meetings every year to assess RBA-related issues and risks and set KPIs. The implementation status of KPIs are tracked on a semi-annual basis. At the end of each year, the RBA committee at each site convenes a management review meeting to report on RBA-related issues for the year and plans for the following year.

WNC provides both RBA online courses during the orientation of new employees and annual RBA training for all employees to promote RBA concepts and policies. In response to regulatory requirements, policy implementation, or customer requirements, meetings are held from time to time and training courses are conducted. RBA internal auditor training courses and internal audits are held every year. In 2024, a total of 51 employees participated in the RBA CoC 8.0 internal auditor training.

To conform to industry standards and respond to customer requirements, the RBA Validated Audit Program (VAP) is also conducted regularly at major manufacturing sites. These audits are carried out in order to assess the compliance of WNC's RBA management system in a fair and objective manner. Between 2023 and 2024, all WNC production sites that underwent the RBA Validated Assessment Program (VAP) obtained Silver-level certification. Throughout 2024, WNC completed 125 customer questionnaires and compliance surveys regarding supplier codes of conduct, and participated in 12 RBA audits conducted by customers. For specific customer needs, interim meetings are also convened. With regard to issues related to each group, relevant function units are responsible for the items' discussion and resolution as well as the execution and review of the resolution items. In 2024, WNC applied for RBA membership with the goal of promoting and implementing RBA standards across its supply chain, thereby mitigating overall operational risks and strengthening sustainable competitiveness together with its suppliers.

WNC RBA Management Committee



Recognition

International Evaluation

Selected in DJSI Emerging Markets Index

TIME Magazine's World's Best Companies in Sustainable Growth 2025



Top 1% & Industry Mover in S&P Global's Sustainability Yearbook 2025

A- (Leadership Level) ratings in 2024 CDP Climate Change and Water Security Questionnaires

Awards

2025 EcoVadis
Gold Sustainability Rating
Top 5%

2025 SEAL Awards
Environmental Initiative Award

Financial Times
2025 Asia-Pacific Climate Leaders

FinanceAsia
Gold Awards in
Best Investor Relations
Most committed to ESG
2025

2024 Workplace Equity Award
Outstanding Enterprise

2024 Global Corporate Sustainability Award
Sustainability Reporting
Bronze Class

2024 Taiwan Corporate Sustainability Awards
Top 100 Exemplary Companies in Sustainability
Sustainability Report – Platinum Medal
Social Inclusion Leadership Award

2024 Taiwan Sustainability Action Awards
SDG 4 Quality Education - Gold
SDG 15 Life on Land - Bronze

The Sustainable Restaurant Association
Food Made Good standards
Two Stars

2024 Excellence in Corporate Social Responsibility Award
Ranked 21th in Large Enterprises
Manufacturing Sector category

2024 National Sustainable Development Awards
National Sustainable Development Award (Corporation category)

2024 CommonWealth
Talent Sustainability Award

About WNC

Company Overview

WNC Corporation (hereinafter referred to as WNC) specializes in the design, development, and manufacturing of communications products. We provide comprehensive technical support for RF antenna design, software and hardware design, mechanical design, system integration, interface development, product testing and certification. WNC provides whole-range communications solutions covering consumer, enterprise-level, industrial-grade, and automotive products. For years the company has been a market leader in network communications, network infrastructure, smart home, and advanced driver-assistance systems (ADAS) .

Vision

Become a trustworthy communications solutions partner creating positive connections and interactions between the environment and humankind.

Target

Achieve customer satisfaction with our service quality and achieve shareholder satisfaction with our overall operating performance.

Corporate Culture

Fundamentals Advocacy, Team Cohesion, Customer Trust, and Value Creation are the core values that guide WNC's corporate culture, reminding all employees to uphold integrity and accountability in their actions and words; to approach work with humility, empathy, and a spirit of collaboration; to understand and meet customer needs; to continuously pursue self-learning and excellence; and to maintain WNC's positive corporate image.

Headquarters
Hsinchu, Taiwan

Capital
NT$ **4.85 billion**

Public Listing: Sept. 22, 2003
stock code:
6285

Established:
Dec. 7, 1996

2024 Revenue
NT$ **110.2 billion**

2024
Employees worldwide
10,607

Number of production sites
7

Total production site area:
408,754
Cubic meters





Chairman
Haydn Hsieh

President & CEO
Jeffrey Gau

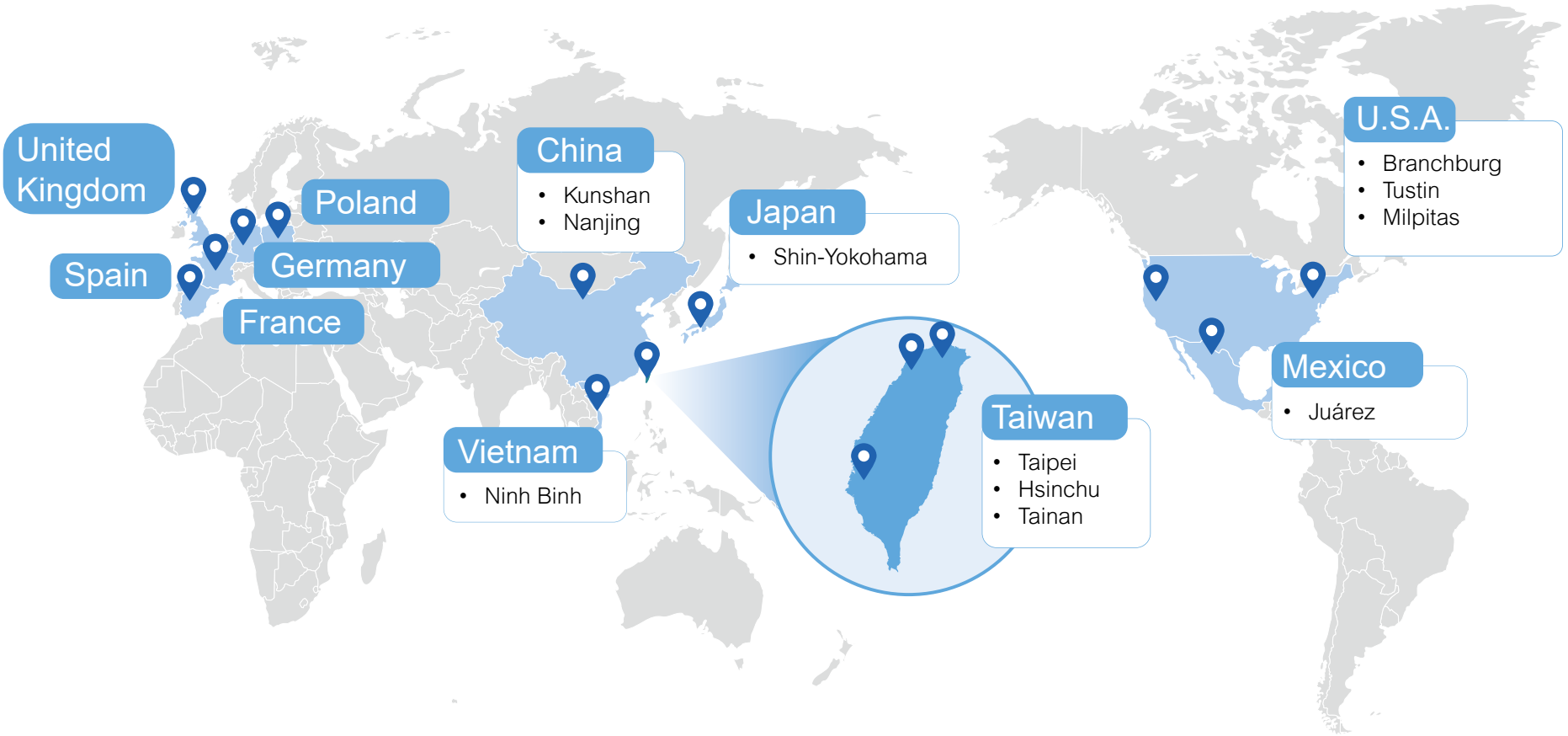
Worldwide Locations

With 18 worldwide locations, WNC provides comprehensive solutions and local support for its customers wherever they may be. WNC's global headquarters is in the Hsinchu Science Park providing R&D, sales, logistics, and after-sales services. Operations include coordinating customer needs and resource logistics for our global sites. In addition, there is an R&D and sales service center in Neihu, Taipei. We have also established subsidiaries for business promotion, technical support, and R&D in the U.S., the U.K., Germany, Japan, and the cities of Nanjing and Kunshan in China.

WNC's manufacturing sites comprise S1 (located in the Hsinchu Science Park) , S3 (located in the Southern Taiwan Science Park) , WNC (Kunshan) , Wistron NeWeb (Kunshan) , and WebCom (Kunshan) in China, NeWeb Vietnam Co., Ltd. in Ha Nam Province, Vietnam, and W-NeWeb Mexico, S. de R.L. de C.V. in Juárez, Mexico.

Please refer to Section 6.1 Summary of Affiliated Companies of WNC's 2024 Annual Report for detailed information on our worldwide locations.

Worldwide Locations

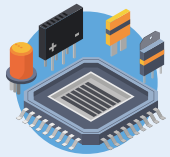


Product Scope and Categories

WNC's core business comprises the design, research and development, and manufacturing of communications products. Positioned in the midstream of the industry supply chain, our upstream consists of raw materials and component suppliers, while the downstream includes customers across a range of sectors.

WNC provides whole-range communications solutions covering 5G edge infrastructure, Wi-Fi 6 / 7, satellite broadband, automotive infotainment, automotive telematics, ADAS and high speed switches, SD-WAN solutions and 5G open RAN devices. Our products are used in diverse applications and product types including antenna, modules, network access, smart home, industrial, and automotive solutions. We provide consumer, enterprise-level, industrial-grade and vehicular products.

Upstream
(Raw materials and components suppliers)



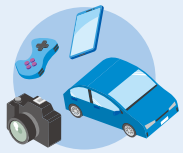
The materials and components WNC purchased are mainly integrated circuits, circuit boards, display panels, electromechanical components, mechanical parts, and packaging materials. Production consumables are mainly solder paste and solder wires used in manufacturing processes.

WNC

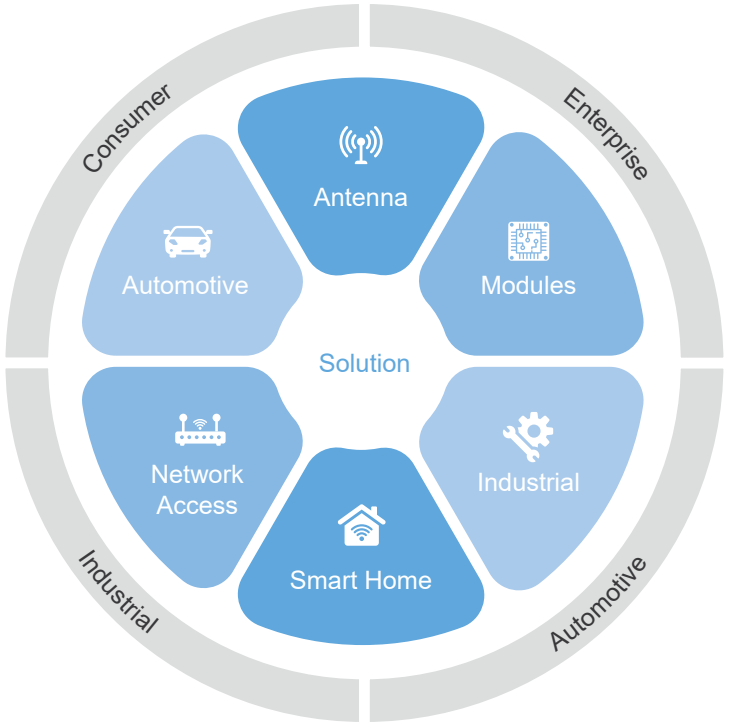


WNC provides short-, medium-, and long-range communications solutions. In addition to manufacturing through our facilities in Taiwan, China, and Vietnam, we have established R&D and engineering teams that provide comprehensive technical support, including RF antenna design, hardware and software design, mechanical design, system integration, interface development, product testing, and certification.

Downstream
(Customers)

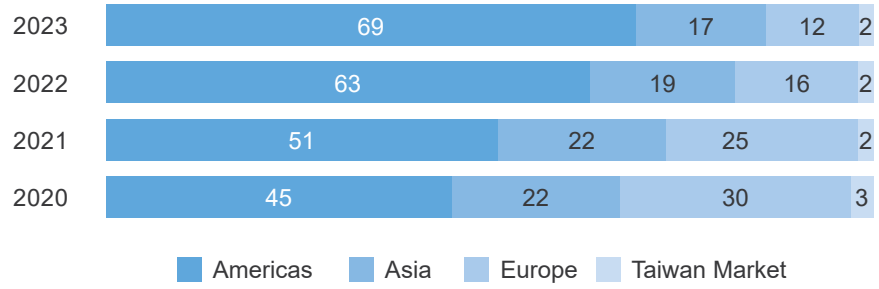


Our customers include telecommunication system service operators, system integration vendors, IT brand-name companies, consumer electronics companies, automotive manufacturers, and car audio manufacturers.



Our customers include telecommunication system service operators, system integration vendors, IT brand-name companies, consumer electronics companies, automotive manufacturers, and car audio manufacturers.

Proportions of product sales areas (unit: %)



WNC is focused on developing wireless technologies in different frequency bands. WNC provides products and services that meet both customer needs and international environmental and safety-related regulations. To reduce health and safety concerns in the use of its products, WNC has formulated a set of Product Safety Assurance Measures. All products undergo testing and certification to safety standards based on customer requirements. These include the UL and FCC certifications of the United States, the CE certification of the EU, the GS certification of Germany, the PSE certification of Japan, the BSMI and NCC certifications of Taiwan, the CCC certification of China, and labeling of batteries and waste batteries according to regulations of different countries. In 2024, there were no violations of relevant health and safety laws and regulations concerning our products and services.

We strive to lessen the environmental impact of our manufacturing operations. We work actively with customers and suppliers to promote green products and green production, reduce resource consumption, and minimize environmental pollution. WNC's major manufacturing sites are certified under IECQ QC 080000 standards and have undergone third party internal auditing at fixed intervals with regards to hazardous substances management.

In addition, WNC's product marketing is handled by customers and product labeling is also based on customer requirements. Product labels and information are produced and affixed in compliance with local regulations and verification standards. In 2024, there were no violations of laws and regulations relating to product labeling and information concerning our products and services, and there were also no violations of regulations relating to marketing and communications.

Industry Association Memberships / Initiatives

With that said, since WNC's technology and product scope is broad, we actively participate in related industry associations and their activities to acquire the most up-to-date industry and technology-related information, maintain good relations with corporations and organizations in related fields, and together promote the sustainable development of the industry. In 2024, WNC paid approximately NT$9.76 million in external organization membership fees. The external organizations in which WNC participated in include:

Industry Development

- Taiwan Electrical and Electronic Manufacturers Association
- Taipei Computer Association and Taiwan Internet of Things Alliance, and Taiwan 5G Verticals Alliance
- The Allied Association for Science Park Industries
- Taiwan Thermal Management Association
- Taiwan Low Earth Orbit (LEO) Satellites Industry Association
- Digital Intelligence Service Alliance (DISA)
- 5G Industrial Innovation and Development Alliance
- SEMI Silicon Photonics Industry Consortium
- Taiwan Cloud IoT Industry Association
- Taiwan Optoelectronics and Compound Semiconductor Industry Association
- Global Certification Forum (GCF)
- Global mobile Suppliers Association (GSA)
- Global TD-LTE Initiative (GTI)
- Intel® Network Builders
- Japan 5G-driven Social Design Consortium
- Japan Wi-Biz
- MIH Consortium (Mobility In Harmony)
- NXP Legal Program Partner
- Open RAN Policy Coalition
- UK5G

Technological Innovation

- Taiwan Association of Information and Communication Standards
- 25GS-PON MSA Group
- Bluetooth SIG
- Broadband Forum
- Car Connectivity Consortium
- Connectivity Standards Alliance
- FiRA Consortium
- Frog by Wyplay
- HDMI Licensing
- IMT-2020 (5G) C-V2X
- MoCA Alliance
- O-RAN ALLIANCE
- Open Compute Project (OCP)
- PCI-SIG
- Plume OpenSync
- prpl Foundation
- Reference Design Kit (RDK)
- Telecom Infra Project (TIP)
- Wi-Fi Alliance

Sustainable Development

- Science Based Targets initiative (SBTi)
- RE100
- Task Force on Nature-Related Financial Disclosures (TNFD)
- Taiwan Nature Positive Initiative (TNPI)
- Responsible Business Alliance (RBA)
- Asia Clean Energy Coalition (ACEC)
- Independent Director Association Taiwan
- CommonWealth Sustainability League
- Social Innovation Partner Group
- Taiwan Investor Relations Institute
- Net Zero Green Living Alliance

Since 2022, WNC has been a participant in the RE100 initiative and has actively engaged in related forums and collaborative activities. In 2024, WNC attended the consultation meeting in March and the annual member meeting in December, providing insights and recommendations on challenges in corporate green power procurement, localization of offshore wind power, and green power purchasing at overseas sites. RE100 consolidated these corporate opinions to offer suggestions to the government. WNC continues to collaborate with the Water Resources Agency on the feasibility of a voluntary carbon reduction project for the Zhuoshui River highlands it adopted in 2023, supporting national carbon reduction goals. The company also actively engages in biodiversity-related policy discussions and cross-sector collaboration. In February 2025, WNC joined a forum hosted by the Corporate Sustainability Development Association, exchanging ideas with key government agencies and enterprises on how businesses can partner with the government to address climate risks and promote biodiversity.

Stakeholder Engagement

Materiality assessment is the fundamental and most important process for both risk identification and the quality of sustainability reporting. Focusing on its core business WNC aligns its business model with customer needs and maintains open communication and trust with stakeholders through diverse channels. Following the requirements of the GRI Standard for identifying material topics, when compiling our sustainability report we reexamine the items of significant impact in the previous year's report to see if they are still applicable in the current year. The CSO then submits these items to the Sustainable Development Committee for confirmation, then the Board of Directors conducts review and approval of the material topics gathered from these items. After reexamination, the operational activities and items of significant impact in 2023 were still applicable for the 2024 report. Therefore in 2024, following the requirements of GRI 3 for identifying material topics and the recommendations for assessing and disclosing material topics in sustainability reports, we conducted the following four key steps to identify and define material topics related to our operational strategies and ensure their full disclosure in the sustainability report.

Materiality Analysis

Identifying Organizational Context and Key Stakeholders

Identify all activities in the value chain, verify partner relationships involved in upstream and downstream activities, explore relevant issues within the context of sustainability, identify key stakeholders, and investigate their areas of concern.

59 activities were identified

Identifying Positive and Negative Impacts

Summarize all activities in the value chain, identify actual and potential impacts that are involved or may be involved. The impacts can be positive or negative, short-term, or long-term, intentional or unintentional, reversible or irreversible.

52 activities have financial impact

35 activities have environmental impact

56 activities have social and human rights impact

Identifying Degree of Significance

Integrate impact identification results. The magnitude of positive impacts is assessed based on their scope and scale, while the irreversibility of negative impacts is further considered. The occurrence rate is considered for potential positive and negative impacts.

Top three activities with positive impacts are

Green Products, R&D Innovation, and Supply Chain Management

Top three activities with negative impacts are

Environmental Management, Supply Chain Management, and Climate Strategy

Determining Material Topics

Compile all activities and categorize them into sustainability issues. Create a matrix to illustrate the significance of these issues based on the magnitude of positive and negative impacts and the level of stakeholder concern.

A total of

14 topics of positive impact and

14 topics of negative impact have been determined

Step 1: Identifying Organizational Context and Key Stakeholders

WNC tasks all departments involved in ESG work to identify activities related to the entire lifecycle of the company's operations. Following the five key principles of the AA1000 Stakeholder Engagement Standard 2015 edition, we have identified five categories of key stakeholders: customers / partners, employees, government, investors / shareholders, and suppliers / contractors, based on the stakeholders' dependency, responsibility, tension, influence, and diverse perspectives in relation to WNC.

Step 2: Identifying Positive and Negative Impacts

In the process of identifying significant impacts, we assess both positive and negative impacts. Factors considered for positive impact include actual impact (scale, scope) and likelihood of occurrence, while factors considered for negative impact include actual impact (scale, scope, irreversibility) and likelihood of occurrence. Among WNC's 59 operational activities, 52 have economic impact, with equal significance in positive and negative impact; 35 have environmental impact, and the quantified negative impacts are approximately twice as significant as the positive impacts; 56 have social and human rights impact, with the negative impacts greater than the positive ones.

Step 3: Identifying Degree of Significance

After consolidating the impact assessment results across the three dimensions of economy, environment, and social and human rights, we found that all operational activities have impact on at least one dimension. The overall significance of the aggregated positive impacts from the organization's operational activities remains higher than the aggregated negative impacts. After categorizing the activities into 20 sustainability issues, we conducted a survey among five key stakeholder groups to assess their level of concern for each issue. The number of questionnaires collected was as follows: 463 from employees, 36 from suppliers / contractors, 14 from customers / partners, 3 from government entities, and 19 from investors / shareholders, totaling 536 questionnaires. Questionnaire results and our responses to stakeholders are listed in the table below.

Communication results with stakeholders in 2024

Key Stakeholder	Significance to WNC	Top 3 Issues of Concern	Response	Communication Mechanism	Communication Frequency	Communication Results in 2024
 Customers / Partners	Customers and partners are the key source of revenue and the most important growth engine for WNC. WNC needs to provide high-quality products and professional services that meet the needs of the market and customers to continue growing.	• Supply Chain Management • Customer Relations Management • Privacy Protection	To provide high quality technology and after-sales services, WNC conducts regular meetings to review product development progress and achievement of goals. WNC also evaluates the alignment of the supply chain based on customer requirements and presents improvement strategies based on customer satisfaction survey results. These actions aim to solidify and strengthen customer trust.	Customer satisfaction survey	Once a year	We scored 93.23 points for customer satisfaction, exceeding the target of 90 points.
				Customer questionnaire or on-site audit	Upon request	
				Project review meeting	Upon request	
				Customer complaints management	Upon request	
				Global Service Center and after-sales service	Upon request	

Key Stakeholder	Significance to WNC	Top 3 Issues of Concern	Response	Communication Mechanism	Communication Frequency	Communication Results in 2024
Employees	Employees are the foundation of the company and its sustainable development. WNC must provide a high quality work environment and reasonable remuneration to cultivate employees that are willing to utilize their talents and are passionate about delivering performance and value for the company.	• Employee relations and communication • Human Resources Management • Business Performance	WNC regularly adjusts salarys to ensure that employees are provided with competitive and fair compensation. Multiple reward systems are also in place. Diverse, open, and transparent channels are provided for proposals and communication to continuously strengthen communication with employees.	Labor-Management Committee	Quarterly	• A total of 111 new recruits joined the CEO Seminar, fostering mutual understanding and trust to drive growth and innovation • Organized the first ESG Good Ideas and received a total of 121 submissions
				Occupational Safety and Health meeting	Quarterly	
				Employee Welfare Committee	Quarterly	
				Employee questionnaire	Upon request	
				Company Portal	Updated upon request	
				New recruits seminar	Monthly	
				CEO seminar	At least once each quarter	
				Performance interview and appraisal	Semi-annually	
				ESG Good Ideas	Once a year	
Investors / Shareholders	Investors and shareholders are the company's capital providers. Providing transparent, accurate, and timely operational information builds investor and market trust, highlighting a company's fair market value.	• Business Performance • Innovation and R&D • Supply Chain Management	WNC issues an annual report and has established External Communication and Information Disclosure Management Measures to ensure that the information provided to investors and shareholders is timely and accurate. WNC also conducts climate-related financial disclosures, quantifies risks and opportunities, and proactively plans and prepares response measures.	Shareholders' meeting	Once a year	• Top 20% among all companies in the 11th Corporate Governance Evaluation • Selected in Dow Jones Sustainability Indices (DJSI) Emerging Markets Index
				Institutional investors conference	Semi-annually	
				Investor meetings	Approx. 100 meetings per year	
Suppliers / Contractors	Suppliers and contractors are an important part of a company's delivery of professional products and services. A company must establish an effective and smooth supplier management and communication mechanism.	• Supply Chain Management • Innovation and R&D • Product Management	WNC requires that both suppliers and contractors comply with the WNC Supplier Code of Conduct and requests the signing of the Supplier's Commitment to the Code of Ethics, WNC Supplier ESG Questionnaire, and Supplier Commitment to Sustainability Declaration. To ensure the implementation of WNC's sustainability commitment, an annual RBA audit is scheduled for suppliers.	SMS portal	Updated upon request	• 97.5% first-tier supplier response rate for the Supplier Commitment to Sustainability Declaration • 100 key suppliers have implemented sustainability review mechanisms • 56 suppliers have completed the WNC Supplier RBA audit • 457 supplier on-site audits and counseling sessions arranged by WNC sites • 155 suppliers with potentially high carbon emissions from both domestic and international markets participated in the WNC Sustainable Supplier Conference
				Supplier performance evaluation	Quarterly	
				Supplier audit / contractor evaluation	Once a year	
				Vendor conference	Once a year	
Government Authorities	The government and related competent authorities are key to a company's development. As a responsible corporate citizen, a company must comply with government regulations and policies.	• Occupational Safety and Health • Employee Relations and Communications • Workplace Inclusion	WNC closely monitors domestic and international regulations and trends and has implemented a third-party regulation cloud platform management system. This system allows for real-time tracking of regulatory changes through an intelligent regulatory database. In addition to revising internal regulations in a timely manner to ensure compliance, WNC actively invests in R&D to align with government policies aimed at promoting industry innovation, improving the business environment, and enhancing industry competitiveness.	Official documents / questionnaires	Aperiodic	• Won the 2024 Workplace Equity Award – Outstanding Enterprise from Hsinchu Science Park Administration from Hsinchu Science Park Administration and Southern Taiwan Science Park • Received the Role Model Award in the OSHA's 2024 Sustainable Leading Enterprise in Healthy Workforce Award
				Awards	Aperiodic	
				Regulatory seminars, forums and industry-association activities	Aperiodic	

Step 4: Determining Material Topics

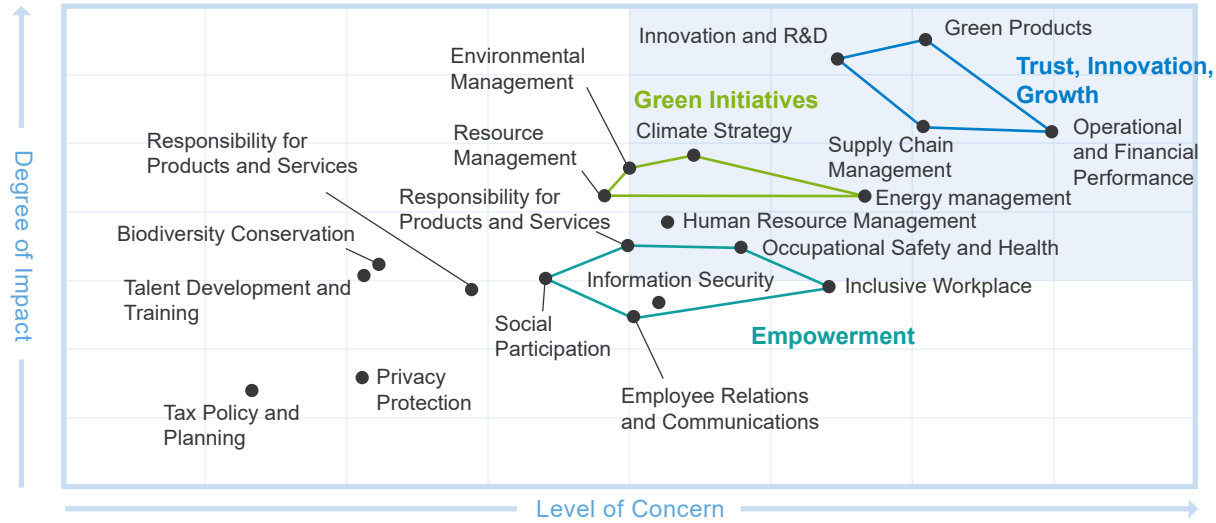
According to WBCSD's 2024 report "Fostering Long-Term Resilience," the concept of "**cluster of risks**" refers to multiple interconnected and interacting risk factors that can collectively have a greater impact on a company's sustainable development than individual issues alone. As a technology-driven company, WNC recognizes the growing interconnection of ESG risks. Building on its previous dual-focus assessment of "stakeholder concern" and "business impact," WNC has, for the first time, incorporated the concept of clusters of risks into its evaluation this year. By analyzing the interconnections and combined impact of multiple risks, WNC can identify key issues affecting the company's sustainable development in a more comprehensive manner. Topics of the materiality matrix are created with the stakeholder's level of concern as the horizontal axis and positive and negative impacts as the vertical axis, with a cluster diagram (solid lines indicate tightly clustered, strongly interacting risks) The top three material topics are supply chain management, environmental management, and climate strategy. In addition, a total of 14 significant positive impact topics and 14 significant negative impact topics were identified, reported to the Sustainability Development Committee, and approved by the Board of Directors. The Sustainability Development Center further consolidated and disclosed the corresponding operational risks, opportunities, and management approaches for each material topic, incorporating these material topics as the foundation for establishing a systematic risk management mechanism.

Changes to Material Topics in 2024

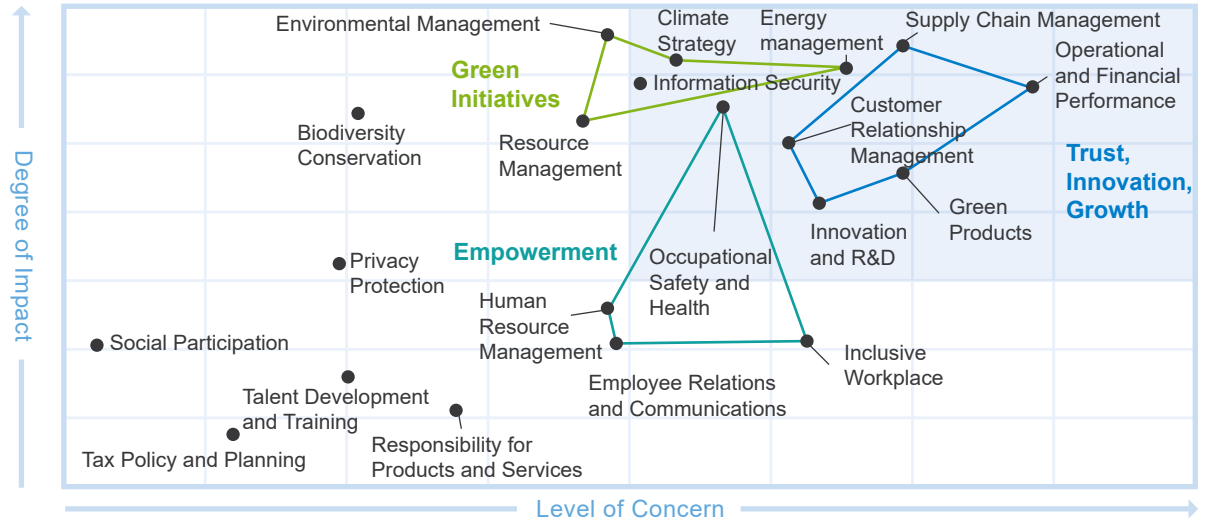
Added	Removed
• Resource Management • Inclusive Workplace	None

Topics that pose potential risks and opportunities to WNC's sustainable operations but which are not listed as material topics will still be disclosed in relevant sections of this report.

ESG Positive Impact



ESG Negative Impact



Operational Risks and Opportunities Posed by Material Topics

Five Focuses	Material Topic	Corresponding GRI Standard	Opportunities	Risks
Growth	Business Performance	201 / 202 / 203 / 205 / 206	WNC values the legitimacy and transparency of its operations, continuously improving corporate governance systems and safeguarding shareholder rights to promote overall industry development and the interests of stakeholders.	Unequal resource distribution hampers overall industry development and technological innovation.
Innovation	Customer Relationship Management	418	WNC works with customers to develop innovative products / technologies and promote industry advancement. In addition to providing local employment opportunities, we prioritize human rights and strive to enhance labor conditions.	Failure to meet certain customer expectations and requirements (technology, quality, service, RBA) results in negative economic and social impact.
	Innovation and R&D	--	Through the development of innovative technologies and R&D capabilities, WNC ensures that product performance and green design meet the evolving requirements of customers and international green standards. This not only enables us to create more strategic products and generate more employment opportunities but also reduces environmental impact.	The development of new products may not always prioritize environmentally friendly design concepts. New processes or technologies may generate new types of emissions or require higher-performing but more energy-consuming products.
Trust	Supply Chain Management	204 / 308 / 414 / 415 / 416 / 417	Through continuous optimization of supplier management strategies and operational efficiency, WNC works with suppliers to manage sustainable supply chains.	Suppliers are unable to provide a steady supply of materials, impacting production schedules and overall operations.
	Information Security	--	• We have improved product security development processes to design and develop products and services that have better security functionality. • The information system services we provide have been enhanced and now have better security and resilience.	• Vulnerabilities in third-party software used during product development lead to information security risks in company products or services. • Vulnerabilities and cybersecurity risks in systems used for product development or production lead to production system issues that impact production quality and efficiency.
Empowerment	Human Resource Management	401 / 404 / 408 / 409	• We provide training, career planning, and competitive salaries to employees, fostering technological innovation, industry development, and self-realization among our team members. • Establishing a diverse workplace has helped us build a good corporate image, and the perspectives and experiences of employees from different backgrounds have stimulated innovation and helped solve problems.	• The growth of WNC's operations leads to higher manpower requirements. However, as the declining birth rate in Taiwan and China has led to a manpower gap, manpower deployment at sites around the world needs to be better optimized. • Conflicts between employees from different backgrounds may negatively impact team cohesion; effective methods for managing and resolving such conflicts are needed.
	Employee Relations and Communication	402	We offer abundant, open, and effective communication channels and mechanisms that enhance employee identification and trust in the company, promoting positive relationships among departments and colleagues.	Distrust among employees towards the company or other departments indirectly affects work morale and team cooperation efficiency, potentially leading to talent attrition.
	Occupational Safety and Health	403	• We provide a healthy, safe, and convenient working environment and facilities to enhance employee cohesion and promote stability in our operations. • By reducing the frequency in which occupational accidents occur, we have reduced operational risks and increased the willingness of customers and investors to work with and invest in WNC, respectively.	• Medical costs, legal liabilities and risk of work stoppage caused by occupational accidents negatively impacts the company's reputation. • Lack of a workplace safety and health management culture adversely impacts employee retention, leading to manpower loss and increases in operational risk.
	Social Participation	--	• WNC has established good relations with local communities. • Building a good brand and corporate image has helped WNC attract local talent, improve customer relationships and enhance its overall performance.	Not fully understanding or meeting the needs of locals makes it difficult to provide them with effective help.
	Inclusive Workplace NEW	401 / 405 / 406	• Promoting an inclusive workplace may lead to cultural conflicts, affecting team collaboration and increasing management costs and operational complexity, requiring additional resources for training and effective communication, which can raise overall operating costs.	An inclusive workplace fosters diverse innovation, attracts talent from various backgrounds, and enhances product competitiveness and market position.

Five Focuses	Material Topic	Corresponding GRI Standard	Opportunities	Risks
Green Initiatives	Climate Strategy	305	WNC focuses on improving energy efficiency within its facilities, such as self-built solar panels and green buildings to enhance the utilization of energy resources. We also purchase green energy and engage in tree planting activities, which contribute to community development.	Increases in operational costs and inconsistent green energy supply in certain areas make it difficult to purchase green energy, and thus WNC is unable to reach its goals regarding renewable energy usage and carbon reduction.
	Green Products	302-5	WNC has designed green products to stimulate industry innovation and community development.	Not meeting customer expectations leads to higher risk of losing orders, increased pressure from public opinion, and potential undermining of company reputation.
	Environmental Management - Energy Management	302	• WNC implements energy management initiatives (such as energy-saving projects and replacement of old equipment) to lower carbon emissions. • To meet customer expectations, we have reduced environmental pollution risks in a number of areas.	With the continuous growth of WNC's operations and recent facility expansions, there is an increase in electricity consumption, costs, carbon emissions, which has increased the management complexity of climate-related issues.
	Environmental Management - Water Resource Management	303	WNC implements water conservation measures and promotes the adoption of water recycling technologies to minimize direct water resource usage.	As WNC continues to grow its demand for water increases, leading to increased costs for managing drought risks. Domestic and process wastewater also increases, requiring more resources to mitigate the harmful effects of discharged water and imposing additional burdens on natural water bodies.
	Environmental Management - Waste Management	306	• We use circular economy concepts when designing products and manufacturing processes as well as when selecting packaging materials to reduce operational costs (which include purchase costs and handling fees) , boost the effect of recycling. • We have reduced our operational impact (which includes reducing environmental pollution risks) to meet customer expectations regarding low pollution and zero waste and in turn enhance our partnership with said customers and increase the willingness of company stockholders to invest.	• Rising waste disposal fees lead to increase in manufacturing costs and loss of profit. • The government has insufficient waste disposal capacity, thus WNC has to store waste in its own sites or on rented lots, leading to reduced production value per unit of factory area and increased risk of environmental pollution.
	Resource Management NEW	301	Using renewable materials may pose challenges such as supply chain instability and cost fluctuations, affecting production planning and product quality control.	Using renewable materials combined with circular economy strategies can effectively reduce resource waste, enhance product sustainability, and create new business models.

Impact on Sustainability

Material Topic	Contribution or impact		Potential contribution or impact in the future		Potential operational benefits
	Positive	Negative	Positive	Negative	
Business Performance	• No major violations of relevant laws / regulations. • Diversification of the Board of Directors (women account for a third of all directors) . • In 2023, WNC's revenue grew by 16.3% YoY, and its EPS grew by 13.24% YoY.	Due to its limited resources, the policies and technological capability of the Taiwan government is lagging behind the international community. Therefore WNC has had to invest more resources to improve its technologies as well as performance in sustainable development.	WNC experiences stable growth and expands its global presence, improving its market visibility and allowing it to keep abreast of international standards in all aspects of sustainable development.	Operational and R&D costs rise as WNC implements response measures to meet the requirements of customers as well as international regulations and trends.	• Increased visibility in international markets • Improved customer and investor satisfaction • Increased market share and revenue • Enhanced operational resilience
Customer Relationship Management	Met customer requirements and improved customer satisfaction.	Additional management costs required for products / services.	Solidify our enterprise value in the minds of customers to attract potential customers and enhance our competitive advantages within the industry.	Additional management costs required for products / services.	• Increased customer stickiness • Increased market share and revenue

Material Topic	Contribution or impact		Potential contribution or impact in the future		Potential operational benefits
	Positive	Negative	Positive	Negative	
Innovation and R&D	Met market expectations and implemented measures to improve customer satisfaction.	• Adding green indicators in product specifications requires additional effort in regards to inventory taking and information provision. For example, requesting product weight and power consumption information from suppliers requires provision of data that wasn't needed previously. • Increased restrictions in material and supplier selection lead to increases in development time and cost.	• Meet net zero goals and increase the percentage of revenue from green products. • Create a sustainable value chain to promote sustainable operations in the upstream and downstream sectors.	• Increased restrictions in material and supplier selection lead to increases in development time and cost. • Increasingly difficult manufacturing processes lead to reduced yields and increase in the amount of scrapped products, creating additional carbon emissions and scrap handling costs.	• Increased customer stickiness • Increased market share and revenue; added value from green products increase profitability • Reduced GHG emissions, mitigating the impact of global warming on biodiversity
Supply Chain Management	Implemented risk evaluation and audit mechanisms for sustainable supply chains to help WNC personnel understand how supplier chain ecosystems are faring in terms of sustainability. Used continuous improvement mechanisms to improve WNC suppliers' capability in handling sustainability-related risks.	Insufficient cooperation from suppliers led to additional communication and management costs.	Through supplier engagement, the sustainable resilience of suppliers is increased, and WNC obtains competitive advantages within the industry.	• Increases in material supply costs cause suppliers to pass on costs to WNC. • The need for alternative suppliers leads to increased material supply risks.	• Increased awareness and commitment to ESG throughout the supply chain, leading to the creation of a stable supply chain ecosystem as well as increased operations stability and improved customer satisfaction for WNC • WNC achieves its scope 3 emissions reduction goals, enhancing its sustainability performance and company reputation.
Information Security	• Provided customers with more secure products and services, reducing potential issues and costs caused by information security issues. • Satisfied customer requirements regarding the security and stability of IT platforms and environments used in business operations, R&D and production.	• R&D personnel needed to work overtime. • Investing in more secure information security systems and environments led to increased purchasing and maintenance costs relating to information technology and systems （IT / IS）.	Continue to improve the quality, efficiency and safety of operations and product / service development in accordance with international regulations / trends and customer requirements to increase the output value and profitability of WNC's operations.	• R&D personnel needed to work overtime. • The ever-increasing scope of information security requirements requires continuous investment in IT / IS purchases and maintenance.	• Increased security and resilience of products and services • Reduced operations and production downtime • Improved customer and investor satisfaction • Reduced impact to company reputation due to information security incidents
Human Resource Management	As experience sharing is a key element of learning organizations, supervisors of all levels are required to teach at least one two-hour class each year, and employees are encouraged to participate in internal / external training courses to help them develop the habit of self-learning and in turn improve the company's ability to adapt to change and innovate.	Employee welfare fees increased to improve talent retention.	Develop new technologies and cross-disciplinary talent according to company policy.	Global deployment may bring challenges relating to human capital management and increase human resource management costs.	• Increase employee retention rate and reduce turnover • Experience sharing enhances employee skills • Recruit, hire, cultivate and retain employees in accordance with WNC's operations development strategies to improve the company's competitiveness in the global talent market

Material Topic	Contribution or impact		Potential contribution or impact in the future		Potential operational benefits
	Positive	Negative	Positive	Negative	
Employee Relations and Communication	Employees are now more willing to speak up, which has helped improve company policies and boosted workplace cohesion.	Solutions for certain issues did not satisfy employee expectations, leading to employees losing trust in the company.	Reach goal in regards to the percentage of employees who feel safe in the workplace.	Frequent inability to respond to issues in a timely manner makes employees feel that the company is not being proactive in addressing issues, leading to loss of trust.	• Enhance employee identification with the company to improve retention rate • Use the company brand to attract talent
Occupational Safety and Health	No major occupational accidents / incidents occurred; continued implementation of BCP measures, obtained good ratings from external agencies, and improved the company's image as well as attractiveness to talent.	Implementation of equipment and systems for management increased operations and management cost.	• Increasingly comprehensive ESH systems conduct risk management from the source, enhancing safety in many aspects and reducing the risk of business interruptions, which helps WNC win the trust of customers and investors. • The positive, high-trust work environment at WNC increases employee productivity and work quality.	• Occurrence of major occupational accidents or work safety incidents interrupt production operations. • High healthcare and work area restoration costs lead to revenue losses. • Poor ESH performance negatively impacts WNC's corporate image.	• Enhanced risk management to reduce the risk of occupational accidents and work stoppages • Maintain stable production capacity and increase stakeholder's trust in WNC
Social Participation - Caring for Children	Continued to provide support to those in need and successfully encouraged more employees to serve as volunteers.	The work schedules of employees volunteering on weekdays were disrupted; participation rate for volunteering activities on weekends was on the low side.	Successfully improve education in schools supported by WNC, helping to expand the horizons of schoolchildren and in turn boosting their confidence and reducing dropout rates.	WNC fails to grasp how to develop rural education and the resources required to do so, making it less necessary for rural schools to work with WNC, which impacts WNC's corporate image.	• Improved employee engagement and work efficiency • Improved customer loyalty • Improved efficiency in company operations • Establish close relationships with local communities, enhancing WNC's corporate image
Social Participation - Helping Smallholders	Established a dedicated group buying section for smallholder farmers to encourage land-friendly farming and increase the income of smallholder farmers.	--	Help smallholders grow by establishing sales channels between enterprises and smallholders and encourage employees to regularly purchase from smallholders.	Changes in the sales channels for local smallholders and the policies of government authorities reduce smallholder reliance on enterprises.	
Inclusive Workplace NEW	An inclusive workplace helped WNC attract top talent from diverse backgrounds, fostering innovation and the exchange of diverse perspectives, which has enhanced the team's creativity and problem-solving capabilities.	Promoting an inclusive workplace requires more time to facilitate team collaboration, which may affect efficiency and increase management costs and operational complexity.	An inclusive workplace is expected to further enhance employee satisfaction and loyalty, reduce turnover, and strengthen WNC's market competitiveness and brand image.	If cultural differences and communication challenges are not effectively managed, it may lead to low employee morale and decreased work efficiency, impacting the WNC's overall operations.	• Enhance innovation, expand market reach, improve brand image, and attract more partners and customers to strengthen WNC's long-term competitiveness and profitability
Climate Strategy	• Set a science-based Scope 1 and 2 GHG emissions reduction target as well as a pathway for achieving this target. Continued efforts to become a low-carbon enterprise and implemented additional measures to reduce carbon emissions in order to meet stakeholder expectations and help mitigate climate change and environmental damage. • Continued efforts to become a low-carbon enterprise by joining RE100 and setting a target of 100% renewable energy usage by 2040.	Increased operating costs.	• Set a science-based Scope 1, 2 and 3 GHG emissions reduction target as well as a pathway for achieving this target; continue efforts to become a low-carbon enterprise. • Expand scope of influence by taking the initiative and helping supplier reduce their carbon footprint.	• Increased operating costs. • Smaller pool of suppliers to choose from leads to increased purchasing costs.	Reduced GHG emissions, mitigating the impact of global warming

Material Topic	Contribution or impact		Potential contribution or impact in the future		Potential operational benefits
	Positive	Negative	Positive	Negative	
Green Products	Designed and manufactured low-carbon products that do not contain hazardous substances to help protect the environment and people's health, meet stakeholder expectations, and mitigate climate change and environmental damage.	Increased operating costs.	Manufacture products with low environmental and social impact to help protect the environment and people's health and respond to stakeholders' expectations.	Failure to meet stakeholder expectations damages company reputation and leads to loss of orders.	• Increased customer stickiness • Increased market share and revenue
Environmental Management - Energy Management	• Continued to use the ISO 50001 energy management system to effectively manage energy usage. • Installed additional solar panels to increase renewables usage, reduce carbon emissions, mitigate climate change and environmental damage, and help WNC fulfill its commitment on clean energy usage.	• Business growth led to increased energy usage and carbon emissions. • Replacing old equipment led to increased operating costs.	• Continue updating the ISO 50001 energy management system to more efficiently manage energy usage. • Monitor and manage the energy usage of WNC units to find ways to increase renewables usage.	• Poor energy management leads to increased costs. • Failure to reach net-zero by 2050 negatively impacts WNC's reputation and competitiveness as well as loss of investor trust.	• Lower energy usage costs • Increased customer stickiness and willingness of company shareholders to invest • Increased market share and revenue
Environmental Management - Water Resource Management	• Used monitoring systems to manage water usage, avoid wasting water and reduce impact on environmental resources. • Implemented water recycling measures to reach water conservation goals and reduce impact on environmental resources.	Increased operating costs.	• Set water conservation goals to avoid wasting water, reduce impact on environmental resources and reduce production costs. • Increase amount of water recycled to reduce water withdrawal costs.	Poor water resource management leads to increased water usage costs and more water resources wasted.	Reduced costs via reducing water usage and increasing water recycling efficiency
Environmental Management - Waste Management	Continued to expand the scope of items recycled; reached waste recycling goal for 2023 (> 85%) .	Increases in waste handling fees led to higher operating costs. When state-owned incinerators were shut down for maintenance, waste was piled up in areas within WNC sites, and as a result extra fees were incurred due to the need to implement pollution prevention measures.	Promote green design concepts for products, manufacturing processes and packaging to reach the goal of zero waste.	Waste stored at WNC sites exceeds capacity, leading to environmental pollution and loss of customer / investor trust.	• Increased customer stickiness and willingness of company shareholders to invest • Increased market share and revenue • Reduced risk of environmental pollution, in turn reducing the risk of business interruptions and work stoppages
Resource Management NEW	Using recycled materials effectively reduces waste, lowers resource consumption, and decreases our carbon footprint.	Initial adoption of recycled materials may require additional investment, leading to increased production costs.	• With technological advancements, the performance and quality of recycled or renewable materials is expected to improve, broadening their range of applications. • Increasing customer demand for environmentally friendly products may drive market expansion and create new business opportunities.	As demand grows, the supply of recycled and renewable materials may face increased competition, driving up prices.	• Using recycled or renewable materials may reduce raw material costs and improve profit margins. • Offering environmentally friendly products can help a company stand out in competition and increase its competitiveness

Management Approaches for Material Topics

Material Topic	Policy	Commitment	Project/Action	Section in this Report where reference materials can be found
				Section
Business Performance	Sustainable Development Strategy	WNC values the legitimacy and transparency of its corporate operations. Therefore, we seek to perfect our corporate governance system to protect shareholders' interests and enhance communication with stakeholders.	Continue perfecting corporate governance	1.1 Business Performance 1.2 Corporate Governance 1.3 Ethical Management
Customer Relationship Management		WNC strives to provide customers with high-quality technical and after-sales service. Meetings are held with customers every week, month, or quarter according to project requirements to review product development progress and goal achievement.	Improve customer satisfaction	2.2 Customer Relations
Innovation and R&D		The foundation of WNC is a healthy and stable operational environment and we will continue to generate added value for our customers by implementing innovative ideas in our operations management, product development, market promotion, and internal operational procedures.	Total number of global patents	2.1 Innovation Momentum
Supply Chain Management	Global Supply Chain Management Policy Supplier Code of Conduct Responsible Minerals Policy Statement	Through continuous optimization of supplier management strategies and operational efficiency, WNC works with suppliers to manage sustainable supply chains, aiming to achieve a balance between corporate profitability, environmental protection, and social responsibility.	Create sustainable supply chain	2.3 Supplier Management
Information Security	Information Security Policy	WNC has established an ISO / IEC 27001 information security management system and introduced the IEC62443-4-1 product security development life cycle management measures. In addition, to strengthen the resilience of product information security management, information security and risk management requirements were expanded to include security issues related to R&D, development, and production.	Conduct information security risk management	2.4 Information Security
Human Resource Management	Sustainable Development Policy Statement on Diversity, Equity and Inclusion	WNC is committed to building a healthy, safe and inclusive work environment, providing employees with reasonable remuneration and benefits and stipulating reward structures to encourage employees and units with excellent performance, and elevating the professionalism and general knowledge of our employees.	Implemented the Total Rewards initiative	4.2 Talent Recruitment 4.3 Talent Training and Cultivation 4.4 Compensation and Benefits
Employee Relations and Communication	The Responsible Business Alliance（RBA）Code of Conduct	In order to implement labor rights, apart from promoting human rights concepts and related regulations during new and existing employee training, we have established diverse, open, and transparent proposal and communication channels.	The goal of the "A Workplace You Can Feel Safe In" initiative is to create a workplace that ensures and protects the physical and mental wellbeing of WNC employees.	4.1 Respect for Human Rights
Occupational Safety and Health	WNC Occupational Safety and Health Policy	Implement workplace health management systems and educate employees on how to prevent occupation-related injuries and illness. In addition, continue to implement healthcare measures and organize health improvement activities to protect the health of employees.	Establish an ISO 45001 occupational safety and health management system and regularly review operation of said system.	4.5 Occupational Safety and Health

Material Topic	Policy	Commitment	Project/Action	Section in this Report where reference materials can be found
				Section
Social Participation	Sustainable Development Policy	Implement workplace health management systems and educate employees on how to prevent occupation-related injuries and illness. In addition, continue to implement healthcare measures and organize health improvement activities to protect the health of employees.	Establish an ISO 45001 occupational safety and health management system and regularly review operation of said system.	5.0 Caring for Society
Inclusive Workplace NEW	Sustainable Development Policy	WNC creates value for society from a diversity and sustainability perspective by caring for the land, disadvantaged children and smallholder farmers.	Employees are encouraged to participate in a variety of ESG activities, including tree planting, helping disadvantaged children in rural areas and purchasing green products.	4.1 Respect for Human Rights
Climate Strategy	Environment Sustainability Policy WNC Biodiversity and No Gross Deforestation Commitment	WNC implements climate change and environmental protection initiatives to reduce the impact of its business operations on the environment.	Signed an Science Based Targets initiative (SBTi) commitment letter	3.2 Climate Change Response
Green Products	Environment Sustainability Policy	WNC takes into account product lifecycle issues during the development, manufacturing, and transportation of products / services to reduce the impact of its operations on the environment, society and ecosystem.	Establish mechanisms for product carbon footprint data collection and low carbon materials selection; meet requirements of directives relating to non-use of hazardous materials.	3.6 Green Products
Environmental Management	Environment Sustainability Policy Energy Management Policy Water Resource Management Policy	Implement energy-saving and carbon reduction measures in production processes and equipment usage. Address issues relating to water resources an waste to enhance green manufacturing capabilities.	Established an ISO 50001 energy management system to effectively monitor energy usage.	3.1 Environmental Responsibilities
Resource Management NEW	Sustainable Development Strategy Sustainable Raw Materials Policy	Incorporate environmental protection, social responsibility and corporate governance into company operations and business strategies while continuing to strive for sustainable competitiveness.	WNC has established 50 checklist items as green design indicators in the following five categories: circular design, energy conservation, material usage, waste reduction, and green manufacturing.	3.6 Green Products

ESG Good Ideas Competition — Showcase Your Sustainable Ideas, Ignite Action

To embed ESG values more deeply into corporate culture, WNC launched its first-ever **ESG Good Ideas Competition** in 2024, encouraging all employees to unleash their creativity and propose impactful sustainability solutions. Through an internal proposal mechanism, the competition aimed to strengthen awareness and participation in ESG topics, driving innovation from the bottom up.

The competition invited entries under five major themes: **Sustainable Supply Chain**, **Green Products**, **Inclusive Workplace**, **Social Engagement**, and **Green Factory**. Over the course of nearly three months, a total of **121 proposals** were submitted by cross-functional and cross-departmental teams, showcasing a strong spirit of interdisciplinary collaboration and creative energy. Grounded in real-world problems, the proposals offered feasible and innovative solutions spanning material substitution, process optimization, low-carbon transportation, and environmental education. These ideas demonstrated how employees are extending their sustainability thinking beyond their daily roles to products, communities, and society.

The inaugural competition received enthusiastic responses. After preliminary and secondary evaluations, **19 teams** were selected to advance to the final pitch. **On March 26, 2025**, an award ceremony was held, presenting five award categories with total prize money of **NT$500,000**:

- **ESG Impact Award of the Year** (1 team)
- **ESG Innovation Award** (3 teams)
- **ESG Implementation Award** (6 teams)
- **Honorable Mention Award** (5 teams)
- **Special Popularity Award** (2 teams)

During the competition period, **five ESG Good Ideas Sustainability Workshops** were held at WNC's Hsinchu and Tainan sites. These sessions featured presentations on WNC's sustainability actions and live Q&A, promoting greater employee understanding and participation in ESG initiatives. A total of **432 participants** joined the events, effectively strengthening alignment and support for the company's sustainability direction. In **December 2024**, the **ESG Good Ideas Master Forum** followed, inviting leading companies to share their practical experience in implementing Internal Carbon Pricing, helping employees stay ahead of global trends and enhance their ESG knowledge and strategic vision.

Among the competition results, the proposal **"Bamboo Replaces Plastic"** won the top honor — **ESG Impact Award of the Year**— for its innovative use of bamboo material to replace virgin plastic, achieving both carbon reduction and economic benefits, and receiving high praise from the judges. Other award-winning proposals such as **"Owls for a Sustainable Future"**, **"Digital Color Wall of the Future"**, **"WNC Easy Commute Program"**, and **"Carbon Emissions Tracking System for Components"** covered a wide range of sustainability practices, including eco-conscious design, social engagement, low-carbon commuting, system implementation, and process improvements.

WNC believes that **every employee is a key driver of sustainability**. The **ESG Good Ideas Competition** reflects the company's commitment to fostering a sustainability-oriented culture and cultivating innovation starting from the employee level. By encouraging action "from a single good idea," WNC aims to inspire more practical, impactful, and scalable sustainability initiatives. Moving forward, WNC will continue to refine the competition framework, promote full employee participation, deepen ESG understanding, and amplify its sustainable impact together with its workforce.



▲ Inaugural ESG Good Ideas Group Photo



▲ "Bamboo Replaces Plastic" On-site Pitch



▲ Sustainability Workshop Highlights


▲ Master Forum Interaction

1 Operational Governance

1.1 Operational Performance
1.2 Corporate Governance
1.3 Ethical Management
1.4 Risk Management



2024 Performance

Corporate Governance

- **Top 20%** among all companies in the tenth Corporate Governance Evaluation
- Selected as a component stock of the DJSI Emerging Markets Index, Taiwan Corporate Governance 100 Index by the Taiwan Stock Exchange Corporation (TWSE), listed in the FTSE TWSE Taiwan Dividend+ Index, FTSE TWSE Taiwan Eight Industries Index and FTSE TWSE Taiwan Mid-Cap 100 Index
- Of the nine directors, independent directors account for four members of the Board of Directors, with **three** female directors.

Ethical Management

- **All** managers and employees who are at a comparatively higher risk completed the annual self-evaluation questionnaire on the Code of Ethical Conduct.
- **Zero** cases of regulatory violations and major lawsuits

Risk Management

- Completed **15** information security drills

Material Topics and Goal Management

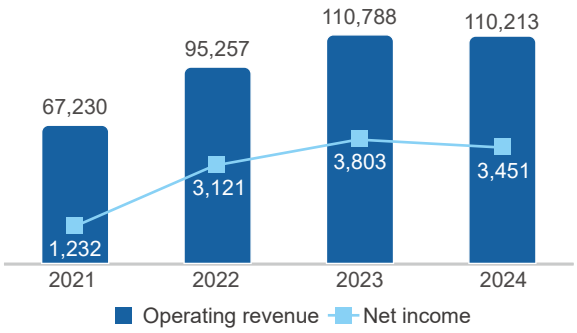
Five Focuses	Material Topic	Performance Indicator	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Growth	Operational and financial performance	Corporate Governance Evaluation	Boost evaluation results	6–20%	6-20%		Top 5%	9.2 Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national conditions of different countries.
		Average Attendance Rate of Board of Directors' Meetings	≧ 90%	97.78%	≧ 90%	≧ 90%	≧ 90%	
		Number of Training Hours for Each Board Member	≧ 6 hours	All board members have received 6 hours of training	≧ 6 hours	≧ 6 hours	≧ 6 hours	

1.1 Operational Performance

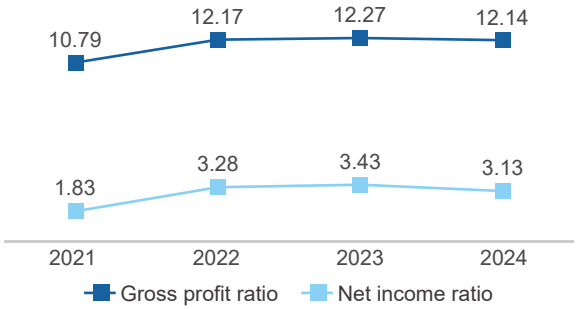
In 2024 WNC's consolidated revenue was NT$ 110.2 billion, with after-tax net profit of NT$ 3.45 billion. Detailed financial figures can be found in Chapter 5 Financial Analysis, Financial Performance Analysis, and Risk Management and Section 5.2 Financial Performance Analysis of WNC's 2024 Annual Report.

WNC aims to achieve steady business and profit growth while moving toward the goal of sustainable development. Every year, a business operations plan is formulated and submitted to the board of directors for approval, and the President & CEO submits regular reports to the board of directors on the company's growth objectives and operational status. WNC conducts weekly management meetings to discuss and resolve key matters. In addition, monthly financial management meetings are held to review the company's financial performance to help optimize overall operational performance. For more financial or other information, refer to the Appendix 6.7 ESG Performance Indicators and Investor Relations section of WNC's website. WNC has established an internal IFRS sustainability information mapping mechanism, collaborated with external consultants, and actively participated in ESG courses organized by external institutions to gain deeper insights into core requirements and response strategies, while keeping abreast of the latest regulatory developments. Moving forward, WNC will follow regulatory guidance and industry-specific directives to progressively adopt a disclosure framework aligned with IFRS Sustainability Disclosure Standards, in order to meet the needs of diverse stakeholders.

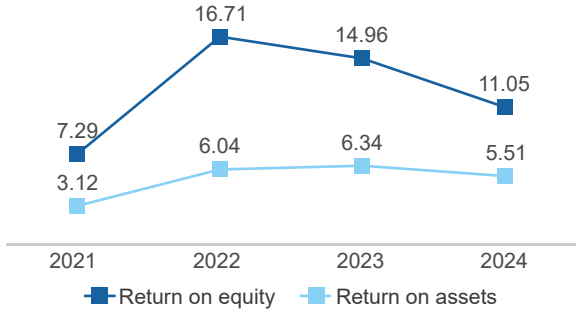
Operating Revenue and Net Income (million NT$)



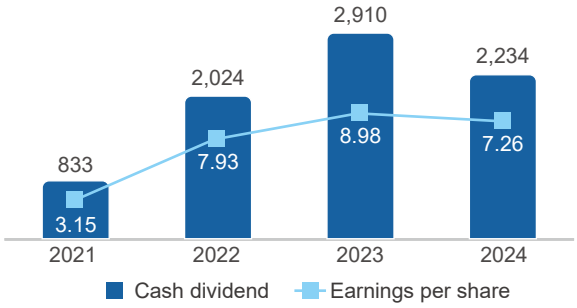
Gross Profit Ratio and Net Income Ratio (%)



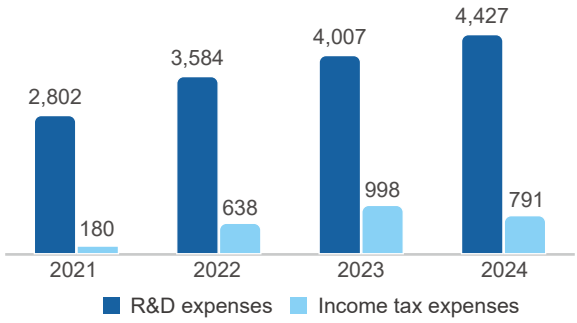
Return on Assets and Return on Equity (%)

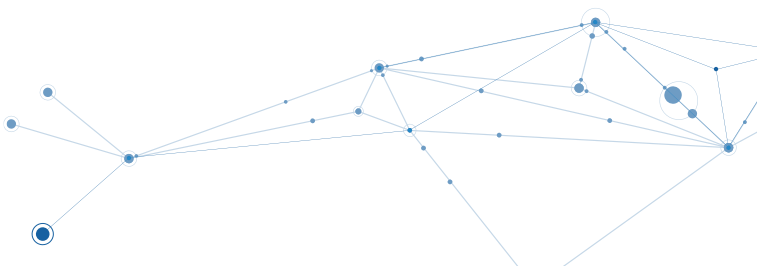


Cash/Stock Dividends (million NT$) and EPS (NT$)



R&D Expenses and Income Tax Expenses (million NT$)





1.1.1 Tax Governance

WNC supports policies that contribute to corporate innovation and promote economic growth and is committed to promoting information transparency. In line with international trends in tax governance, WNC has established tax policies and management measures approved by the BOD that adhere to its core values and comply with relevant tax laws and regulations in the countries where it operates. WNC also exercises its social responsibilities in local communities and pays reasonable taxes without engaging in aggressive tax planning in major countries where it operates. Important corporate decisions are made based on its overall business model, supplemented by tax impact analysis. WNC also prudently assesses tax-related risks by utilizing management mechanisms in response to changes in the operating environment and tax regulations.

The day-to-day tax administration and management of WNC is carried out by the finance department, and tax filing is done after appropriate approval processes. Given the complex nature of taxation and WNC's operations across different countries, WNC continuously monitors and assesses updates of relevant tax regulations, providing training to ensure that finance personnel have the required tax skills and knowledge. Furthermore, WNC operates its tax management mechanisms by seeking advice from external tax consultants to fully identify potential tax risks for both WNC and its subsidiaries. In 2024, WNC's Taiwan sites paid total corporate income taxes of NT$1.59 billion.

WNC's effective tax rate and cash tax rate in the past two years (unit: thousand NT$)

Item		2023	2024
Pre-tax net profit		4,801,273	**4,242,261**
Income tax expenses		998,443	**790,850**
Effective tax rate (%)		20.8	**18.64**
Taxes paid	Total	865,312	**1,585,273**
	Asia	94%	**95%**
	The Americas	6%	**5%**
	Europe	0%	**0%**
Cash tax rate (%)		18.02	**37.37**

1.1.2 Financial Support

WNC actively invests in R&D in alignment with government policies of facilitating industry innovation, improving the industry environment and increasing industry competitiveness. Government subsidies received by each site in 2024 are shown in the following table:

Financial support record for 2024

Region	Item	Unit of Provision	Reason	Amount (thousand NT$)
Taiwan	Investment deduction	Industrial Development Administration, Ministry of Economic Affairs	Industrial Innovation Statute	100,000
	Grant	Ministry of Labor	Employer subsidy for pregnancy checkup leave, pregnancy checkup accompaniment leave and paternity leave	185
China	Incentive	Kunshan Comprehensive Protective Tariff Zone Administration	2024 Enterprise High-quality Development Incentive	1,182
		Kunshan Municipal Bureau of Science and Technology	2023 incentive for recognized and registered technology contracts	
	Grant	Kunshan Human Resources Management Service Center	Enterprise social insurance subsidy during maternity leave	11,103
		Kunshan Bureau of Commerce	Employment subsidy for enterprises hiring people from impoverished backgrounds	
		Kunshan Municipal Bureau of Human Resources and Social Security	Social security subsidy	
		Kunshan City Social Insurance Fund Management Center	Pre-employment training subsidy	
		Kunshan Employment Promotion Center	Subsidy for stable employment positions	
		Nanjing City Social Insurance Administration Center	Subsidy for stable employment positions	
		Kunshan Municipal Bureau of Industry and Information Technology	Grant for modifying industrial technology (municipal level)	
		Kunshan Municipal Bureau of Industry and Information Technology	Effective Investment by industrial enterprises in Suzhou	
		Nanjing City Social Insurance Administration Center	Subsidy for stable employment positions	
		Kunshan Emergency Management Bureau	Comprehensive incentive for intrinsic safety improvement	
		Safety Supervision and Environmental Protection Administration	Subsidy for enterprise liability insurance.	
		Safety Supervision and Environmental Protection Administration	Subsidy for Level 2 and Level 3 standardization assessment	
		Electric Power Company, State Grid	Grant for solar power generation	
		Kunshan Municipal Bureau of Human Resources and Social Security	Business support policies for the Lunar New Year	
	Taxable allowance	Kunshan Bureau of Commerce	Refund of local taxes for the additional payment of corporate value-added tax and the non-deductible amount of export tax	5,082
		Kunshan City Tax Bureau	Return of withholding tax	
	Others	National Taxation Bureau	Export tax refund	191,167
Total				308,719

Note: The amount of investment tax deduction of the Statute for Industrial Innovation is an estimated value, and the actual amount is the amount approved by the National Taxation Bureau according to the application form for the tax reduction and exemption plan submitted by WNC.

1.1.3 Regulatory Compliance

Since WNC's founding, it has formulated internal regulations in accordance with applicable national laws of each operational location in order to guide its employees, managers, and the Board of Directors. WNC is also mindful of directives from the competent authorities, relevant international or domestic laws, and trends in invested industries and modifies its policies in related areas accordingly. WNC has introduced a Legal Compliance System that tracks changes to laws and regulations applicable to every aspect of WNC's operations through a laws and regulations database, conducting compliance reviews according to the most complete and updated information. The identified results and improvement progress are shown on a dashboard to help managers understand the latest changes to laws and regulations.

In order to increase the service quality of the value chain and fulfill social responsibilities, WNC requires suppliers to comply with international and local laws when hiring employees. WNC complies with the ISO 14001 Environmental Management System and ISO 45001 Occupational Safety and Health System standards, and other international standards to create a sound work environment. In 2024, WNC had zero cases of major local regulatory violations.



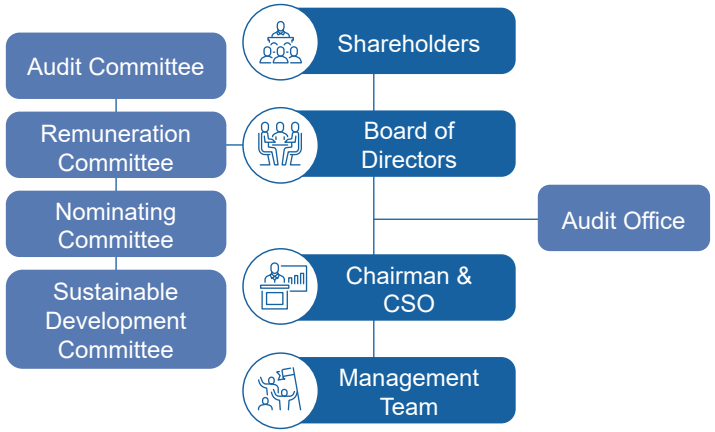
Overview of WNC's regulatory violations in the past two years

No.	2023	2024
No. of plans	4	5
Amount of fines accrued (NT$)	192,486	2,334,060
Description of violation and improvement measures	• After an inspection, it was found that the S1 site did not apply for and report the license of the person in charge of waste disposal in accordance with regulations, and was fined NT$6,000 by a government environmental protection agency. Upon discovery of this issue, relevant units immediately completed license application and reporting, job duty adjustment and other related administrative work. • Two violations of Taiwan's Labor Act occurred at the S3 site, one in February and one in July. Both were related to work hours. During construction of the site, work requirements made it more likely that employees had to work overtime. The company has since improved internal communications and relevant management mechanisms to help prevent reoccurrence of such violations. • In Q4 2023, the fire agency of Kunshan City conducted a fire inspection of WNC's sites in Kunshan. The automatic gas fire extinguishing system in WebCom Communication (Kunshan) was out of order and under maintenance during the inspection period. The agency determined that this posed a safety hazard to the site and fined WNC CNY20,000 in accordance with the Fire Control Law of the People's Republic of China. All fire systems in WebCom Communication (Kunshan) have been repaired or replaced.	• It was found during the inspection of S1 that the total usage of volatile raw materials had reached the level specified in the eighth batch of the published regulations for the application of setup and operational permits for organic solvent operations. However, the factory had not applied for an operational permit from the Hsinchu Science Park Administration and proceeded with operations directly. S1 was fined NT$320,000 by the Hsinchu City Government. Permit-controlled items have been listed for better management. In the future, if there are any changes in the process or raw materials, a permit modification application will be submitted in advance. • S1 was found to be in violation of Article 32, Section 2, of the Labor Standards Act due to working hours issues, and the competent authority imposed a fine of NT$50,000. An overtime application system has been implemented to track overtime hours in real-time, and a system is used for control and management. • In September 2024, WNC (Kunshan) was fined RMB160,000 by Customs due to an incorrect declaration category caused by inaccurate information provided by a supplier. We have sought compensation from the supplier and revised the procurement contract to include a clause holding the supplier accountable for the accuracy of customs declaration information. • In November 2024, NeWeb Service (Kunshan) Corporation was fined RMB 8,700 by Customs due to the customs broker's failure to declare the imported goods as returned-for-repair items as required. We have sought compensation from the customs broker and will be more cautious in selecting brokers in the future. Supervision will be strengthened through measures such as requiring post-declaration result confirmation and conducting irregular audits. • In December 2024, WebCom Communication (Kunshan) was required by the Kunshan Taxation Bureau to pay additional taxes and late fees totaling RMB270,000, after it was determined that the logistics company designated by the customer had issued false invoices. The issue arose because the logistics company had redirected payment to an affiliated entity and was found to lack substantive business operations. We have held the logistics company accountable and obtained compensation. In the future, we will strengthen the management of the logistics company to ensure that the payment recipient matches the contract party.

Note 1: A major violation is determined based on the amount of loss or compensation incurred by the company due to the incident. This includes employee-related violations, shareholder / securities-related violations, or environmental, safety, and health-related violations exceeding NT$1 million.

1.2 Corporate Governance

WNC values the legitimacy and transparency of its corporate operations and seek to perfect our corporate governance system to protect shareholders' interests, enhance stakeholder communications and promote relevant systems and measures in accordance with regulatory and customer requirements. The company has stipulated the WNC Sustainable Developmemt Best Practice Principles , WNC Corporate Governance Best Practice Principles,WNC Ethical Management Best Practice Principle and a WNC Code of Ethical Conduct, and each functional unit in WNC has their own responsibilities in promoting and implementing corporate governance in accordance with WNC policy, and implementation results are reviewed semi-annually. The Finance Division, the Legal & IP Division, the Human Resources Administration Division, the Quality Assurance Division and the Sustainable Development & Marketing Division work together to closely monitor related international proposals and regulations to determine whether the company needs to update our management guidelines and operational procedures related to corporate governance.



The Board of Directors is the highest governing body of WNC. In 2024, the average attendance rate of directors at board meetings was 97.78%. Its responsibilities include supervising the lawful operations and financial transparency of the company, approving the appointment, dismissal and remuneration of senior managers, providing strategic guidance to the management team related to the Company's operations. The management team must also report on the Company's operational status and other important issues, and provide reference information and opinions for decision-making of the Board of Directors. In November 2024, the Board of Directors approved the establishment of a sustainability committee to approve corporate sustainability-related issues and assess the company's performance in economic, environmental, and social aspects. To assist the Board in its operations and functions, four functional committees: the Audit Committee, the Remuneration Committee, the Nominating Committee, and the Sustainable Development Committee have been established. For more information on WNC's Board of Directors, refer to the 2024 WNC Annual Report: Chapter Two Operational Highlights.

In 2015, the Taiwan Stock Exchange (TWSE) and the Taipei Exchange (TPEx) began holding an annual Corporate Governance Evaluation, which evaluates all publicly listed companies in the previous year. WNC has been rated in the top 20% among all publicly traded companies every year since.

Committee	Composition	Major Responsibilities	Implementation Status
Audit Committee	All members of the Audit Committee are independent directors, and at least one has accounting or finance expertise. The term for the independent directors on the Committee is three years. Directors may be reelected for consecutive terms. Currently, there are four committee members.	An audit committee meets prior to the Board of Directors meeting every quarter to monitor the execution of WNC's internal controls and important financial and sales behavior and to communicate and interact with CPAs to effectively supervise company operations and risk management. The audit committee's specialized division of duties and independent positions assist the Board of Directors in the execution of its supervisory capacity, raising WNC's financial standing and credibility.	The Audit Committee meets at least once every quarter. Five meetings were convened in 2024, with an average attendance rate of 95% for all committee members.
Remuneration Committee	Currently there are four committee members, all of whom are independent directors. Committee members must invite the Board Chairman or CEO to attend. The members of the remuneration committee recuse themselves from meetings if issues to be discussed involve any personal interests of the members. The committee may also request directors, internal auditors, accountants, legal consultants, and other personnel to attend meetings and to provide them with pertinent and necessary information.	A remuneration committee is responsible for establishing and periodically reviewing the compensation policies, systems, standards, and structure of WNC's director's and management's compensation; as well as evaluating and deciding compensation terms.	The Remuneration Committee meets at least twice a year. Meetings may be convened when necessary. Three meetings were convened in 2024, with an average attendance rate of 100% for all committee members.
Nominating Committee	The Nominating Committee is composed of five directors, over half of whom are independent directors. The committee is chaired by WNC Chairman Haydn Hsieh, and all committee members have extensive industry experience and are well-connected in the industry.	The primary duties of the committee include selecting and assessing candidates for board members, executive officers, and members of committees under the Board of Directors, formulating and reviewing regulations relating to the establishment, duties and operations of committees under the Board of Directors, and formulating and implementing continuous learning plans for directors.	The Nominating Committee convenes meetings when necessary. Two meetings were convened in 2024, with an average attendance rate of 100% for all committee members.
Sustainable Development Committee	On November 6, 2024, the Board of Directors approved the establishment of the Sustainable Development Committee. The committee is composed of seven members, including two directors, two independent directors, and three non-director members. The Chairman, Haydn Hsieh, was elected as the committee's chairperson, with a term from November 6, 2024, to June 6, 2026.	The committee develops goals based on corporate sustainability directions and strategies, formulates related management policies, outlines specific implementation plans, and tracks the execution results and effectiveness of WNC's sustainability-related efforts.	The Sustainable Development Committee meets at least twice a year. Meetings may be convened as deemed necessary.

1.2.1 Composition of Board of Directors

According to the Articles of Incorporation, WNC appoints seven to nine directors, who are elected by the shareholders' meeting from the list of director candidates in accordance with the candidate nomination system. The directors serve a term of three years and may be reelected for consecutive terms, and it is expressly stipulated that the company shall appoint no fewer than three independent directors. To ensure that independent directors carry out their duties in an objective manner and prevent long tenures from compromising their independence, none of WNC's independent directors have served for more than nine years consecutively. The 11th Board of Directors was elected at the 2023 Shareholders' Meeting. There are nine directors in total, including three female directors (approximately 33%). Two directors hold employee status (approximately 22%), and four of the nine directors are independent directors (approximately 44%). The average tenure of the directors is 11.67 years. To improve decision-making efficiency and carry out the resolutions of the Board of Directors, WNC's Chairman also serves as the company's Chief Strategy Officer. All directors have extensive experience and qualifications in business, legal affairs, finance, accounting, risk management or corporate business. each of whom provides objective opinions on their professional fields and assists the Board of Directors in making decisions that are most beneficial to the Company and shareholders.

Name	Title	Gender	Employee Status	Continuous Term of Independent Directors			Age			Area of Proficiency			
				3 years or less	4-6 years	6-9 years	51-60	61-70	71-80	Industry/ Technology	Finance	Law	Risk Management
Haydn Hsieh	Chairman & CSO, Nominating Committee Chairperson, and Sustainable Development Committee Chairperson	Male	●						●	●			●
Jeffrey Gau	President & CEO, Director, and Sustainable Development Committee member	Male	●				●			●			●
Frank F.C. Lin	Director, representative of Wistron Corporation and Nominating Committee member	Male							●	●	●		●
Donald Hwang	Director and representative of Wistron Corporation	Male						●		●			●
Philip Peng	Director	Male							●	●	●		●
Karen Hsin	Independent director, Audit Committee Chairperson, Remuneration Committee member and Nominating Committee member	Female				●		●		●	●	●	●
T. Y. Lay	Independent director, Audit Committee member, Remuneration Committee Chairperson , Nominating Committee member, and Sustainable Development Committee member	Male			●				●	●			●
Lillian Chao	Independent director, Audit Committee member, Remuneration Committee member and Nominating Committee member	Female		●				●		●			●
Rosie Yu	Independent director, Audit Committee member, Remuneration Committee member, and Sustainable Development Committee member	Female		●				●		●	●		●

1.2.2 Diversification of Board of Directors

WNC has established, in Article 20 of the WNC Corporate Governance Best Practice Principles, and implemented, a diversification policy for the composition of the Board based on its own operations, operations type and development needs. Suitable directors are nominated and selected by evaluating the aspects of basic conditions and values (such as gender, age, etc.) , professional background (such as law, accounting, industry, finance, marketing or technology) , professional skills and industry experience. The composition of the current Board of Directors of WNC has achieved the management goal of diversification for its Board of Directors:

Sustainability Committee Management Objectives	Status of Achievement
The number of directors who concurrently serve as executive officers in WNC does not exceed one-third of the total number of directors.	Goal achieved
At least one-third of board members are female.	Goal achieved
Independent board members do not serve for more than three terms.	Goal achieved
There are board members with inter-disciplinary expertise.	Goal achieved
The number of independent board members exceeds the number stipulated by law.	Goal achieved

1.2.3 Board Training Courses

To ensure that the directors are well-versed in the latest trends in corporate governance, sustainable development and risk management, all directors of WNC are required to complete annual training in accordance with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies. The total number of training courses WNC directors participated in in 2024 was 26. On average, each director spent 9.33 hours on sustainability-related courses, including topics such as building sustainable competitiveness through DEI culture and analyzing corporate legal risks. For detailed information on their training, please refer to the Market Observation Post System or Chapter Two Operational Highlights; Section 2.4 Corporate Governance of the 2024 WNC Annual Report.

1.2.4 Board Performance Evaluation

To implement corporate governance and optimize the operating efficiency of the Board of Directors, WNC has stipulated Regulations Governing Performance Evaluation of the Board of Directors and Functional Committees. The Company conducts performance assessments each year, which cover the overall Board of Directors, functional committees, and individual directors. In addition, WNC commissions an independent, professional external agency or a group composed of external experts / scholars at least once every three years to conduct a performance evaluation on the Board of Directors. The assessment period is from January 1 to December 31 of each year. The results of the performance evaluation shall be reported to the Board of Directors in the first quarter of the following year. In addition, an external professional and independent institution or a team of external experts and scholars shall be engaged at least once every three years to conduct a performance evaluation of the Board, the results of which shall also be reported to the Board in the first quarter of the following year and disclosed in the company's annual report.

The results of internal performance evaluations for the Board of Directors and functional committees in 2024 were "exceeds standards". The results from these evaluations were submitted to the Board on February 26, 2025. WNC also commissioned the Taiwan Corporate Governance Association to conduct an external performance evaluation of the Board of Directors. For details on the performance evaluations for the Board of Directors and functional committees, please refer to Chapter Two Operational Highlights ; Section 2.4 Corporate Governance of the 2024 WNC Annual Report or the WNC website.

The results of these evaluations will serve as a reference for the Board's continuous improvement of its functions, remuneration setting for the Board and the functional committees, and nomination for directors to serve the next term.

1.2.5 Remuneration Policy

Remuneration of directors is determined in accordance with the Articles of Incorporation, as approved by the shareholders' meeting. It is set at no more than 1% of the year's profits (profit here indicates pretax profit without deducting profit-sharing bonuses for employees and directors) , and is paid in cash. Remuneration of directors is determined based on WNC's overall operational performance, operational risks and development trends of the industry, and the degree of their engagement and their contributions to corporate operations. The related performance evaluation and rationalization of the remuneration is audited by the Remuneration Committee and the Board of Directors and may be reviewed at any time based on practical operational conditions and related laws and regulations to achieve a balance between continuity of operations and risk control.

The compensation package for each senior manager includes a fixed component of salary, bonuses, and benefits and a variable component of bonuses, dividends (cash / stock) , stock (restricted stock / employee stock ownership trust) and stock options. The variable component of compensation is determined based on WNC's operational performance in the current year. It ranges from 49% to 83% of the total compensation, depending on the position and performance. To enhance senior management's responsibility and commitment to WNC's sustainability and overall performance, starting in 2025, WNC has incorporated sustainability-related performance indicators into the performance evaluations of senior executives.

These sustainability performance indicators will be a key criteria in determining short-term performance bonuses and long-term incentive plans (e.g. stock) for the company's President & CEO, as well as senior managers. This will strengthen the alignment between senior management and the company's sustainability responsibilities, promote the implementation and continuous improvement of sustainability strategies, and support the achievement of strategic goals. WNC's objectives include both financial and non-financial indicators, while individual annual goals encompass operational goals and ESG indicators. The achievement of ESG performance indicators will directly impact bonus allocation, with the bonus amount potentially increasing or decreasing by up to 10%.

Aspect	Indicator	Weighting
Financial performance	Achievement of company performance indicators and individual performance indicators	100%
Sustainability performance	Sustainability performance indicators (including achievement rate of SBTi GHG emissions reduction targets and adoption rate of renewable energy)	±10%

The compensation structure for senior managers has a certain degree of flexibility to dynamically balance the long-term interests of employees, shareholders, and WNC. The fixed items aim to maintain the competitiveness of the company in the industry, and the variable terms are considered based on WNC's and the individual's performance. At the beginning of each year, the Remuneration Committee sets the assessment items, goals, and weightings, taking internal and external development into consideration. The compensation for managers is assessed based on personal performance and prevailing salary levels in the industry. The terms are evaluated by the Remuneration Committee and are reported to the Board of Directors for approval. Additionally, external consultants are engaged to ensure alignment of the compensation policy with market trends, environmental factors, and compensation competitiveness.

2024 WNC Worldwide Remuneration Ratio[Note]

Item	Ratio
Ratio of highest salary to median annual salary	57.48
Ratio of highest salary increase to median salary increase	4.18

Note: Excluding employees who have been on the job for less than one year, calculating average remuneration of all permanent employees for the year, including basic salaries, allowances, and bonuses.



1.2.6 Conflicts of Interest Management

Directors, in relation to agenda items in which they or their represented legal entities have vested interests, adhere to Article 15 of the Rules and Procedures of the Board of Directors Meeting to avoid conflicts of interests. They disclose significant details of their vested interests during the Board of Directors Meeting. If there is a risk of harm to WNC's interests, they are excluded from taking part in the discussion and voting and are not allowed to act as proxies for others. If a director's spouse, immediate family members, or companies with a controlling-subordinate relationship to the director have vested interests in the agenda items, it is considered that the director has a personal vested interest in that matter.

Information regarding board members' positions on other companies' boards, cross-shareholdings with suppliers or other stakeholders, the existence of controlling shareholders, and related parties along with their relationships, transactions, and outstanding balances has been disclosed in WNC's annual report.

1.2.7 Internal Control Systems

WNC has established, in accordance with the law, an Audit Office, responsible for supervising internal control procedures, annual audits and review of improvement effectiveness of WNC and its subsidiaries. This independent unit reports directly to the Board of Directors and is staffed with a full-time audit supervisor and two auditors.

Audits are conducted in accordance with a Board-approved audit plan based on identified risks; extraordinary audits may also be conducted when necessary. The supervisor of the Audit Office reports existing deficiencies or potential risks to the relevant manager, reports major issues to the Board of Directors regularly, and to the Chairman and Audit Committee at any time when necessary.

The Audit Office coordinates evaluation of internal controls and regularly evaluates the applicability of self-assessment surveys to ensure that self-assessment items cover all main operational procedures and can be modified in response to organizational restructuring to ensure that a risk assessment mechanism and review by managers of different levels is implemented. At the same time, the Audit Office supervises each department and WNC subsidiaries to conduct regular self-assessments of the implementation of internal control systems, and reviews their self-assessment reports. The reports and the findings of the audited department regarding internal control deficiencies and abnormalities serve as the main basis for the Board of Directors and the General Manager to evaluate the overall effectiveness of the internal control system and issue an Internal Control System Statement.

The internal control system deficiencies and abnormalities identified during the audit are tracked and reported on a regular basis to ensure that the relevant departments have taken corrective actions. The audit report and tracking report are submitted to the independent directors for review by the end of the following month after completion of the audit items. In addition to regular reporting to the Audit Committee, the audit supervisor also presents a report to the Board of Directors.

1.3 Ethical Management

WNC has a zero-tolerance attitude towards corruption, and has formulated internal rules and regulations such as the WNC Code of Ethical Conduct, WNC Ethical Management Best Practice Principles and WNC Whistleblowing and Handling Measures. The rules and regulations clearly disclose the Company's ethical management policy and require the Company and its subsidiaries to comply with regulations related to their overall operations. The Company and its subsidiaries are committed to abiding by high ethical standards, avoiding engaging in unfair competition, fulfilling tax obligations, preventing bribery and corruption, and establishing appropriate management systems to create a level playing field.

WNC's Legal & IP Division is charged with enhancing integrity management operations. In addition to revising relevant policies and regulations, conducting training sessions, and regularly reminding stakeholders of risk-related matters, the unit also helped establish an Integrity Investigation Office to conduct due diligence investigations, organize relevant training courses and investigate reported cases, with the Chairman having final decision-making authority. The Chief Legal Officer reports on the execution status to the Board of Directors on a regular basis (at least once a year) . Labor and ethical risk assessments at all major manufacturing locations in Taiwan, China, and Vietnam are conducted every year. Assessment results for 2024 revealed no high-risk items or instances of corruption.

1.3.1 Due Diligence

Ethics and Due Diligence Requirements for WNC Employees

Subject	Requirements
WNC directors and top-tier managers	Sign the company's Declaration of Ethical Management
New employees and suppliers	Sign the company's Code of Ethical Conduct
Employees who directly deal with or exert substantial influence over customers, suppliers, and contractors	Answer an annual self-evaluation questionnaire on compliance with the company's Code of Ethical Conduct

WNC requires all WNC directors and top-tier managers to sign the Declaration of Ethical Management; in 2024 all of the aforementioned personnel signed the declaration. WNC also requires all new employees and new suppliers to sign the company's Code of Ethical Conduct. All new employees in 2024 have signed the Code, making a commitment not to offer or accept any bribes or illegal profits in any other form. Refer to Section 2.3 Supplier Management of this Report for more details on supplier assessment and management procedures. Each year, WNC distributes a self-assessment questionnaire on integrity to relevant personnel at its major production sites in Taiwan (HQ / S1 / S3) , China sites (in Kunshan / Nanjing) , and Vietnam. This includes senior executives, sales, product management, procurement, supplier quality management, general affairs, and facility management—particularly those who have direct contact with and substantial influence over customers, suppliers, and contractors. The purpose of the questionnaire is to identify potential risk factors through self-evaluation. The questionnaire covers topics such as soliciting, receiving, or offering bribes or improper benefits, conflict of interest, and reporting of misconduct. Employees are also required to disclose any stakeholders who work for the company's suppliers or customers, or who serve as government officials. In 2024, 2,386 WNC employees completed the survey and filled out the questionnaire. After reviewing the questionnaires, a total of 12 responses were identified as indicating abnormalities. Upon individually following up with the respondents, it was confirmed that the discrepancies were due to misunderstandings of the questions, and none involved any risks of violating the integrity commitment.

1.3.2 Grievance and Consultation Mechanisms

WNC has established the following public reporting channels: the "Illegal Conduct Reporting Mailbox" (wnc.integrity@wnc.com.tw) , the "Stakeholder Communication Mailbox" (public@wnc.com.tw) , and the "Workplace Misconduct and Sexual Harassment Complaint Mailbox" (8585@wnc.com.tw) . These contact points are published on the official website and included in training programs to allow all internal and external stakeholders to report, either anonymously or with their name and contact information.

The WNC Reporting and Handling Procedures stipulate handling procedures to address violations and confidentiality obligations for individuals responsible for receiving and investigating reports, and prohibits any adverse actions or consequences against the reporting parties to safeguard their work rights. The Integrity Office is tasked with establishing a task force to handle reports and perform investigations. The reporting procedures are described briefly as follows:

1. Personnel shall, in a named or anonymous manner, provide specific evidence that can be verified, such as the date and the facts of the violation.
2. After the case is accepted, the task force will handle the case immediately and complete an investigation report within a reasonable time.
3. After completing the investigation, the task force proposes measures to address the issue to the CEO for a final decision. The task force will notify the reporting party of the conclusions following the decision of the CEO.

- WNC ensures that the identities of the reporting parties are kept secret and that they are not at risk of retaliation.
- WNC will not terminate or transfer any employee or cause any other unfavorable result to occur due to their reporting an issue unless that employee has violated the law.
- Task force members and related members participating in the investigation ensure and maintain the confidentiality of the incident throughout the entire investigation.
- The task force records how the reported issue was handled in written form, and this written report is sealed and archived for five years.
- If the reported issue involves WNC directors or high-level managers, the task force should report the investigation results to independent directors.
- Starting from the second quarter of 2025, grievance cases will be submitted quarterly to the independent directors for review, with the independent directors overseeing the investigation and handling of whistleblowing cases.

In 2024, nine complaints related to personal integrity were reported, with one case still under investigation as it was received at the end of the year. Six cases were closed due to a lack of evidence. After investigation, the content of the other two cases were confirmed to be true, and disciplinary actions have been taken in accordance with company regulations. Two other cases were found to be substantiated. One involved an external supervising unit soliciting gifts, with no WNC personnel implicated. The unit in question has been contacted for disciplinary action. The other case involved an employee violating the company's contract stamping regulations. Disciplinary action has been taken in accordance with company regulations, and the department head has reinforced training and awareness on the matter. Other complaints not related to integrity were referred to the respective responsible units for handling. In 2024, WNC did not receive nor was it involved in any incidents related to conflicts of interest, money laundering, or insider trading.

If WNC employees have questions regarding the Code of Ethical Conduct, they may consult their direct supervisor or personnel at the Legal & IP Division, or they can look to obtain answers via communication channels at WNC, including committee meetings, lectures, the Employee Suggestions Platform, hotlines and email. For details on communication channels for employees, refer to 4.1.4 Communication Channels in this Report.

1.3.3 Training and Promotion

To boost employees' understanding and implementation of ethics and integrity issues, the most updated promotional resources are provided on our internal website, and the Legal & IP Division holds Ethics and Anti-Corruption Code of Conduct online training for current employees every year, and the training is included in compulsory courses for new employees. The aforementioned resources and training will help employees understand the actions they should adopt when company rules conflict with social mores, corporate interests, and private interests or when they find any wrongdoings. In 2024, a total of 6,420 employees at WNC's Taiwan sites and major manufacturing sites in China and Vietnam took the WNC Ethics and Anti-Corruption Code of Conduct online course for a completion rate of 99.08%.

1.3.4 Fair Competition

We believe healthy market competition enhances the quality and efficiency of WNC's operations, ensures consumer rights and achieves economic stability and prosperity. Therefore, we abide by related government and industry laws. To help maintain a healthy market mechanism and structure, we refuse to adopt unfair, anti-competitive market tactics. In 2024, there were no lawsuits against WNC related to anti-competitive or anti-trust behavior.

1.3.5 Political Neutrality

WNC maintains political neutrality and encourages employees to fulfill their civic duties. In the Ethical Corporate Management Best Practice Principles and Procedures for Ethical Management and Guidelines for Conduct WNC publishes, relevant regulations for the lawful provision of political donations are provided. In 2024, WNC did not make any political donations.



1.4 Risk Management

WNC adopts its existing administrative organizational structure and internal control mechanisms to manage corporate operational risks. Its three lines of defense in risk management include:

First line of defense – Each business unit and functional unit performs its respective responsibilities, identifying risks across various aspects, and formulating management strategies and response measures to prevent, mitigate, or transfer risks.

Second line of defense – WNC has established the Board-level functional "Audit Committee," composed of four independent directors. The committee convenes meetings quarterly before Board meetings to review the implementation of the company's internal control system and internal audits, as well as significant financial and business activities, ensuring effective oversight of operations and risk control.

Third line of defense – The Internal Audit Department is an independent unit directly reporting to the Board of Directors. In compliance with laws and regulations, it establishes the internal control system and, based on the internal control framework, develops detailed internal audit implementation guidelines to assess and measure the effectiveness and compliance of existing control systems and procedures. In 2024, no significant risk events occurred.

WNC's methods are briefly described below according to financial risk, operational risk and continuous operations management. Climate risk is also regarded by WNC as an important area of risk management. For details on its management approaches and actions, please refer to WNC TCFD & TNFD Report.

1.4.1 Financial Risk Management

WNC's business focuses on R&D, manufacturing, and product sales. The company does not engage in high-risk or highly leveraged investment activities. WNC invests funds after considerable risk assessment while closely monitoring changes in bank lending rates on a regular basis. 98.44% of WNC's revenue was from export sales in 2024, and most of the export sales amounts are quoted in U.S. dollars. Most of the material purchasing amounts are also quoted in U.S. dollars. Therefore, the majority of our foreign currency operating exposure can be offset through our frequent purchase and selling. For remaining situations involving foreign currency operating exposure, the foreign currency is converted to NT dollars depending on liquidity needs and market conditions. WNC's action plans to cope with the impact of changes in interest rates, exchange rates, and inflation are:

- Strengthen the natural hedging effect of foreign currency equity and debt offsetting.
- Make plans and arrangements regarding capital income and borrowing costs in advance based on our predictions about future operational and capital requirements of the Company.
- Use auxiliary tools (such as financial derivatives) to reduce risk under proper risk guidelines.

1.4.2 Business Risk Management

WNC complies with government decrees and regulations and adjusts its internal policies in accordance with changes in laws, thus ensuring the lawfulness of WNC's operations. Regarding the Company's operating status, in addition to regularly holding shareholders' meetings and institutional investor conferences, the Company produces financial reports and sustainability reports to increase the transparency of company information, and actively invests in green product design and participates in social welfare activities, in order to meet its social responsibilities. To better secure customer and shareholders' rights and react in a timely manner to the rapidly changing communications industry, WNC, while targeting overall sustainable development, performs risk and efficiency assessments when introducing new materials, new technologies, and new equipment so as to enhance total value of products through the most competitive quality, development speed, and cost. With strict control of expenses, operational costs and risk can also be well managed.

1.4.3 Market Trends

In response to changes in the politico-economic environment in Europe and the United States, as well as changes in the industry's value chains and corresponding fluctuations in markets, WNC continues to monitor and respond to market trends. The Sustainable Development & Marketing Division observes and analyzes global politico-economic changes as well as industry trends. The Legal & IP Division is responsible for tracking changes in related laws and regulations on a regular basis and arranging response measures accordingly. Business units get a clear understanding from upstream and downstream suppliers, and carry out real-time analysis and formulate response measures based on their understanding of changes in industry value chain, allowing these units to make timely responses to changes and alleviate the impact of changes on the role WNC plays in the market.

1.4.4 Business Continuity Management

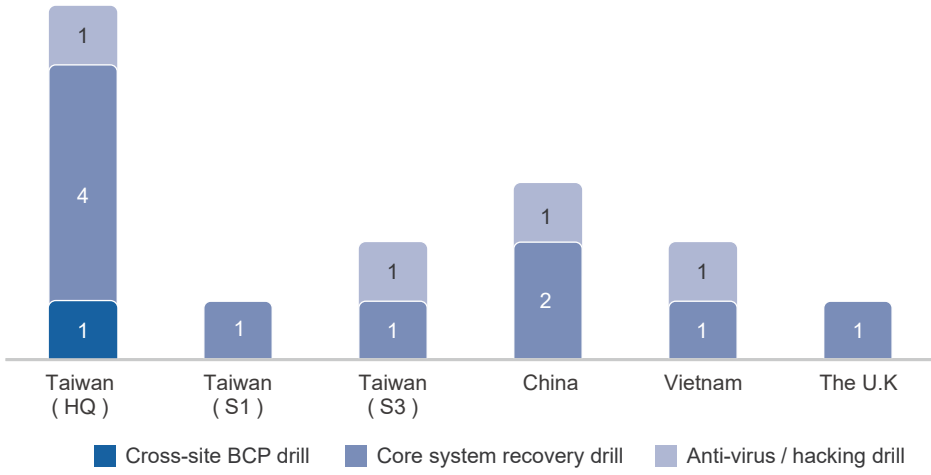
WNC aims to ensure quick recovery of operations through rapid response to incidents. This is essential to ensure employee safety, prevent disruption to business operations, and to reduce the impact and loss that these incidents may cause to the environment, to WNC, or to our customers. WNC has therefore established a Significant Environmental Aspect Identification and Management Procedure, a Hazard Identification and Risk Assessment Management Procedure, a Contingency Plan Control Procedure, and a Business Continuity Plan based on major disaster scenarios. In 2024, no casualties or property losses caused by natural disasters or man-made disasters (including terrorist attacks or labor disputes) occurred at WNC headquarters or other sites.

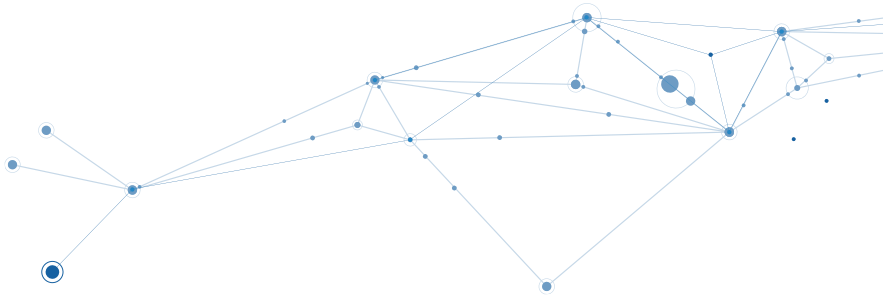
Information Security

To enhance the information security awareness of colleagues and strengthen the company's overall information security management system to ensure the security of the Company (personal data and privacy rights) and customer confidential information (including business secrets and intellectual property rights, etc.) , our practices include:

- Continuing to update, optimize and promote our Information Security Policy and operating procedures;
- Complete the ISO / IEC 27001 Information Security Management System (ISMS) transition project and obtain certification.
- Conduct a semi-annual inventory and update of the information asset register, along with risk assessment activities.
- Conduct an annual Business Impact Analysis (BIA) to simulate potential scenarios based on risk assessments or internal and external threat trends, and plan and carry out disaster recovery drills accordingly.
- Fifteen information security drills were completed in 2024. These included 14 drills focused on the recovery of core business systems and antivirus / cyberattack response, as well as one newly added corporate-level BCP drill across multiple sites and business groups in response to customer requirements.
- Encryption, storage and control of R&D data on the internal cloud R&D platform;
- Improve internal and external control mechanisms in accordance with customer requirements;
- In addition to the ongoing annual cybersecurity risk assessments for information-related suppliers, WNC has also planned and initiated assessments for the supply chain of non-IT-related parts. For suppliers with higher potential risks, cybersecurity questionnaires are used to identify their level of cybersecurity control maturity. WNC continues to promote awareness and require the implementation of stronger control measures to enhance overall cybersecurity management across the supply chain.
- Implemented Operation Technology (OT) and Internet of Things (IoT) monitoring systems along with incident response mechanisms to enhance facility environmental safety and the identification of potential risks.
- Evaluated and established management policies and procedures relating to cloud services, and implemented a cybersecurity detection solution for the cloud environment.

Number of information security BCP drills conducted in 2024





Emerging Risks

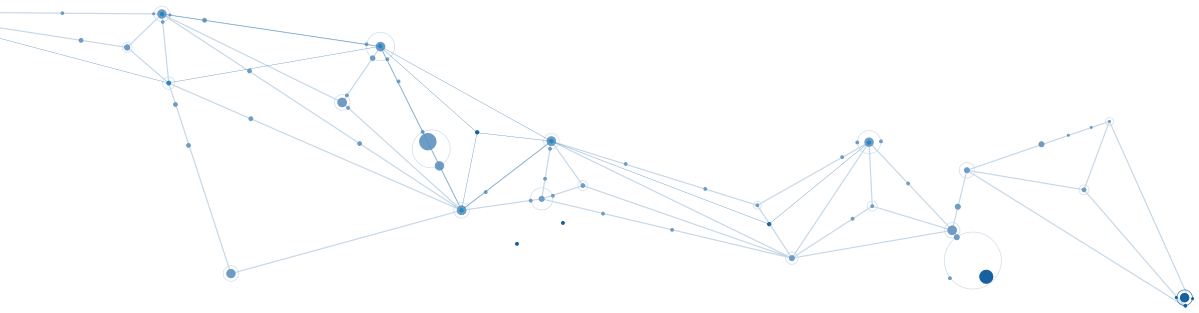
WNC continues to monitor external trends and their potential impacts on business operations and the value chain. Through the materiality assessment process, the company regularly reviews whether the significant impacts identified in the previous reporting period remain relevant. These topics are validated by the Chief Sustainability Officer and presented to the Sustainability Development Committee, with final oversight and approval by the Board of Directors.

In 2024, WNC incorporated for the first time the Cluster of Risks concept proposed by the World Business Council for Sustainable Development (WBCSD), to analyze the interconnections and cumulative impacts of various ESG-related risks. Among these, WNC identified two key emerging risks with negative ESG implications:

1. Technological changes risk arising from the rapid rise of AI, and
2. Depletion of rare resources caused by extreme climate events.

The following table outlines their potential impacts on WNC, along with corresponding mitigation and response actions.

Risk	Category	Potential Impacts	Mitigation Actions
Technological Changes Risks	Technological Risk	The rapid evolution of AI introduces new risks and threats, including illegal system intrusions or attacks through internal systems or supply chain vulnerabilities. These disruptions may compromise company assets, confidential data, or product designs, resulting in operational imbalance and reputational damage	• Oversight by the Information Security Committee and cross-functional response team • ISO / IEC 27001:2022 certification obtained • Ongoing implementation of regional BCP (Business Continuity Planning) drills • Threat scenario simulation and drill program to enhance resilience and defense efficiency • Coordination with penetration testing and internal vulnerability reviews • Enhancement of product-level security performance with benchmarked project targets
Rare Resources and Critical Minerals Depletion Risk	Environmental Risk	Driven by increasing global demand for low-carbon and sustainable products, the risk of shortages in rare metals and minerals (e.g., cobalt, copper, tin, nickel) is rising. This may lead to higher procurement costs, material volatility, and supply uncertainty, impacting product pricing competitiveness and business continuity.	• Collaborated by the Global Materials Department and the Environmental Working Group under the Sustainability Development Committee. • Regularly assess the interrelationship between value chain operations and natural ecosystems, and evaluate relevant nature-related risks based on the company's dependency and impact pathways. • Incorporate resource depletion risk into the company's strategic planning in alignment with the Sustainable Materials Policy, ensuring the functionality and quality of alternative or recycled materials. • Strengthen supplier capability management and raw material selection oversight, while reducing dependence on single resources or suppliers to mitigate risks associated with material shortages. • Continuously assess the feasibility of applying circular economy principles in product design, enhancing resource recovery and reuse to reduce reliance on virgin materials.





2 Joining Hands with Partners

2.1 Innovation Momentum
2.2 Customer Relations
2.3 Supplier Management
2.4 Information Security



2024 Performance

Sustainable Procurement

- Local procurement at WNC headquarters is **45%**.
- **195** RMAP conforming smelters, accounting for **99.0%** of total smelters.
- **349** suppliers have completed sustainability risk evaluations

Innovation Momentum

- **142** employee proposals for continuous improvement plans in 2024
- NT$**4.4 billion** invested in R&D, an increase of **10.5%** over the previous year
- **572** patent applications filed in 2024, with a total of **2,492** patents held by WNC

Customer Relations

- **Zero** lawsuits for breach of confidentiality
- Scored **93.23** points for customer satisfaction, higher than the target of 90 points

Value Chain Management

- **457** supplier on-site audits and counseling sessions arranged by WNC sites
- **155** suppliers with potentially high carbon emissions and key suppliers from both domestic and international markets participated in the WNC Sustainable Vendor Conference

Material Topics and Goal Management

Five Focuses	Material Topic	Performance Indicators	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Innovation	Innovation and R&D	Total number of global patents	≧ 2,100	2,493	≧ 2,550	≧ 2,600	≧ 2,650	9.5 Enhance scientific research, upgrade technological capabilities of industrial sectors
	Customer Relationship Management	Average customer satisfaction score (max. 100)	≧ 90	93.23	≧ 90	≧ 90	≧ 90	8.2 Achieve higher levels of economic productivity through diversification, technological upgrade and innovation
		Customer satisfaction survey coverage rate	≧ 80%	86%	≧ 80%	≧ 80%	≧ 80%	
		Customer complaint reply rate	100%	100%	100%	100%	100%	12.6 Continue to integrate sustainability information into reporting cycle
Trust	Supply Chain Management	Supplier sustainability risk assessment completion rate	Tier-1 supplier completion rate ≧ 80%	89%	≧ 80%[Note1]	≧ 80%[Note1]	100%[Note1]	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities
		Response rate of suppliers to the Supplier Commitment to Sustainability Declaration	Response rate of tier-1 suppliers ≧ 95%	97.5%	≧ 98%[Note1]	≧ 98%[Note1]	100%[Note1]	
		RBA audit completion rate for WNC suppliers	100%	100%[Note2]	100%	100%	100%	
	Information Security	Annual information system disaster recovery drills completion rate	Completion rate: 100%	100%	100%	100%	100%	9.1 Develop high quality, reliable, sustainable and resilient infrastructure

Note 1: To enhance and implement sustainable supply chain management, starting in 2025, the scope of management for the "Supplier Sustainability Risk Assessment Completion Rate" and the "Response rate of suppliers to the Supplier Commitment to Sustainability Declaration" will be expanded to include both Tier-1 suppliers and key suppliers.

Note 2: To make up for the unfinished supplier audits during the COVID-19 pandemic, an additional six audits were completed in 2024

2.1 Innovation Momentum

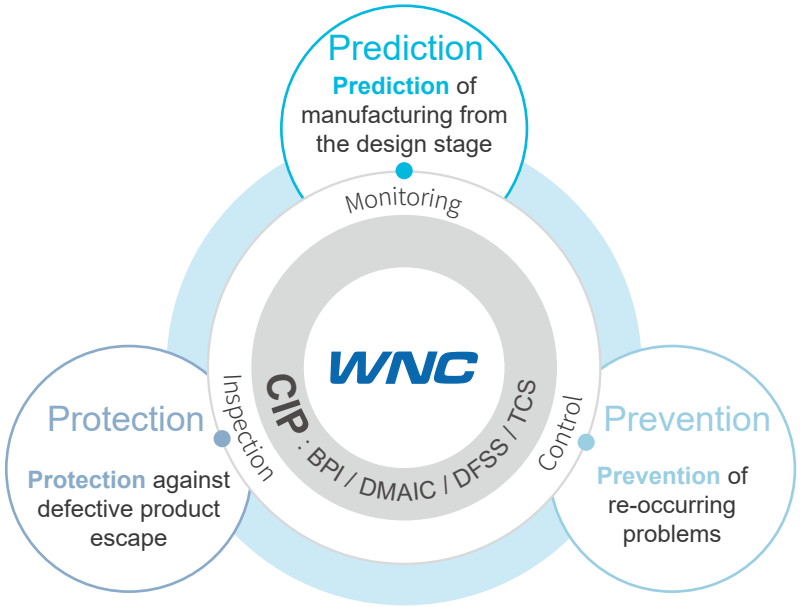
2.1.1 Product Quality

WNC Quality Policy

On-time delivery of defect-free and competitive products & services to our customers

WNC has a "zero defects" long-term quality management objective. We seek to demonstrate our dedication to excellence in terms of design quality, product quality, and service quality. We not only strive to fully meet customer requirements, but also aim to build long-term, stable, and trustworthy partnerships, and become a benchmark in the industry.

Prediction of manufacturing from the design stage

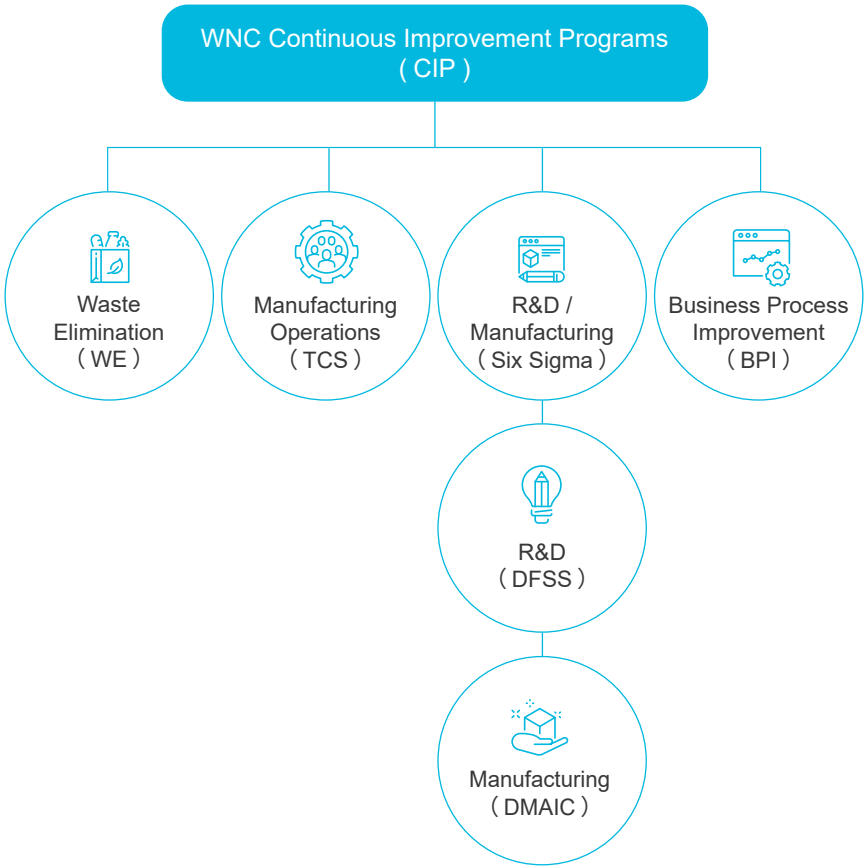


During our day-to-day quality operations, we strictly adhere to international management system standards for product categories based on ISO 9001, IATF 16949, TL 9000, and ISO 13485, while flexibly adjusting operational strategies as needed. We conduct annual reviews and set quality objectives covering three key areas: quality, service, and delivery. Through a top-down organizational implementation mechanism, we embed a quality mindset into every department and position. In the spirit of "Prediction, Prevention, and Protection", different quality approaches, tools, and systems are introduced for integration with the product development process to build a high-performance quality management system that is realized in daily operations.

WNC (Taiwan) and WNC's sites in China and Vietnam have all obtained ANSI / ESD S20.20 Electronic Discharge Control Program certification to ensure that comprehensive electrostatic protection measures are in place throughout the entire manufacturing process to safeguard product stability and reliability. The QE lab in WNC headquarters has also obtained ISO / IEC 17025 (general requirements for the competence of testing and calibration laboratories) certification. This not only highlights that WNC's own laboratories adopt robust testing techniques and management capabilities, but also provides customers with highly accurate and efficient product testing and verification services, laying a solid foundation for high-quality products.

All WNC production sites enhance product quality, design, costs and efficiency through continuous improvement plans (CIP) . These plans include Business Process Improvement (BPI) , Total Customer Satisfaction (TCS) for manufacturing operations, Design for Six Sigma (DFSS) for R&D and WE (Waste Elimination) . Through analysis and discussions, potential risks are predicted, identified, assessed, and controlled, while simultaneously strengthening quality, design, cost, and efficiency across all operational levels to build a robust and efficient operating environment.To encourage employees' active participation in continuous improvement programs, a proposal-based improvement reward system has been established. In 2024, a total of 433 CIP proposals from Taiwan, China, and Vietnam sites received cash rewards, totaling approximately NT$888,880.

In Six Sigma improvement projects, statistical quality management methods are applied to enhance design efficiency, ensure production stability, and reduce operational and quality defect risks. Each project also extensively utilizes quality control tools, including Failure Mode and Effects Analysis (FMEA), to proactively identify potential risks in products or processes and assess their impact and likelihood. In addition, the Theory of Inventive Problem Solving (TRIZ) and other innovative methods are integrated to conduct systematic problem analysis and risk mitigation. The relevant processes also incorporate risk control for product regulatory compliance (such as RoHS / REACH) to ensure that risk factors in new product development are effectively managed. In 2024, a total of 336 employees worldwide completed Six Sigma training, and eight new internal instructors were trained.



To inspire employees to submit quality improvement proposals, after reviewing and approving the proposal, a cash reward is offered and results of proposals are published in the CIP bi-monthly magazine to facilitate knowledge sharing and learning. In 2024, there were 142 employee proposals for continuous improvement plans.





WNC has been cultivating continuous improvement for many years, not only enhancing its own operational structure but also hoping to exchange innovative ideas with other companies. In 2024, WNC participated for the first time in the Taiwan Continuous Improvement Award (TCIA) , the largest continuous improvement event in Taiwan organized by the Corporate Synergy Development Ceter (CSD). The competition brings together outstanding companies from industries to share their internal improvement achievements, encouraging mutual inspiration and promoting industry development. WNC entered the competition with two teams, and after six months of regional contests and on-site evaluations, both teams were honored with the Bronze Tower Award.





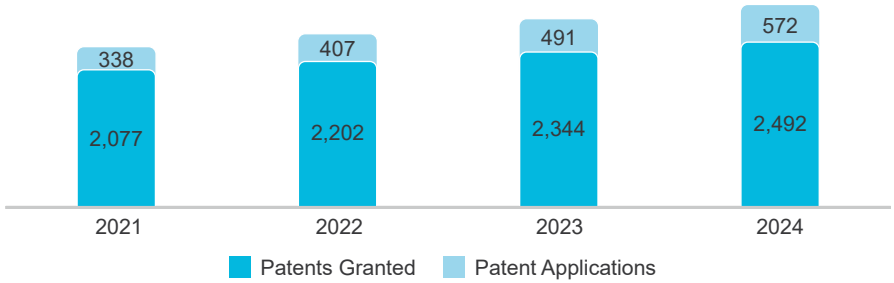
2.1.2 Intellectual Property

In order to maintain the competitiveness of our technological innovations and safeguard stakeholder interests, WNC has stipulated Management Measures on the Control of Information Equipment and Protection of Documents, WNC Intellectual Property Rights Management Measures, and the General Guidelines on Rewards for Invention and Innovation, and has formulated other management procedures and regulations to protect trade secrets and confidential business information as well as policies on intellectual property rights management and utilization.

As of the end of 2024, WNC held 2,492 patents: 690 in the U.S., 1048 in Taiwan, 653 in China, and 101 in other countries. WNC continues to hold the number one ranking for patents granted to network communications companies, as listed by the Taiwan Intellectual Property Office in their Top 100 Domestic Patent Applicants rankings list, and has also received domestic and international awards numerous times, including the 2024 Hsinchu Science Park Innovative Product Award, and the 2024 National Invention and Creation Awards organized by Taiwan's Intellectual Property Office.

Incentives are provided at different stages, from proposal, patent application, acquisition of patents, to licensing. In addition, WNC evaluates and selects the best patents every year, winners of which receive additional bonuses, medals and recognition at year-end parties. WNC also encourages employees to submit articles or papers to journals. In 2024, 572 applications for patents were submitted and 98.3% of them were invention patents.

Numbers of Patents Granted and Patent Applications in the Last Four Years



Name of Award	Overview	Rewards	2024 Results
Outstanding Patent Awards	WNC unit nominates high-quality patent cases, which undergo preliminary and secondary evaluations by the Patent Selection Committee, with final approval made by the President and CEO.	The winning teams of the Outstanding Patent Awards and Outstanding Software Awards receive medals and prize money. Those who win the Platinum Award will receive NT$100,000 per patent, those who win the Gold Award will receive NT$60,000 per patent, and those who win the Silver Award will receive NT$30,000 per patent based on the contribution. The winners will also get an extra ticket for the lucky draw at the year-end party.	Four teams won awards in the Outstanding Patent Awards. One received the Gold Award and three received the Silver Award. A total of NT$150,000 in prize money was given out.
Outstanding Software Awards	WNC uni nominates outstanding software projects, which are reviewed by the Software Selection Committee, with final approval granted by the President and CEO		Four teams won awards in the Outstanding Software Awards. One received the Gold Award, three received the Silver Award and one received a Special Award. A total of NT$150,000 in prize money was given out.

WNC strives to enhance its competitiveness in the communications industry. We develop products based on evolving communications technologies and increasing market demand. To boost research and design efforts, the Legal unit and the Human Resources Administration unit hold patent courses semi-annually, which are also mandatory for new R&D employees. In addition, other intellectual property-related courses are offered, as listed below.

Course	Course Content	Subject	Number of Employees Completing Training
Patent introduction	Introducing the patent system and raising awareness of patent infringement issues	New R&D employees	179
Patent premium courses	Explaining how to assume the obligations of patent licensing contracts and related guidelines	PMs, sales and PCC personnel	53
Introduction to legal issues of open source software and software patents	Providing knowledge and strategic advice on intellectual property to help employees gain a comprehensive understanding of key IP legal issues related to commonly used open-source platforms	R&D and legal employees	45

2.2 Customer Relations

To better understand customer requirements and improve service quality, WNC BUs as well as quality assurance, research and development, material management, and production units, all have dedicated contact people for different customers. Meetings are held with customers every week, month, or quarter according to project requirements to review product development progress and goal achievement. Each BU also designates representatives to participate in quarterly supplier review meetings with customers to ensure timely communication.

The Customer Service Department under the Quality Assurance Department is responsible for after-sales services, including replacement of new products (DOA) , return merchandise authorization, sales of maintenance parts, customer complaint handling and reporting, and the annual customer satisfaction survey. WNC is committed to providing customers with the highest quality techical support and after-sale service.

Regarding customer complaints, WNC's Customer Service Department consolidates customer complaints, determines the severity level, assigns a response deadline according to the severity and provides analyses and reports to customers in accordance with the company's Customer Complaint Handling Procedures.

WNC's Customer Service Department conducts global customer satisfaction surveys in the fourth quarter of each year. The survey focuses on customers who, based on the annual shipment volume ranking, account for 80% of the company's total shipments. By the end of 2024, the customer satisfaction survey covered 86% of these customers. The survey includes topics such as order / salespeople services, product development, product quality and after-sales services. The content and goals of the customer satisfaction survey are formulated in the quality management system review meeting each year. In 2024, business units of WNC received positive feedback and encouragement from customers. The customer satisfaction survey results in 2024 reached 93.23 points (out of 100 points) , which was higher than the goal of 90 points. Among which, "after sales services" received the highest score. Regarding suggestions proposed by customers and items below satisfactory level in the satisfaction survey results, business units have communicated with customers and proposed improvement strategies. In the 2024 customer satisfaction survey, the average scores for all items met the targets. However, the proportion of individual customers meeting the satisfaction threshold declined. Internal analysis revealed that the main reason was the relatively conservative scoring by some customers participating in the survey for the first time. Further follow-up confirmed that these customers provided positive feedback overall, and their conservative ratings were simply due to it being their first time evaluating. Customers were reminded that if they have any suggestions regarding our products or services, they are welcome to provide specific feedback to help WNC continuously improve. Some customers also offered suggestions regarding product quality and design, expressing expectations for more responsive local service in North America. In response an on-site customer service mechanism for the North American region was established in 2024. Additionally, a product testing environment is being set up in Q1 2025 to enable rapid solution development and implementation of improvements.

We added a Net Promotor Score (NPS) to our customer satisfaction survey in 2023 to enable customers to rate WNC's overall performance. According to the 2024 customer satisfaction survey results, 86% customers rated our NPS, and our average NPS was 92.48.

Customer satisfaction survey results in the most recent four years

Year	2021	2022	2023	2024
Average Customer Satisfaction Score[Note 1]	95.07	93.57	94.30	**93.23**
Average NPS[Note 2]	--	--	94.43	**92.48**
Customer Satisfaction Rate (%) [Note 3]	89.13	83.02	86.00	**73.73**
Customer Coverage Rate (%) [Note 4]	80	80	80	**86**

Note 1: The average customer satisfaction score is a value between 60 and 100, and is a weighted average score incorporating scores from all sections in questionnaires which were filled in and sent back.
Note 2: The NPS is a value between 60 and 100, and is an average of scores from questionnaires which were filled in and sent back.
Note 3: Customer satisfaction rate (%) : The decline in 2024 was mainly due to some first-time participants in the satisfaction survey giving more conservative scores (below 90) .
Note 4: Customer coverage rate (%) : The percentage of customers that WNC surveys.



2.3 Supplier Management

WNC Global Supply Chain Management Policy

Policy

Through continuous optimization of supplier management strategies and operational efficiency, WNC works with suppliers to manage sustainable supply chains. We aim to achieve balanced development among profitability, environmental protection and social responsibility, in order to create better value for all stakeholders.

Mission

By supporting the company's business development and enhancing market competitiveness, WNC will continue to effectively manage and jointly improve the quality, price, delivery, service, and environmental and social responsibility performance of suppliers, and develop the most suitable supplier portfolio and purchasing policies to be able to work with suppliers in a responsible supply chain.

The materials and components WNC purchases are mainly integrated circuits, circuit boards, display panels, electromechanical components, mechanical parts, and packaging materials. Production consumables are mainly solder paste and solder wires used in manufacturing processes. In 2024, there were 1,015 qualified suppliers of raw materials, components, and manufacturing consumables to WNC's sites. This includes a total of 491 tier-1 and critical suppliers, with critical suppliers accounting for 92.5% of total procurement spending.

Overview of WNC Suppliers in 2024

Type	Definition	No. of Suppliers
Suppliers in Approved Vendor List (AVL)	Suppliers that pass the new supplier evaluation may be placed on the AVL after approval from the Chief Quality Officer.	1,015
Tier-1 Suppliers (does not include critical suppliers)	• Branded suppliers listed on the BOM; • Annual transactions exceeding NT$3 million; • Suppliers with more than three incoming material shipments within the current fiscal year.	392
Key Suppliers	• Suppliers contributing to 80% of WNC's annual transactions; • Single or key indispensable material source	99

2.3.1 New Supplier Evaluation

WNC regards supplier management as a key action in the implementation of sustainable operations, and requires suppliers to comply with the WNC Supplier Code of Conduct. The Global Purchasing Center of the Global Supply Chain Management Division is responsible for proposing new supplier evaluations based on material purchasing requirements, and establishing an investigation team to conduct desk review or on-site evaluations of candidate suppliers based on material properties. Members of the investigation team include representatives from the Global Supply Chain Management Division, Supplier Quality Management Center, R&D units and other relevant departments. The investigation team reviews the candidate suppliers' operational services, quality systems, R&D capabilities, manufacturing, ESG and other aspects. In 2024, 88 suppliers completed the new supplier survey according to the Supplier Evaluation and Management SOP and were listed in the AVL.

New supplier survey requirements for WNC

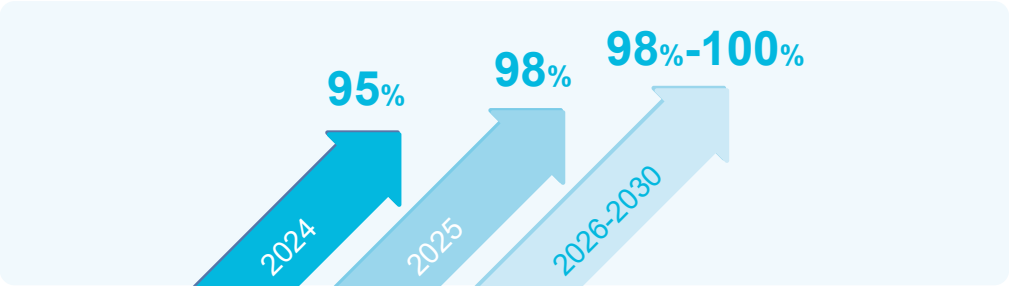
Item	Description
Sustainable Management	WNC requires suppliers to sign a Supplier Commitment to Sustainability Declaration and Supplier Integrity Commitment Letter, declaring that they adhere to the WNC Supplier Code of Conduct , aiming to reduce potential negative impacts related to environmental, social, and corporate governance (ESG) issues.
Quality System	• General materials suppliers are required to obtain ISO 9001 Quality Management System certification, and automotive parts suppliers are required to obtain IATF 16949 Global Automotive Industry Quality Management System certification. • All suppliers are encouraged to obtain TL 9000 Telecommunications Industry Quality Management System, ISO14001 Environmental Management System and ISO 45001 Occupational Safety and Health Management System certifications.
Intellectual Property	• New suppliers are required to meet confidentiality requirements proposed by customers, in order to protect the intellectual property of WNC and customers. • Documents related to intellectual property protection such as the WNC Security NDA and the Restricted Project Acknowledgement (RPA) are required to be signed.
Export Administration Laws and Regulations	New suppliers are required to sign a Legal Compliance Commitment Letter, declaring that they are committed to complying with all applicable export administration laws and regulations, and to take into account geopolitical factors and the regional characteristics of high-conflict-risk countries.

2.3.2 Sustainable Supply Chain Management

WNC requires all suppliers to sign a Supplier Commitment to Sustainability Declaration and Supplier Integrity Commitment Letter, pledging to comply with the WNC Supplier Code of Conduct, which declares that they are committed to prohibiting the use of child labor, forced labor, and implementing occupational safety and health management, anti-bribery and anti-corruption measures, fair trade, supporting freedom of association for workers and labor-management agreement rights. Suppliers are asked to complete a Supplier ESG Questionnaire so WNC can understand suppliers' implementation of labor, health and safety, environmental, ethics, and management systems.

Suppliers can upload a Supplier Commitment to Sustainability Declaration, WNC Supplier ESG Questionnaire, Integrity Commitment Letter, and Legal Compliance Commitment Letter via Digital Supply Chain Portal (DSCP) , in order to strengthen supply chain collaboration and improve efficiency. As of the end of 2024, 479 Tier-1 Suppliers and 328 Critical Suppliers have signed the Supplier Commitment to Sustainability Declaration and the Supplier Integrity Commitment Letter, accounting for 97.5% and 66.8% of all Tier-1 and Critical Suppliers respectively. Additionally, 484 suppliers have responded to the Supplier ESG Questionnaire, representing 98.57% of all Tier-1 and Critical Suppliers.

Annual target for tier-1 suppliers to complete the signing of the Supplier Commitment to Sustainability Declaration



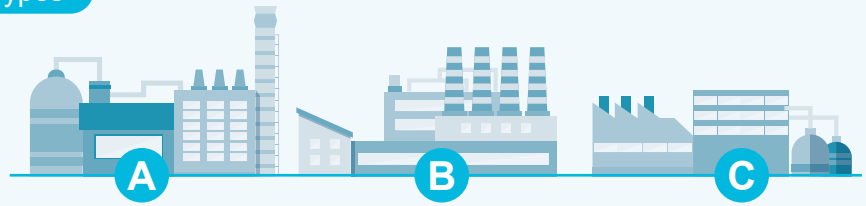
Starting in 2023, WNC adopted EcoVadis to assess the sustainability risks of its suppliers (alternatively accepting evaluation results from RBA, S&P Global CSA, or Sustainalytics) . The initiative was first implemented with 100 key suppliers, incorporating their EcoVadis ratings - or equivalent scores from the aforementioned assessments - into the supplier performance evaluation process. In 2024, the program was expanded to cover all tier-1 suppliers, resulting in a total of 349 suppliers completing the sustainability risk assessment. To improve sustainable supply chain management, WNC offers periodic sustainable procurement courses for employees in the Global Supply Chain Management Division. These courses are also included as mandatory training for new procurement employees. Through sharing of trends in sustainable procurement and case studies, WNC hopes to implement the concept of sustainable procurement in materials procurement and the screening and management of suppliers. In 2024, all procurement employees completed the training.

WNC also communicates sustainable supply chain requirements to suppliers through the DSCP Supply Chain Platform and provides online Supplier Code of Conduct and anti-corruption training courses for suppliers. As of the end of 2024, all Tier-1 suppliers have completed the online courses.

2.3.3 RBA Audit Processes for Suppliers

RBA audit processes for WNC suppliers

3 Types



- A: Printed circuit boards, spray painting, injection molded plastics, electroless plating, and stamped product suppliers
- B: Antennas, packaging materials, wiring, converters, connectors, and passive components suppliers
- C: Other electronics parts suppliers

4 Steps

1. Suppliers fill out and sign ESG documents, including the Supplier Commitment to Sustainability Declaration and WNC Supplier ESG Questionnaire
2. WNC sends personnel to conduct onsite audits of suppliers' production lines and offices
3. Suppliers are required to correct non-compliant items as soon as possible and continue to implement improvements
4. Compile audit results into a report

5 Aspects

- Labor
- Environment
- Health and Safety
- Ethical Standards
- Management System

WNC divides different types of major suppliers into A (high risk: printed circuit boards, spray painting, injection molded plastics, electroless plating, and stamped product suppliers) , B (medium risk: antennas, packaging materials, wiring, converters, connectors, and passive components suppliers) and C (low risk: other electronics part suppliers) according to the risk level of labor, ethics, health and safety, environmental and management system. Every year, suppliers that require RBA audits are selected and included in the audit plan for the current year according to "top 10 suppliers providing the most materials in the previous year and that have not been audited in the past year", "suppliers that must meet customer RBA requirements", and "priority issues in the previous year's audit". Except for Type C, which are considered low risk and undergo only document review (with exceptions for suppliers designated by customers) , the other two types of suppliers- follow a process involving completion of ESG documents signing, actual auditing, continuous improvement, and audit results reporting, along with auditing in accordance with RBA standards covering labor, health and safety, environmental, ethics, and management systems.

A total of 50 Tier-1 Suppliers are scheduled to undergo WNC RBA audits annually. In 2024, the actual number of audits completed was 56, including 25 suppliers from Type A, 20 from Type B, and 11 from Type C. The non-compliant items in the audit results are mostly labor-oriented, health-oriented and safety-oriented, and environment-oriented. Examples include a lack of policies or procedures related to child labor, overtime work, inadequate lactation environment or facilities, blocked emergency exits, or insufficient firefighting equipment, failure to track energy consumption and greenhouse gas emissions, and absence of a waste management process.

All suppliers with identified non-compliant items agreed to implement corresponding improvement plans, which are tracked by WNC's Supplier Quality Management Center. The suppliers work with the Global Supply Chain Management Division to follow the Supplier Evaluation Management Guidelines to supervise suppliers' implementation of RBA specifications and continuous improvement. In 2024, no supplier relationships were terminated because the supplier's RBA audit results or improvements did not meet the standards. In 2025, a total of 50 suppliers are scheduled to undergo an RBA audit.

Results of RBA Validated Audit Program (VAP) or equivalent on WNC's Tier-1 and Key Suppliers in 2024

Item		Tier-1 Suppliers	Key Suppliers	Total
Total number of suppliers (A)		392	99	491
Suppliers undergoing RBA audits (B)		32	15	47
Ratio of suppliers undergoing RBA audits to total number of suppliers (B / A)		8.16%	15.15%	9.57%
Total number of high-risk suppliers (C)		119	33	152
No. of high-risk suppliers undergoing RBA audits (D)		9	11	20
Ratio of high-risk suppliers undergoing RBA audits (D / C)		7.56%	33.33%	13.16%
Non-conformance occurrence rate	Priority non-conformances	21.9%	6.7%	17.0%
	Other non-conformances	81.2%	66.7%	76.6%
Corrective action completion rate	Priority non-conformances	71.4%	100%	62.5%
	Other non-conformances	61.5%	90.0%	69.4%

2.3.4 Supplier Performance Evaluation

Quarterly reviews

WNC has established a Supplier Performance Review Committee with personnel from the Global Supply Chain Center, Supplier Quality Management Center, and R&D Projects unit. Comprehensive performance evaluations are conducted based on supply chain performance indicators on a quarterly basis.

WNC conducts a quarterly Vendor Performance Evaluation (VPE) , with key evaluation criteria including quality, delivery, service, and price competitiveness. To strengthen supply chain sustainability and resilience, a 5% bonus was introduced in 2024 for suppliers with sustainability risk ratings, encouraging them to advance ESG initiatives. Additionally, sustainability risk ratings are being progressively incorporated into the formal performance evaluations for key suppliers, accounting for 10% of the total score. For suppliers with higher sustainability risk ratings, the Supplier Quality Management unit will conduct subsequent audits and follow up on corrective actions.

After completing the quarterly Vendor Performance Evaluation (VPE) , the Global Supply Chain Center will, based on the VPE results and strategic considerations, work with the Supplier Quality Management Center, R&D project and mechanical design units etc. to compile a Recommended Vendor List (RVL) for the selection of new partners and purchasing targets during the recommended supplier meeting each quarter.

Annual audits and counseling

Tier-1 Suppliers, Critical Suppliers or suppliers required to meet customer demands are selected for product quality, safety production, and RBA on-site audits annually. For suppliers whose audit results do not meet the required standards, specialists are assigned to review and formulate improvement plans, while providing appropriate assistance, counseling and training. In 2024, a total of 457 on-site audits and counseling sessions for supplier sites were arranged. These included 148 quality system audits, 195 product process audits, 58 Continuous Improvement Program sessions, and 56 RBA audits, covering 120 suppliers in total, with the RBA audits specifically involving 56 of those suppliers. Non-compliance items found during the audits include unclear definitions of specifications / procedures, deviations from SOPs for in-factory operations, and anomalies in record sheets. All identified issues have been remediated and resolved. None of the suppliers were required to terminate cooperation with WNC due to non-compliance items found during audits or unsatisfactory results after remediation.

2.3.5 Key Materials Management

WNC has divided materials into four categories according to purchasing value and market supply risks. Four categories are important materials, general materials, strategic materials, and bottleneck materials. WNC has formulated purchasing strategies and policies, purchasing management measures, and material production capacity planning and management for suppliers.

Type	Important Materials	Regular Materials	Strategic Materials	Bottleneck Materials
Purchasing Value	High value	Low value	High value	Low value
Supply Risks	Low risk	Low risk	High risk	High risk
Types of Raw Materials	• Integrated semi-conductor circuit • Mechanical parts	• Passive components • Packaging materials • Connectors	• Printed circuit boards • SoC • Memory • Modules	• Accessories
Management Measures	**Regular partnership:** • Supplier selection • Establish purchasing advantages • Target price management • Optimization of batch purchasing • Minimum inventory	**Regular trading relationships:** • Product standardization • Optimization of batch purchasing • Inventory optimization • Operational efficiency	**Strategic partnership & long-term co-operation:** • Detailed market investigation and prediction • Rigorous inventory management • Rigorous material management • Prepared for emergencies	**Long-term stable partnership:** • Detailed market data and long-term supply and demand trend information • Look for substitute solutions • Backup plans • Supply quantiles and timing controls

In response to the growing global emphasis on sustainable materials, WNC released a WNC Sustainable Raw Materials Policy in June 2024, following its approval and signing by the President & CEO. This policy further reinforces our commitment and actions in material management, aiming to minimize the sustainability-related impact of raw materials and to set an example for other businesses in their sustainable development commitments. In selecting recycled materials (plastics and metals), WNC remains committed to ensuring 100% of sources are certified by third-party organizations. For recycled plastics specifically, the use of materials certified under the Global Recycled Standard (GRS) enables clear traceability of their origin and production source.

Policy Commitments and Goals	Description
Increase ratio of recycled raw materials used	Prioritize the use of recycled raw materials to reduce negative environmental impact.
Increase ratio of verified sustainable materials	Use materials that have received third-party verification and encourage suppliers to obtain verification relating to sustainable raw materials
Reduce impact on biodiversity	Avoid the use of raw materials sourced from global and national protected areas.
Minimize negative sustainability impacts	Optimize management mechanisms for raw material traceability, and minimize environmental and societal impact of raw materials.
Expand our influence on sustainable supply chain	Encourage supply chain partners to adhere to the policy and work together toward shared sustainability goals.
Regular review and improvement	Update the policy based on the latest trends and continuously optimize implementation effectiveness.
Promote transparent communications and reporting	Regularly disclose policy implementation reports to all stakeholders.
Provide employee training and raise awareness	Provide regular training to enhance understanding and practical implementation of the policy.

2.3.6 Responsible Mineral Sourcing

WNC does not directly purchase metal raw materials, and adopts the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals Initiative (RMI) in order to avoid the use of illicit minerals sourced from conflict-affected regions.

Ethical Standards

WNC has formulated a WNC Responsible Minerals Policy Statement, committed to banning the use of conflict minerals that contribute to significant human rights violations such as armed conflict and forced labor in conflict-affected and high-risk areas (CAHRAs) . Suppliers are required to avoid using conflict minerals, disclose the sources of tin (Sn) , tungsten (W) , tantalum (Ta) and gold (Au) they use and communicate this policy to their upper stream suppliers to achieve alignment throughout the supply chain.

Identification and Investigation

WNC conducts supplier conflict mineral surveys through the CMRT to find out whether smelters used by suppliers are participants in the Responsible Minerals Assurance Process (RMAP) . New suppliers are required to provide valid supporting information. If their products contain conflict minerals, they must explain the necessity and outline the corresponding due diligence and control mechanisms. In addition, WNC requires suppliers to promise that products they provide to WNC do not contain any conflict minerals by signing a Supplier Quality Agreement. Suppliers are also required to avoid sourcing from smelters known to be involved in human rights violations.

Information Disclosure

According to survey results in 2024, there are a total of 197 smelters within WNC's supply chain, of which 195 are RMAP-compliant smelters, accounting for 99.0% of the total. Two are participating in the RMAP program. WNC will continue to monitor the compliance status of these two smelters to ensure that products delivered to customers meet their conflict minerals requirements.

2024 WNC Supply Chain Smelter Distribution

Region	Gold	Tantalum	Tin	Tungsten	Total
Asia	51	21	22	23	117
Europe	23	3	4	3	33
North America	11	6	3	4	24
South America	4	3	11	1	19
Africa	2	0	1	0	3
Australia	1	0	0	0	1
Total	**92**	**33**	**41**	**31**	**197**

2.3.7 Green Supply Chain

To build a green supply chain and respond to international trends and customer needs, WNC actively promotes green products and green production. The company is also committed to the promotion of green purchasing concepts and actions in the supply chain and the incorporation of green management principles into the supplier management mechanism, to implement source management for manufacturing processes, green product design and hazardous substances of suppliers.

Supplier Quality Agreement

WNC began asking suppliers to sign a Supplier Quality Agreement in 2006. WNC requires suppliers to follow the Environmentally Hazardous Substances Standard Guidelines formulated by WNC, and submit third party testing reports when necessary. In 2024, 124 new suppliers of raw materials and components signed the Supplier Quality Agreement, accounting for 51.53% of new suppliers in 2024. In the future, we will continue to request all suppliers to sign quality agreement guarantees to ensure that the products designed and manufactured by WNC can meet the requirements of customers and international regulations related to prohibited and restricted substances, and achieve the goal of establishing a green supply chain.

Supplier Environmental Hazardous Substances Compliance Statement

WNC also requires suppliers to sign a Supplier Compliance Statement for the Non-Use of Environmentally Hazardous Substances to ensure that products and parts (including accessories, packaging materials and other materials delivered with the product) are in compliance with the Environmentally Hazardous Substances Standard Guidelines and to ensure that products comply with RoHS (Restriction of Hazardous Substances Directive) , REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) , POPs (Persistent Organic Pollutants) and Batteries (Batteries and accumulators and waste batteries and accumulators and repealing) regulations, and WNC's banning of substances that are harmful to the environment.

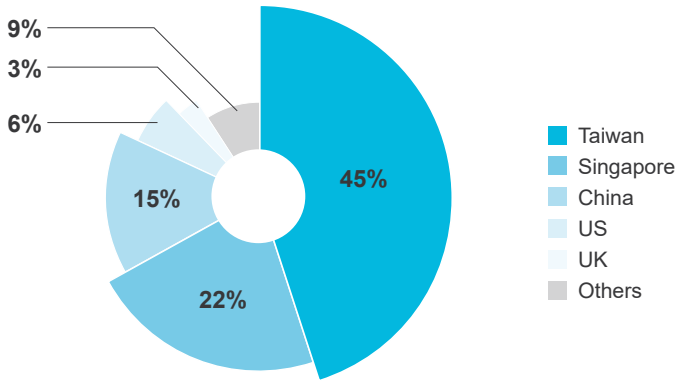
Incoming Inspection Process

In addition to signing of environmental protection statements, WNC also incorporates the control of hazardous substances into the incoming inspection process. For raw materials that violate regulations on controlled substances, suppliers are required to immediately take corrective and preventive measures to avoid recurrence. The Production Part Approval Process (PPAP) recognizes key components, formulates checklists and regulations, and inspects the source to avoid subsequent production waste and social costs caused by production quality problems.

Local Procurement

Local procurement can support the development of local economies, generate employment opportunities and income, and reduce costs and carbon emissions of transportation. Therefore, WNC establishes a dedicated procurement team for each country / region, responsible for the selection and management of local suppliers. According to the amount of raw materials, components and production consumables purchased by WNC, suppliers in Taiwan are the main suppliers, accounting for 45% in 2024. Other suppliers are located in Asia, Europe and the United States.

Location of WNC Suppliers in 2024



In 2024, 49% of WNC headquarters' procurement is with local suppliers in Taiwan while 38% of procurement for WNC's China sites is with local suppliers in China. Currently, most raw materials used in manufacturing in WNC's Vietnam site comes from suppliers in Taiwan and China. Items purchased from local suppliers in Vietnam are mainly production consumables, which only account for 9% of all procurement. As demand for manufacturing in Vietnam is increasing significantly, WNC will continue to evaluate and plan for the establishment of local supply chains.

2.3.8 Supplier Partnership

WNC signed the SBTi Commitment Letter and committed to achieving net-zero emissions by 2050, aiming to drive our suppliers to create a low-carbon supply chain together. Therefore, since 2023, WNC has held an annual Sustainable Supplier Conference to regularly engage with internal procurement units (e.g., Global Sourcing Division) and supply chain partners. These conferences serve as a platform to share sustainability trends and facilitate dialogue on related topics. In 2024, WNC held two supplier conferences, inviting a total of 155 domestic and international suppliers, including 99 key suppliers and 56 suppliers with potentially high carbon emissions to participate. In addition to sharing WNC's sustainability strategy and carbon management requirements for suppliers, industry experts were invited to deliver training sessions on "Global Sustainability Trends", "Carbon Inventory / Carbon Footprinting", "Biodiversity", and "Sustainable Materials". Overall satisfaction rating of 4.91 points (out of 5) . To strengthen collaboration with overseas suppliers and enhance the overall sustainability resilience of the supply chain, WNC held two Sustainable Supplier Conferences in Vietnam in March 2025. These conferences aimed to communicate WNC's sustainable supplier strategies and requirements, and to provide carbon management training to enhance the knowledge and capabilities of suppliers in the Vietnam region in carbon reduction.

WNC also invites its suppliers to participate in the annual Wistron Group Vendor Conference. During the event, WNC commends suppliers who have performed outstandingly or made special contributions. In 2024, 103 WNC suppliers attended the Wistron Group Vendor Conference.





▲ WNC Sustainable Supply Chain Conference





▲ Wistron Group Vendor Conference

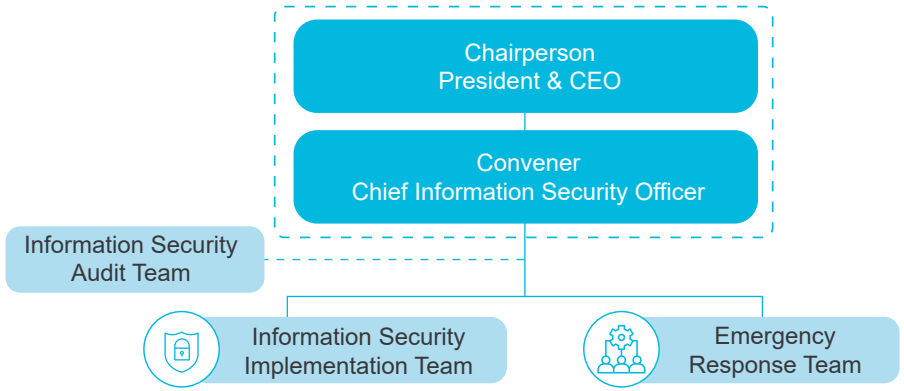
2.4 Information Security

WNC strictly complies with the content and confidentiality commitment set forth in customer contracts. In order to implement the management of confidential information, WNC has established a WNC Information Security Policy and an ISO / IEC 27001 information security management system and obtained external certifications. WNC (Taiwan) , WNC's sites in China and Vietnam, and the US and the UK subsidiaries have all completed certification, covering 75% of all locations. This ensures the confidentiality, integrity and availability of all information. In response to the release of the new version of ISO / IEC 27001:2022, WNC completed the transition to the new version and successfully passed the certification audit in October 2024.

2.4.1 Information Security Committee

WNC established an Information Security Committee in 2014, composed of top-tier supervisors of each unit, chaired by the President and CEO, and convened by the Chief Information Security Officer (the top-tier supervisor of the Digital Information Management Division) . A management review meeting is held every six months. The Committee is responsible for formulating and promoting internal information protection measures, including risk assessment, operational impact analysis, drills of disaster recovery plans, user account permissions review, firewall rules reviews, information security promotion and training, vulnerability scanning, penetration testing, management meetings, and ad hoc social engineering drills. The function teams under the Committee are the Information Security Implementation Team, Emergency Response Team and Information Security Audit Team. The teams are led by the Chief Information Security Officer. Information security issues are also incorporated into the Corporate Governance Working Group under the Board’ s Sustainable Development Committee, with regular quarterly reports on implementation progress.

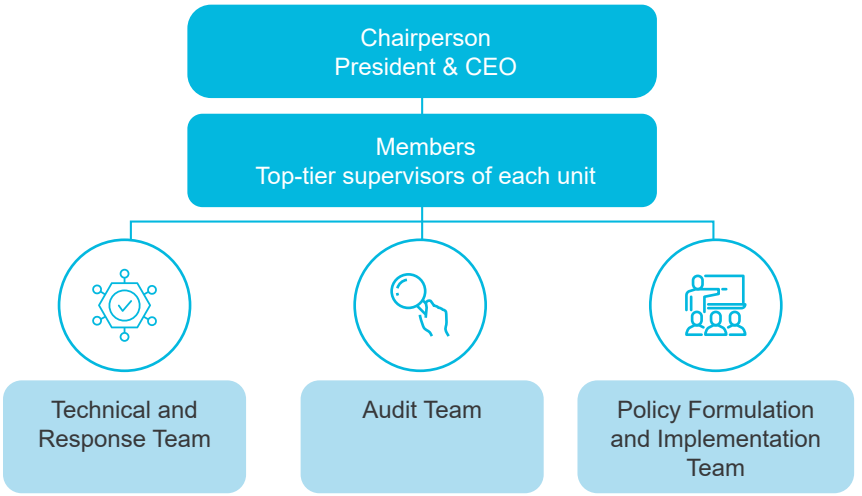
Information Security Committee



2.4.2 System and Product Information Security Committee

In 2022, to strengthen the resilience of product information security management, a System and Product Information Security Committee was established, which is composed of top-tier supervisors of each unit and chaired by the President. With the establishment of this committee, information security and risk management requirements were expanded to include security issues related to R&D, development, and production. The aim is to avoid potential weaknesses and loopholes in products delivered to customers and reduce the impact of material information security events (e.g., leakage of sensitive data) on business operations. In April 2024, WNC obtained IEC 62443-4-1 certification and has continued to assist product development teams in implementing secure practices through both process and system integration. In December, WNC integrated these processes into the JIRA issue tracking platform to achieve full systematization. Based on project needs, the cybersecurity team supports the product development process by conducting black-box vulnerability scans on systems and web applications, providing remediation recommendations, and working collaboratively with development teams to continuously enhance product security.

System and Product Information Security Committee



2.4.3 Information Security Management System

WNC's information security management is divided into external and internal measures. Externally, firewalls and intrusion prevention systems are adopted to block viruses and hacker attacks, while suppliers' security environments are assessed through cybersecurity questionnaires. To enhance protection, WNC has also strengthened the access control mechanisms for customers and suppliers entering its facilities, and engaged independent third parties to conduct red team

exercises to monitor potential cybersecurity threats. Internally, WNC completed the ISO / IEC 27001:2022 transition project, established an internal audit seed program, provided relevant training, and reinforced existing management, technical, physical security measures, and personal data protection mechanisms. Employee training at all operating sites clearly stipulates that in the event of a suspected cybersecurity incident, staff must report it to the Information Security Department via a dedicated internal email. The designated contact point is responsible for assessing the nature and scope of the incident. If confirmed as a cybersecurity incident, it will be recorded in the "Information Security Incident Report Form," and relevant responsible units will be notified to take action based on the level of risk. Depending on the impact, the business unit will evaluate whether external customers and relevant third parties need to be informed to ensure transparency, risk control, and business continuity. In 2024, WNC had no litigation related to customer confidential information or significant cybersecurity incidents, demonstrating the effectiveness of its cybersecurity protection.

Risk Identification

WNC conducts risk assessment operations every six months. Each WNC site proposes risk issues and conducts risk assessments. If the result of the risk assessment exceeds the acceptable risk level, each site identifies and implements risk response measures and proposes improvement or enhancement solutions. In 2024, through red team exercises, WNC incorporated technical assessment approaches to identify risks and verify the effectiveness of controls, which also helped the company uncover potential vulnerabilities and areas for further improvement. Risk assessment results related to management and technical aspects are reported at the management review meeting of the Information Security Committee. Based on the risk assessment report, the Information Security Committee reviews, evaluates, and approves the acceptable level of risk at the company level and serves as the basis for continuous improvement and control.

Targets and Initiatives

In response to the requirements of the new version of ISO / IEC 27001: 2022, WNC conducts information security indicator assessment operations every year to re-evaluate and review the performance of relevant information security and the effectiveness of the information security management system. Information security indicators should include information such as measurement items, methods, time, frequency and responsible personnel to ensure the effectiveness. WNC information security initiatives in the past two years and those planned for implementation are outlined in the table below. (Some 2025 initiatives were initiated in 2024 and are expected to be completed in 2025) .

2024 Information Security General Knowledge Courses

Course title	Participants	No. of times course was held	Number of employees completing the training	Training hours
Information security policies and regulations promotion (2024Q4)	IDL	1	4,326	1,298
Information security general knowledge courses (2024/12-2025/01)	IDL	1	3,481	844
Defenses against social engineering (2024Q2)	Employees who fail phishing tests	1	339	339
ISO 27001: 2022 Standards Introduction (2024Q1)	ISO27001 certification unit personnel	1	187	187
Information asset collection and risk assessment education and training (2024Q1)	ISO27001 certification unit personnel	1	20	20

Key Information Security Work Items in 2024 and 2025 2023 and 2024

Year	Item
2024	• Continue to strengthen the structure of WNC's information security protection networks • Strengthen "blue team" information security talent • Expand the scope of application of CISRT & PISRT teams and response mechanisms • Expand the scope of application of the information security operations center (SOC) • Pass IEC 62443-4-1 Product Security Management System verification • Red / blue team assessment • Implement monitoring and alert mechanisms for non-IT network-connected devices throughout the entire facility. • Strengthen cybersecurity inspection mechanisms for customer and supplier site entry. • Conduct cybersecurity questionnaires and risk identification for key supply chain vendors.
2025	• Continue expanding the scope of application of the information security operations center (SOC) • Strengthen "blue team" information security talent • Establish product security testing service items and develop standardized procedures. • Continue conducting red / blue team assessment • Deploy factory-wide monitoring and alert response mechanisms for non-IT production networked devices. • Establish and implement cybersecurity control processes and mechanisms for WNC's supply chain. • Enhance suspicious activity detection and monitoring network (MDR / XDR) . • Establish an endpoint suspicious behavior monitoring network.

2.4.4 Privacy Protection

To ensure protection of users' personal information, WNC has established a WNC Privacy Policy (hereinafter "the Policy") based on local laws and regulations of the locations where its sites operate and the EU General Data Protection Regulations (GDPR) . The Policy clearly discloses the methods of personal data collection and processing, as well as the rights that data subjects may exercise. Additionally, WNC has an e-mail for reporting violations (wnc.integrity@wnc.com.tw) and a stakeholder e-mail (public@wnc.com.tw) on its website for internal and external stakeholders to report privacy-related issues or offer relevant suggestions. In addition, a data protection team has been established to regularly review personal data protection measures and procedures to ensure compliance with relevant legal requirements.

3 Protecting the Environment

3.1 Environmental Responsibilities
3.2 Climate-Related Financial Disclosures
3.3 Energy and Greenhouse Gases Management
3.4 Environmental Resource Protection
3.5 Biodiversity
3.6 Green Products



2024 Performance

A- Leadership
CDP Climate Change Disclosure

A- Leadership
CDP Water Security Disclosure

21.06%
Renewable Energy Usage

-13.19%
Scope 1 & 2 Emission Reduction Ratio

Science-Based Emissions Reduction Targets Approved by **SBTi**

Vietnam and Kunshan Sites Achieved **UL 2799 Platinum Certification**

Implemented **Carbon Management Platform**



Vietnam Site Achieved **LEED Gold Green Building Certification**



Aligned with **TNFD Framework** and Published TCFD & TNFD Report



Established Supply Chain **Carbon Management System**



S3 Site Achieved **Taiwan Green Building** (EEWH) Label



Promoted Long-term **Ecological Monitoring** Program



Established DFG **Green Design** Indicators

Material Topics and Goal Management

Five Focuses	Material Topic	Performance Indicator	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Green initiatives	Climate strategy	2023 Renewable Energy Use Rate	20%	21.06%	25%	30%	50%	7.2 Increase substantially the ratio of renewable energy in the global energy
		Absolute reduction of Scope 1 and Scope 2 GHG emissions taking 2022 as the base year	-10.50%	-13.19%	-15.75%	-21.00%	-42.00%	13.2 Integrate climate change measures into national policies, strategies and planning
		Absolute reduction of Scope 3 GHG emissions taking 2023 as the base year	-3.57%	-5.78%	-7.14%	-10.71%	-25.00%	
		Carbon sink and cumulative carbon sequestration[Note 1] NEW	(New target)	Planted 1 hectare of native saplings in Xitou Forest Park, with a measured carbon sequestration of 231 kg	460 kg	690 kg	1,610 kg	15.1 Protect, restore and promote sustainable use of terrestrial ecosystems
		Establish a database of Taiwan's native species[Note 1] NEW	(New target)	Completed the initial survey and documentation of five native species in Xitou Forest Park	Added annual change records	Established an annual data comparison module	Publish an accessible database platform	15.5 Protect biodiversity and natural habitats
	Green products	Establish low carbon materials selection mechanism	Establish a database for material carbon emissions	Completed and launched	Connect the material selection system to the database for material carbon emissions	Initiate carbon reduction plans for materials	Carbon reduction material selection design, evaluate product carbon emissions	13.2 Integrate climate change measures into national policies, strategies and planning
		Fully compliant with product hazardous substances management regulations and customer requirements[Note 2]	(New target)	100%	100%	100%	100%	7.3 Double the global rate of improvement in energy efficiency
	Environmental management[Note 3]	Energy use intensity has dropped compared to previous year[Note 4]	-3%	+2.65%	-2%	-2%	-1%	13.2 Integrate climate change measures into national policies, strategies and planning
		Water withdrawal intensity has dropped compared to 2020[Note 5]	-12.5%	-31.86%	-13%	-13%	-18%	
		Current year waste recycling rate	87%	88.75%	90%	90%	90%	
		Waste generation intensity has dropped compared to 2021[Note 6]	-45%	-46.46%	-50%	-50%	-56%	
	Resource management	Weight ratio of recycled plastic[Note 7] used in routers[Note 8] NEW	(New target)	(New target)	35%	40%	60%	12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse

Note 1: Based on the project's contents and benefits, the original performance indicators of the biodiversity project were further classified into two categories: carbon sink and cumulative carbon sequestration and the establishment of a database for Taiwan's native species.

Note 2: Originally, the performance indicators for the product carbon footprint inventory primarily focused on the relationship between effectiveness and customer schedules. However, the inventory has now been reclassified as WNC's internal management goals along with new performance indicators: fully compliant with product hazardous substances management regulations and customer requirements.

Note 3: Environmental management goals do not include subsidiaries in the U.S., Germany, the U.K., Japan and Mexico.

Note 4: Energy usage intensity (MWh / million NT$) is obtained by dividing energy consumption by consolidated revenue.

Note 5: Water withdrawal intensity (cubic meters / million NT$) is obtained by dividing water usage by consolidated revenue.

Note 6: Waste generation intensity (tonnes / million NT$) is obtained by dividing the amount of waste handled by consolidated revenue.

Note 7: Weight ratio of recycled plastic used is obtained by dividing the total weight of recycled plastic used (tonnes) by the total weight of thermoplastic used in mechanical parts (tonnes) .

Note 8: WNC has increased the percentage of recycled plastics in product components, provided that it does not violate customer specifications.

3.1 Environmental Responsibilities

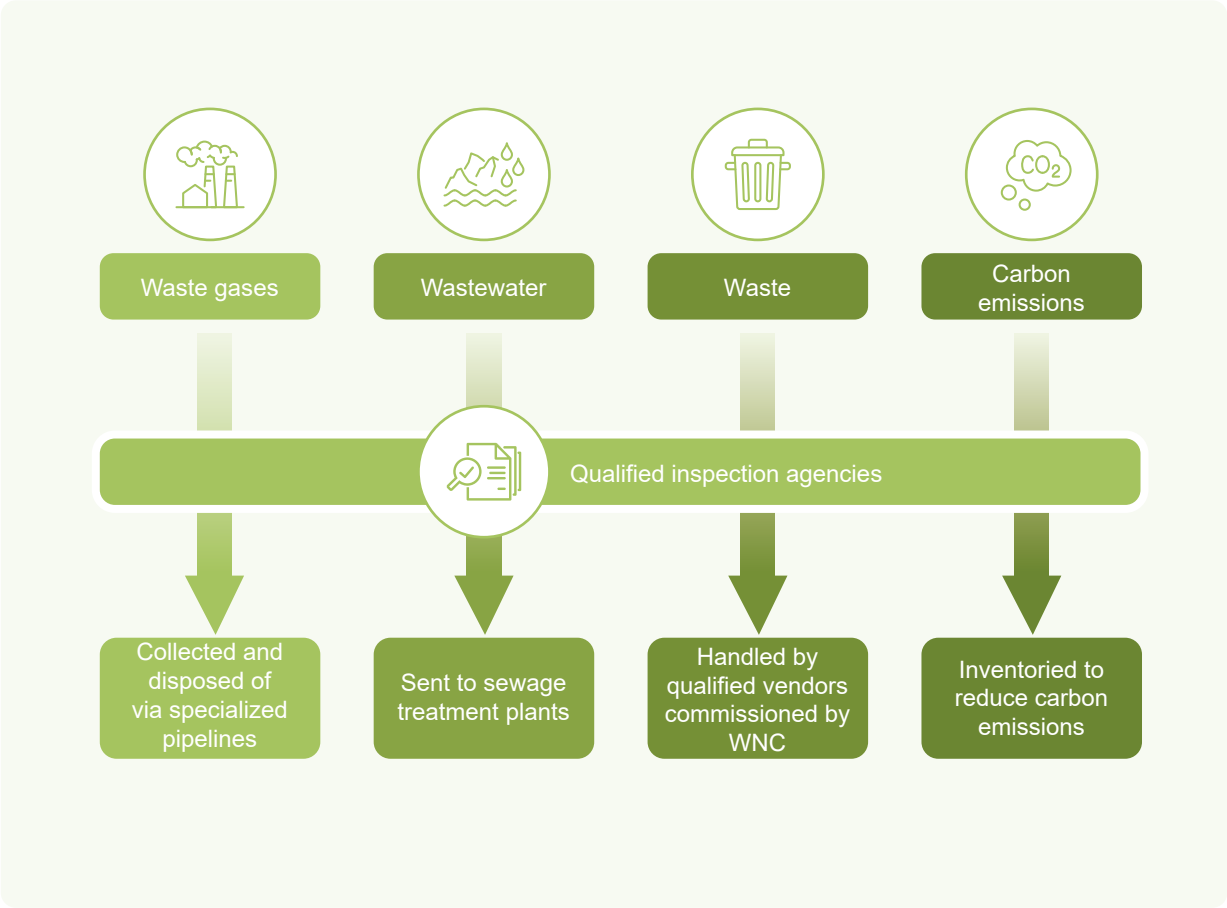
3.1.1 Environmental Management Systems

WNC complies with the ISO 14001 Environmental Management System, ISO 14064 for greenhouse gas emissions and removals management, ISO 50001 Energy Management Systems, IECQ QC080000 hazardous materials management system, Forest Stewardship Council Chain of Custody Standards (FSC™ CoC) and local environmental regulations. The company also conducts internal audits and external verifications annually to ensure compliance with customer and regulatory requirements.

To ensure the smooth operation of internal management systems and operational control activities, and to prevent abnormal incidents, each unit assesses the potential environmental impact on operations and activities in advance. Based on the assessment results, they develop prioritized plans, establish related control documents and measures, and formulate short-, mid-, and long-term action plans while conducting inspections as necessary to achieve the goal of sustainable environment. In order to promote these systems to all stakeholders, WNC provides comprehensive training to enhance employees' awareness of environmental protection. We also communicate environmental issues to customers, suppliers, contractors, and all partners in the value chain through consultation, evaluation, and audits.

WNC's WNC Environmental Sustainability Policy was implemented following approval from the BOD, further executed by a task force under the Sustainability Development Committee, which reports to the Board of Directors. The policy focuses on climate change mitigation and adaptation, enhancing energy efficiency and the use of renewable energy, and promoting resource recycling and conservation. We have developed environmental performance indicators and are committed to implementing environmental protection principles such as carbon reduction, resource conservation, waste reduction, and strengthening of pollution prevention at every operations site. It is further extended to suppliers, customers, and value chain partners to ensure that business operations comply with relevant international and local environmental and energy policies, regulations, and standards. In addition, we have adopted an WNC Energy Management Policy and WNC Water Resource Management Policy and launched projects in accordance with the goals outlined in these policies.

Pollutant Managem ent Methods

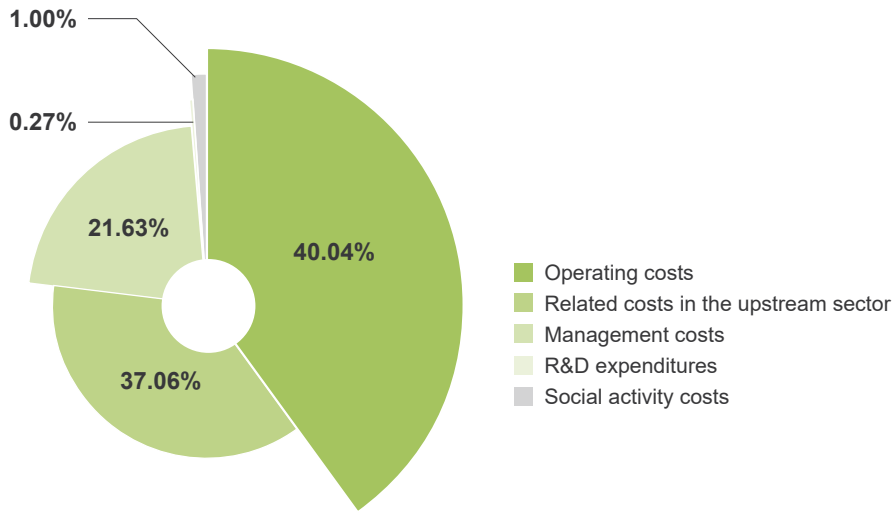


3.1.2 Environmental Management Expenses

WNC promotes environmental conservation programs at each of its sites, collectively contributing to carbon reduction efforts. To track environmental expenditure, WNC implemented the Environmental Accounting Guidelines for Industries published by Taiwan's Ministry of Environment in 2024. By integrating the guidelines with our existing accounting system and internal ESG project codes, we have categorized environmental expenditures by nature, thereby demonstrating our commitment to environmental management. Moving forward, we will continue to enhance data accuracy to facilitate effective environmental management.

In 2024, WNC's total environmental management costs amounted to NT$296,474,863, accounting for 0.27% of the company's revenue that year. Among these costs, the largest expenditure was on purchasing post-consumer recycled plastics, followed by expenses for renewable energy and energy-saving projects.

Proportion of Environmental Management Expenditures in 2024



Total Environmental Management Expenditures in 2024

	Item	Expenditure (NT$)
Operating costs	Pollution prevention costs	46,689,665
	Waste Processing	6,397,146
	Renewable energy and energy-saving projects	65,609,611
Related costs in the upstream sector	Green materials: purchase of recycled plastics	109,898,303
Management costs	Management systems certification	43,255,476
	Establishment and maintenance of management platforms	11,612,044
	Environment / product assessment and verification	2,827,971
	Other internal management	6,434,648
R&D expenditures	R&D expenses on green initiatives	800,000
Social activity costs	Ecological restoration outside operational sites	2,950,000
Total		**296,474,863**

Note: Environmental management costs are calculated based on internal company data, with some clearly estimable financial costs listed for calculation.

3.2 Climate-Related Financial Disclosures

3.2.1 Climate Governance Frameworks

Following the introduction of the TCFD framework in 2021, WNC added its signature to the TCFD official website in 2022. WNC has gradually adjusted its organizational structure for sustainability governance and clearly defined the responsibilities of senior managers. The BOD is the highest supervisory unit for sustainability, and the Sustainable Development Committee reports the progress of sustainability related initiatives to the BOD on a regular basis. In addition, the Committee compiles overall strategies for sustainability and supervises senior managers' governance status and their performance of key indicators.

The Environmental Protection, Social Responsibility, and Corporate Governance working groups under the Committee review the status of each ESG project every quarter, develop goals in accordance with WNC's sustainable development directions and strategies, and establish related management guidelines and specific action plans. Furthermore, to enhance WNC's management capabilities regarding climate and nature-related risks and ensure the implementation of management actions, the Sustainability Development Center coordinates with relevant business units to establish a climate and nature-related risk management team. This team identifies and assesses risks and opportunities the company may face, evaluates potential financial impacts and formulates management policies and carbon management initiatives.

In 2024, WNC adopted the Task Force on Nature-related Financial Disclosures (TNFD) framework, integrating nature and biodiversity considerations, and published its first TCFD & TNFD Report. For details, please refer to the report.

Sustainability Governance Structure



3.2.2 Climate Risks Identification, Assessment and Management

WNC's Climate Risk Assessment Team conducts a comprehensive review every three years and annually monitors the status of risk management. The team also considers emerging domestic and international industry issues and global trends to ensure the relevance and comprehensiveness of the risk assessment. In 2024,WNC incorporated the transition risk scenario requirements set forth in the International Sustainability Standards Board (ISSB) Sustainability Disclosure Standard IFRS S2 Climate-related Disclosures, under the IFRS Foundation, to conduct climate transition risk assessments. In addition, the Sustainability Development Center, together with external experts, considered eight categories of risks across the upstream, midstream, and downstream of the value chain to preliminarily establish a climate-related issues inventory. An internal risk identification questionnaire was also designed to invite business units to evaluate the likelihood and impact intensity of risks based on their functions, expertise, and experience. For risk issues identified as material, corresponding management guidelines and action plans were prioritized and formulated.

In the transition risk scenario analysis, WNC conducted assessments based on the transition scenario requirements outlined in the IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB).



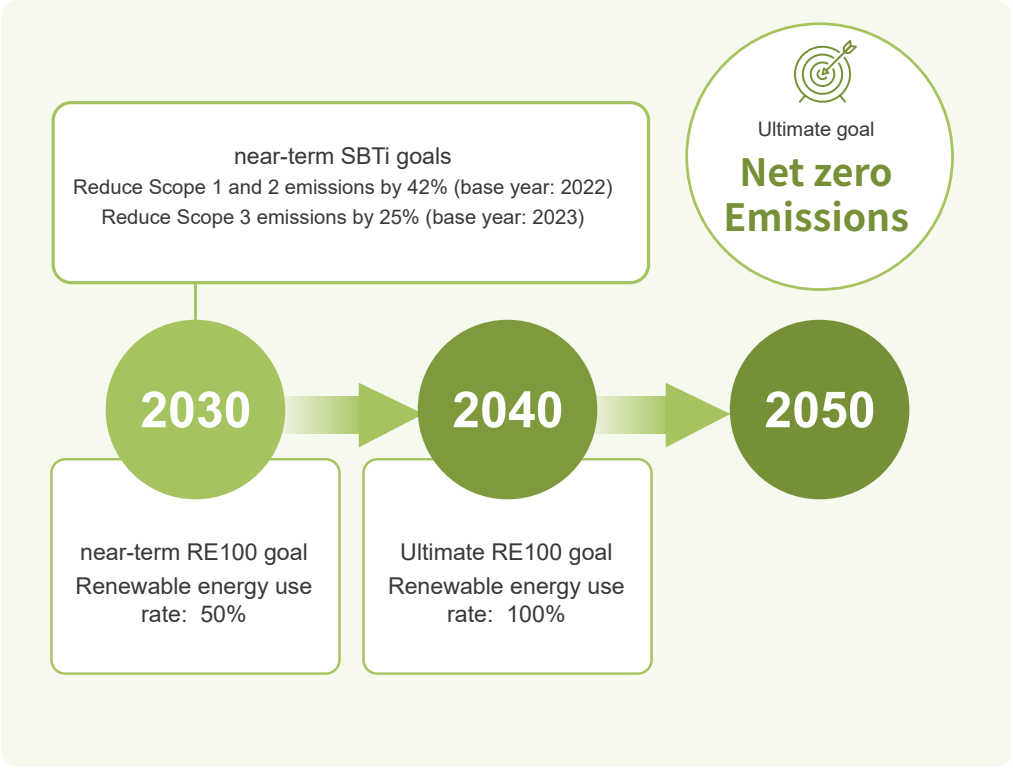
Source of Carbon-related Risks	Description	Scope of Impact	Potential Financial Impact	Time Frame	Management Measures and Costs
 Changes in energy prices	With electricity and oil prices rising each year, WNC needs to optimize its energy management to prevent a surge in costs.	WNC's business operations	Rising energy prices	Short term	In addition to promoting energy-saving projects each year, WNC is committed to increasing its renewable energy usage. This is achieved through installing solar power stations and purchasing renewable energy certificates to reduce reliance on traditional energy sources. We also implement an energy management platform that utilizes data analysis and monitoring technology to track and manage energy usage in real time, optimizing energy distribution. Management costs for this item are expected to be around NT$34 million to NT$38 million.
 Voluntary participation in climate agreements	WNC needs to ensure alignment between its voluntary commitments and sustainability goals; otherwise, the company's reputation may be impacted. This also applies to suppliers, whose costs for reducing carbon emissions may be transferred to the company's material costs.	WNC's business operations Upstream supply chain vendors	Increase in direct operating costs Increase in indirect operating costs	Mid-term	WNC replaces outdated equipment and upgrades existing systems with high-efficiency electro-mechanical equipment and lighting systems. We also annually publish sustainability-related reports to disclose carbon emissions data and progress in emissions reduction, maintaining good communication with stakeholders. In addition, the company continues to look for alternative sources to reduce the risk associated with cost transfers from specific suppliers. Management costs for this item are expected to be around NT$74 million to NT$82 million.
 Requirements for low-carbon products and services	WNC's revenue mainly comes from telecommunication products sold in the US and European markets. As customer requirements for supply chain management and low-carbon products have significantly increased, the company will face stagnation in product sales and high inventory levels if it fails to swiftly adjust its product mix.	WNC's business operations Upstream supply chain vendors	Increase in direct operating costs Decrease in operating revenue Loss of existing customers	Short term	WNC has established a centralized data management platform to collect information on product raw materials, manufacturing processes, and transportation. The information is regularly updated to reflect the latest production and environmental changes. In addition, the company obtains relevant carbon footprint certifications to boost customer trust. Costs for the establishment and maintenance of the platform and certification fees are expected to be around NT$3.2 million to NT$3.6 million.

Sources of Carbon-related Opportunities	Description	Scope of Impact	Potential Financial Impact	Time Frame	Management Measures and Costs
 Changes in customer behavior	In response to the global emphasis on energy issues, WNC has focused on developing innovative energy-saving products and technologies to enhance market appeal. In addition, the company has strengthened its sustainable supply chain management to increase its long-term sales.	WNC's business operations	New products or services	Short term	Participate in environmental-related awards and obtain third-party green product certifications to boost customer trust in WNC's green products. The estimated costs for certification fees and award applications are expected to be around NT$2.1 million to NT$2.4 million.
 Recycled materials	WNC prioritizes the use of recycled materials, such as fabrics made of oyster shells, recycled plastics and metals, to enhance its competitiveness and create new business opportunities in green products.	WNC's business operations Upstream supply chain vendors	Decreased operating costs Supply chain stability	Short term	WNC strengthens investment in research and development, explores innovative applications of renewable materials, and develops new products to meet market demand. In addition, the company has increased the proportion of renewable materials used and emphasized their environmental benefits in the product design stage to enhance the product's market appeal. The company is projected to invest around NT$110 million to NT$120 million in purchasing recycled materials and obtaining certification for the reliability of new materials.
 Operations diversification	WNC provides its customers with diversified options for low-carbon products, including low-carbon product design (low-carbon materials, modularized design, recycled paper packages, reduced printing) and manufacturing and operations (energy saving or the use of green energy) .	WNC's business operations	Improved competitiveness	Mid-term	Starting in 2024, WNC has established green design criteria to develop products that meet these standards, and will expand the range of products that comply with green design indicators in the future.

3.2.3 Climate Goals

In response to the Paris Agreement and the goal of limiting global warming to 1.5°C above pre-industrial levels, WNC adopted the SBTi methodology in 2023 to set science-based carbon reduction targets. We commit to reducing Scope 1 and Scope 2 GHG emissions by 42% by 2030, compared to the 2022 baseline, and Scope 3 emissions by 25% compared to the 2023 baseline. We also aim to achieve net-zero emissions across all scopes by 2050. These targets were approved by the SBTi in February 2025. WNC also joined RE100 in 2023, committing to using 100% renewable energy by 2040. By aligning with international climate initiatives, WNC aims to improve its response to climate change.

In order to achieve net-zero goals and meet carbon reduction demand, WNC has launched energy-saving projects focusing on five systems: manufacturing processes, lighting, ventilation, air conditioning and air compression systems. These efforts aim to enhance energy use efficiency and reduce greenhouse gas emissions from Scope 1 and Scope 2 sources. In 2024, WNC implemented 82 energy-saving projects, which are expected to save 27,076 GJ of electricity, equivalent to 4,088 tonnes of CO_2e. With regard to the implementation of internal carbon pricing, WNC referenced the results of the TCFD transitional risk analysis, including carbon fees, carbon taxes, and the potential financial impact of purchasing renewable energy on WNC. This analysis served as a basis for future decision making. For more details, please refer to WNC's 2024 TCFD & TNFD Report. To enhance understanding and application of carbon pricing mechanisms internally, we hosted an ESG Good Ideas competition in 2024 and invited a manager from Delta Electronics to share their experiences concerning internal carbon pricing. In 2025, we will continue to collaborate with external experts to provide training sessions and optimize strategies and related measures.



Carbon Reduction Results of Energy-Saving Projects in 2024[Note 1]

System	Carbon reduction scope	No. of projects	Electricity saved		Carbon reduction (tonnes CO_2e)
			(kWh)	(GJ)	
Illumination	Scope 2 emissions	36	857,825	3,088	470.03
Ventilation		6	822,604	2,961	406.37
Air conditioning		30	5,117,802	18,423	2,834.48
Air compression		6	675,655	2,433	353.85
Manufacturing process		1	7,225	26	3.57
Other[Note 2]		3	40,396	145	19.96
Total for the year		**82**	**7,521,507**	**27,076**	**4,088.26**
Accumulated amount from 2022 to 2024		189	15,933,611	57,577	9,150.42

Note 1: The amount of electricity saved is estimated based on the running hours of the equipment as well as the difference in power usage before and after improvements were made to the equipment. The amount of carbon emissions is calculated annually using the latest carbon emission factors. Additionally, different electricity carbon emission factors (kg CO_2e / kWh) are adopted for this calculation based on the implementation region of the energy-saving program; 2024 carbon emissions factors: 0.4940 kg CO_2e / kWh at Taiwan sites; 0.5366 kg CO_2e / kWh at China sites, 0.6592 kg CO_2e / kWh at Vietnam site, and 0.3773 kg CO_2e / kWh at the US, Germany, the UK and Japan sites.

Note 2: Other energy-saving measures mainly include replacing old equipment with energy-efficient models and virtualizing machinery.

3.3 Energy and Greenhouse Gases Management

3.3.1 Management Systems

To efficiently manage energy consumption and enhance energy efficiency, WNC has established an WNC Energy Management Policy and implemented energy management systems. We have set the baseline or base year based on historical data from each site, regularly tracked energy reduction performance, and continued improving energy efficiency by setting energy-saving goals and adopting related measures. Currently, the ISO 50001 energy management system has been adopted at all sites.

Through the PDCA management system, we have established clear improvement plans for lighting power, ventilation, air conditioning, and air compression systems. In addition, we conduct internal energy management reviews to evaluate the effectiveness of implementation, continuously refining our management procedures and improvement measures for the next fiscal year. Additionally, we conduct annual energy-saving training sessions, integrate energy-saving concepts into our daily operations, and encourage employees to have conference calls instead of in-person meetings or to choose low-carbon transportation for business trips. These initiatives aim to continuously educate and inform our employees about energy-saving practices, contributing to the sustainable development of the company.

Energy Management Policy

1. Compliance with related energy regulations, implementation of improvement measures relating to energy conservation
2. Preferential purchasing of energy efficient products, support for green design and green manufacturing initiatives
3. Improving efficiency of energy use, reducing energy wastage
4. Integration of related resources in the implementation of energy management objectives
5. Continuing to promote and hold energy conservation activities
6. Boost awareness of the importance of energy conservation to employees

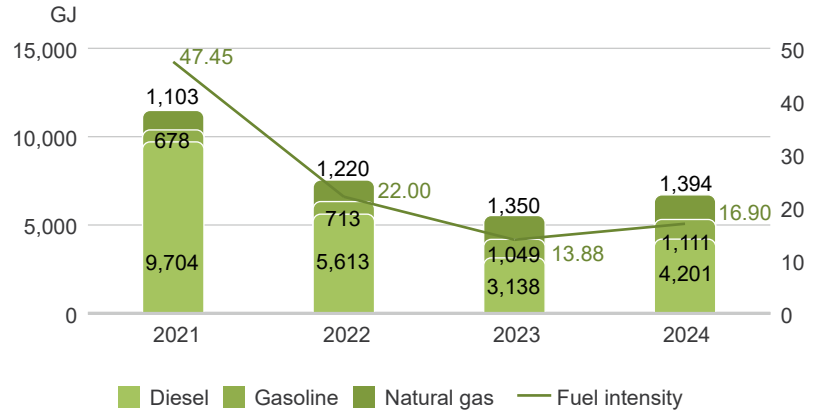
Energy Audit Flowchart



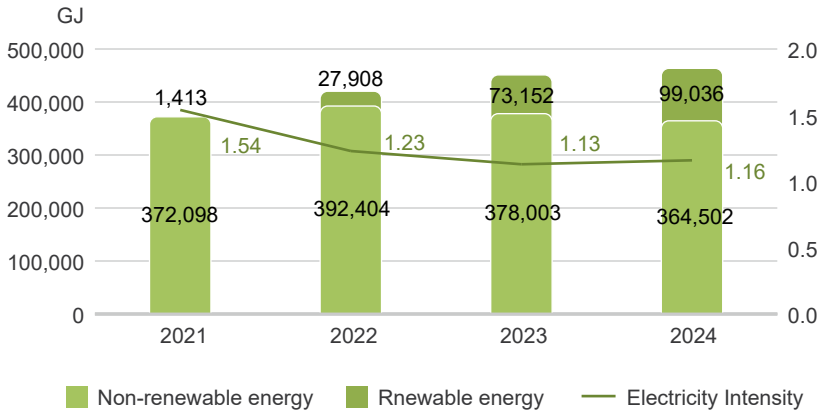
3.3.2 Energy Resource Management

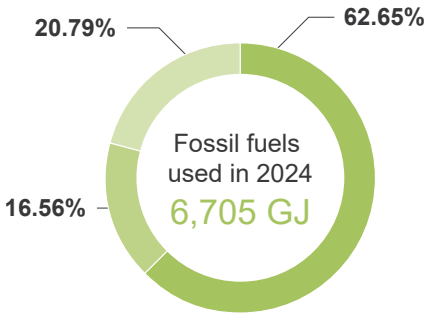
The energy used (or non-renewable energy used) by WNC consists of electricity and fossil fuels, including diesel, gasoline, and natural gas. In 2024, the total non-renewable energy consumption [Note 1] amounted to 470,243 GJ, with electricity accounting for over 98%, or 463,538 GJ, it's global non-renewable energy consumption data coverage rate [Note2] is 88.98%. The company also uses a small amount of fossil fuels, primarily for emergency power generation, heating, company vehicles and employee cafeterias.

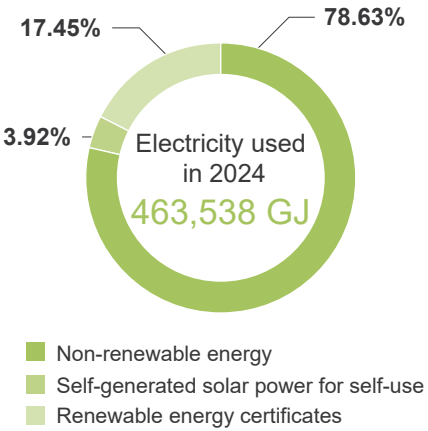
WNC's Fossil Fuel Usage for the Most Recent Four Years — kWh / NT$1 million revenue



WNC's Electricity Usage for the Most Recent Four Years[note3] — kWh / NT$1 million revenue







Fossil Fuels[Note 4]	kWh	GJ
Diesel	1,166,913	4,201
Gasoline	308,539	1,111
Natural gas	387,174	1,394
Total	**1,862,627**	**6,705**

Electricity Use	kWh [註6]	GJ
Non-renewable energy [Note 2]	101,250,642	364,502
Self-generated solar power for self-use	5,039,892	18,144
Renewable energy certificates	22,470,000	80,892
Total	**128,760,534**	**463,538**

Note 1: In 2024, the scope of power consumption calculations covers WNC headquarters, Taipei office, S1, S3, WNC (Kunshan) , Wistron NeWeb (Kunshan) , WebCom Communication (Kunshan) , WebCom Communication - Nanjing Branch, Vietnam plant, and WNC subsidiaries in the US, the UK. Subsidiaries in Germany and Japan adopt a work-from-home model and are therefore not included in the calculation. The Mexico site was also excluded because the data does not cover a complete year.

Note 2: The total global non-renewable energy consumption data covers 16 out of 18 global locations, with a coverage rate of 88.89%.

Note 3: Power usage intensity = total electricity use (kWh) / consolidated revenue (NT$ million) . The power usage intensity goals do not apply to WNC subsidiaries in the US, Germany, UK and Japan.

Note 4: According to the Heat Content of Energy Products table and the Abbreviation & Equivalents of Energy Units table in the Energy Statistics Handbook 2022 published by the Bureau of Energy, one liter of diesel oil generates 9.7692 kWh or 0.0351 GJ of power, one cubic meter of natural gas generates 10.4670 kWh or 0.0377 GJ of power, and one liter of gasoline generates 9.0714 kWh or 0.0326 GJ of power.

Note 5: The non-renewable electricity data for each site is based on the billing period indicated on the electricity bill.

Note 6: 1,000 kilowatt-hours (kWh) = 1 megawatt-hour (MWh)

3.3.3 Renewable Energy Transition

To strengthen climate resilience, WNC announced its membership in the global renewable energy initiative RE100 in 2023, committing to achieve 50% renewable energy usage across the group by 2030 and 100% by 2040. In 2025, WNC further joined the Asia Clean Energy Coalition (ACEC) to support clean energy policy and market reforms in Vietnam, accelerating local energy transition and carbon reduction. To fulfill these commitments, WNC is progressively increasing its use of renewable energy through on-site solar power generation, procurement of International Renewable Energy Certificates (I-REC), and implementation of energy-saving measures.

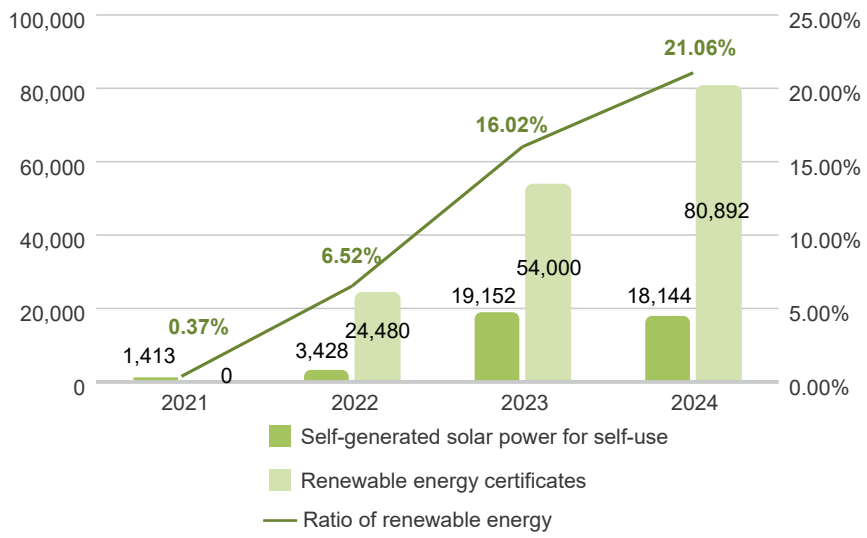
In recent years, WNC has continued to install additional rooftop solar panels at its primary production sites worldwide. In 2022, a plan to install additional solar panels at the Kunshan site and new solar panels at the Vietnam site was realized, and these panels have begun generating power. In 2023, our new S3 plant commenced usage of solar panels and the Vietnam site completed its solar panel expansion. In 2024, both the S1 and Vietnam site also completed their solar panel installations and started generating power for self-use.

Up until now, WNC's solar farms have a total installed capacity of 10.51 MW and have generated a total of 5,039,892 kWh of electricity. In addition, WNC has also purchased I-REC. The ratio of renewable energy use to total electricity consumption at WNC was 21.06% in 2024, meeting the goal for the year, it's renewable energy data coverage rate[Note1] is 88.89%.

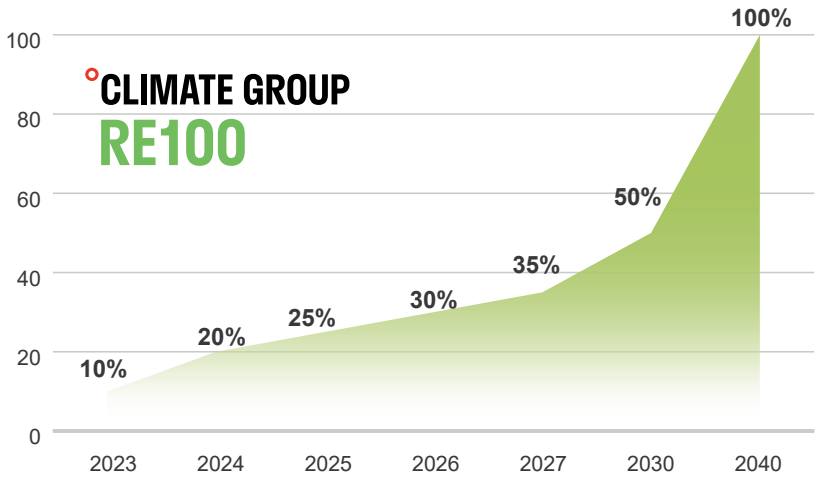
Note 1: The total global renewable energy consumption data covers 16 out of 18 global locations, with a coverage rate of 88.89%.

Renewable Energy Usage in the Most Recent Four Years

(Unit: GJ)



Renewable Energy Usage Goals



Renewable Energy Development Strategies



- Complete solar panel installation at all sites
- Implement energy conservation plans
- Purchase I-RECs

- Diversify renewable energy sources
- Assess renewable power purchase agreement (PPA)
- Link energy-saving performance to compensation schemes

- Implement internal carbon pricing mechanism
- Develop other innovative measures

Highlighted Energy-saving Project 1: Installation of Energy Management Platform and Related Modules Development and Application

The S3 Plant was completed and put into operation in 2023, planned as a smart factory area, aiming to enhance the efficiency of energy data collection and optimize energy allocation through comprehensive infrastructure construction. The plant has installed multiple circuit meters, with over 100 meters installed, and has set up an energy management platform along with the development of related modules and applications. These include not only plant facilities but also major production equipment. Currently, the main applications focus on energy-saving measure management and tracking of abnormal power consumption, effectively reducing unnecessary energy losses.

Currently, we are planning and developing related modules. In terms of factory power consumption, efficiency indicators can be established for the chiller and air compressor systems, which are the two largest energy-consuming equipment types in the facility. In terms of manufacturing process electricity usage, we integrate production data to generate daily unit energy consumption reports for each product. This allows us to identify exemplary machines with high output and low energy consumption. Additionally, we evaluate the replacement of aging equipment with low output and high energy consumption. In the alarm dispatch module, we define alert thresholds based on equipment characteristics and past operational records. When abnormal electricity usage occurs, an alert notification is immediately sent to the responsible unit, allowing prompt corrective action to be taken at the source.

In addition, by establishing a power tree and comprehensive infrastructure, the S3 Site can accurately collect real-time electricity usage data from facility affair systems, each floor and primary production lines. Currently, the energy-saving measures and abnormal electricity usage tracking systems adopted for air conditioning and manufacturing have resulted in significant results, effectively reducing unnecessary energy losses. The following two cases illustrate the positive impact brought by the implementation of the energy management platform.

- The primary source of power consumption at the S3 site is the chiller system. By establishing performance indicators for the chillers on the energy management platform, equipment managers can schedule maintenance and optimize the operation of the chiller system using these direct efficiency metrics, ensuring the chiller system operates at high efficiency with low energy consumption.
- In 2024, the S3 site proposed 31 energy-saving projects, which are expected to save 3,905,684 kWh of power, 23.4 times higher than the energy-saving goal of the year. Through the energy management platform, these projects can be effectively managed. With the real-time alert system on the platform, personnel can take corrective actions when anomalies occur, ensuring the sustained and smooth operation of each project.

The energy platform at WNC's Vietnam site went live in July 2024. The plant has installed multiple circuit meters, with over 260 meters installed, and has set up an energy management platform along with the development of related modules and applications. Currently, the main applications focus on energy-saving measure management and tracking abnormal power consumption, effectively reducing unnecessary energy losses.

The primary source of power consumption at the Vietnam site is the chiller and air compression systems. By establishing performance indicators on the energy management platform, equipment managers can schedule maintenance and optimize the operation of the systems using these direct efficiency metrics, ensuring the systems operate at high efficiency with low energy consumption. In addition, we have established management indicators for the three main units of energy-consuming equipment in the Vietnam site: the chillers, air compressors, and air handling units (AHUs) . We have also installed dedicated power meters for manufacturing technologies, which intuitively display the production status and allow us to monitor the electricity consumption of each production line, both the real-time and cumulative amounts.



Highlighted Energy-saving Project 2: Green Building Label for New Sites

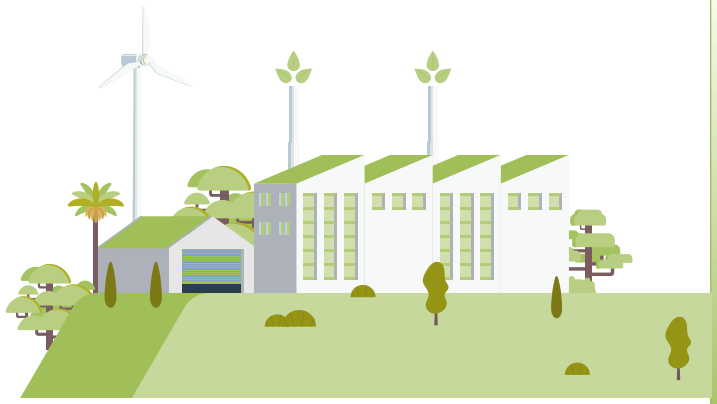
S3 Site Awarded Taiwan Green Building Label (EEWH)

When the S3 plant was planned and constructed in 2019, the core concepts of the company's sustainable development were the initial consideration. It was designed following the standards of Taiwan's green building certification, taking into account four major aspects: ecology, energy conservation, waste reduction, and health. Based on these, strict standards were developed according to nine major indicators for evaluation, aiming to create a building with minimal consumption of resources, minimal waste generation, and ecological, energy conservation, and health characteristics. In 2021, it received the Candidate Green Building Certificate (Bronze Level) . In June 2024, the site obtained the green building certificate following an on-site investigation, becoming WNC's first green factory.

Taiwan Green Building Certification (Certificate in Chinese)

Vietnam site obtains LEED Gold Certification

The buildings built during phase two construction at WNC's Vietnam site were designed in accordance with the LEED rating system, emphasizing environmental diversity, green transportation, sustainable sites, water efficiency and energy and atmosphere management. The company has installed water-efficient equipment, smart water meters, and water reuse systems as well as additional solar panels at the Vietnam site. This brings the site's solar power generation capacity to 5,475 kW, producing around 5 million kWh of power annually, and the ratio of renewable energy use to total electricity consumption at the site is expected to exceed 4%. Measures such as upgrades to HVAC systems and building exteriors have also improved energy usage efficiency. In 2024, the site was awarded LEED Gold certification by the U.S. Green Building Council, with nearly perfect marks in the water efficiency and energy and atmosphere categories.

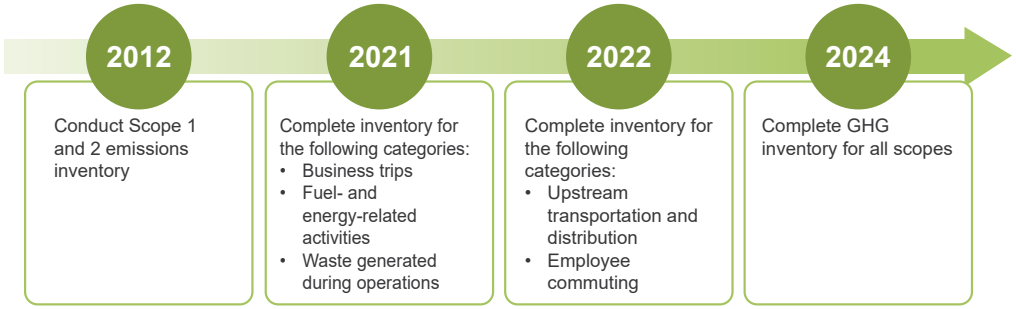




3.3.4 Greenhouse Gas Management

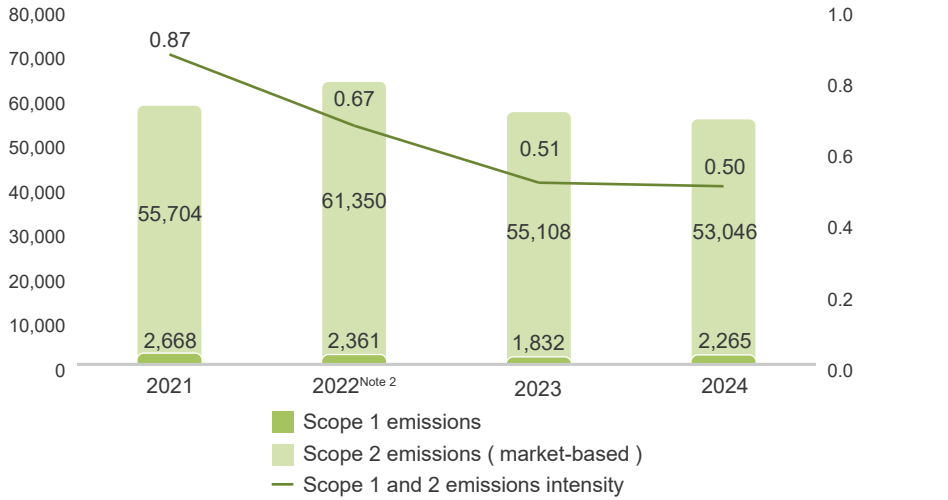
GHG Inventory

WNC has referenced ISO 14064-1: 2018 and the GHG Protocol to set organizational boundaries according to operational control laws. We established 2022 as the base year to calculate our greenhouse gas emissions and for verification purposes. In 2023, the company formulated goals superior to those initiated by the Financial Supervisory Commission in 2022 in the TWSE Listed and TPEx Listed Companies Sustainable Development Roadmap. In 2024, greenhouse gas inventory operations and verification for all 16 sites was completed.



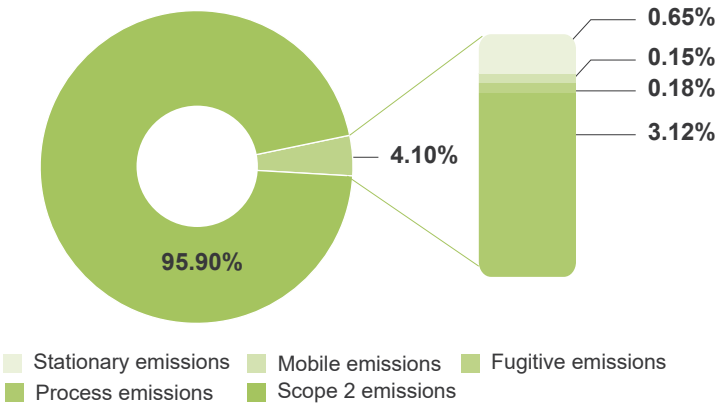
WNC's Scope 1 and Scope 2 GHG Emissions in the Most Recent Four Years[Note 1]

(Unit: tonnes CO_2e)



Note1: Emissions intensity is obtained by dividing the amount of CO_2e by consolidated revenue (NT$ million) .
Note2: Percentage of Total Base Year Emissions: 100%

Percentage of Scope 1 and Scope 2 GHG Emissions

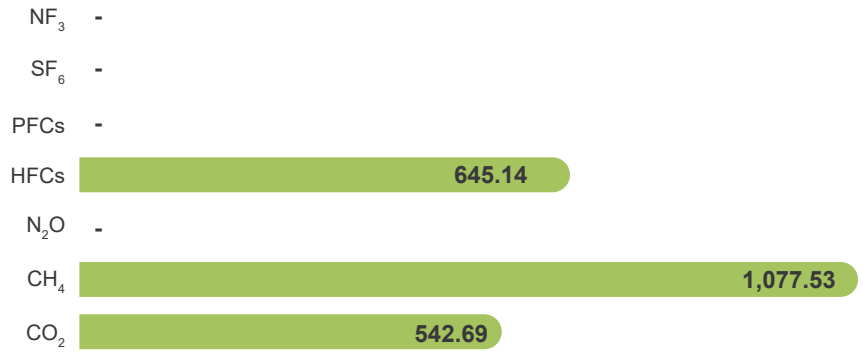


Note 1: In 2024, the scope of the GHG emissions calculations covered WNC headquarters, the Taipei office, S1, S3, WNC (Kunshan) , Wistron NeWeb (Kunshan) , WebCom Communication (Kunshan) , WebCom Communication - Nanjing Branch, Vietnam plant, and WNC subsidiaries in the US, Germany, the UK and Japan.

Note 2: In 2024, the emission factors for Scope 1 were sourced from the Ministry of Environment's announced Greenhouse Gas Emission Factor Table (6.0.4) , with the latest AR6 values selected for all greenhouse gases' Global Warming Potential (GWP) values. The carbon emission factors for Scope 2 were derived from the latest values announced by the local government.

Scope 1 Seven Major GHG Emissions

(Unit: tonnes CO_2e)

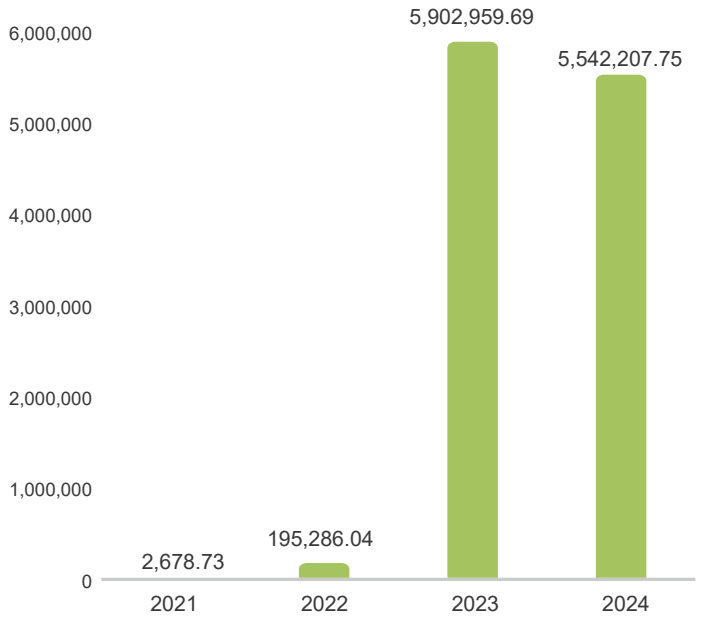


Scope 3 GHG Emissions

WNC has conducted a comprehensive inventory of Scope 3 GHG emissions. In 2024, the total Scope 3 emissions amounted to 5,542,207.75 tonnes CO_2e, with an emission intensity of 48.90 tonnes CO_2e per NT$ million. This marks a significant decrease in comparison to the emission intensity of 51.63 tonnes CO_2e per NT$ million in 2023. Furthermore, regarding the emissions hotspot of purchased goods and services, we utilize the supplier management platform and material carbon footprint database developed by us to strengthen our carbon management within the value chain and achieve our net-zero goal.

Scope 3 Emissions in the Most Recent Four Years[Note]

(Unit: tonnes CO_2e)



Note: In 2021, the inventory only covered categories 3, 5 and 6. In 2022, categories 1, 2, 4, 7, and 8 were also included. Starting in 2023, all Scope 3 GHG emissions were included in the inventory and all operating sites, excluding the Mexico site and the subsidiary in Austin, Texas, were covered. With regard to emissions of categories 1 and 11 under Scope 3 in 2023, we use the extrapolation method to estimate emissions of these two categories based on the actual operational activities. This ensures the disclosed emissions information aligns with the reduction pathway committed to SBTi since we passed SBTi's validation in February 2025. Percentage of total base year emissions 100%

Overview of Scope 3 GHG Emissions in 2024 (Unit: tonnes CO_2e)

Category		Factor Source	2024
Greenhouse Gas Inventory Standard ISO 14064-1: 2018	GHG Protocol		
Category 3: Indirect GHG emissions from transport GHG emissions intensity	Upstream transportation and distribution	Ecoinvent 3.10	4,638.70
	Downstream transportation and distribution	Ecoinvent 3.10	45,128.85
	Business travel	(Air Transport) Ecoinvent 3.10	1,744.35
	Employee commuting	(Land Transportation) Taiwan's Carbon Footprint Information Platform	39,611.47
Category 4: Indirect GHG emissions from products used by the organization	Purchased goods and services	Taiwan's Carbon Footprint Information Platform	3,244,361.25
	Capital goods	EF database 3.1	44,666.51
	Fuel- and energy-related activities (Not included in Scope 1 and 2)	EF database 3.1	11,905.93
	Waste generated during operations	Taiwan's Carbon Footprint Information Platform	1,238.96
	Upstream lease assets	(Overseas Sites) Ecoinvent 3.10	5.71
Category 5: Indirect GHG emissions from products produced by the organization	Processing of sold products	(Taiwan Sites) Taiwan's Carbon Footprint Information Platform	3,318.14
	Use of sold products	Electricity factors announced by each country	2,133,005.15
	End-of-life treatment of sold products	EF database 3.1	1,853.05
	Downstream lease assets	Electricity factors announced by each country	8,059.41
	Franchise operations	(Overseas Sites) Ecoinvent 3.10	-
	Investment franchise	(Taiwan Sites) Taiwan's Carbon Footprint Information Platform	2,670.28
Total Scope 3 emissions			**5,542,207.75**

3.4 Environmental Resource Protection

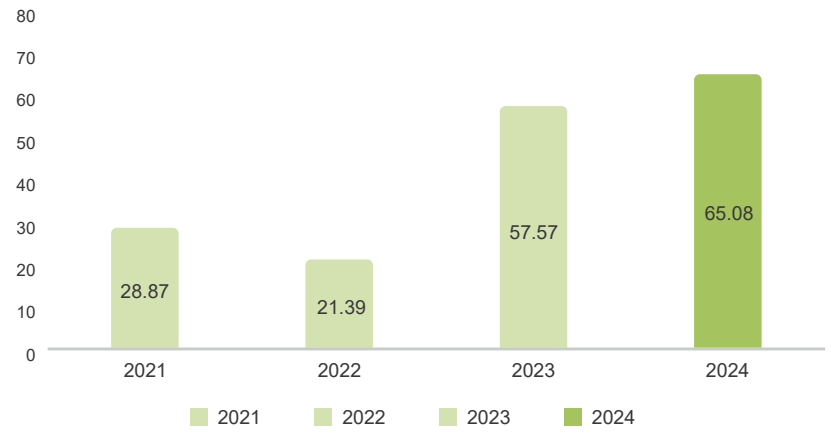
3.4.1 Air Pollution Control

Currently, WNC's main emission sources of air pollutants are volatile organic compounds (VOCs) , such as flux and cleaning agents, used in production processes. From 2021 to 2023, although WNC was not classified as a regulated company under the Air Pollution Control Act, we still regularly estimated and voluntarily disclosed emissions from stationary sources of air pollution described in the Act based on the inspection results and the calculation methods for air pollution fees.

In 2024, due to increased production capacity at the S1 site, we installed air pollution prevention equipment in accordance with relevant regulations to manage VOCs generated during production processes and obtained a Stationary Pollution Source Operating Permit in September 2024. Moving forward, we will continue to reduce the use of VOCs at the source to mitigate the environmental impact of our production processes.

VOC Emissions from 2021 to 2024

(Unit: tonnes)



Note: The scope of VOC emissions includes WNC headquarters, S1, S3, WNC (Kunshan) , Wistron NeWeb (Kunshan) , WebCom Communication (Kunshan) , and the NeWeb Vietnam.

3.4.2 Water Resource Management

WNC is fully aware of the impact of heavy rainfall and droughts caused by extreme weather. To incorporate SDGs into our daily operations, we published a WNC Water Resource Management Policy in 2024. We achieved our water management goals by monitoring water usage and implementing water recycling measures while conducting internal and external audits to ensure compliance with ISO 14001 standards.

Establish risk assessment and climate disaster mitigation and adaptation mechanisms

- Establish water resources risk assessment mechanisms.
- Optimize disaster prevention and response procedures and implement employee trainings.

Implement corporate environmental education to enhance water conservation awareness across the value chain

- Promote water conservation measures and conduct regular employee training.
- Facilitate communication and collaboration across the value chain, raise awareness of water conservation, and establish water resource management capabilities.

Improve water resource usage efficiency

- Establish water resource management indicators and continue to improve water usage efficiency.
- Install water conservation equipment to reduce withdrawal and consumption of raw water.
- Regularly disclose information about water consumption, water quality, and water conservation performance.

Strengthen climate adaptation resilience and address the impact on biodiversity

- Assess the relationship between water resource management and other environmental issues, and implement environment-friendly technologies throughout the entire product life cycle.
- Monitor the company's development to evaluate the integrity of biodiversity and freshwater ecosystems.

Reduce environmental impact and protect water safety

- Take actions that are compliant with or superior to related regulations and increase self-monitoring items for discharged water based on industry features to monitor environmental impact comprehensively, reduce or eliminate the discharge of harmful substances or pollutants in water
- Regularly test drinking water to ensure safe drinking water for employees.; regularly disclose inspection results and submit them to the industrial safety unit for archiving; maintain a high-quality and sufficient water supply in communities where the company operates, ensuring hygiene and the safety of dailywater use.

Risk Assessment and Management

To understand the level of water resource risk at WNC's owned or leased assets, we utilize the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) to identify baseline overall water risk at each site. This indicator encompasses multiple metrics, including:

- Physical risks quantity: such as baseline water stress, baseline water depletion, interannual variability, seasonal variability, groundwater table decline, riverine flood risk, coastal flood risk, and drought risk.
- Physical risks quality: such as untreated connected wastewater, and coastal eutrophication potential.
- Regulatory and reputational risk: such as unimproved or no drinking water, unimproved or no sanitation, and national ESG ratings. The overall risks are weighted and aggregated to produce a single composite risk score for each site.

In selecting future scenarios, we used three scenarios (BAU, OPT, and PES) along with variations in short-, mid-, and long-term water stress and obtained nine assessment results. This approach enabled us to identify high-risk areas and adjust our short-term and long-term policies to address water resource challenges under different climate change pathways. A total of 1,755 sites worldwide were included in this assessment, comprising 16 sites owned or leased by WNC and 1,739 supplier sites. According to our assessment results, our China sites, the Mexico site, and subsidiaries in the US, Germany, and the UK are located in high-stress areas. Among the water resources consumed by our subsidiaries in the US, Germany and UK, they are office-based with limited domestic water use. Therefore, WNC's water risk management will focus primarily on our sites in China and Mexico to minimize the risk of business interruptions due to water shortages.

Climate Scenarios	Corresponding IPCC AR6 pathway	Timeframe
BAU (Business as Usual)	The SSP3-RCP7.0 scenario. It assumes low climate policy intervention, representing a medium-high radiative forcing pathway.	Short term: from 2015 to 2045 Mid term: from 2035 to 2065 Long term: from 2065 to 2085
OPT (Optimistic)	The SSP1-RCP2.6 scenario. It assumes that the global temperature increase is less than 2 °C by the end of this century, representing a low radiative forcing pathway.	
PES (Pessimistic)	The SSP5-RCP8.5 scenario. It assumes a future heavily reliant on fossil fuels, representing a high radiative forcing pathway.	

Evaluation Items	WRI Baseline Water Stress Metrics					WRI Baseline Overall Water Risk				
Risk level[Note 1]	Extremely High	High	Medium-high	Low-medium	Low	Extremely High	High	Medium-high	Low-medium	Low
WNC operating sites around the globe[Note 2] HQ, manufacturing sites, R&D centers, service centers	31.25%	18.75%	6.25%	37.50%	6.25%	0%	31.25%	12.5%	56.25%	0%
Supplier[Note 3] Tier-1 Suppliers with ongoing transactions in 2024	21.10%	3.91%	9.02%	52.04%	13.45%	6.6%	23.8%	18.5%	46.8%	3.8%

Note 1: According to the risk levels published by the WRI, risks can be classified into low (<10%) , low-medium (10–20%) , medium-high (20–40%) , high (40–80%) and extremely high (>80%) .

Note 2: There are 16 assets owned or leased by WNC around the globe: headquarters, Taipei Office, S1, S3, WNC (Kunshan) , Wistron NeWeb (Kunshan) , WebCom Communication (Kunshan) , WebCom Communication - Nanjing Branch, Vietnam site, the Mexico site, and WNC subsidiaries in the US, Germany, UK, and Japan. However, the subsidiaries in Austin, Texas, were not included in this assessment. Most of our suppliers are located in Asia, with some in Europe, the Americas, Africa, and Oceania.

Note 3: A total of eight supplier sites (0.5%) are marked as "no data."

In addition, we have also conducted an in-depth examination of water risk levels in Taiwan. We have divided Taiwan into 11 regions based on water supply reservoirs and assessed the probabilities of water shortages under climate change based on historical frequency of water shortages for each reservoir. Historical water shortage events refer to situations where reservoirs are unable to supply water normally due to insufficient water storage. These events usually occur when the water level or capacity of the reservoir falls below the lower limit of its rule curve, leading to measures such as reduced water supply. For assessing water shortage probabilities under climate scenarios, the Standardized Precipitation Indexes (SPI) are used as a reference. Lastly, based on the historical frequency of water shortages and the estimated probabilities of shortages under climate change scenarios, we assessed the water shortage risk levels for each climate change scenario across different timeframes, using the water shortage risk matrix.

According to our analysis of water shortage frequency, the historical rates in Keelung, Taipei City and New Taipei City, Hsinchu, Taichung, Changhua, and Chiayi were relatively low. However, in the SSP3-7.0 and SSP5-8.5 scenarios, the water shortage risk in these regions have increased to a medium level. In addition to continuously promoting water conservation measures, it is also necessary to establish contingency measures for water shortages in these regions. In Miaoli, Nantou, and Tainan, there have historically been more water shortages, and in the SSP3-7.0 and SSP5-8.5 scenarios, their risk levels have risen to medium-level. These regions require more attention and it is necessary for us to enhance related contingency plans. Taoyuan and Kaohsiung have higher water shortage frequencies and in the SSP2-4.5, SSP3-7.0 and SSP5-8.5 scenarios, these two places also face higher water shortage risks. WNC should establish a standardized process for addressing water shortages and measures to obtain emergency water supplies. In addition, we should formulate measures such as using recycled water to reduce dependency on reservoir supplies and ensure a stable water supply.

For sites in areas with high water risks, WNC has developed short-term (one to two years) , mid-term (three to five years) and long-term (over five years) adjustment strategies, encompassing risk identification, enhancement of adjustment capabilities and sustainable operations plans. We have also formulated business continuity plans (BCP) and drill schedules for each site to ensure that our employees fully understand the operational processes to safeguard both employees and assets. We have also integrated risk analysis findings into supplier engagements, recommended that suppliers with high risks strengthen their management and tracking measures, and provided assistance and guidance when necessary.

For details about WNC's risk analysis of water resources, please refer to WNC's 2024 T (C) NFD Report.

Adjustment Strategies for Physical Risks

Short-term (1–2 years)

- **Develop internal risk identification and emergency response capabilities:** Conduct disaster risk assessments annually, establish a disaster database, and develop comprehensive emergency response SOPs, which should include personnel evacuation, asset saving, emergency contact, and the use of emergency devices. In addition, drills should be regularly conducted to ensure that employees are familiar with the emergency procedures.
- **Take inventory of suppliers' physical risks:** Conduct regular risk assessments of suppliers to understand the natural disasters they face (including floods, landslides, and earthquakes) and continuously monitor their risk status through data analysis and monitoring tools.

Mid-term (3–5 years)

- **Enhance operational resilience and improve operational stability:** For sites located in areas with high potential for flooding, detailed geographical and hydrological analyses should be conducted to design flood preventive measures such as building drainage ditches, retention basins, levees, and underground water storage facilities, reducing the impact of heavy rainfall on these sites. In addition, structural reinforcement within offices and manufacturing sites should be implemented. Measures may include reinforcing foundations, enhancing wall waterproofing, and applying waterproof technologies to improve buildings' resistance to extreme weather conditions.
- **Enhance suppliers' climate resilience:** WNC provides suppliers with training sessions regarding disaster response and risk management to improve their response capabilities. Additionally, we encourage suppliers to establish contingency plans for disasters, including personnel evacuation, resource storage and emergency contact.

Long-term (over 5 years)

- **Rebuild or relocate high-risk sites:** For sites in high-risk areas, seismic belts, or other extremely-high-risk environments, comprehensive assessments should be conducted based on actual needs to develop rebuilding or relocation plans to minimize risks. WNC also encourages suppliers to develop relocation or rebuilding plans. For high-risk suppliers who are unable to relocate, WNC also considers adjusting cooperation modes to reduce reliance or we may look for alternative suppliers to spread our supply chain risks.

Recycling and reuse of water resources

Tap water is WNC's main source of water. Water for everyday use comprises the majority of water usage, with a small part comprising of water used by factory equipment and special manufacturing processes. Due to data availability and materiality considerations, water resource management data focus primary on WNC production sites, and the data coverage rate [Note 4] is 85.71%.

All WNC sites comply with local water standards and have a high level of control over internal water usage. They not only develop water balance diagrams and inventory water resource uses but also regularly monitor and identify improvement plans to enhance water resource utilization. In 2023, the mechanical water meters within our sites in China were upgraded to smart meters. This upgrade not only significantly reduces manual meter reading tasks but also enhances monitoring efficiency, allowing us to monitor water usage in real-time and promptly identify leaks. In 2024, the Vietnam site began installing smart water meters at major water withdrawal locations, water usage hotspots, and water recycling points. The site has made plans to modify its energy management system so that it can display water usage, amount of water recycled, and other water-related data to facilitate monitoring and analysis of water usage hotspots. In addition, the S1 site has implemented a two-year water conservation project. In the first phase of this project, a pre-treatment and RO membrane system was built, focusing on processing used pure water from manufacturing processes and water from cooling towers. The system recycles an estimated 64.8 million liters of water annually, allowing the site to achieve a 85% recycling rate for water used in manufacturing processes and an overall water recycling rate of 70%. Phase two of this project is expected to begin in 2025 and will focus on recycling wastewater produced during manufacturing processes. The systems built in phase two will be able to recycle an estimated 14.60 million liters of water annually.

WNC's Water Usage in the Most Recent Four Years[Note 1]

(Unit: megaliters[Note 5])

Item		2021	2022	2023	2024
Water withdrawal (A)	Tap water	421.742	502.103	584.443	**542.048**
	Groundwater[Note 2]	32.173	0	0	**0**
	Surface water	30.813	28.608	99.125	**122.529**
	Total water withdrawn (A)	484.728	530.711	683.568	**664.577**
Water discharge (B)		202.621	300.858	356.832	**531.662**
Water consumption (A-B)		282.107	229.853	326.736	**132.915**
Water withdrawal intensity[Note 3]		6.75	5.27	5.28	**4.92**

Note 1: Water withdrawal data is based entirely on meter readings provided by the water supply companies. For the years 2021 to 2023, wastewater discharge was calculated using actual meter readings for the Taiwan sites, while estimates for overseas sites were based on the proportion of sewage treatment fees to tap water fees. Starting in 2024, all site discharge volumes are uniformly calculated as 80% of water consumption, in accordance with the Sewerage Management Regulations of Science Parks.

Note 2: From 2019 to 2021, WNC's first Vietnam site used underground water. In 2022, all production lines in Vietnam were relocated to the newly built Vietnam site, and tap water was adopted as the water source.

Note 3: Water withdrawal intensity is obtained by dividing the amount of water withdrawn (excluding recycled water) by consolidated revenue (NT$ million) .

Note 4: The global water withdrawal / discharge / consumption data coverage 6 out of 7 global production sites with a coverage rate of 85.71%.

Note 5: 1 million liters = 1,000 cubic meters = 0.001 million cubic meters

Amount of water recycled at WNC in the most recent four years[Note 1]

Project		Water saved (megaliters)	Amount saved (NT$)
Water conservation	Water conservation devices	16.497	482,188
Water recycling	Recycling RO wastewater from drinking fountains	14.310	400,252
	Recycling wastewater from the purified water system of the manufacturing process	10.268	303,933
	Recycling effluent from the conductivity monitoring system within the cooling water system	55.114	1,631,375
	Air-conditioning condensate recovery	72.160	2,147,242
	Rainwater recycling	49.919	1,484,957
Total		**212.618**	**6,449,947**

Amount of water recycled at WNC in the most recent four years[Note 1]

(Unit: megaliters)

Item	2021	2022	2023	2024
Tap water	28.445	17.413	36.415	**24.578**
Groundwater	0.620	0	0	**0**
Surface water	30.813	28.608	99.125	**122.529**
Other	23.469	26.556	41.221	**55.114**
Total water recycled	83.347	72.577	176.761	**202.221**
Water recycling rate[Note 2] (%)	17.19	13.68	25.86	**30.43**

Note 1: Tap water recycling includes drinking fountain RO, wastewater recycling and water recycled from production processes; surface water recycling includes water recycled from air conditioning systems and rainwater recycling (estimated using the volume of water in the rainwater tank, as well as daily rainfall statistics provided by the Central Weather Administration) ; and other recycled water includes cooling water.

Note 2: Water recycling rate is calculated by dividing the total volume of water recycled by the total water usage (tap water + groundwater + surface water) .

Wastewater Management

The S1 site is the only site with washing processes that generate wastewater. Wastewater from sites other than S1 is mainly wastewater from everyday use. In response to the increase in generated wastewater due to production site expansion, wastewater treatment equipment was installed at S1 in 2020, and wastewater processing permits were obtained in 2021. Water discharge monitoring instruments were installed at the site to ensure that the wastewater complies with the water quality management regulations of the Hsinchu Science Park's sewage system. Every six months, WNC contracts an inspection agency approved by the National Environmental Research Academy to test the water discharged by WNC to ensure that said discharge meets wastewater discharge standards. Furthermore, regular wastewater education and training courses are conducted within our sites to ensure that equipment operators and new employees are well-versed in wastewater management practices.

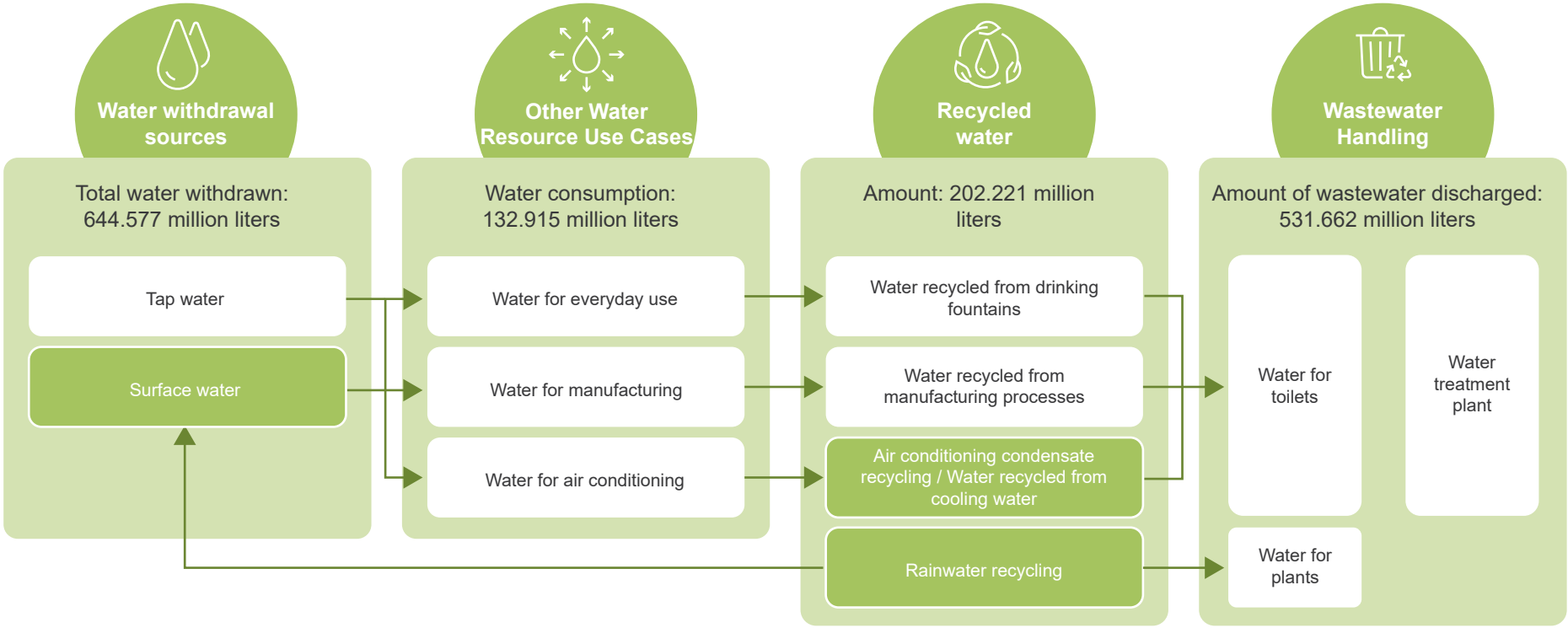
2024 Wastewater Discharge Status by Site

(Unit: mg / L)

Region	Site	pH Value	Concentration of Suspended Solids	Chemical Oxygen Demand[Note 3]	Biochemical Oxygen Demand[Note 4]	Treatment Facility	Regulatory Compliance	Discharge Destination
Taiwan	WNC Headquarters	8.0	88.0	291.0	77.4	Hsinchu Science Park sewage treatment plant	Regulations for the Use and Management of Wastewater Treatment and Sewage Systems in Science-based Parks	Koya River
	S1 Site[Note 1]	8.0	13.8	279.0	74.4			
	S3 Site	7.8	37.1	210.0	-	Southern Science Park sewage treatment plant		Yanshui River
China	WNC (Kunshan)	7.0	8.0	11.0	-	Kunshan water treatment plant	Wastewater Quality Standards for Discharge to Municipal Sewers	Wusong River
	Wistron NeWeb (Kunshan)	6.9	14.0	15.0	-			
	WebCom Communication (Kunshan)	7.0	8.0	11.0	-			
	WebCom Communication (Kunshan) - Nanjing Branch[Note 2]	-	-	-	-	Nanjing Jiangning Economic and Technological Development Zone sewage treatment plant	Nanjing City Water Drainage Management Regulations	Yangtze River
Vietnam	NeWeb Vietnam	6.8	50.0	30.0	15.0	Third Dong Van sewage treatment plant	National Technical Regulation on Industrial Wastewater Regulations	Pearl River

Note 1: Testing frequency at each site: Tests are conducted every six months at S1, once a year at WNC (Kunshan) , Wistron NeWeb (Kunshan) , and WebCom Communication (Kunshan) , and quarterly at the Vietnam site. The table presents average values, and each plant consistently complies with regulations every time.
Note 2: WebCom Communication (Kunshan) - Nanjing Branch is a rented office, thus no relevant data is available.
Note 3: Chemical Oxygen Demand (COD) is a chemical method used to measure the equivalent amount of oxygen consumed when organic matter in a water sample is oxidized by a strong oxidant. It is used to express the amount of organic matter in the water.
Note 4: Biochemical Oxygen Demand (BOD) refers to the amount of dissolved oxygen consumed during the biochemical reactions of microorganisms decomposing biodegradable organic matter present in water under certain conditions.

2024 WNC Water Usage Flowchart



3.4.3 Waste Management

WNC's waste sources include raw materials used in production (such as electronic parts, mechanical parts, and packaging materials) , wood, plastics and paper generated during production and transportation processes, etc. In order to realize resource recycling and reduce environmental impact, WNC promotes green product design to reduce waste generation. At the same time, through cooperation with the supply chain, we promote the recycling of incoming packaging materials, and continue to optimize resource classification management procedures to improve resource reuse and recycling rates. In terms of waste disposal, WNC continues to work with public and private institutions to look for more reuse and recycling methods and achieve the goal of reducing waste.

In order to effectively manage waste generation and comply with the environmental management system ISO 14001, WNC has set up waste management indicators at each site, and manages and tracks the waste situation through the environmental data platform to monitor indicator status. If any abnormalities are found in the indicators, the composition ratio of waste from each process or production source will be analyzed to check whether there is still room for improvement in waste resource recycling within the organization or whether there is abnormal waste generation, and management measures are implemented when necessary.

Waste Contractor Management

Evaluation standards for waste contractors of Taiwan locations:

- Level A (≥ 80 points) : Maintain the status quo and list the supplier as a preferred supplier in the next year.
- Level B (65–79 points) : Include the supplier on the watchlist, notify the supplier of improvement items, and increase the audit frequency.
- Level C (< 65 points) : Seek alternative suppliers and replace the original supplier to reduce risk.

WNC conducts annual evaluations of waste removal, processing, and recycling companies. In addition to regular annual audits, the evaluation mechanism also incorporates new contractor assessment to ensure that contractors can properly handle the waste commissioned by WNC. In 2024, 16 companies completed the waste contractor onsite or written evaluations. The evaluations tracked removal vehicle operations, waste storage facilities, onsite safety management, and sales of recycled products.

Participation of All Members in Environmental Protection and Waste Reduction

WNC provides training courses to help employees obtain a better understanding of environmental protection and waste reduction. In 2024 the company organized an online course, "Environmental protection and carbon reduction starts with waste reduction", which covered a variety of topics such as carbon management, green design and waste classification. It aims to assist all employees to implement company policies from source design to classified disposal.

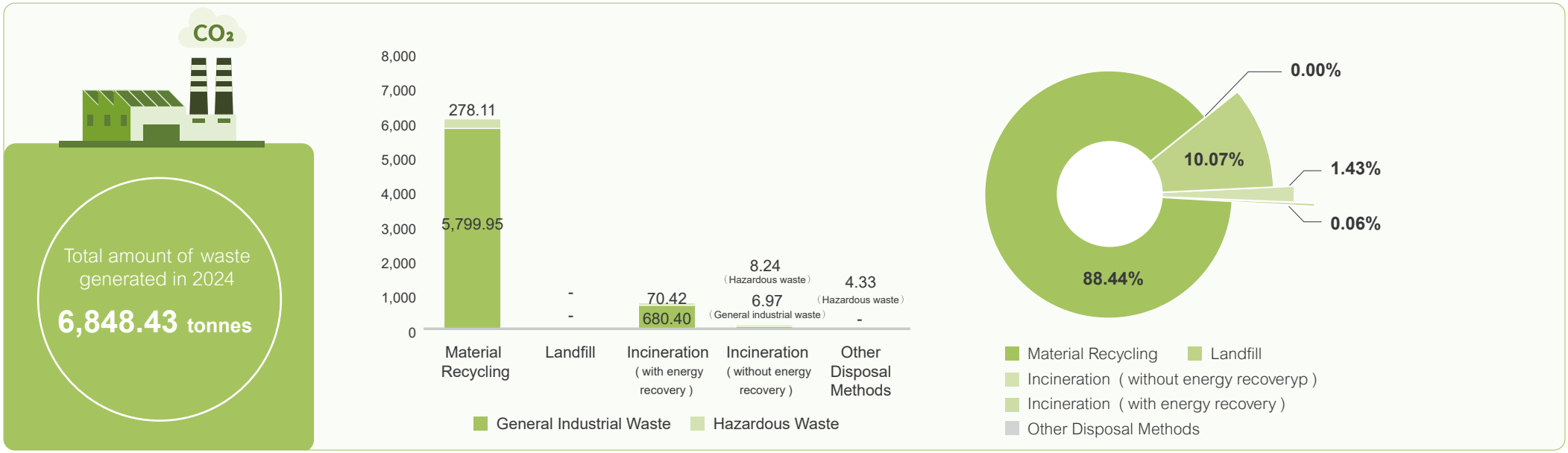
Waste Management Performance

In 2024, 6,848.43 tonnes of waste from operations were produced, and the waste generation intensity was 0.007 tonnes / million NT$. The waste recycling rate increased to 88.75%, reaching our goal of 87% for the year and showing that our continuous efforts in waste management and recycling have achieved clear results.

Waste Management Performance in the Most Recent Four Years[Note 1]

Category	Unit	2021	2022	2023	2024
Waste generation intensity[Note 2]	Tonnes / million NT$	0.013	0.010	0.008	**0.007**
Waste generation intensity reduction Base Year: 2021	%	0%	-20.03%	-41.90%	**-46.46%**
Total recycling rate[Note 3]	%	80.85%	83.62%	87.30%	**88.75%**

Note 1: The scope of these statistics cover WNC headquarters, S1, S3, WNC (Kunshan) , Wistron NeWeb (Kunshan) , WebCom Communication (Kunshan) , and the Vietnam site.
Note 2: In 2024, the formula for calculating waste generation intensity was modified. The current formula uses "total waste generated during the year" as the numerator, which is then divided by WNC's consolidated revenue for the year. The data for the past four years has also been revised accordingly.
Note 3: Total recycling rate is calculated by dividing the amount of waste recycled by the total waste generated; the definition of recyclable waste is based on the local regulations where sites are located.



Waste Generated in the Most Recent Four years and Relevant Handling Methods[Note]

Unit: Tonnes (t)

Category		2021			2022			2023			2024		
		General waste	Hazardous waste	Total	General waste	Hazardous waste	Total	General waste	Hazardous waste	Total	General waste	Hazardous waste	Total
Waste recycling	Recycling and reuse	3,456.62	248.89	3,705.51	4,899.55	177.92	5,077.47	5,463.94	310.52	5,774.46	**5,799.95**	**278.11**	**6,078.07**
Waste disposal	Landfill	26.49	0	26.49	0	0	0	0	0	0	**0**	**0**	**0**
	Incineration (with energy recovery)	145.17	0	145.17	112.51	0	112.51	636.79	16.44	653.24	**680.40**	**70.42**	**750.82**
	Incineration (without energy recovery)	604.76	94.91	699.67	766.78	108.56	875.34	121.65	65.46	187.11	**6.97**	**8.24**	**15.21**
	Other disposal methods	0	6.36	6.36	0	6.69	6.69	0	0	0	**0**	**4.33**	**4.33**
Total		4,233.04	350.16	4,583.20	5,778.84	293.17	6,072.01	6,222.38	392.42	6,614.81	**6,487.32**	**361.11**	**6,848.43**

Note: Due to a miscalculation of the figures for Taiwan sites in 2022, the amount of general business waste categorized as recycled or reused has been corrected from 4,852.26 tonnes to 4,899.55 tonnes.

Waste Reduction Hotspots Analysis and Resource Recycling Project

WNC regularly tracks and manages the waste output structure and improves waste raw material removal methods. In terms of process waste, we continue to promote off-site reuse plans for solder dross, solder paste plastic containers, epoxy resin, and printed circuit board metal scraps. In terms of raw material packaging materials and containers, such as plastic trays, outer packaging cardboard boxes and Styrofoam boxes are negotiated with suppliers, requiring manufacturers to reuse them to achieve waste reduction, and the scope of negotiations is gradually expanded. For production consumables and test equipment, systematic usage and waste management has been implemented. In addition, inspection and maintenance processes have been added to extend the lifespan of consumables. When recycling metals, we classify them by their value (precious metals, general metals) to create higher recycling benefits. For waste materials that cannot be reused, such as electrostatic bags, we promote the conversion of waste heat into energy. In 2024, about 3,224.80 tonnes of recycled resources were obtained through resource recycling projects, and recycling revenue reached NT$41.12 million. It is estimated that this can reduce emissions by approximately 1,169.93 tonnes of CO_2e in the value chain.

In 2024, WNC invested in R&D and innovation focused on waste reduction, including:

1. Surface Mount Technology (SMT) Solder Dross Reduction through Process Optimization
   WNC introduced improved separation tools for solder dross maintenance in SMT operations, reducing the frequency of maintenance and achieving a reduction of approximately 6.7 kg of solder dross per batch. The solution was applied to three SMT machines, with an estimated annual waste reduction of 1,045.2 kg. Based on the U.S. EPA's mixed metal recycling carbon footprint coefficient, this corresponds to a reduction of approximately 1,858 kg CO_2e.
2. Digitalization of Production Processes

WNC retrofitted existing equipment to support paperless operations, promoting digital transformation without incurring additional costs. Through internal collaboration, the initiative is expected to save 150 kg of paper annually, resulting in an estimated reduction of 69.3 kg CO_2e, based on the U.S. EPA's published carbon footprint coefficient for paper recycling.

To help prevent environmental damage caused by waste incineration or burial, increase waste diversion rates, and reduce resource waste and waste disposal costs, we implemented the standards in UL 2799's Zero Waste to Landfill validation program at our production sites in China and Vietnam in 2024. Interviews with employees at these sites were conducted to identify the flow of waste at the site and look for areas that can be improved upon, and they also underwent training to enhance their knowledge regarding waste classification, reduction and reuse. In 2025 the Vietnam site obtained a platinum rating in the aforementioned UL 2799 program, with a landfill waste diversion rate of 100%; seven percent of the waste diverted was processed through incineration with energy recovery. The measures implemented at these sites will be implemented at all other sites in the future to fulfill our commitment to waste management.

2024 WNC circular economy promotion results

Category	Measures	Waste recycling Tonnes (t)	Waste recycling benefits (Unit: thousand NT$)	Carbon reductionNote 1 (tonnes CO_2e)
Solder waste	Recycle solder waste generated during production processes for recycling vendors to turn into electroplated plates.	18.34	1,398.04	6.60
PCB trim scraps	Provide PCB trim scraps generated during production processes to recycling vendors for them to recycle heavy metals (such as copper and gold) .	191.80	14,511.1	69.05
Used pallets	Provide unusable pallets to recycling vendors to remanufacture into fuel balls. These are used by cogeneration plants as combustion aids.	437.31	-	157.43
Empty solvent barrels and solder paste plastic containers	Provide empty plastic containers to recycling vendors for washing and processing. The containers are then broken up into plastic pellets which can be remanufactured into other plastic items.	7.95	-	2.86
Waste paper and waste cardboard boxes	Cooperate with recycling vendors to produce recycled pulp from wastepaper.	1,920.19	765.74	691.27
Scrap plastic trays	Scrap plastic trays from production lines are sent to recycling vendors for sorting and recycling.	440.11	497.88	158.44
Scrap Styrofoam	Scrap Styrofoam packing material is sent to recycling vendors and turned into Styrofoam balls for reuse.	2.23	-	0.80
Waste activated carbon	Waste activated carbon is sent to recycling vendors for desorption procedures to regenerate activated carbon materials.	12.74	-	4.59
Epoxy resin	Epoxy resin is sent to waste disposal vendor as raw material for wood-plastic board production.	3.37	-	1.21
Other[Note 1]	Waste packing tape and other mixed plastics are sent to recycling vendors to produce solid renewable fuels.	190.76	-	68.67
	Total	**3,224.80**	**41,127.7**	**1,160.93**

Note 1: The amount of carbon reduction achieved through waste recycling is calculated based on the waste incinerated services (Gangshan Refuse Incineration Plant) coefficient announced on the Carbon Footprint Information Platform (this coefficient was 360 kgCO_2e / tonne in 2020) . The calculation formula is recycling volume (tonnes) x 0.36.

3.5 Biodiversity

According to a report by the World Economic Forum, over half the world's GDP is highly or moderately dependent on natural resources and services. Pollination for food production, water resources, climate regulation and disease control are examples of the services natural ecosystems can provide. However, rapid economic growth and excessive resource exploitation have placed unprecedented pressure on natural ecosystems, leading to a rapid decline in biodiversity.

In 2023, WNC formulated the WNC Biodiversity and No Gross Deforestation Commitment, showing its commitment to protecting natural ecosystems. The commitment also calls on suppliers and partners in the value chain to join in responding to the UN's SDGs, taking responsibility to mitigate the overall impact on the ecological environment. We are also implementing the Mitigation Hierarchy, which comprises steps such as avoidance, minimization, restoration, and offsetting, to implement initiatives that promote biodiversity, zero deforestation, and reforestation. Our goal is to achieve Net Positive Impact, No Net Loss, and No Gross Deforestation by 2050.

In the same year, we also joined the Taiwan Nature Positive Initiative (TNPI) launched by the World Business Council For Sustainable Development (WBCSD). We aim to utilize the resources and tools provided by this organization to examine our own operational impact on the environment. Additionally, we plan to organize workshops, providing a platform for employees to exchange ideas and discussions, in order to build consensus within our company on ecological conservation.

自然與生物多樣性
Taiwan Nature Positive Initiative 倡議平台

3.5.1 Nature-related Financial Disclosures

In 2023, WNC used the Biodiversity Risk Filter (BRF) , a tool developed by the World Wildlife Fund (WWF) , to conduct preliminary assessments on the company's dependency and impact on natural ecosystems. It also referenced guidelines provided by the Taskforce on Nature-related Financial Disclosures (TNFD) to implement the LEAP (Locate, Evaluate, Assess, Prepare) risk assessment approach. To accelerate nature-related risk assessment and disclosure, WNC applied to join the TNFD Forum in 2024 and became a TNFD Adopter, committing to publishing a TCFD & TNFD Report in 2025 that is based on TNFD guidelines. We regularly assess the interactions between our value chain operations and natural ecosystems, analyze corresponding nature-related risks and opportunities based on dependencies and impact pathways. We also identify priority risks and opportunities through materiality analysis, then propose management actions, set monitoring indicators, and define management targets to reduce our negative impacts on biodiversity and enhance the scope of our positive influence, which will move us closer toward the goal of creating a "Nature Positive" future.



(1) Compile List of Sites for Evaluation:

A list of WNC's global sites as well as the locations of tier-1 suppliers with whom WNC had direct transactions with in 2024 were compiled. A total of 1,755 sites were compiled for evaluation (16 WNC sites and 1,739 supplier sites) .

(2) Conduct Overlay and Buffer Analysis:

Using the DJSI indicators as reference, buffer zones with a radius of two kilometers were drawn around each site to define its potential area of impact. Data from the World Database on Protected Areas (WDPA) , which is provided by the International Union for Conservation of Nature (IUCN) , is used to conduct overlay analysis and assess whether the site is located in or near ecologically sensitive areas. In addition, the IUCN Red List of Threatened Species™ is used to further evaluate whether the operational activities at each site pose a threat to local endangered species.

(1) Identification of Management Indicators and Mechanisms:

Responsible units held workshops to discuss and formulate mitigation measures and early warning mechanisms based on the mitigation hierarchy steps of avoidance, minimization, restoration, and offsetting.

(2) Nature-related Financial Disclosures:

We regularly assess the interactions between our company and nature and provide transparent reports on nature-related governance, strategies, risk management, metrics and targets in accordance with the TNFD disclosure framework.

Locate → **Evaluate** → **Assess** → **Prepare**

(1) Questionnaires:

Questionnaires were distributed to WNC employees from relevant departments and to suppliers to understand the dependencies on and impacts to nature at each stage of the value chain.

(2) Dependency and impact assessment:

Materiality is determined based on the level of stakeholder concern regarding the issue and the degree of impact the issue has. In 2024, through use of questionnaires, WNC identified a number of key dependency items (including three resource provision items and six regulation and maintenance items) and impact items (including three resource usage items, one climate change item, and two pollution items) related to upstream suppliers and its own operations.

(1) Identification of Nature-related Risks and Opportunities:

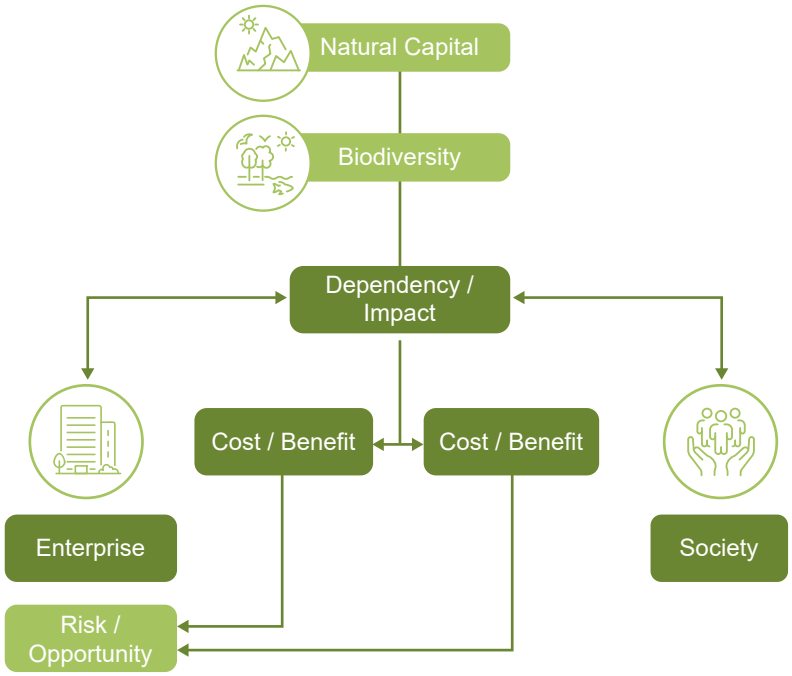
Based on the results of dependency and impact assessments, discussions were held with external consultants to identify corresponding risks and disasters, and potential financial impacts and risk levels were evaluated using the impact pathways of disasters.

Natural disasters corresponding to dependencies

- Resource provision: Insufficient provision of water, metals and fossil fuels
- Regulation and maintenance: Global climate and ocean changes, droughts, wet season changes, uneven rainfall, extreme heat, worsening air quality, storms, and large-scale pandemics.

Natural disasters corresponding to impacts

- Resource usage: Usage of water resources, minerals and fossil fuels
- Climate change: GHG emissions
- Pollution: Non-GHG emissions, water pollution and generation of solid waste



3.5.2 Ecological Monitoring

WNC has paid greater attention to biodiversity issues in recent years. In 2023, it began to implement an industry-academia partnership program with National Taiwan University. This not only mobilizes employees to participate in activities such as tree planting and ecological surveys, but also develops forest carbon sinks. WNC also conducts an annual species survey in its adopted forest land. We hope to track the positive impact of this project on the environment through long-term monitoring, while also raising employees' awareness of ecological conservation and achieving the purpose of environmental education.

Monitoring details

Monitoring timeframe and frequency: May to November 2024. One day is chosen in each season during this timeframe, and monitoring is conducted twice on those days, once during the day and once at night.

Monitoring location: Xitou forest area managed by the National Taiwan University Experimental Forest Management Office. Specific monitoring spots include transect lines, fixed points (reservoirs shown as blue dots) , and drift-fence funnel traps.

Monitoring method: Sampling was conducted using the line transect method, where walkable transect lines were established within the survey area. Observers walked along these lines at a steady pace and recorded the species and number of amphibians and reptiles they encountered. In addition, for areas where amphibians and certain reptiles (such as lizards and snakes) were more frequently observed—such as water bodies and clusters of fallen logs—the point count method was also employed. The aforementioned method involves stopping at fixed observation points to record the species, number and behavior of animals observed.

Analysis and comparison

Comparison of species richness and abundance between areas: A higher number of amphibian and reptilian species were observed in the primary forest areas compared to the newly-planted forest area. This is likely due to the greater habitat diversity in the primary forest areas, such as the presence of fallen logs and water storage containers, which provide more spots for shelter and breeding, thereby enabling primary forest areas to support a higher number of species. In contrast, as the newly-planted forest area had recently been thinned out, the habitats in said area are relatively uniform, with fewer water sources and locations for shelter, leading to lower species richness and abundance.

Analysis of seasonal variations: *Hylarana latouchii* was observed more frequently in the spring and summer, while they were not observed in the winter. This may be related to the breeding and activity patterns of the species, as they are more active during spring and summer, and reduced their activity levels as temperatures drop during the fall season. In addition, *Bufo bankorensis* was only observed in the summer season in the primary forest areas; however, about 10 mating pairs were observed in bodies of water approximately 100 meters from a primary forest area during the winter.

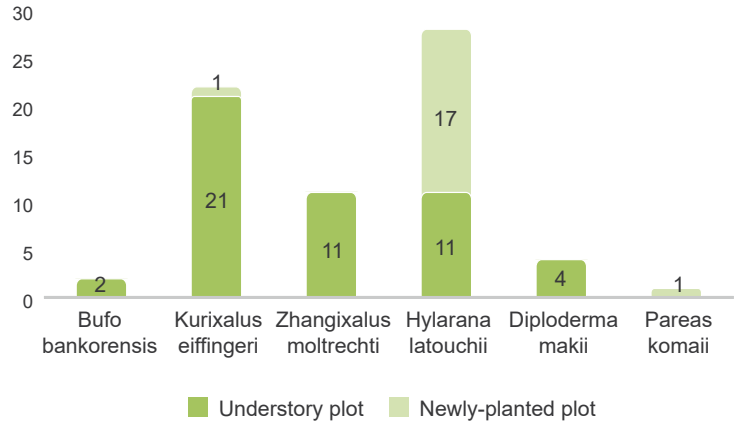




Amphibian and reptilian species observed during different seasons

Family	Species	Summer	Fall	Winter	Number observed
Bufonidae	Bufo bankorensis	2	-	-	2
Rhacophoridae	Kurixalus eiffingeri	12	2	8	22
	Zhangixalus moltrechti	4	5	2	11
Ranidae	Hylarana latouchii	17	11	-	28
Agamidae	Diploderma makii	-	-	4	4
Pareidae	Pareas komaii	-	-	1	1

Number of amphibian and reptilian species observed in primary and newly-planted forest areas



Creating Homes for Owls: WNC employees build nest boxes to protect biodiversity

As an apex species in the food chain, owls serve as an important indicator of habitat health and biodiversity integrity. However, urban development and forest fragmentation have led to a significant decline in the number of natural tree cavities, severely impacting the breeding and survival of the Collared Scops Owl, who build their nests in these cavities. To take meaningful conservation actions and respond to global biodiversity initiatives, in 2024 employees from WNC's Mechanical and Industrial Design Division organized the Creating Homes for Owls event. These employees and their family members used their expertise in design to build environmentally-friendly nest boxes in collaboration with locals.

In 2024, two sessions of the Creating Homes for Owls event were held at the Living Old House venue in Hsinchu County, and a total of 56 people participated in these sessions. Through a lecture on the characteristics and behaviors of the Collared Scops Owl, a plaster mold DIY activity, and a hands-on workshop on making nest boxes, participants gained a deeper understanding of wildlife behavior and the threats they face, which helped enhance participants' awareness and commitment to environmental conservation.



Feedback from a WNC employee: After learning about the characteristics and behaviors of owls, we gained a deeper understanding of how the environment poses threats to biodiversity. Through building nest boxes, we were able to contribute to conservation efforts, so I think this was a very meaningful ecological education event.

A total of 10 nest boxes were made during this event, seven of which were donated to schools and environmental organizations in the Hsinchu area, including Xinfeng Junior High School, Taiping Elementary School in Guanxi Township, Pinglin Elementary School in Guanxi Township, Dadu Elementary School in Hengshan Township, TreeFood Space, and the Society of Wilderness. This event helped promote grassroots ecological education and expanded community impact. It also helped us progress toward our ESG and sustainability goals by integrating biodiversity conservation into our corporate culture and demonstrating our steadfast commitment to sustainable development.

Nest boxes built during the Creating Homes for Owls event

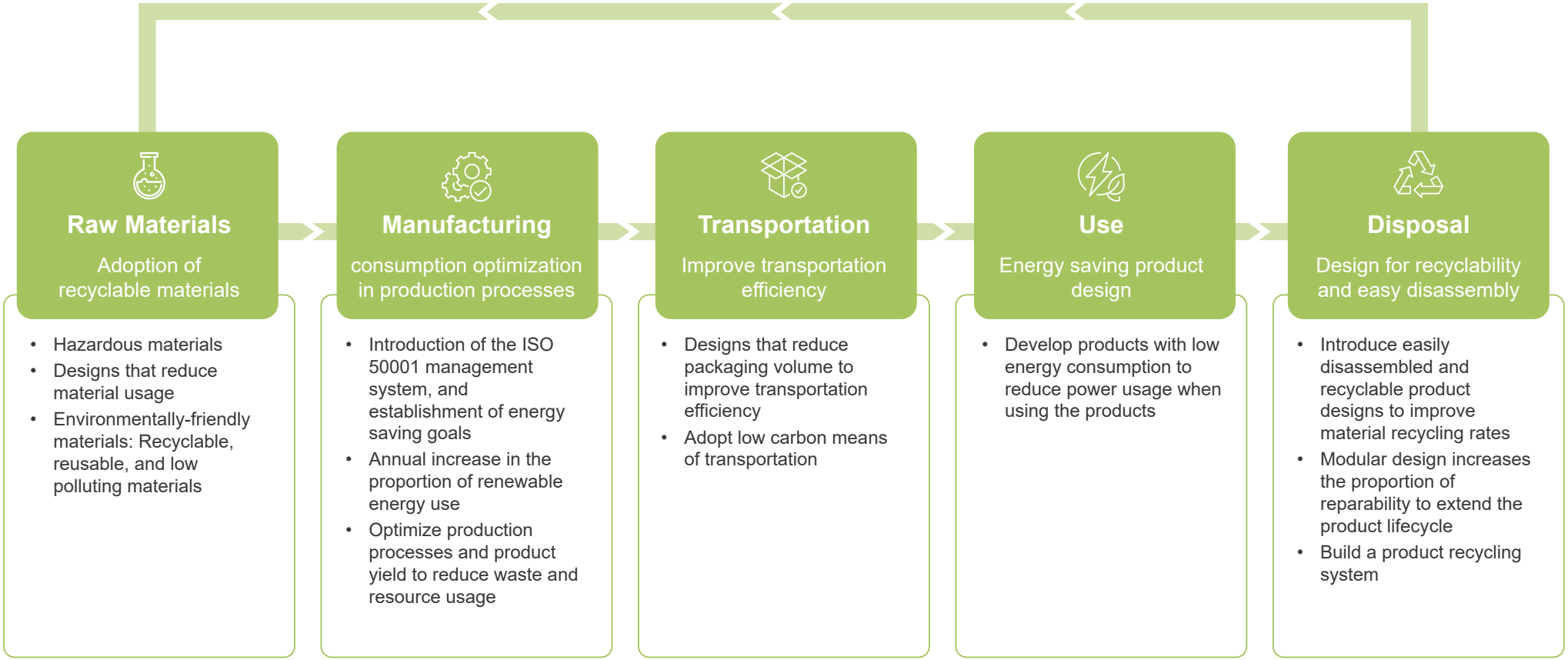


A Collared Scops Owl caught on camera inspecting a nest box



3.6 Green Products

WNC is dedicated to the development of communications technologies and green products. We define green products as those that meet the two major requirements of being safe and having low carbon emissions. In terms of safety, we require our products to be free from environmentally harmful substances, complying with regulations on prohibited and restricted substances management, ensuring they are harmless to human health and the environment. In terms of carbon reduction, we are committed to reducing carbon emissions throughout the five major stages of the product lifecycle: from raw material procurement, manufacturing, transportation, consumption, to waste disposal and recycling, thereby reducing our impact on climate change. Through adoption of environmentally-friendly materials and packaging materials use, optimizing low-carbon manufacturing processes, developing energy conservation technologies for products, and designing products for easy disassembly and recycling, we aim to reduce the negative environmental impact of products during each stage of their lifecycle, providing customers with energy efficient products and manufacturing services.



3.6.1 Green Product Design and Management

With the increasing number of international environmental regulations and growing global environmental awareness, governments, enterprises, and the public are placing more importance on the eco-friendliness and green design aspects of products. To implement green design strategies, enhance sustainability awareness, and establish a roadmap for green design promotion, WNC focused on developing green design indicators in 2024, setting measurable benchmarks to strengthen product sustainability.

Green Product Design Training Workshops

WNC has established a green design team and worked with National Cheng Kung University to offer a series of green product design workshops and training, including circular economy in the manufacturing sector, recycled materials and green design guidelines, EU guidelines for packaging materials, and eco-marks. Units related to product development, quality assurance, production and manufacturing, and sustainable development were invited to enroll in the courses.

Green product design workshop sessions

Session no.	Date	Name of workshop
1	December 10, 2023	Green Design Benchmarking and Indicator Materiality Analysis
2	March 27, 2023	Clarifying Key Certification Standards and Indicator Concepts
3	April 24, 2024	Indicator Standard Setting and Verification
4	May 29, 2024	Green Strategy Definition and Tracking Indicator Recommendations

Design for Green (DFG)

To achieve environmentally friendly product design, WNC adopts the PESTEL analysis approach, incorporating "meeting customer needs", "complying with international regulations", "reducing environmental impact", and "promoting business growth" as key strategic directions. Through materiality surveys, WNC prioritizes relevant indicators to ensure that all factors relating to environmental impact and market demands are taken into account in the product design process.

We have established 50 checklist items as green design indicators in the following five categories: circular design, energy conservation, material usage, waste reduction, and green manufacturing. A data management platform monitors the compliance status of departments and products in regards to the aforementioned items. As of 2024, we have 82 product models that meet green product criteria. Through continued internal collaboration, we'll work toward our goal of making our products 100% green.

Product Eco-design Process

Compliance Assessment	Conduct a compliance assessment based on the environmental specifications of the target products (prohibited and restricted substances, energy consumption, noise, packaging, easily disassembled and recyclable, product life) .
Recycling and Reuse Assessment	Carry out 3R (Reuse, Recycle, Recovery) assessment based on the disassembly time, parts material composition, and disassembly process of the target products.
Environmental Impact Assessment	Evaluate the major impact of products on different environmental aspects from raw materials, manufacturing, transportation, use, to waste recycling.
Eco-design Introduction	Provide product design solutions based on environmental impact assessment reports or case studies.
Eco-design Introduction Performance Evaluation	Ensure that the measurement results are consistent with the eco-design requirements described in the implementation measures.

3.6.2 Reducing the Environmental Impact of Products

To implement green product design, environmental factors are taken into consideration during product development, with the aim of minimizing environmental impact across the product lifecycle. With the use of digital tools and smarter designs, products become more effective and environmentally friendly.

R&D Innovation

WNC has adopted MuCell Microcellular Foam Injection Molding for manufacturing structural components of networking products starting from 2024. Experiments have shown that MuCell technology significantly reduces load on the driver unit, in turn reducing plastic usage by 10%. It also lowers energy consumption during material storage and heating processes, helping reduce overall carbon emissions by 5% to 10%. In addition, this technology greatly shortens the molding time, indirectly increasing overall production output by 10% to 15%.

WNC is also collaborating with the Hanoi University of Science and Technology in Vietnam to find more applications for MuCell technology in PC plastic molding so it can replace existing PC / ABS materials. Looking ahead, WNC plans to conduct further research on MuCell technology in Vietnam to offer customers diversified green design solutions and further its implementation of sustainable development practices.

Design for Energy Efficiency

Reducing the energy consumption of products is a key part of achieving Scope 3 greenhouse gas reduction targets. WNC is dedicated to improving product energy efficiency through R&D and innovation in software and hardware, providing customers with energy saving solutions for smart automotive equipment, network access devices and smart home devices. This will help both the company and its customers reach their respective GHG reduction targets.

WNC has always put emphasis on simplifying product design. In 2024, the company launched a home router equipped with a microcontroller unit (MCU) , enabling the router's power system to switch between different power modes as needed, significantly improving energy efficiency. Through an energy conservation simulation, we compared the power usage of the router's four operating modes: normal mode, light sleep mode, sleep mode, and hibernate mode. Assuming that a router is in hibernate mode for eight hours a day, simulations showed that approximately 87.6 kWh of electricity can be saved annually per router. If we multiply that using the projected 2024 shipment volume, this translates to an annual carbon reduction of 504.13 tonnes CO_2e. In addition, when we added an MCU to one of our automotive products, we saw a 20% reduction in power consumption and an extra 7,562.71 hours of operating life compared to its predecessor. The estimated annual energy savings is about 99 kWh, contributing to a carbon reduction of 0.035 kgCO_2e per unit per year.

Circular Design

To foster circular economies, we adopt the Cradle-to-Cradle (C2C) design framework, and recycling processes are taken into consideration during the initial phase of product design. This helps us extend product lifecycles and reduce waste generated. By integrating circular design principles and enhancing repairability of its products as well as collaborating with customers, we add more value to and maximizes value retention for its products throughout their lifespans.

In addition, we have incorporated the 5R design concept—Reduce, Reuse, Recycle, Redefine, and Redesign—in our product design process. During the design phase, we conduct simulations to find optimal hardware configurations, allowing precise product molds to be made, in turn reducing the amount of materials used and minimizing waste. For material selection, we use an internal material database to identify the recyclability and reusability of materials, ensuring that our products can be easily sorted and processed when they reach the end-of-life stage of their lifecycle. We have implemented easy-disassembly designs in our products, allowing specific components to be easily replaced during maintenance. This helps extend product lifespans and reduces the amount of waste generated due to product replacements.

For products that need to be changed or disposed of, no particular disassembly tools are required due to the in-house easy-disassembly design that we've implemented. In addition, all antennas adopt snap-fit designs and no glue or adhesive is used, which makes classification and recycling easier, helps recyclers reduce costs, and makes repair processes easier and more efficient. In 2024, the repair and refurbishment rate of our products reached 98%.

Green BOM Database

In 2024, WNC, through internal data compilation and collaboration with value chain partners, established a database containing the carbon footprint information of raw materials used in products in the past two years as well as those of newly purchased materials. This Green BOM database is integrated with the material selection system used by R&D teams, allowing for product lifecycle carbon footprint assessments to be conducted during the product design phase. The database also facilitates the compilation of data for product carbon footprint certifications, significantly reducing the time and manpower needed for said work. In the future, WNC will continue to work with its value chain partners to reduce carbon emissions, promote the use of low-carbon materials and designs, and invest more in green product development.

Examples of Green Product Design

Wi-Fi Extender

When selecting materials to be used in our Wi-Fi extender, a high proportion of recycled plastics and recycled aluminum is used. For plastics, materials with up to 95% recycled content account for 99% of the total plastic weight; for metal structural components, 100% use aluminum with 85% recycled content. Compared with conventional raw materials, this is estimated to reduce annual carbon emissions by approximately 261.14 metric tons of CO_2e. Regarding hazardous substance control of materials, we not only comply with local regulations but also implement strict design standards to ensure that the Wi-Fi Extender is halogen-free, does not contain substances of very high concern (SVHC) as defined and listed by EU REACH, and contains less than 100 ppm of specific metal compounds.

As for packaging materials, we use FSC-certified, 100% plastic-free packaging, and over 95% of the packaging materials we use is made from recycled materials. The packaging also use environmentally-friendly vegetable-based inks that do not contain mineral oil in order to comply with French environmental regulations. By optimizing packaging design, we have reduced material usage by approximately 17% compared to the original packaging design, enabling us to reduce the carbon emissions of this product by about 2.4918 tonnes CO_2e annually. The reduced packaging volume also increases the number of units that can be placed in a single shipping container, which reduces the number of shipments required, further reducing carbon emissions.

During the design phase of this product, we specifically selected low-power CPUs and Wi-Fi power amplifiers and a power adapter with a conversion efficiency of over 90%. These design choices help the product consume approximately 28 kWh less electricity during the usage stage of its lifecycle compared to EU standards, translating to a carbon emissions reduction of about 2.42 tonnes CO_2e annually[Note].

This product also complies with the EU Accessibility Act (Directive (EU) 2019 / 882) for products and services. The packaging and product exterior feature embossed elements to guide visually-impaired users, making for a more inclusive and accessible user experience.

(Note: Annual carbon reduction = Estimated product shipment volume x total carbon reduction amount from implemented measures relating to materials, packaging, and energy conservation)

5G Network Bridge

Our 5G network bridge demonstrates our commitment to protecting the environment and managing hazardous materials. Besides being fully compliant with local regulations, it also does not contain any halogen compounds. Over 60% of the paper content used in the packaging of this product is sourced from recycled materials and certified by FSC™.

To improve container loading efficiency and reduce the number of shipments required—and thus carbon emissions—we used many measures to minimize the size of the product and the amount of packaging used. We were able to achieve a packaging volume ratio of over 0.3, allowing us to enhance packaging efficiency, meet environmental requirements relating to product packaging, and ensure transportation safety by reducing the risk of damage during transit.

In terms of power efficiency, the product's external power supply meets the efficiency standards of the U.S. Department of Energy, ensuring that the product can meet a certain level of energy conservation standards even in no-load conditions.



3.6.3 Environmentally Friendly Materials

Post-consumer Recycled Resin

We propose the use of different recyclable / recycled materials to customers based on customers' expected product specifications and the usability and durability requirements of communications products. To incorporate green product design concepts into product design processes of each unit more effectively, the Mechanical and Industrial Design Division initiated an Environmentally-friendly Attributes Database of Mechanical Components project in 2022. The database consolidates attributes of mechanical components that help reduce carbon emissions and waste, including the percentage of recycled materials used in these components so that R&D personnel can select the most appropriate materials during the design and material selection stage.

According to the product lifecycle assessment results, the use of product raw materials has had a significant impact on environmental indicators. Therefore, WNC collaborates with suppliers to develop recycled plastics, which are primarily used in product components and packaging. In 2024, products incorporating recyclable plastics accounted for about 12.24% of our total revenue for the year. Additionally, Environmental Qualification Tests (EQT) are conducted to ensure the safety of PCR materials used in our networking products. We also ask suppliers to conduct third-party verification of recycled plastics in accordance with ISO 14021 standards to ensure the validity, authenticity, and traceability of our circular material declarations.

In addition, as some components in our products contain small amounts of metal, we conducted an inventory and analysis of metal components in a specific product this year, and the results showed that 95% of the aluminum parts were made from recycled aluminum. In the long term, we will continue to assess the feasibility of applying circular economy principles to our products in order to better manage the use of rare metals and increase the use of recycled metals.

WNC's Recycled Plastic Usage[Note]

Item	2023	2024
Total amount of plastics used (tonnes)	3,376	**4,413**
Proportion of recycled plastics used to total plastics used	8.82%	**16.88%**
Amount of carbon emissions reduced compared to if all plastics used were virgin plastics (tonnes CO_2e)	1,426	**2,129**

Note: The data in this table represents plastic usage statistics for components manufactured in-house, and said data has been compiled and listed via units of weight since 2023.

Environmentally Friendly Packaging Materials

The packaging materials used to ship products, including corrugated cardboard, EPE, plastic bags, labels and stickers, manuals, pulp boxes, and blister shells, are all recyclable and environmentally friendly materials. Such materials comply with the restrictions on the four hazardous materials of lead (Pb) , cadmium (Cd) , mercury (Hg) , and chromium (Cr6+) in the European Union's Directive of Packaging and Packaging Waste (PPWD) 94 / 62 / EC. In addition, WNC strives to reduce packaging volumes to improve space utilization, increase the amount of containers that can be loaded in a shipment, reduce the energy consumption and pollution produced during transportation, and reduce unnecessary transportation costs and carbon emissions.

In addition, as a part of a sustainable forest initiative, WNC started using paper materials certified by the Forest Stewardship Council's (FSC) Chain of Custody Standards (hereinafter referred to as FSC™ CoC) in 2014 and received FSC™ CoC certification in 2015. We regularly conduct internal audits and third-party verification to ensure that the packaging, corrugated paper bags, adhesive labels, and paper materials for printing that we use are made from trees grown in certified forests.

WNC has introduced Cradle to Cradle (C2C) certified packaging materials, using non-toxic materials, clean energy, and water-saving processes to replace environmentally harmful materials and production processes that consume large amounts of energy. We have also established measures for recycling packaging. The reinforced craft paper tape for sealing product boxes and vegetable oil based inks for printing color boxes currently used by WNC are all C2C certified products. These products do not contain volatile organic solvents, both environmentally-friendly and good for employees' safety and health.



3.6.4 WNC Product's ESG Performance

Results of Carbon Emissions Reduction Measures

We have completed carbon footprint inventory for 12 products as of 2024. Based on the results of hotspot analysis, we have formulated carbon reduction action plans for each stage of the product lifecycle. To better manage emissions reduction, we categorize products into two groups: "Low carbon emissions" and "Emissions prevention." We have taken the initiative in proposing sustainable product solutions to our customers and comparing the environmental impact of different materials and processes, enabling us to deepen our relationships with customers and work with them to develop green products that benefit us all. This approach not only reduces the carbon footprint across all stages of product lifecycles but also ensures compliance with relevant regulations and standards.

Furthermore, we started promoting and implementing a green labeling program in 2024. By obtaining green product certifications for our products, we aim to increase customer trust in the products and also reduce their environmental impact. We have also formulated internal product design guidelines by referencing international green labeling standards, showing our commitment to putting green design principles into practice. In 2024, we proactively initiated the certification process for one of our Wi-Fi range extenders, aiming to meet international environmental standards. In 2025, the product officially received UL EcoLogo® certification, becoming the first of its kind to achieve this recognition. This represents not only a major milestone for WNC but also highlights our steadfast commitment to environmental responsibility.

We believe that green products can both provide our customers with more sustainable solutions and make a contribution to our society.

Sony Green Partner Certification

Starting from 2007, WNC, Wistron NeWeb (Kunshan) Corporation, and WebCom Communication (Kunshan) began acquiring green partner certification of Sony and other leading brands and passing ongoing annual recertification.



Revenue Proportion from Green Products in 2024

Product type	Contribution to revenue	Definition (items meeting one of the following criteria are included)	Carbon reduction[Note] (tonnes CO_2e)
Material manufacturing: low carbon emissions	53.53%	Use of low-carbon materials and packaging materials • Use of recycled plastics • Reduce total materials used • Integrally formed structures to reduce product weight • Reduce materials used for shipment packaging	2,129.00
		Optimization of low-carbon processes • Use existing molds; reduce development of new molds • Reduce energy consumption during manufacturing processes (streamlining and automation) • Increase renewable energy use during manufacturing processes	14,939.33
Consumer use: emissions prevention	16.64%	Energy-efficient design • Improve energy efficiency of predecessor products (both software and hardware included) • Optimize product's energy saving mode	1,528.24
		Design for easy disassembly and easy recycling • Snap-fit design for easy maintenance and recycling • Easy disassembly and maintenance, extending product lifecycle	N / A

Note: The amount of carbon emissions cut is estimated based on the variance in emissions between products improved by green design and their predecessors. Since products are used in different regions, the latest electricity carbon emission factors of current year from their respective regions are adopted for this calculation: 0.5568 kgCO_2e / kWh for China sites and 0.3753 kgCO_2e / kWh for U.S. sites.

3.6.5 Hazardous Materials Management Policy

To prevent harm to human health or environmental safety caused by products, WNC has established a set of Green Product Hazardous Substances Management Procedures and a Standard for Restricted Usage of Environmentally Hazardous Substances, and has created a control list of hazardous substances in consideration of domestic and international environmental regulations, market concerns, and customer requirements. WNC complies with the Green Product Hazardous Substances Management Procedures in the product development phase to ensure that its products meet the EU RoHS (2011 / 65 / EU) regulation, the REACH SVHC (Substances of Very High Concern) regulation, the EU Battery Directive (2006 / 66 / EC) , the EU Directive of Packaging and Packaging Waste (94 / 62 / EC) , the EU PFOS Directive (2006 / 122 / EC) and restrictions and limitations on the use of hazardous substances as required by customers. In 2024, none of WNC's shipped products violated any provisions of the Green Product Directives.

In addition, WNC has also established requirements for prohibited and restricted substances for suppliers. The suppliers are also required to sign and follow the Supplier Statement on Non-Use of Environmentally Hazardous Substances to ensure that products and parts supplied (including bundled accessories, packaging, and other materials) to WNC comply with WNC's prohibition of substances harmful to the environment and relevant international directives such as RoHS, WEEE, REACH, the European Battery Directive, other related international standards.

Green Products Hazardous Materials Management Procedures

Establish a complete management system
- Continuously update the control list and specifications of hazardous substances
- Plan and maintain a green product management system

Create a pollution-free green manufacturing process
- Control all equipment and production auxiliary materials in manufacturing processes
- Verify specifications of green materials
- Use auxiliary materials that comply with green products requirements for packaging

Improve the monitoring quality of green products
- Audit green product production processes to ensure compliance with factory regulations
- Conduct audits on suppliers in the green supply chain

Promote knowledge sharing and skills improvement
- Strengthen the basic conceptual understanding of new employees
- Plan further training

Management of Prohibited and Restricted Substances

WNC has introduced lead-free production processes and enforced halogen-free standards in material specifications and production processes of products in order to reduce their environmental impact. WNC also utilizes XRF equipment in its plants to perform reliable and rigorous measurement and monitoring of prohibited and restricted substances in raw materials and products that are hazardous to the environment.

In addition, in order to enable procurement units and quality management related units to promptly and effectively confirm whether the raw materials provided by suppliers comply with customer specifications for prohibited and restricted substances, suppliers are required to upload their product composition analysis reports, inspection results, warranty cards, and related documents to WNC's Green Product Management System. This helps us acquire the product material information from this management system and ascertain the performance of the green supply chain. We also request our suppliers to meet our green purchasing standards, which will enable all parties to meet international environmental standards. Every effort is made to provide customers with design and manufacturing services that are energy-saving, toxin-free (or of low-toxicity) , low polluting, and that use recyclable materials, as well as provide green products that have lower impact on the environment.

IECQ QC080000 Certification

Through the QC080000 hazardous materials management system, WNC ensures that products comply with regulations about restricted materials for electronic products listed by the European Union. IECQ QC080000 certification, which is developed according to the electronic component evaluation system of the International Electrotechnical Commission (IEC), is based on the ISO 9001, TL 9000, and IATF 16949 management systems. The certification incorporates a process-orientated method to reduce or eliminate hazardous substances in products and to further systemize hazardous substances management. It is capable of meeting RoHS, REACH, and special customer requirements.

Customer Health and Safety

WNC places great emphasis on user health and safety when designing products. We conduct safety tests on our products in accordance IEC 62368 and IEC 63000 standards for electronic product safety to ensure that the materials and components in our products do not pose energy, fire, or radiation related hazards under normal usage situations. In 2024, a total of 70 product models passed our safety tests. In addition, since consumers are usually most concerned about product performance and safety issues related to electromagnetic waves, all WNC products undergo Electromagnetic Compatibility (EMC) testing. This not only ensures the safety and stable performance of our products in all types of environments, but also prevents our products from interfering with other electronic devices.

4 Harmonious Workplace

4.1 Respect for Human Rights
4.2 Talent Recruitment
4.3 Talent Training and Cultivation
4.4 Compensation and Benefits
4.5 Occupational Safety and Health



WNC values human rights and talent and is dedicated to creating a healthy, safe, equitable and tolerant work environment by introducing the "A Workplace You Can Feel Safe In" initiative at our Taiwan sites. Additionally, we are working with all employees to provide a workplace that supports and protects the physical and mental safety of employees.

Apart from providing employees with reasonable remuneration and benefits and stipulating reward structures to encourage employees and units with excellent performance, we focus on elevating the professionalism and general knowledge of our employees. In 2024, WNC implemented the Global Career Framework (GCF) to establish a consistent and flexible talent development system worldwide. By clearly defining responsibilities and growth paths for each position, WNC supports employees in building their career paths. In addition, the GCF system will be integrated into the company's operational strategies to optimize employee deployment and facilitate talent development.

2024 Performance

Salary and Benefits

- The number of employees eligible for the Employee Retention Plan was 5,359 and **2,348** employees actually took advantage of the plan, with a cost to the company totaling NT$ **116.3 million**
- **79** female employees at Taiwan sites applied for childcare leave and **15** female employees applied for compensation in lieu of childcare leave. A total of NT$ **748,072** was paid out and the usage rate of maternity leave or compensation in lieu reached **100%**

Talent Cultivation

- The average employee education and training hours per person was **29.80 hours** and related expenses amounted to NT$ **18.83 million**
- A total of **85** students participated in internship programs, and a total of 22 students stayed at WNC after their internships
- A total of NT$ **6.46 million** was paid out in 2024 as talent nurturing scholarships and **one** new school joined our partnership program, bringing the total to **nine** universities with which we have established industry-academia collaboration projects

Equitable Workplace

- The percentage of women serving as supervisors is **28.2%** with the figure rising to **41.2%** for the sales department
- A total of **11** employees used the WNC Employee Assistance Program free consultation service, and **100** employees used the individual interview service.
- The percentage of employees in Taiwan sites who feel safe in the workplace reached **86%**
- Zero major occupational accidents in 2024

Material Topics and Goal Management

Five Focuses	Material Topic	Key Performance Indicator	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Empowerment	Human Resource Management	Global average training hours per employee	≧ 32 hours	29.80 hours	≧ 35 hours	≧ 35 hours	≧ 40 hours	4.4 Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
		Turnover rate of Taiwan IDL employees	12-15%	11.1%	12-15%	12-15%	12-15%	
	Employee Relations and Communications	Percentage of Taiwan employees who feel safe at work	≧ 85%	86%	≧ 85%	≧ 85%	≧ 85%	8.8 Protect labor rights and promote safe and secure working environments for all workers
	Inclusive Workplace NEW	Percentage of women serving as supervisors globally	≧ 25%	28.2%	> 25%	> 25%	> 25%	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making
		Taiwan childcare leave / cash equivalent use rate	100%	100%	100%	100%	100%	5.4 Recognize and value unpaid care and domestic work through the promotion of shared responsibility
	Occupational Safety and Health	Number of major occupational accidents	Zero	Zero	Zero	Zero	Zero	3.9 Reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination
		Safety incidents per 1,000 workers[Note 1]	< 2.1	1.66	< 2.0	< 2.0	< 2.0	
		Number of incidents of occupational disease due to chemical exposure	Zero	Zero	Zero	Zero	Zero	
		Tracking rate of number of Taiwan employees with moderate to severe health abnormalities in health examinations	≧ 80%	90%	≧ 80%	≧ 80%	≧ 80%	3.8 Achieve universal health coverage
		Taiwan employees influenza vaccination rate[Note 2]	≧ 85%	100%	≧ 85%	≧ 85%	≧ 85%	

Note 1: Incidence per 1000 workers = number of injuries or deaths / total workers x 1000 person frequencies (incidence per 1000 persons includes full-time workers, contractors and dispatch workers)
Note 2: Vaccination rate for Taiwan employees = actual number of vaccinations / number of applications for vaccination

4.1 Respect for Human Rights

4.1.1 Human Rights Policies

WNC complies with international regulations and local laws, including internationally recognized human rights standards such as the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the RBA Code of Conduct. We do not discriminate against employees based on their gender, sexual orientation, age, race, nationality, religion, marital status, or political views. In 2019, WNC released the WNC Modern Slavery Statement as the foundation of its human rights policy. To further strengthen our human rights management, WNC established and announced its Human Rights Policy in 2025, extending these principles to the entire value chain, including employees, customers, suppliers, partners and subsidiaries. The Policy outline WNC's commitments to all aspects of human rights and demonstrate how WNC protects human rights and enhances its management through training, complaint and communication mechanisms, and due diligence.

In order to implement labor rights, WNC promotes human rights concepts and related regulations during new and existing employee training and has established diverse, open, and transparent proposal and communication channels.

WNC Human Rights Policy

4.1.2 Human Rights Management

Establish policies and management organizations → **Investigate and take actions** → **Engage stakeholders**

Policy and Management Organization

- Establish a human rights policy; review and update it annually and incorporate commitments to human rights protection into business policies and procedures across all business operations+
- Board of Directors and the Sustainable Development Committee under the board is the highest decision-making body of human rights management

Identification of Risks and Related Issues

- Governmental, third party, and customer audits
- Internal and external complaint channels
- Questionnaires
- External evaluation

Identify human rights issues within the organization and the value chain based on their severity and likelihood of occurrence

Mitigation Measures

- Policy formulation: Establish policies, management processes, and related regulations
- Improvement on processes: Adjust operational processes and workflows
- Training courses: Provide stakeholders with training courses to enhance their abilities and awareness
- Early warning system: Establish early warning indicators in the management system to identify and address risks at an early stage

Remedial Measures

- Recovery: Assist affected people in restoring their original status
- Compensation: Provide appropriate financial or non-financial compensation
- Disciplinary actions: Dismissal or the imposition of economic or non-economic penalties
- Correction: Implement post-incident corrective measures to prevent recurrence

Follow-up Management

- Units should monitor the risk inspection results and the effectiveness of mitigation and remedial measures for the human rights issues they are responsible for
- Regularly review whether the subjects of concern have potential human rights issues and add them to the issue list

Communication and Engagement

- Produce annual human rights management results and disclose the results on WNC's website to ensure information transparency
- Provide stakeholders with appropriate communication channels

Subject	Human Rights Issue	WNC Policy	Due Diligence	Complaint Mechanism
Employees	Work hours, prohibition of forced labor, youth labor, remuneration and benefits, humane treatment, anti-discrimination, anti-harassment, information privacy and security	WNC Human Right Policy, WNC Statement on Diversity, Equity, and Inclusion, WNC Modern Slavery Statement, WNC Occupational Safety and Health Policy, and WNC Commitment to RBA Code of Conduct	RBA SAQ, RBA VAP, WNC employee ethical risk survey, and internal audits	Internal channels: internal reporting channels (such as physical suggestion boxes and plant manager's mailbox) External channels: Mailbox for violation reporting wnc.integrity@wnc.com.tw Stakeholder engagement mailbox public@wnc.com.tw Mailbox for reporting workplace harassment and sexual harassment: 8585@wnc.com.tw
Suppliers / Contractors	Work hours, prohibition of forced labor, youth labor, remuneration and benefits, humane treatment, anti-discrimination, anti-harassment, responsible procurement of minerals, and information privacy and security	WNC Human Right Policy, WNC Global Supply Chain Management Policy, WNC Supplier Code of Conduct, and WNC Responsible Minerals Policy Statement	RBA audit processes for WNC suppliers, new supplier evaluation, supplier ESG questionnaire, assessment of supplier participation in EcoVadis, onsite audits, and internal compliance audits	
Neighboring communities and environment	Water resource management, gas emissions, and hazardous materials	WNC Human Right Policy, WNC Occupational Safety and Health Policy and WNC Environmental Sustainability Policy	RBA SAQ, RBA VAP, environmental considerations and environmental impact assessment, internal / external audits	
Customers	Information privacy and security	WNC Human Right Policy, WNC Information Security Policy and WNC Privacy Policy	Data protection team conducts quarterly risk control and internal / external ISO27001 audits	

Identify Stakeholders Relevant Topics[Note] → Regularly review risk outcomes → Formulate risk mitigation measures → Improvement and tracking

At the beginning of each year, responsible units at WNC conduct human rights risk identification based on impact level and probability in compliance with the latest international trends, the RBA Code of Conduct, ISO 45001 Occupational Health and Safety Management Systems and stakeholder expectations to ensure that all risks have their corresponding management measures and that these measures are properly implemented. Medium and high-level human rights risks identified by WNC in 2024 and their mitigation measures are as follows:

Risks	Risk Description	Risk	Policy	Management Measures
Working Hours Management	Working overtime (more than 60 hours per week / monthly overtime hours exceed local regulatory requirements)	High	WNC Human Right Policy WNC Modern Slavery Statement WNC Supplier Code of Conduct	• WNC RBA Code of Conduct • Regulations on the Reporting and Handling of Workplace Harassment • Workplace Sexual Harassment Prevention Measures, Complaint and Withdrawal Regulations
	Working more than seven consecutive days	Medium		
Humane Treatment	Sexual harassment / assault, mental or physical coercion, verbal abuse and threats	Medium		
Supplier Responsibility	Service contractor (security, cleaning and catering) not meeting RBA requirements	Medium		

Note: WNC's human rights due diligence covers all employees (including women and migrant workers), suppliers and contractors, local communities, and customers. In 2024, the coverage reached 94.44%, encompassing 17 out of 18 global sites, with only the Mexico site not yet included. From 2021 to 2024, the overall coverage rate was 98.15%.

Mitigation and remedial measures corresponding to human rights issues in 2024[Note1]

Subject	Human Rights Issue	Mitigation Measures	Remedial Measures
Employees	Work hours	**System improvement** • An HR meeting every Friday to discuss manpower needs • Supplement manpower through all possible channels • Report results of work hour controls during monthly meetings Early warning system: Enhanced accuracy in predicting production capacity and material inventory status	**Correction** • Send daily automated attendance emails to help unit heads manage work hours • When the monthly overtime hours approach the 46-hour limit, the system issues a warning and elevates the approval level • Recruit short-term temporary workers for manpower adjustment based on the production capacity of factories • Convene quarterly shift manager meetings to enhance awareness and compliance with work hours regulations
	Humane treatment	**Policy formulation** • Regulations on the Reporting and Handling of Workplace Harassment are established in Taiwan sites **Training and Promotion** • Add content about prevention of workplace harassment (including verbal abuse) in quarterly shift leader meetings and training courses for new shift leaders to raise their awareness of workplace harassment issues	**Disciplinary Action** • Initiate incident investigation procedures and impose appropriate disciplinary actions **Correction** • Review and adjust workflows • Improve monitoring devices for environmental security • Enhance training courses: In addition to training courses on workplace harassment prevention to raise awareness among all employees, WNC specifically strengthens the promotion of related concepts and responsibilities for management. WNC also reaffirms its zero-tolerance stance on workplace harassment
Service Contractors	Work hours and salary	**System improvement** • Each site conducts RBA audits of service contractors to identify deficiencies and risk points, including work hours and salary	**Correction** • Require service contractors to sign the Supplier Commitment to Sustainability Declaration to convey WNC's RBA policies • Establish specific remedial action plans to address deficiencies identified during audits
Neighboring communities and environment	Air pollution Note 2	**Policy formulation** • Environmental Sustainability Policy has been established **System improvement** • Permit-controlled items have been listed for better management. If there are any changes in the process or raw materials, a permit modification application will be submitted in advance	**Recovery** • An operating permit was obtained on September 9, 2024 (permit No.: Hsinchu Science Park Environmental Air Operation Permit No. OS346-00) **Correction** • Permit-controlled items have been listed for better management. If there are any changes in the process or raw materials, a permit modification application will be submitted in advance

Note 1: In 2024, the human rights mitigation plan coverage reached 94.44%, covering 17 out of 18 global sites, with only the Mexico site not yet included.

Note 2: WNC obtained an installation permit in February 2023 according to our production capacity plans but the types permitted are limited. We were unable to secure the operation permit by the end of 2023, resulting in a violation of the Air Pollution Control Act and related regulations. However, WNC installed air pollution control equipment before we were regulated. All VOCs are discharged only after being treated by this equipment, ensuring no environmental pollution. We continued our construction and at the beginning of September 2024, we obtained the Stationary Pollution Source Operating Permit. Therefore, the explanations provided above only address the issues regulated by the Stationary Pollution Source Operating Permit.

Prohibition of Child Labor

WNC does not employ workers younger than the minimum employment age stipulated by law. No WNC sites worldwide employ workers under the age of 16. The WNC Responsible Business Alliance (RBA) Code of Conduct Handbook clearly prohibits the use of child labor, and the Administrative Measures for the Appointment of New Personnel and Administrative Measures for the Employment of Minor Workers stipulate that new personnel must present their ID during orientation to ensure that no employees under the age of 16 are employed. In 2024, no child labor was employed at any WNC sites.

Protection of Juvenile Workers

In accordance with the Cooperative Education Implementation in Senior High Schools and Protection of Student Participants' Rights Act stipulated by the competent authority, when employing technicians over the age of 16 but under the age of 18, vocational training is provided to assist them in acquiring work skills, but they cannot be forced to engage in heavy and hazardous work. They cannot work at night and on holidays, and the Company must comply with the regulations on working hours. In addition, the Company must cooperate with the partner schools to strengthen the management of minor workers to ensure their physical and mental development and labor rights.

In order to support the technical and vocational education system and narrow the gap between academic and practical work needs, WNC and the Private Dong Wu Senior Industrial Home Economics Vocational High School and Wan-Neng Senior Industrial and Commercial Vocational School signed long-term cooperative education contracts, arranging for students to go to WNC to learn practical operations and related professional skills. In 2024, a total of 296 students joined the WNC production line for internships, including 192 students over the age of 16 but under the age of 18.

Elimination of Forced Labor

All WNC sites follow international social standards and local regulations, including the US California Transparency in Supply Chains Act of 2010 and the UK Modern Slavery Act 2015, providing employees with good working conditions and reasonable working hours. WNC does not require employees to hand over ID cards, passports or work permits. WNC respects the wishes of employees in terms of the content of the work, and all employees have the right to leave their jobs freely in accordance with the law. The WNC Supplier Code of Conduct clearly prohibits forced labor, and this code will continue to be implemented for all suppliers. Every year, WNC issues a WNC Modern Slavery Statement to show that WNC and its suppliers do not have policies, management practices or related measures that involve slavery or human trafficking.

The "working-hour alarm system" and "seven straight working days notification system" automatically notifies employees and their supervisors if they work overtime or work for seven days straight. WNC also provides a monthly report on unusual working hours to supervisors at the beginning of each month to highlight anomalies in employees' working hours and to remind supervisors to pay attention to employees' physical and mental status. Regulations regarding overtime hours are communicated at quarterly meetings with shift leaders as well as at labor-management meetings.

Prevention of Workplace Harassment

To create a safe and harmonious workplace and protect employees from workplace harassment, including physical, linguistic, psychological abuse and sexual harassment, WNC (Taiwan) established Regulations on the Reporting and Handling of Workplace Harassment. The Human Resources Administration Division is responsible for the prevention, correction, complaint handling, and disciplinary actions of harassment in the workplace. The Division is responsible for contacting and coordinating related units within 24 hours of receiving reports. A task force consisting of personnel from the HR and legal departments and the units of the parties involved is then formed and will investigate, interview and discuss before they submit a report to the CEO. During 2024, six unlawful infringement complaints were received, including four cases of workplace bullying and one case of sexual harassment at Taiwan and Vietnam sites. All cases have been closed after internal disciplinary actions were implemented.



Remedial measures include reviewing and adjusting work procedures, enhancing security monitoring facilities, increasing promotion, initiating investigation procedures and implementing appropriate disciplinary actions. In June and November 2024, WNC launched a series of A Workplace You Can Feel Safe In activities, including training courses on workplace bullying and sexual harassment prevention for all employees, and courses for management, to help employees better understand their rights and responsibilities. In addition, we invited external experts, including Shulun Chen from the Confederation of Taipei Trade Unions and Rong Liu from the Modern Women's Foundation, to deliver lectures. Apart from reiterating WNC's zero-tolerance stance on workplace harassment, they also explored the meaning of workplace harassment from the practical and legal perspectives and shared preventive measures to foster a more friendly workplace.

In view of the differing cultural and administrative requirements, WNC's sites in China and Vietnam implemented Regulations on Filing and Handling of Internal Complaints. Employees may file complaints and reports regarding various issues, such as sexual harassment, with the Human Resources Unit. The Human Resources Unit is responsible for receiving, investigating, handling, reporting, and offering feedback on all complaints. Employee representatives and the employees union are responsible for monitoring the methods that WNC uses to handle such complaints and reports. In 2024, neither China nor Vietnam sites received any complaints about workplace harassment.

4.1.3 A Workplace You Can Feel Safe In

WNC introduced the "A Workplace You Can Feel Safe In" initiative at its Taiwan sites in 2021. The goal of this initiative is to create a workplace that ensures, emphasizes, promises and protects the physical and mental wellbeing of WNC employees. Through the Five Elements of Workplace Well-Being listed here, the initiative encourages all WNC employees to work together to create a safer workplace. Every year, WNC conducts a survey in the first quarter to gather employees feedback on this initiative and understand their feelings. In the first quarter of 2024, the survey showed a slight increase in employees' attention and concerns about "diversity and inclusion" and "consultation and assistance." Therefore, WNC has implemented more supportive measures, including establishing new clubs for foreign workers, adding international cuisine options, and offering training sessions on family and daily life. In addition, to enhance employees' awareness of the common good, we have fostered promotion through multiple communication channels. We also plan to launch the "A Workplace You Can Feel Safe In" initiative at our sites in China and Vietnam in 2025 to foster a more supportive workplace.

Survey of "A Workplace You Can Feel Safe In" Initiative in the Most Recent Four Years[Note 1]

Year	2021	2022	2023	2024
Employees who feel safe in the workplace (%) [Note 2]	76%	80%	80%	**86%**
Number of employees responding to the questionnaire	742	1,017	1,422	**5,436**
Employee coverage rate (%) [Note 3]	15%	21%	21%	**92%**

Note 1: The survey covers five dimensions—Workplace Harmony, Occupational Safety and Health, Health Care, Counseling Support, and Diversity & Inclusion—using a 0–10 scale. Scores of 7–8 indicate "feeling secure," and 9–10 indicate "feeling very secure." For example, if 80 out of 100 employees respond with a score of 7–10, the employee security ratio is 80%. When responding, the score for "Workplace Harmony" may reflect employees' stress levels; job satisfaction under workplace conditions can be observed from the scores of "Workplace Harmony" and "Occupational Safety and Health"; while "Health Care" and "Counseling Support" reflect the channels and resources that support employees in relieving stress and enhancing happiness.

Note 2: Ratio of employees who feel safe in the workplace (%): the percentages of responses indicating "feeling safe" and "feeling extremely safe" among all completed questionnaires.

Note 3: Employee coverage Rate (%) : The percentage of employees included in the survey for the "A Workplace You Can Feel Safe In" initiative among all employees.

2024 Q1 Survey Result	Improvement Methods	Implemented Measures in 2024
• "The common good of WNC employees" is still employees' focus of attention • Compared to previous results, this year showed a slight increase in employees' attention to and concerns about "diversity and inclusion" and "consultation and assistance"	**Common good of WNC employees:** Raise management's awareness of the importance of the "common good of WNC employees" Facilitate open and mutual communication via different channels	• In 2024, WNC held events to raise awareness of related issues for different communication targets, including a training session on workplace harassment for all employees and a specialized training course for senior managers.
	Consultation & assistance: Continue to promote and optimize the EAP service	• WNC integrates apps and other digital tools with the Employee Assistance Program (EAP) , creating a Digital Employee Assistance Program (DEAP) that is not constrained by location or time. This tool provides employees in need with immediate support. Starting in 2024, WNC provides employees with an additional hour for free consultation. Each employee is entitled to a total of three free consultation hours every year. • In October 2024, the four sites in Taiwan hosted events to promote the EAP, increasing employees' awareness of resources provided by the company.
	Diversity and inclusion: Enhance employees' awareness of DEI and implement related support measures	• WNC encourages employees to participate in club activities and in 2024, a dance club for foreign workers was established. • WNC provides free online learning resources in multiple languages, including English, Spanish and Vietnamese, and is increasing the number of non-Chinese books in our online library. • In 2024, WNC invited foreign employees and female managers to produce videos on diversity and inclusion. The videos consist of two chapters, focusing on foreign employees and women in the technology industry respectively to showcase WNC's diversity. The company also hosted in-person events to promote DEI and facilitate employees' understanding of diversity and inclusion. • The company hosted multiple DEI seminars, including a lecture on creating a diverse and inclusive work culture presented by Rose Tsou. The topics covered in the speech ranged from concept formulation to concrete implementation measures, providing employees with new perspectives about DEI.
	Safety health and healthcare Continue to promote and implement related measures	• The company launched a video on safety and health protection, helping employees understand the safety checks on the company's facilities and equipment as well as health inspections and management conducted by the company, ensuring they feel secure in the workplace. • In 2024, WNC invited Lin Chao-tsung from the Chinese Association of Fire Protection to give a talk on the safe daily use of electricity. • Receiving two stars in the "Food Made Good" program by the Sustainable Restaurant Association of the UK, WNC's cafeterias offer organic vegetables and strictly control the sourcing of ingredients and seasonings.
		• In addition to health examination items required by law, we added new test items to our employee health checks starting in 2023, including abdominal ultrasound, intraocular pressure, uric acid, glycated hemoglobin (blood sugar test) , and alpha-fetoprotein (liver cancer screening) . • Starting in 2023, WNC offers free quadrivalent flu vaccinations to employees, administered by medical staff at the company's sites.

WNC's Five Elements of Workplace Well-Being

Common good of WNC employees: implement measures to prevent workplace harassment and provide easy-to-use communication channels for employees.

- In September 2020, the company launched an Employee Suggestions Platform, providing a convenient communication channel for all employees. The platform is optimized annually and has evolved into a transparent and open platform with a comprehensive proposal process.
- In 2021, the Chairman, President & CEO, along with 16 other top-level managers produced a video to demonstrate their commitment to fostering a friendly work environment and promoting the common good for all WNC employees. This initiative encouraged employees to work together to create a friendly workplace culture.
- Starting in 2023, the prevention of workplace bullying and sexual harassment was incorporated into a mandatory training course. The company also invited Angela Lai, a practicing solicitor, to deliver a lecture on preventing sexual harassment.
- In 2024, WNC held events to raise awareness of related issues for different communication targets, including a training session on workplace harassment for all employees and a specialized training course for senior managers.

Diversity and equality: embrace diversity and uphold equality.

- WNC is committed to creating a diverse and inclusive work environment where all employees can thrive and succeed regardless of their gender, marital status, ethnicity, political affiliation, or religion. WNC drafted a Statement on Diversity, Equity, and Inclusion in 2023, which was published on the official website after being approved by the President & CEO.
- WNC encourages employees to participate in club activities and in 2024, a dance club for foreign workers was established.
- WNC provides free online learning resources in multiple languages, including English, Spanish and Vietnamese, and is increasing the number of non-Chinese books in our online library.
- In 2024, WNC invited foreign employees and female managers to produce videos on diversity and inclusion. The videos consist of two chapters, focusing on foreign employees and women in the technology industry respectively to showcase WNC's diversity. The company also hosted in-person events to promote DEI and facilitate employees' understanding of diversity and inclusion.

Safety & Health: ensure food safety, environmental sanitation, and occupational safety and health.

- The company launched a video on safety and health protection, helping employees understand the safety checks on the company's facilities and equipment as well as health inspections and management conducted by the company, ensuring they feel secure in the workplace. In 2024, WNC invited Lin Chao-tsung from the Chinese Association of Fire Protection to give a talk on the safe daily use of electricity.
- Receiving two stars in the "Food Made Good" program by the Sustainable Restaurant Association of the UK, WNC's cafeterias offer organic vegetables and strictly control the sourcing of ingredients and seasonings.

Healthcare: protect employees' health by providing occupational injury and maternity care services and conducting follow-up health checks.

- Staffed with healthcare personnel with clinical and workplace experience and on-site doctors as health consultants, WNC's health center provides interpretation of physical examination results and health consultation services.
- In addition to health examination items required by law, we added new test items to our employee health checks starting in 2023, including abdominal ultrasound, intraocular pressure, uric acid, glycated hemoglobin (blood sugar test) , and alpha-fetoprotein (liver cancer screening) .
- Starting in 2023, WNC offers free quadrivalent flu vaccinations to employees, administered by professional medical staff at the company's sites.

Consultation & assistance: provide consultation and resource sharing services to help solve employees' problems

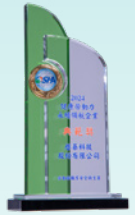
- WNC integrates app and other digital tools with the Employee Assistance Program (EAP) , creating a Digital Employee Assistance Program (DEAP) that is not constrained by location or time. This tool provides employees in need with immediate support.
- Starting in 2024, WNC provides employees with an additional hour for free consultation. Each employee is entitled to a total of three free consultation hours every year.
- In 2024, a total of 11 employees used the WNC Employee Assistance Program free consultation service, and 100 employees used the individual interview service.

Workplace Equity Award – Outstanding Enterprise

Adhering to the concept of a friendly workplace in its promotion of equal rights, including initiatives related to female care, flexible work arrangements and encouragement of parental leave, WNC hopes everyone can work together to create a safe and happy workplace. In 2024, WNC obtained the Workplace Equity Award - Outstanding Enterprise from both the Southern Taiwan Science Park (STSP) administration and Hsinchu Science Park Administration. In addition, the Ministry of Labor recognized WNC's efforts in fostering employee health, occupational safety and hygiene management as well as a diverse and an inclusive workplace by the awarding of the Role Model Award.



▲ 2024 Workplace Equity Award – Outstanding Enterprise from Hsinchu Science Park Administration from



▲ The Role Model Award in the OSHA's 2024 Sustainable Leading Enterprise in Healthy Workforce Award

4.1.4 Communication Mechanism

WNC provides multiple open and transparent communication channels for employees. Timely communications with employees are enhanced via committees, forums, events, as well as physical and electronic mail, hotlines, and system platforms. In addition, public email addresses for stakeholder interaction and reporting of violations are provided for employees to raise questions, offer suggestions, or make complaints without fear of retaliation.

The main communication channels at Taiwan sites include the employee suggestions platform, labor-management conference, welfare committee, safety committee, and the physical suggestion box set up on production lines. The Employee Suggestions Platform was the main source of employee proposals. The proposals are sent to a dedicated unit for tracking and processing according to the proposal category. In 2024, Taiwan sites received a total of 1,445 proposals and complaints. Among the cases, 52 were from plant manager mailboxes, 1,356 from the employee suggestions platform, 32 from the email address for reporting of violations and five from the mailbox for reporting workplace harassment and sexual harassment. Management units handled these cases in confidentiality immediately after receiving the complaints. All cases were assigned to responsible units according to their type and severity and were properly handled.

In 2024, to reaffirm WNC's zero-tolerance stance on workplace harassment and to prevent workplace bullying and sexual harassment, the company established a new mailbox for reporting workplace harassment and sexual harassment (8585@wnc.com.tw) . This provides employees worldwide with a channel to report workplace bullying and sexual harassment. The Chief Human Resource Officer is responsible for assigning HR units at each site to handle cases after receiving complaints. All cases are processed in confidentiality. For details about the process and results of handling such cases, please refer to 4.1.2 Human Rights Management in this report.

All employees at the China sites are union members. Employees are considered union members upon joining the company and paying their social insurance fees, ensuring all employees equally enjoy the company's benefits. In addition to unions, employee representative conferences are convened at least once every month. HR units have also set up and are responsible for the management of physical suggestion boxes and employee care hotlines. The units coordinate to handle and reply to employees' questions and suggestions. WNC (Kunshan) Corporation has also created a WeChat public platform to share activity information and provide online consultation.

The main communication channels at the Vietnam site are the union and physical suggestion boxes. All proposals are sent to the union for discussion and employer representatives reply at union meetings. Meetings for different employees are also organized to facilitate the sharing of work experience and opinions among employees. To make communication between employees and managers more effective and timely, employees at the Vietnam site are considered union members after the first month of working. Union meetings have been increased from once every year to once every quarter. A total of four meetings were held in 2024 and all employees at the Vietnam site are union members.

Communication channels at WNC sites

★ The main channel at each site

Communication mechanism and participants		Taiwan sites	China sites	Vietnam site
Consultative organizations	All employees	Labor-Management Committee Employee Welfare Committee and OSH Committee ★	Labor unions ★	Labor unions ★
Physical mailboxes		Plant manager's mailbox ★	Suggestion box ★	Suggestion box ★
System platforms		Employee Suggestions Platform ★	WeChat public platform ★	
Email addresses				Plant manager's mailbox wecare@wnc.com.tw
Hotlines			8585 Employees Care Hotline ★	
Forums	All employees	A Talk with the CEO forum	Employee Representative Forum ★	Employee Representative Forum
	Production line employees	Plant manager's / Shift manager's / foreign employees' forums	DL forums	Shift manager's forums
	New employees	New Hire Forums Experiencing WNC culture and a talk with the CEO forum	New operating employees forums	
	Management		IDL / personnel on overseas assignment forum	Cultural experience forum for foreign managers
Complaint Mechanism	All stakeholders	Mailbox for violation reporting wnc.integrity@wnc.com.tw Mailbox for reporting workplace harassment and sexual harassment: 8585@wnc.com.tw Stakeholder engagement mailbox public@wnc.com.tw		

Taiwan Sites - Employee Suggestions Platform

Proposals are sent to each dedicated committee for processing according to the proposal category, including Labor-Management Committee, Employee Welfare Committee and OSH Committee. Employees can check the latest progress on the platform.

- Communication Results in 2024:
  A total of 1,356 proposals were received, split into categories and passed to the responsible unit for handling and responding.



Taiwan Sites - Experiencing WNC Culture and A Talk with the CEO

New employees working over three months are invited to experience WNC culture and have a talk with the CEO so that they can understand WNC's policies and future directions.

- Communication Results in 2024:
  A total of 111 new colleagues joined the CEO Seminar, fostering mutual understanding and trust to drive growth and innovation.



China Sites - Labor Unions

Representatives of labor unions are elected by employees at all sites, with a term of three years. Employees can offer their suggestions and raise questions to the Company via representatives.

- Communication Results in 2024:
  A total of four employee forums were held, receiving 23 pieces of feedback from employees. The topics covered food, clothing, housing, transportation, business operations, and consumables. All feedback was handled by the responsible units.



Taiwan Sites - A Talk with the CEO

Every quarter, employees with outstanding performance are invited to have a talk with the President and CEO to exchange opinions and communicate in person.

- Communication Results in 2024:
  A total of 97 employees participated in the talk, discussing the company's future prospect and trends. The CEO addressed employees' questions during the meetings, fostering mutual communication and growth.



Taiwan Sites - Tea Party for New Hires

To answer questions from new employees who have worked for more than a month, helping them adapt to their new environment and increase interaction with employees from different units.

- Communication Results in 2024:
  A total of 19 meetings were held across four sites in Taipei, Hsinchu, and Tainan, with 254 new employees participating.



China and Vietnam Sites - Physical Mailboxes

Employees can make suggestions and raise questions through physical mailboxes. The progress of handling is publicized on the bulletin board on production lines and employee identities are kept confidential.

- Communication Results in 2024:
  No related mails were received in China sites. Nine pieces of employee feedback were received at the Vietnam site, mainly concerning access control, indoor air conditioning during winter, and energy-saving sensor devices for restrooms. The cases were forwarded to the responsible units upon receiving. The Employee Relations Department communicated with employees through emails after receiving responses from these units and further explained the responses during meetings with employee representatives.





4.2 Talent Recruitment

WNC follows the principle of "respect for human rights" when recruiting new employees and the entire recruitment process conforms to the Labor Standards Act, Employment Service Act and the Gender Equality in Employment Act. Professional ability is the key factor and all participants have an equal opportunity to display their capabilities in an open and transparent recruitment process. Personnel from the recruitment affairs unit also regularly participate in training programs on interview skills and the use of specialized evaluation tools.

The Human Resources Administration Division across all WNC sites works closely with hiring units to locate outstanding talent. For colleagues with different qualifications at different levels of the organization, we offer orientation, bonuses for long service and outstanding performance, internal transfers, promotions, salary-structure adjustments, and other incentive measures in order to create a sound work environment.

4.2.1 Human Resources Structure

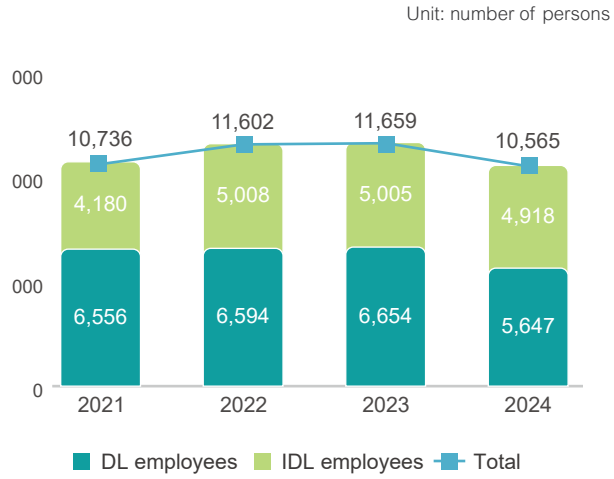
As of the end of December 2024, WNC had a total of 10,607 employees worldwide, representing a decrease of 9.23% compared to 2023. Of these, 10,565 were full-time employees and 42 were part-time. Due to the re-allocation of global production capacity, the number of full-time employees at Taiwan sites is 5,995, a decrease of 19.06% compared to 2023. The figure for China sites has decreased by 12.74% compared to 2023 to 1,713. A total of 2,807 employees are working at our Vietnam site, an increase of 25.71% compared to 2023.

Total Number of WNC Employees Worldwide in 2024 [Note 1]

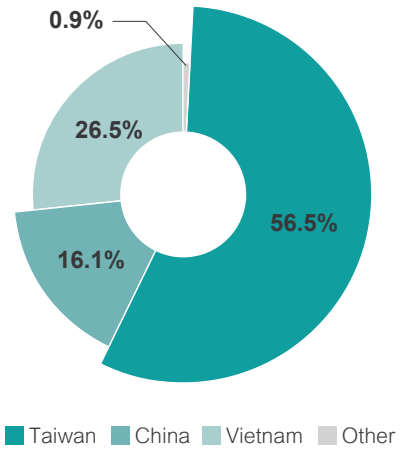
Region		Permanent employees			Contract employees			Total		
		Male	Female	Subtotal	Male	Female	Subtotal	Male	Female	Subtotal
Taiwan	Full time	2,775	2,926	5,701	179	75	254	2,954	3,001	5,955
	Part time	7	6	13	19	8	27	26	14	40
China	Full time	1,055	658	1,713	0	0	0	1,055	658	1,713
	Part time	0	0	0	0	0	0	0	0	0
Vietnam	Full time	1,535	1,259	2,794	4	9	13	1,539	1,268	2,807
	Part time	0	0	0	0	0	0	0	0	0
Other [Note 2]	Full time	65	21	86	4	0	4	69	21	90
	Part time	0	0	0	1	1	2	1	1	2
Total	Full time	**5,430**	**4,864**	**10,294**	**187**	**84**	**271**	**5,617**	**4,948**	**10,565**
	Full time	**7**	**6**	**13**	**20**	**9**	**29**	**27**	**15**	**42**

Note 1: Permanent employees refer to non-fixed-term full-time personnel. Contract ones refer to fixed-term personnel. WNC does not utilize zero-hours contracts.
Note 2: "Other" includes WNC sites in the U.S., the U.K., Germany and Japan, excluding the M1 site in Mexico.

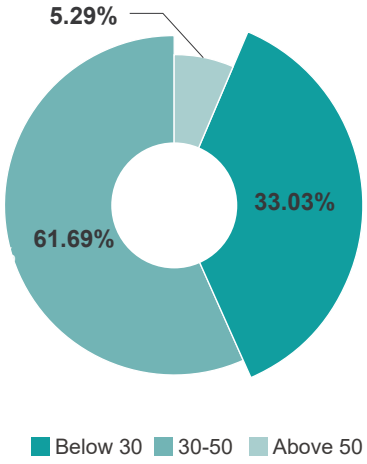
Total Number of WNC Global Full-time Employees in the Past 4 Years



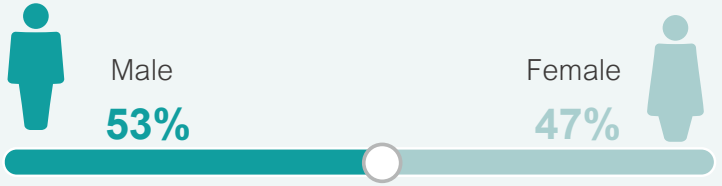
WNC Employees in Each Country



Age Distribution of WNC Employees



Employee Gender Ratio



Local Management Talent

The percentage of managerial positions taken by Taiwanese employees is 95.62%. As for subsidiaries in China and Vietnam, we have been committed to training local employees to help them attain management-level positions. The percentage of managers in China and Vietnam promoted from locals is 95.77% and 80.90%, respectively. For sites in the United States, the United Kingdom, Germany and Japan, the percentage is 80%.

Local Hires Serving as Managers across WNC's Sites in 2024[Note]

Region	Top-level managers	Mid-level managers	Junior managers	Subtotal
Taiwan	100.0%	99.78%	88.69%	**95.62%**
China	0.0%	81.25%	100.0%	**95.77%**
Vietnam	--	11.1%	92.57%	**80.90%**
Other[Note2]	66.67%	78.95%	100.0%	**80.00%**

Note: Junior managers: shift leaders and section level managers; mid-level managers: department level managers; top-level managers: top-level managers include Chairman and President & CEO.
Note 2: "Other" includes WNC sites in the U.S., the U.K., Germany and Japan, excluding the M1 site in Mexico.

Non-employee Workers

Non-employee workers of WNC include contractor personnel working at WNC, as well as on-site personnel such as caterers, security guards, cleaners and drivers. Dispatch personnel recruited by production sites in Taiwan due to short-term needs are also included. Branches in the United States, the United Kingdom, Germany and Japan are sales offices. No dispatch personnel are hired in these offices.

Total Number of WNC Non-employee Workers Worldwide in 2024 [Note]

Region	Contractor personnel	On-site Personnel	Dispatch employees	Subtotal
Taiwan	97.24	224.72	27.84	**349.80**
China	54.22	138	-	**192.22**
Vietnam	77.16	231.58	-	**308.74**
Total	**228.62**	**594.3**	**27.84**	**850.76**

Note: WNC estimates the number of non-employee workers using the full time equivalent method (FTE) . The total number of non-employee workers for the year = the total hours worked of non-employee workers / the total work days of the year x 8 work hours per day.

4.2.2 Talent from Diverse Backgrounds

In order to gain employees' and stakeholders' support for an inclusive, equitable and harmonious workplace, WNC has issued a WNC Statement on Diversity, Equity and Inclusion. We will continue to facilitate a culture of diversity and equity while improving related management mechanisms.

Diversity, Equity and Inclusion（DEI）Strategies

WNC believes that diversity, equity and inclusion is the foundation to the company's success. As a result, we have formulated the following strategies to foster a diverse and inclusive work culture:

Recruit and nurture talent with diverse backgrounds: WNC is devoted to recruiting talent from different cultures, backgrounds and experiences and continuing to provide them with training and development opportunities, ensuring each employee grows throughout their career.

Create an equitable work environment: WNC is committed to providing equitable opportunities for all employees. Regardless of employees' religion, race, gender, or other personal characteristics, we ensure every employee has opportunities to fulfill their potential at WNC. We stand firmly against all forms of discrimination.

Foster inclusive culture: WNC encourages employees to participate in the company's decision-making processes and creates an open and supportive corporate culture. We accept and value different perspectives and ideas to facilitate innovation and effective collaboration.

Development Directions

To foster a diverse, equitable and inclusive work environment, WNC implements a high-level supervision mechanism, provides training sessions, promotes a diverse culture, encourages women to enter the technology industry, and recruits individuals from underprivileged backgrounds. We ensure that all employees feel comfortable and supported at WNC.

It is our belief that through these strategies and practices, WNC can create a diverse, equitable, and inclusive work environment, unlocking employees' full potential and achieving the company's goal of sustainable operations. Moving forward, we plan to establish an evaluation mechanism to regularly conduct employee satisfaction surveys and gather feedback. This will help us optimize our DEI strategies and practices, ensuring their effectiveness and sustainability.

High-level supervision mechanism

WNC's President & CEO has issued the WNC Statement on Diversity, Equity, and Inclusion. The company continues to foster diversity through a wide range of initiatives in different aspects and regularly reports the latest progress and achievements in the Sustainable Development Committee meetings.

Provides training sessions

WNC regularly hosts training courses on diverse cultures and inclusion to raise employees' awareness of the value of diversity and encourage them to implement these concepts in their daily work.

In recent years, we have hosted numerous seminars about diversity and inclusion. In 2024, we invited Rose Tsou to share with us her insights, emphasizing the importance of fair treatment and full participation. The seminar attracted 118 employees registrations and received 118 questionnaires back. The overall satisfaction rate reached 4.7 out of 5, showing employees' support and recognition of this topic.

Diverse cultural backgrounds

WNC aims to offer customers products and services that make life more convenient. This is achieved through a professional team from diverse backgrounds that provide different perspectives. In addition to hiring talent according to functional requirements, the recruitment rate of different nationalities and different ethnic groups has gradually increased. This facilitates contact with our international customers and suppliers and makes WNC more internationalized. WNC employs minorities at all its sites, with the overall employment rate at 20.14%. Among these employees, 16.64% hold managerial positions.

WNC's Employees Worldwide by Nationality in 2024

Nationality	Employees (number hired)	Percentage (%)	Managers (number hired)	Percentage of persons serving as managers (%)
Taiwan	4,930	46.48%	775	50.55%
China	1,747	16.47%	399	26.03%
Vietnam	2,793	26.33%	305	19.90%
The Philippines	1,000	9.43%	29	1.89%
US	57	0.54%	18	1.17%
UK	8	0.08%	2	0.13%
Other[Note]	72	0.68%	5	0.33%
Total	**10,607**	**100%**	**1,533**	**100.0%**

Note: "Other" includes employees from Germany, Spain, Brazil, France, New Zealand, Japan, Macau, Hong Kong, Malaysia and Indonesia. The site in Mexico is not included in the calculation.

Employment of Minorities at WNC's sites in 2024

Region	Employees (number hired)	Percentage (%)	Managers (number hired)	Percentage of persons serving as managers (%)
Taiwan	38	0.63%	0	0.00%
China	23	1.34%	6	1.59%
Vietnam	715	25.47%	66	17.51%
Total	**776**	**7.38%**	**72**	**4.77%**

Note: Ethnic minorities in Taiwan refer to aborigines and new immigrants. In China, the term refers to non-Han ethnic groups while in Vietnam, it refers to non-Kinh ethnic groups.

Women Working in the Technology Industries

The percentage of women serving as supervisors at WNC is 28.25%, with the figure rising to 41.18% for sales departments. Science, Technology, Engineering, and Math (STEM) positions at WNC include positions related to R&D, production engineering, accounting and finance, production management, materials management, logistics, procurement, warehouse management and information. The percentage of female employees taking these positions is 25.7%.

Percentage of Women in Managerial Positions in 2024

Managerial positions	Top-level managers	Mid-level managers	Junior managers	Overall percentage of women serving as supervisors
Number of women serving as supervisors	5	108	320	433
Number of managers	24	603	906	1,533
Percentage (%)	20.8%	17.9%	35.3%	28.25%

Employment of Persons from Disadvantaged Groups

Individuals from disadvantaged backgrounds work at WNC as masseuses, operators on assembly lines, engineers, or dispatch personnel. Accessible restrooms were built at WNC headquarters and S3 for employees and visitors with physical disabilities. It is our goal that after arranging a suitable working environment, employees with disabilities are able to enjoy roles in which they can develop their skillsets. In 2024, WNC's Taiwan sites hired 49 employees with disabilities, accounting for 0.82% of our total employees, lower than the statutory 1% employment quota. As such, WNC has paid a difference subsidy to the employment fund for people with disabilities in accordance with related laws.

Employment of Persons from Disadvantaged Groups at WNC's sites in 2024

Area	Employees (number hired)	Percentage (%)	Managers (number hired)	Percentage of persons serving as managers (%)
Taiwan[Note]	49	0.82%	3	0.40%
China	0	0.0%	0	0.00%
Vietnam	0	0.0%	0	0.00%
Total	**49**	**0.82%**	**3**	**0.40%**

Note: WNC's Taiwan sites hired 26 people with mild or moderate disabilities and 14 with severe disabilities. According to related laws, when an organization employs a person with severe disabilities, the person is counted as two persons.

4.2.3 Employee Turnover

In 2024, the overall employee turnover rate worldwide, excluding the Mexico site, is 46.31%. This marks a 6.99% decrease from 53.30% in 2023, indicating an improvement in turnover rates, the data coverage of total employee turnover rate [Note2] is 94.44%, excluding the site in Mexico. To look at the turnover rate by region, the turnover rate in Taiwan sites has increased slightly while the China sites have seen a significant drop. The Vietnam site continues to recruit more employees to increase its production capacity after relocation. The turnover rate at this site is slightly higher in comparison with 2023. WNC's turnover rate for global IDL employees was 16.25%, 1.15% higher than that in 2023. The turnover rate for worldwide DL employees was 71.96%, a 12.14% decrease in comparison to 2023. Although the turnover rate for DL employees remains high due to global political and economic factors, it is gradually declining.

WNC's Turnover Rate of Permanent Employees in 2024Note1[Note 1]

Type		IDL employees		DL employees	
		Employees who resigned (number hired)	Turnover rate (%)	Employees who resigned (number hired)	Turnover rate (%)
Region	Taiwan	366	11.10	1,359	45.70
	China	244	26.40	802	87.60
	Vietnam	187	29.90	1,994	105.60
	Other	4	5.00	--	--
Gender	Male	496	15.355	1,933	89.47
	Female	305	17.972	2,222	61.49
Age	Below 30	238	23.40	2,387	95.48
	30–50	526	14.87	1,739	55.57
	50 and above	37	9.89	29	20.07
Total		**801**	**16.25**	**4,155**	**71.96**

Note1: Turnover rate = the number of permanent employees in the category concerned who resigned / the average number of permanent employees at the beginning and end of the year
Note2: The total employee turnover rate data covers 17 out of 18 global locations, with a coverage rate of 94.44%

2023-2024 WNC Voluntary and Involuntary Turnover Rates by Region[Note]

Region	2023			2024		
	Voluntary	Non-voluntary	Total turnover rate	Voluntary	Non-voluntary	Total turnover rate
Taiwan	16.8%	1.5%	18.2%	**16.08%**	**11.43%**	**27.51%**
China	151.6%	1.8%	153.4%	**47.01%**	**9.90%**	**56.91%**
Vietnam	72.4%	1.7%	74.2%	**84.82%**	**1.95%**	**86.77%**
Other	6.8%	0.0%	6.8%	**5.00%**	**0.00%**	**5.00%**
Total	51.7%	1.6%	53.30%	**37.5%**	**8.86%**	**46.31%**

Note: Turnover rate = the number of permanent employees in the category concerned who resigned / the average number of permanent employees at the beginning and end of the year. The scope of its statistics coevrs: full-time employees, interns, contract staff expatriates, R&D substitute military service personnel, and foregin empkloyees worldwide.

WNC's New Hire Rate of Permanent Employees in 2024[Note]

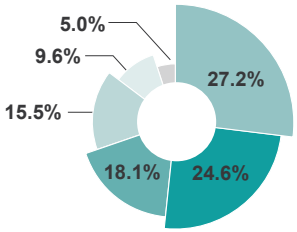
Type		IDL employees		DL employees	
		New employees (number hired)	New hire rate (%)	New employees (number hired)	New hire rate (%)
Region	Taiwan	366	11.10	171	5.80
	China	14	1.50	684	74.70
	Vietnam	328	52.40	2,443	129.40
	Other	10	12.50	--	--
Gender	Male	441	13.65	2,006	92.85
	Female	277	16.32	1,292	35.75
Age	Below 30	382	37.56	2,289	91.56
	30–50	322	9.10	992	31.70
	50 and above	14	3.74	18	12.46
Total		**718**	**14.57**	**3,299**	**57.14**

Note: New hire rate = number of new permanent employee hires in the category concerned / average number of permanent employees at the beginning and end of the year

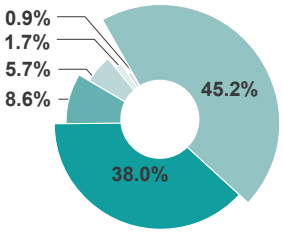
Analysis of Resignation Reasons

The three major reasons for IDL employees resigning are: personal or family reasons, 27.22%; adjustments to the company's system, 24.59%; and job-related reasons, 15.48%. Among the personal or family reasons, family issues comprise 24.31%, commuting problems constitute 14.2% and health issues make up 13.3%. With regard to job-related reasons, the primary reasons include work overload, accounting for 26.6%, and lack of a sense of achievement, comprising 21.7%. The three major reasons for DL employees resigning are: poor performance, constituting 45.15%; family reasons, accounting for 37.95%; and other work opportunities, making up 14.8%. Among all the poor performance cases, 72% are attributed to absenteeism, reflecting differences in the work culture of local DL employees. WNC will continue to communicate with DL employees to enhance understanding and improve the situation.

Reasons for IDL employees resigning



Reasons for DL employees resigning



Poor performance | Personal or family issue | Others | Job-related issues
Salary and benefits | Company structure and working environment

Strategies and Action Plans to Reduce the Turnover Rate

To improve retention rates, WNC has developed strategies tailored for different resignation reasons. We also employ data analysis tools to predict and manage workforce risks, utilizing leading indicators instead of traditional lagging indicators. For new hires, the company assists them in adapting to the environment and enhances their sense of belonging through new employee care programs, the newcomer counselor system and new recruits seminars. The turnover rate for employees with less than a year of service has declined from 72% in 2023 to 35% in 2024. Moving forward, the company will continue to optimize its human resource strategies and mitigate manpower loss risks through predictions, analyses, and personal care measures, thereby enhancing the company's stability and competitiveness.

2024 WNC New Hire and Turnover Rates of Permanent Employees (by Nationality and Management Level)

Category		IDL employees		DL employees		IDL employees		DL employees	
		New hires (No.)	New hire rate[Note1] (%)	New hires (No.)	New hire rate[Note1] (%)	Turnover (No.)	Turnover rate[Note2] (%)	Turnover (No.)	Turnover rate[Note2] (%)
Nationality	Taiwan	351	10.5%	37	2.2%	364	10.9%	512	31.5%
	China	14	1.5%	685	74.3%	248	26.3%	802	87.0%
	Vietnam	328	59.6%	2,433	128.7%	173	31.5%	2,005	105.7%
	The Philippines	7	37.8%	134	10.1%	12	64.9%	836	63.2%
	US	7	13.5%	-	0.0%	1	1.9%	-	0.0%
	UK	-	0.0%	-	0.0%	-	0.0%	-	0.0%
	Other[Note3]	11	37.3%	-	0.0%	3	10.2%	-	0.0%
Management Level[Note4]	Top-level managers	-	0.0%	-	0.0%	1	4.3%	-	0.0%
	Mid-level managers	8	1.3%	-	0.0%	14	2.3%	-	0.0%
	Junior managers	9	2.5%	136	26.3%	23	6.3%	226	43.7%
	Professionals	701	17.8%	3,163	60.2%	763	19.4%	3,929	74.7%

Note1: New hire rate = number of new permanent employee hires in the category concerned / average number of permanent employees at the beginning and end of the year
Note2: Turnover rate = the number of permanent employees in the category concerned who resigned / the average number ofpermanent employees at the beginning and end of the year
Note3: "Other" includes employees from Germany, Spain, Brazil, France, New Zealand, Japan, Macau, Hong Kong, Malaysia and Indonesia. The site in Mexico is not included in the calculation.
Note4: Management Level–Junior managers: shift leaders and section level managers; mid-level managers: department level managers; top-level managers: top-level managers include Chairman and President & CEO.

Strategies to Improve Turnover Rate

Family issues

Enhance flexibility and support to achieve a balance between work and family life

1. Flexible work arrangements: WNC offers flexible working hours and remote or hybrid work modes (applicable to specific positions) to minimize the likelihood of resignations due to family-related reasons.
2. Family-friendly benefits: WNC continues to optimize childcare leave, maternity or paternity leave systems, and special collaboration with daycare institutions to support employees in caring for their families.
3. Care and mental support: WNC has expanded the applicability of family care leave and provided mental health counselling and an EAP to reduce employee stress.
4. Internal adjustment mechanisms: supervisors adjust job responsibilities as needed through mutual communication and the company offers opportunities for internal transfers to improve employee retention rates.

Job-related factors (heavy workloads, lack of a sense of achievement and transfer to other fields)

Optimize work processes to reduce employee stress

1. Optimize workloads and resource allocation
- WNC ensures reasonable workforce and resource allocations through workload assessments to minimize long-term work overload.
- WNC has implemented digital transition and introduced automation technologies, such as RPA, for data analysis and process optimization. These initiatives help reduce manual workloads, boost work efficiency and alleviate employee stress.

2. Optimize career development systems
- WNC has established diverse training and on-the-job training programs, offering employees opportunities to strengthen professional skills.
- The company has developed internal rotation mechanisms and programs to broaden employees' skills, enabling them to explore different fields when their abilities align with the company's needs. This system helps enhance employees' sense of achievement and incentivize their career growth.

Extended commuting time

WNC offers employees convenient commuting options to minimize the likelihood of resignations due to commuting issues.

1. For job roles suitable for remote work, WNC also provides flexible options to reduce the need for commuting every day.
2. Flexible working hours allow employees to avoid traffic jams during rush hours, reducing the commuting time and stress.

Talent retention strategies

To better understand reasons for resignation, and as a basis for talent nurturing and employee retention strategies, WNC holds exit interviews. Our retention system focuses on the three aspects of recruitment and hiring procedures, new employee development training and career development planning. Strategies to retain and attract outstanding talent include adjustments to the process of new recruit interview screening, an enhanced guidance / mentorship mechanism, improved supervisor interview techniques so as to understand employees' thinking and respond before it is too late, professional skills inventory enhancing to boost employees' sense of worth, drawing up individual development plans (IDP) , promoting career development by making employees aware of internal vacancies. As of 2024, these strategies have proven effective. The fill rate for internal vacancies has increased from 60% in the past to 88%, successfully retaining talent and optimizing the company's development.

In response to our global development, WNC has implemented a Global Career Framework (GCF) , a human resource management platform that is consistent worldwide, to support the relocation and development of talent across different regions and fields. The GCF system clearly defines the responsibilities of managerial and professional positions, enhancing dual career tracks. It boosts employee skills and innovation capabilities while aligning personal career growth with the company's business goals, allowing employees to grow with the company and achieve sustainable operations.

Internal Job Filling Rate by Permanent Employees in 2024

Internal job fill rate	%	2024
Gender	Male	**60.40%**
	Female	**39.60%**
Age	Below 30	**34.00%**
	30–50	**64.20%**
	50 and above	**1.90%**
Managerial positions	Managerial positions	**7.50%**
	Non-managerial positions	**92.50%**
Total		**88.33%**

4.2.4 ndustry-Academia Collaboration

In order to attract outstanding talent, WNC cooperates closely with many colleges and universities to organize activities such as campus talent recruitment, teacher and student visits, mentors, technical lectures, and book and newspaper discussions. WNC also participates in and promotes industry-academia cooperation programs, assists young students in understanding the industry structure in advance, and employs domestic and overseas talents from all walks of life and fresh graduates with development potential.

A total of NT$6.46 million was paid out in 2024 as talent nurturing scholarships. Additionally, WNC provides students with internship opportunities. Interns with outstanding performance during their internship are given the opportunity to continue to work at WNC. In 2024, a total of 85 students participated in internship programs, and a total of 22 students stayed at WNC after their internships ended. WNC also participates in talent training programs organized by universities or the government. In 2024, WNC participated in the following talent training programs organized by external organizations:

WNC Talent Development Program

Program	Organizer	Plan content	2024 Results
Industry-Academia Cooperation Cooperative Training Program	Ministry of Labor	WNC worked with the National Taipei University of Technology and Lunghwa University of Science and Technology to organize a two-year internship program. The program focuses on the development of manufacturing engineering talent, integrating the skills and knowledge needed by the industry into the program to nurture talent that meets WNC's needs.	Since its launch in 2019, 17 students have participated in on-site internships. As of the end of December 2024, nine students chose to continue working at WNC in their senior year and were transitioned to contract assistant engineers. Seven of them continued working at WNC after graduation and took on permanent positions in fields such as manufacturing technologies, maintenance, and mechanical design.
Career Coaching Program	National Cheng Kung University	Courses are planned according to the career interests of students, and then mid-level and senior managers of the company serve as career coaches to guide students to understand the practical aspects of the industry and provide necessary employment preparation information.	In 2024, 10 students participated in the program and six courses were held. WNC assigned managers of business units, human resources, mechanical design and marketing departments to serve as coaches to share practical experience in different aspects.
Mobileheroes Communication Competition	Ministry of Economic Affairs Industrial Development Administration, MOEA	WNC has sponsored National Sun Yat-sen University to hold an annual network communications competition starting in 2019. We also dispatch staff to guide Kaohsiung University of Science and Technology students to carry out projects to participate in the competition.	The head of WNC's antenna R&D department served as a judge in the competition, evaluating the technical proposals from the participating teams, providing professional guidance and helping participants optimize their design and results. He not only shared the latest trends in antenna technologies and applications but also boosted the company's professional image as a leader in communication technology.
Keynote Speeches	Departments in Universities / Colleges	Executive managers with different backgrounds share their thoughts about industry trends, career development, technologies and others in classes, allowing students to gain industry knowledge and plan their career paths.	In 2024, 21 lectures were held by seven different departments in different universities, with a total of 840 participants.
One-on-one online career counseling with young students	Held by WNC	Experienced employees at WNC formed a volunteer team to provide college / university students with one-on-one online career counseling. In one-hour sessions, these volunteers discuss with students and provide suggestions concerning challenges they encountered on their academic and career exploration journey.	In 2024, six students participated in the counseling sessions with a total of six hours of counseling.

WNC Industry-Academia Collaboration Programs

To provide students with employment opportunities during their studies, from 2017 onward, WNC and the Department of Industrial Management at Chung Hua University have launched an industry-academia enterprise program. In recent years, WNC has organized several industry-academia programs, including international industry-academia collaboration programs and technical paper collaborations, in response to the establishment of new WNC plants and the demand for overseas talent.

Program		Plan content	Co-organizer	Results	
				In past years	2024
Bachelor's Programs	Customized enterprise program	Customized enterprise courses in this program are taught by WNC employees.	Department of Industrial Management at Chung Hwa University	There have been four batches of graduates from this program since 2017. Among the graduates, 50 have stayed in WNC, including four lower-level managers on production lines, nine assistant engineers, one engineer, and operators or production line assistants in fields such as manufacturing operations, warehousing and production technologies.	In 2024, a total of 132 students participated, with subsidies exceeding NT$3.25 million.
	Academia-industry training programs	Through MOEA's academia-industry collaboration 2.0 project, WNC provides internship opportunities to students to nurture talent and help students complete their studies while acquiring practical skills.	Department of Information Management at Kun Shan University	Since the launch of the project in August 2023, 16 students enrolled in the program.	In the previous semester, 11 students worked as interns at WNC and received a total of NT$275,000 in scholarships. In the following semester, six students will work as interns at WNC, with scholarships totaling NT$150,000.
Master's Programs	Technical paper collaboration	Technical exchange through internships: This collaboration provides graduate students with opportunities for on-site internships, where they are co-supervised by their professors and WNC supervisors. This allows the practical application of experimental theories in actual production operations.	Taipei University of Technology Department of Industrial Engineering and Management	Since 2017, a total of 17 students have participated in this program, eight of whom have graduated and stayed at WNC.	A total of five students participated in the internship, with three continuing until the end of the year.
			Department of Electrical Engineering at National Cheng Kung University	Since 2022, a total of six students have participated in this program.	To attract and retain outstanding talent, pre-employment arrangements have been initiated for two graduate students in this project.
	International industry-academia collaboration	Overseas manufacturing and engineering program: A four-year foreign student industry-academia collaboration program was launched, helping students integrate research papers with real-world applications.	Department of Electrical Engineering, and Mechanical Engineering at Minghsin University of Science and Technology and Ta-Tung Institute of Technology	Since 2019, 38 students have participated in this program. In 2022, collaboration with Tatung Institute of Technology also started.	A total of 29 students are on internships, with NT$1.3 million awarded in scholarship subsidies.
		NCKU-WNC Talent Cultivation Scholarship Program: This program nurtures future talents in the network communications industry through scholarships, summer internships, and employment opportunities.	National Cheng Kung University	Since the launch of the project in 2022, 14 students have been sponsored, 11 of whom have joined WNC	A total of 12 students were sponsored, and NT$1,050,000 in scholarships and grants were given out.
		Taiwan-Vietnam Talent Development Program: This program promotes the cultivation of international talent, expanding sources of foreign students for the university and recruiting high-level talent for domestic industries.	Department of Electrical Engineering at National Chung Cheng University, College of Engineering, National Taiwan University of Science and Technology	In 2023, no students from VNU-UET enrolled in the Department of Electrical Engineering at National Chung Cheng University. Thus, there are no participants for this program.	A total of two students were admitted, and NT$60,000 in scholarships and grants were given out.
	Foreign students project	Overseas Talent in Taiwan Scholarship Program: Foreign students in their first or second year of graduate school in Taiwan can apply for scholarships. The purpose of this program is to nurture talents for the networking and communications industry through scholarships, internships and job opportunities.	WNC	This program was launched in 2023. Two foreign students from two universities have participated in this program.	A total of three students were sponsored, and NT$375,000 in scholarships and grants were given out.

Senior High School and Vocational School Talent Recruitment Programs

In addition to long-term collaboration with the Dong Wu Senior Industrial Home Economics Vocational High School to organize cooperative education programs, WNC introduced industry-academia collaboration programs and career development camps starting in 2022 to provide students with scholarships and miscellaneous subsidies. WNC also organizes career development events on school campuses to offer advice for students to help them transition to WNC's industry-academia programs.

WNC Senior High School and Vocational School Talent Recruitment Programs Results

Program	Subject	Co-organizer	Subsidy amount per person	2023		2024	
				No. of participating students	Subsidy amount	No. of participating students	Subsidy amount
Industry-academia talent cultivation program	High school students in their third year	Electronics, electrical engineering, and mechanical engineering departments of public senior high schools and vocational schools	• The total amount (excluding scholarships) is NT$14,000, including NT$4,000 for tuition and miscellaneous fees during the first and second semesters of the third year, and NT$ 3,000 in grants for each person. • Grants ranging from NT$1,000–3,000.	17	119,000	No eligible candidates	0
Industry-academia talent cultivation program for students from low-income families			• The total amount (excluding scholarships) is NT$29,000, including NT$5,000 for living expenses for the second semester of the second year, NT$5,000 for living expenses for the first and second semesters of the third year, NT$4,000 for tuition and miscellaneous fees, and NT$3,000 in scholarships. • Grants ranging from NT$1,000–3,000.	No eligible candidates	0	None No eligible candidates	0
Career development camp	Vocational school students	Career development camp for Dong Wu Senior Industrial Home Economics Vocational school students	• The total amount is NT$20,000, including a career development grant of NT$2,500 / month for the first and second semesters of the third year (one semester is calculated as four months) .	8	80,000	2	20,000



▲ NCKU-WNC Talent Cultivation Scholarship Program



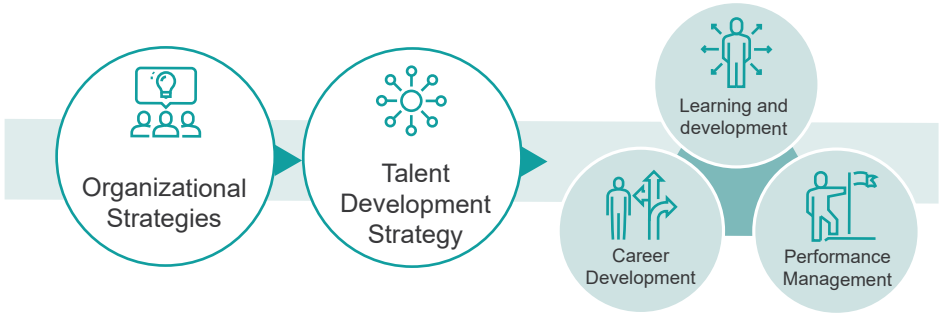
▲ Career coaching event for National Cheng Kung University students



▲ Network communications competition award ceremony, Industrial Development Administration, the Ministry of Economic Affairs

4.3 Talent Training and Cultivation

WNC Talent Sustainable Development Framework



WNC's Talent Sustainable Development Framework closely integrates organizational strategy with talent development strategy to ensure the synchronized growth of both the company's long-term competitiveness and employee development. The talent development strategy encompasses key areas such as learning and development, career development, and performance management, with the goal of building a high-performing organization and workforce. Learning and development focuses on enhancing employees' professional skills and competencies. Career development provides clear growth paths and opportunities for employees, while performance management is goal-oriented, ensuring alignment between individual contributions and the company's value creation. The three core areas form a virtuous cycle that continuously drives both organizational and individual growth, providing strong support for the company's goal of sustainable talent development.

The learning and development framework is built upon the company's core values and development strategy, and is structured around four key dimensions: dynamic talent management, a global learning system, a mobile learning system, and cross-disciplinary learning resources. The overall scope of talent development covers full-time, contract, and part-time employees.

4.3.1 Dynamic Talent Management

WNC attaches great importance to recruiting talented people and improving their skills and general knowledge. The company uses the Global Career Framework (GCF) to conduct talent management. The job duties and career tracks of each position serve as key points for overall career development. Recruitment activities in compliance with local laws and regulations are held. WNC employees are provided with healthy and safe working conditions and complete occupational training. To address different functions, job levels, and development needs, the company has designed a systematic and internationalized career development roadmap to promote employee upskilling and reskilling, ensuring continuous improvement and career growth.

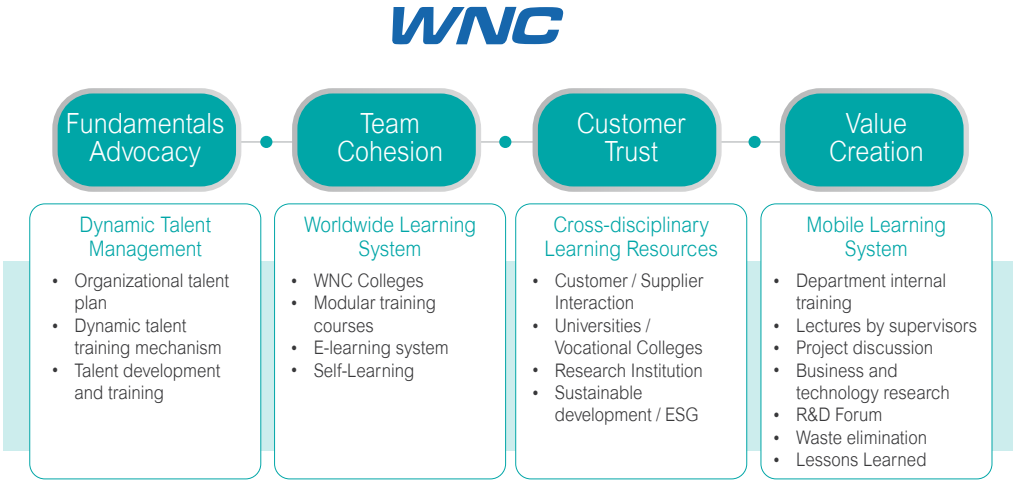
Cultivation of Outstanding Employees

For high-potential, high-performance talents, skills evaluations and personal development planning are provided to combine organizational development goals, and use multiple learning content and methods, including curriculum training, active learning, job rotation, project assignment, challenging task execution and one-on-one coaching to motivate and strengthen the abilities of employees. WNC performs organizational talent reviews annually to select outstanding employees who have demonstrated high potential, pinpoint gaps in organizational talent development, and plan for organizational learning development.

Cultivation of Management Capabilities

In alignment with the role requirements of supervisors at different levels, WNC has defined necessary competencies and corresponding training programs. Through a structured learning approach, it aims to develop managerial and leadership capabilities that are effectively applied in day-to-day management. Key leadership competencies include understanding company management systems, communication skills, interview techniques, performance management, as well as coaching and motivating employees. For newly appointed supervisors, WNC implements an onboarding plan that offers a progressive curriculum through a blended learning approach—combining online and offline formats as well as hands-on practice. This ensures that supervisors can steadily assume their managerial responsibilities, grow together with their teams, and work toward achieving higher goals.

Learning and Development Framework



4.3.2 Worldwide Learning System

E-learning System

In 2024, WNC implemented a worldwide learning system to facilitate talent development and learning resource sharing for employees. The system offers diverse learning content and efficient management features. The platform covers government and corporate policy and regulatory advocacy, management system operation guidelines, onboarding and cultural experience courses, as well as general and professional online courses required for various roles. At the same time, the system features learning record management functions to help supervisors monitor departmental learning progress and support employees in setting and achieving their self-directed learning and development goals. Employees may apply for internal and external training based on their job-specific professional needs and individual development plans. The system will automatically issue course notifications, reminders to submit after-class study reports, and post-lesson satisfaction survey messages. In addition, the system's training record tracking and governance mechanisms enhance the management and cross-referencing of data required for internal and external audits, thereby improving organizational learning efficiency and compliance.

WNC Colleges

The WNC Colleges are composed of a Digital Leadership College, Business College, R&D College, Smart Manufacturing College, and AI & Digital College. Respective colleges are led by top managers of related units / fields, with organizational topics, future vision, and strategies adopted as points of departure for the construction of a successful template for a talent development system. In 2024, WNC Colleges held a total of 637 courses, and there were a total of 163,092 participations.

WNC Colleges

College name	Principal	Participant	2024 Number of Courses
Digital Leadership College	CHRO	Functional unit supervisors	249
Business College	President	Product managers / Sales supervisors	36
R&D College	Chief Technology Officer	Product R&D Center / RD Forum Chairperson	118
Smart Manufacturing College	General Plant Manager Chief Quality Officer / CSCO	Manufacturing / Quality Assurance / Materials Center Manager	199
AI & Digital College	Executive Director	Automation unit / Information unit / R&D unit supervisors	35

College name	Purpose	Description
Digital Leadership College	• Management courses focus on developing supervisors' core leadership and management capabilities. Training topics include talent supervision, leadership, motivation, coaching, personal growth, and risk management, along with strategic planning for mid- and senior-level managers. • General purpose courses help new employees understand the corporate culture, work environment, and system operations. A number of functional and skills-related courses are planned to enhance the work efficiency, risk management and self-management capabilities of all employees.	• In addition to organizing management courses based on different levels of management ability, we also conducted a human resources inventory to develop training courses for handpicked personnel. • General purpose courses include newcomer training, ESH related courses and drills, presentation creation and skills, and internal instructor training. Additionally, training is provided to newcomer counselors so that counselors can improve counseling skills to help new employees shorten the adaptation period and smoothly integrate into the WNC family.
Business College	In addition to implementation of project management and the application of individual skills and specialized knowledge, topics covered include new industry knowledge, presentation skills, conference planning, international trade, and customer management and service capabilities.	We will continue to arrange for senior supervisors to share experiences of successful customer interactions through case studies and exchange of opinions with participants.
R&D College	Following the company's research and development focus, the establishment of the RD Forum and the introduction of R&D innovation methods will enrich the research and development staff's own skills and further cultivate new research and development knowledge. Through the RD Forum, R&D employees can conduct cross-domain technical exchanges, so that R&D employees specializing in different fields can have more comprehensive vision and thinking.	Each moderator of the R&D Forum participates in the planning of the R&D College courses, and improves the technical knowledge of R&D employees through industry-university cooperation and external experts.
Smart Manufacturing College	Implement WNC's quality strategy and improve operational abilities of factory staff. Courses offered include engineering practices, six sigma, production processes, green-product design, quality systems, equipment, and failure analysis.	Regular training for internal auditors of quality certification systems is held each year.
AI & Digital College	The AI & Digital College provides courses on professional knowledge and skills related to digital transformation and product development. Information from internal and external resources are integrated and shared to facilitate the incorporation of AI and digital learning into everyday work.	The AI & Digital College teaches AI knowledge to employees through integration and sharing of internal and external learning resources. AI projects are shared to inspire flexible applications in the various units and promote the implementation of WNC AI and digitization courses.

Viva Engagement Internal Knowledge Sharing Platform

In response to WNC's technology development strategy and the challenges of rapidly evolving technologies, diverse product development, and time-sensitive demands, WNC has established a variety of technology-themed forums on the Viva Engagement platform. These forums, covering areas such as WNC Colleges, R&D technologies, product development process innovation, AI trend applications, and RPA technology applications, offer employees a learning space for sharing, exchanging ideas, and seeking advice. At the same time, the platform integrates resources from WNC Colleges to strengthen technical capabilities and foster connections with learning and development.

Learning Pathways: Systematic Development of Professional Skills And Management Capabilities

WNC Colleges design modular learning roadmaps based on the developmental requirements of job roles, job requirements and job levels. This ensures employees receive appropriate training during different stages of their careers, helping to enhance their professional skills and management capabilities. For new employees, the new recruits course series helps them quickly adapt to WNC's culture and work processes. Professionals involved in process improvement and quality management can participate in the Six Sigma courses to enhance their data analysis and process optimization skills. For newly appointed managers, the OBP (Onboarding Plan) offers an introduction to management systems and a foundational management course series, covering topics such as team leadership, effective communication, and performance management. Practical decision-making skills are further reinforced through organizational management case studies. Based on different learning roadmaps, employees can select the one that best fits their role and responsibility level.

New Recruits Learning Pathways:



Initiation Phase

New Employee Onboarding (within 2 weeks of reporting for duty)

Rapidly gain an understanding of WNC's development and work standards, build connections with peers, and enhance workplace social support to ensure a smooth integration into the WNC community.

Development Phase

Phase 1 Mandatory Training (within 1.5 months of onboarding)

Gain an understanding of company policies, laws and regulations, and sustainability strategies.

Phase 2 Mandatory Training (within 3 months of onboarding)

Gain an understanding of ISO quality systems and standards, workflow platforms, and receive job-specific professional training.

Achievement Phase

Experiencing WNC culture and a talk with the CEO forum (within 3 months of onboarding)

Core values are conveyed through experiential learning activities, fostering peer interaction and collaborative value building among participants.

New employee recognition of WNC's cultural values is further strengthened through a talk with the CEO forum.

Onboarding Plan (OBP) for Newly Appointed Managers



Foundation Phase

Newcomer Training (new employees)

WNC's management guidelines and policies, and the new manager orientation handbook

Leadership in Action

Management Systems and Tools (within 3 Months)

Fundamental core management skills and practical tools such as targeted talent selection

Management Situational Exercises (3–6 months)

- Fundamental core management case study drills
- Performance Improvement Plan (PIP)
- Individual Development Plan (IDP) (Applicable to Center-level or higher HR supervisors)
- Transformative growth strategy tools (Applicable to Center-level or higher HR supervisors)
- Corporate culture and managerial roles & responsibilities

Leadership Mastery

Daily Management Implementation (after 6 Months)

- Situational exercises on targeted talent selection
- Organizational management case study
- Advanced communication skills
- Coaching leadership

Outcomes of key learning roadmaps courses

Course title	Course title	Content	Set Goals	Results (KirkPatrick Model)
Skill sets	6 Sigma	• Definitions and procedures of Six Sigma • Practical exercises of statistical tools • Program presentation and CIP Results	• Continuously improve product quality in accordance with the company's business development strategies; enhance product design and production quality through application of Six Sigma and make continuous improvements based on the principles of customer centricity and business profits optimization.	• Lv. 1 Reaction - satisfaction with course contents: 4.5 • Lv. 2 Learning - passing rate: 98% (number of employees completing the training: 231 / number of participants: 236) • Lv. 3 Behavior - CIP and result presentations: 44 projects • Lv. 4 Results • Improved design and production efficiency helped reduce costs by NT$12.3 million • Optimized design enhanced market competitiveness, increasing revenue by NT$1.7 billion
Ability to lead	Fundamental core management courses (Core Leadership)	• Communication skills, counseling skills, goal setting and results interview skills • Situational exercises	• Foster a unified core management language for WNC managers, strengthen daily leadership capabilities, and ultimately improve organizational performance	• Lv. 1 Reaction - satisfaction with course contents: 4.5 • Lv. 2 Learning - passing rate: 81% (number of employees completing the training: 90 / number of participants: 111) • Lv. 3 Behavior - Implementation rate of practical management 100% • Lv. 4 Results: • Improve leadership skills of executive managers and the retention rate of participants achieves 100%. • Improve departmental leadership effectiveness, resulting in a 7% decrease in turnover rate compared to the previous year.
Digital tools	WNC ChatBot	• Chatbot usage and skill-building workshop • Coaching for selected teams • Evaluation of selected teams	• Promote a bottom-up End User Computing culture through the adoption of generative AI tools, enhance employee efficiency with the WNC Chatbot, and improve overall problem-solving effectiveness across the organization.	• Lv. 1 Reaction - satisfaction with course contents: 4.4 • Lv. 2 Learning - passing rate: 100% (number of participants: 365) • Lv. 3 Behavior - Participated in the ChatBot competition, producing 18 proposals from the Development Team and 13 proposals from the Application Team. • Lv. 4 Results: Three outstanding proposals were selected from both the Development and Application teams, achieving 80-90% time savings and over 60% cost reduction.

4.3.3 Training Systems

Encouraging Participation in Internal and External Training

In addition to the five college courses, WNC also encourages employees to participate in other internal and external training to increase the breadth and depth of their personal competencies. The external training courses include seminars, lectures, professional training and on-the-job training. The external training courses can be fully subsidized with the approval of the supervisor of the affiliated unit. English language training courses can be subsidized up to NT$10,000 per person per year. In addition, departments are encouraged to host reading clubs to share insights gained through books. To ensure the quality of course content, participants are surveyed after courses conclude to determine the participants' retention, the teaching skills of the instructors, and recommendations for course improvement.

Developing a Learning Organization

To foster a culture of autonomous learning and knowledge sharing within the organization, WNC has launched the "Nurturing talent and growth program." The company encourages managers at all levels to conduct at least 2 hours of teaching or experience sharing sessions annually. Topics cover areas such as management practices, professional knowledge / skills, lessons learned, new trends / technologies, and project experience. In 2024, managers conducted a total of 1,794 hours of teaching sessions. To further enhance the quality of internal trainers, the company has established an internal instructor certification system. Based on annual training and development priorities, top-tier managers from WNC's Taiwan, China, and Vietnam sites recommend instructor candidates. Candidates must complete instructor training courses organized by the Human Resources Administration Division and pass a trial lecture and evaluation to become certified internal instructors. As of the end of 2024, WNC's sites have trained a total of 274 instructors. All instructors are recognized on Teacher's Day every year. Also, activities are organized during the Teacher's Day celebration for employees to show appreciation for their instructors.

Project Discussion

Regular project meetings enable employees to check progress and discuss product-related issues with other team members. Through asking questions, engaging in discussions, sharing practical examples and lessons learned, as well as preparing material and response measures in advance, employees can avoid potential issues in project management. In addition, through participating in the quarterly technical trends and business review exchange meetings, and WNC Tech Day exhibition, different units can learn skills related to organizational management, product development, and business expansion from one another.

4.3.4 Cross-sector learning resources

Internal and external collaboration to cultivate forward-looking talent, vision and capabilities

WNC Colleges are dedicated to creating a comprehensive learning environment. In addition to enhancing employees' professional competencies through internal instructor-led courses, the College actively collaborates with external partners from industry, government, and academia. By introducing the latest trends and technologies, WNC ensures that its talent stays current and evolves in step with the global market.

Partnering with renowned academic institutions, industry leaders, and government agencies, we offer a wide range of advanced courses, seminars, and practical workshops covering key topics such as ESG and sustainable management, diversity and inclusion, healthy workplace, technological innovation, industrial transformation, international economics and market trends, and AI applications. Cross-sector learning resources not only strengthen professional skills, but also offer opportunities to engage with external experts, gain the latest market insights, broaden perspectives, and enhance the organization's overall sustainability competitiveness.

Looking ahead, WNC Colleges will continue to deepen the integration of internal and external learning resources, promote cross-sector knowledge sharing, and foster a learning-oriented organization that cultivates sustainability talents with both professional expertise and a global perspective.



4.3.5 Training Participation

In 2024, in line with the company's globalization strategy, training programs will be progressively rolled out for shared use across global sites. Combined with enhancements to the learning platform, this will allow employees to access learning resources more conveniently, thereby increasing both training hours and learning efficiency. Thus, the training hours per employee in 2024 reached 29.80 hours, an increase of 7.90 hours compared to 2023, with related expenditures reaching around NT$18.83 million and training costs per employee decreasing to NT$1,429.82. The satisfaction survey result was 4.5 points (out of 5 points) . The data coverage rate [Note 5] for average hours of training and development, as well as the amount spent on training and development, is 94.44%, excluding the site in Mexico.

Top-level managers Training hours per employee	Mid-level managers Training hours per employee	Lower-level managers Training hours per employee	Training hours per employee	Education and training expenditure (NTD)	Education and training satisfaction score (Out of 5 points)
139.25 hours	95.62 hours	32.16 hours	29.80 hours	NT$18.83 million	4.5

Note: The global education and training expenditure of WNC is presented in New Taiwan Dollars (NTD) . In the case of Vietnam, training expernses include both Vietnamese Dong (VND) and US Dollars (USD) . The calculation method is as follow: each month, both currencies are first converted to USD based on the exchange rate of that month and the aggregated. The annual total in USD is then coverted into NTD for final reporting.

Total Training Hours in 2024 (by job category and gender)

Region	Job category	Male			Female			Total		
		Training hours [Note 1] (A)	Number of employees [Note 2] (B)	Average hours per person (A/B)	Training hours NOTE 1 (C)	Number of employees [Note 2] (D)	Average hours per person (C/D)	Training hours [Note 1] (E)	Number of employees [Note 2] (F)	Average hours per person (E/F)
Taiwan	DL	19,148.00	789	24.27	47,304.00	2,070	22.86	**66,452.00**	**2,859**	**23.25**
	IDL	105,345.00	2,265	46.52	39,243.79	1,135	34.59	**144,588.79**	**3,399**	**42.54**
China	DL	75,187.74	821	91.58	36,462.54	1,727	21.11	**111,650.28**	**2,548**	**43.82**
	IDL	24,812.00	580	42.80	10,787.96	320	33.69	**35,599.96**	**900**	**39.56**
Vietnam	DL	8,838.00	1,218	7.26	8,604.00	1,509	5.70	**17,442.00**	**2,726**	**6.40**
	IDL	11,679.54	427	27.38	4,742.81	222	21.40	**16,422.35**	**648**	**25.34**
Other [Note 3]	Direct labor employees [Note 4]	-	-	-	-	-	-	**-**	**-**	**-**
	IDL	182.96	66	2.75	25.62	20	1.31	**208.58**	**86**	**2.43**
Total		**245,193.24**	**6,164.85**	**242.57**	**147,170.72**	**7001.40**	**140.66**	**392,363.96**	**13,166.25**	**29.80**

Note 1: Number of training hours were calculated as of the end of the year.
Note 2: The number of employees is calculated based on the annual average. The method involves taking the average of the beginning and end-of-month headcount for each month, summing these values, and dividing by the total number of months. Due to system transition, the calculation period for the China and Vietnam sites in 2024 is from March to December, using the same method based on monthly averages during that period.
Note 3: "Other" includes branches in the United States, the United Kingdom, Germany and Japan, excluding the Mexico site.
Note 4: Since the other locations are offices rather than production sites, they are not involved in DL employee training hours.
Note 5: The data coverage rate for average hours of training and development, as well as the amount spent on training and development covers 17 out of 18 global locations, with a coverage rate of 94.44%.

4.3.6 Performance Management

Competence Development

Perform competence assessment (180–360 degrees feedback) twice a year and collate supervisors' successful cases as a benchmark for evaluating employees.

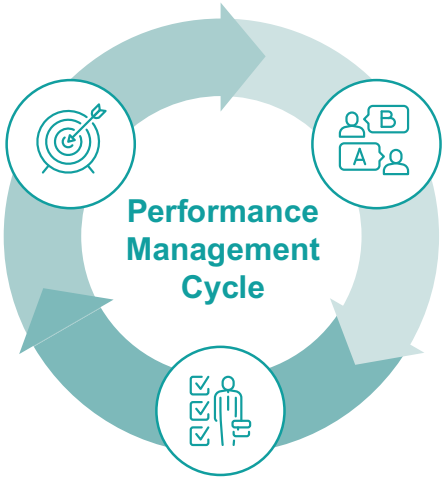
Talent Development

Reveal employees showing potential through the performance management process, provide them with training plans, and track results on a regular basis.

Career Development

WNC provides training plans for both professional specialization and management skills. Plans are provided according to employee potential and their desired career path





Beginning Performance goal setting

- Organizational goal setting
- Personal goal setting

During Execution and alignment

- Feedback
- One-on-one communication

End Performance evaluation and development plans

- Self-evaluation / preliminary evaluation of performance; invitation to give feedback
- Evaluation review/approval: Performance review calibrations

In WNC's performance management cycle, performance review is conducted every six months. A cycle comprises three stages: goal setting at the beginning of the period, performance alignment during the period, and evaluation at the end of the period. We want to facilitate regular performance alignment between managers and employees through positive and transparent performance management and communication. By doing so, employees and managers can agree on concrete goals and development plans.

Integrated with the Global Career Framework (GCF) , performance management not only focuses on employees' achievement of goals but also assesses their alignment with the competency standards of their respective levels, placing greater emphasis on the integration of individual career development and organizational needs. The GCF provides clear expectations of responsibilities and competency guidelines to support the continuous growth of both management and professional roles. It fosters employees' intrinsic motivation and aligns it with the company's business objectives, achieving a win-win outcome for both employees and the organization.

Competence Development

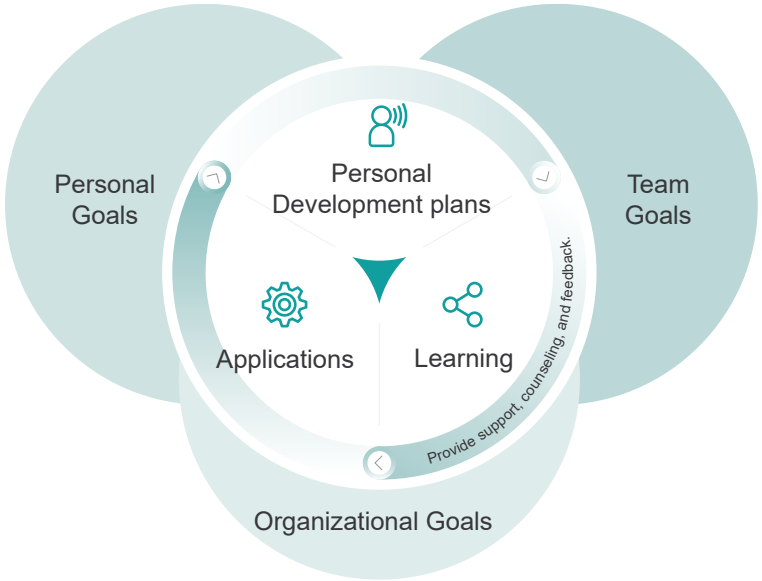
WNC's performance appraisal system was developed by considering both operational efficiency and the development of individual competencies. Performance is evaluated based on two parameters: Management by Behavior (MBB) and Management by Objective (MBO) . Periodically, performance in terms of both quality and quantity is simultaneously examined, and the results are compiled semi-annually with one-on-one interviews to evaluate the performance of employees, strengthen communication, adjust roles and responsibilities, foster career development, and serve as a basis for giving appropriate rewards or promotions to employees. WNC employees, excluding the Chairman and the CEO, who pass probation and who have been in service for one month or longer must participate in WNC's performance appraisal system, 100% of WNC employees undergo performance evaluations.

Work Item	Description
Goal Management (MBO)	• WNC's performance management cycle comprises three stages: goal setting at the beginning of the period, performance alignment during the period, and evaluation at the end of the period. Evaluations for full-time employees are conducted every six months.
Multiple aspects 180, 360 degrees	Perform competence assessment (180–360 degrees feedback) twice a year as a benchmark for evaluating employees. Subjects include: • 180-degree assessment: All WNC employees • 360-degree (self-evaluation, evaluation by superiors, evaluation by subordinates, peer evaluation) : Center-level manager and above, specific professionals
Feedback on collaborations (peers and colleagues from different units)	The Company continues to encourage giving feedback on collaborations with IDL employees. It is hoped that balanced, concrete and immediate feedback on collaborations among internal upstream, midstream and downstream partners can facilitate a corporate culture of learning from each other and boost team spirit.
Team-oriented	Performance evaluations for full-time employees are conducted every six months. The president can approve the performance ratings based on the Company's overall achievement rate so as to help teams achieve their goals. When supervisors are evaluating subordinates' performance, they should take into consideration the overall performance of their respective units, the employee's performance in their project team and the performance of each subordinate as well as the Company's organizational goals.
Agile communication	• Establish Cross-Functional Teams (CFT) In addition to existing functional teams, the CEO can also designate employees to establish a CFT for specific projects, initiatives or customer services. This can facilitate cross-functional team collaborations to respond to the complex business environment rapidly, and increase synergies across clients and projects within the Company. This method also helps improve professional capabilities and horizontal communication skills, thereby ensuring the Company achieves its strategic goals. CFT members are selected from suitable IDL employees based on the specific needs of each area. • Agile assessment: In addition to semi-annual performance evaluation and interviews for full-time employees, ad hoc one-on-one interviews are also conducted during the assessment period to evaluate the performance of employees, strengthen communication, update performance timely and foster career development.

Talent Development

◆ Personal development plan

WNC cares about employees' personal development. Employees and managers work together to formulate individual development plans and learning targets that cater to individual, team, and organizational goals. Through training courses, experience sharing, practical applications, job rotation, guidance and feedback from supervisors and goal-driven performance evaluations, we support and foster employees' growth and development. Also, based on the Company's development strategies, the Company identifies talents that have demonstrated potential for becoming future mid- and high-level managers and their needs for future development in the annual talent inventory and development meetings. Personal development plans for each talent are then formulated to satisfy the Company's need for talent and operational stability during organizational expansion.



◆ Employee Transition Assistance

When a supervisor finds that the work performance of an employee is not as expected, it is necessary to clarify whether there are other internal and external factors at play. If necessary, the supervisor will cooperate with the Human Resources Department to initiate a Performance Improvement Plan (PIP) . Regular performance reviews and coaching interviews will be conducted within the period to provide employees with immediate guidance and feedback, help improve their functions and work performance, and reduce the impact on organizational performance. To assist managers in dealing with and improving the competency of failing employees in a timely and effective manner, a course on "Handling of Under-performing Employees" is held every year for newly appointed supervisors.

Career Development

In accordance with Employee Promotion Management Regulations, WNC full-time employees who have been in their positions for a requisite number of years, and who are regarded as capable of taking on greater responsibilities than their current job grade and duties dictate, are eligible for promotions in job position or level based on their performance, professional skills demonstrated and competency, as recognized by their supervisors.

- Promotion Management Planning: Both DL and IDL employees adopt a dual-track system of both specialized and management positions to provide appropriate planning for employees.
- Assessment of candidates for promotion: IDL employees are evaluated based on their past experience and performance in their position, in order to assess their readiness for post-promotion responsibilities. The Promotion Review Committee performs assessment after the unit supervisor's nomination. Regarding promotions for DL employees, after production line supervisors have considered work performance and taken organizational needs into consideration, DL employees may be promoted to production line leaders and be given a raise after they pass evaluation. Alternatively, they may be transferred to positions with specialized work duties and be given work allowances. In addition, in accordance with hiring procedures for IDL employees, DL employees with distinguished performance may become IDL employees and serve as assistant engineers, engineers, or function team directors.

In 2024, rates of male and female employees accepting WNC career planning were 9.99% and 5.62% respectively.

Percentage of WNC employees accepting promotion in 2024[Note 1]

Gender		DL	IDL	Total
Number of persons	Male	202	362	**564**
	Female	112	167	**279**
Percentage (%) [Note 2]	Male	8.46%	11.12%	**9.99%**
	Female	3.44%	9.80%	**5.62%**

Note 1: Chairman and President & CEO are excluded.
Note 2: The denominator is the number of employees in each category at the end of the year.



4.4 Compensation and Benefits

4.4.1 Remuneration Policies

To ensure reasonable compensation for employees as well as to attract and retain talent, while also taking into consideration other factors including stockholder rights and interests, employee quality of life, and sustainable development of WNC, WNC provides remuneration and benefits that comply with local regulations, and employee wages are not lower than the statutory minimum wage. Wages are also regularly adjusted according to current price levels, market supply / demand, average salary levels in the industry, and local laws / regulations.

Comparison between the minimum salary standard for WNC employees and the legal minimum wage in 2024

Region	Position	Male	Female
Taiwan	DL	1.00	1.00
	IDL	1.20	1.20
China	DL	1.12	1.12
	IDL	1.61	2.03
Vietnam	DL	1.48	1.48
	IDL	2.33	2.46

WNC's average salary ratio in 2024[Note 1]

Item	Position	Male[Note 2]	Female
Fixed salary	Top-level managers[Note 3]	1	0.90
	Management[Note 4]	1	0.92
	Non-management employees	1	0.94
Annual salary	Top-level managers[Note 3]	1	0.84
	Management[Note 4]	1	0.90
	Non-management employees	1	0.89

Note 1: Average Remuneration = Average remuneration of all permanent employees for the year, including basic salaries, allowances, and bonuses.
Note 2: Given that the majority of R&D employees are male, their share of total employee salaries is slightly higher than that of female employees.
Note 3: Top-level managers: top-level managers include top-tier managers, Chairman, President & CEO.
Note 4: Management: All managers other than top-level managers.

WNC stipulates various reward systems to encourage full-time employees and units with excellent performance, such as performance bonuses, project bonuses, restricted stock and other equity incentive plans, as well as annual long-term employee awards, outstanding team awards, outstanding employee awards and patent awards. WNC is committed to not discriminating against employees or providing differential treatment based on gender, age, race, nationality, religion, marital status, or political view.

Remuneration for full-time employees who are not in supervisory positions in WNC Taiwan locations[Note]

Item	Difference from the previous year	2023	2024
Number of employees	-13.07%	6,521	**5,669**
Total combined salary (unit: thousand NT$)	-10.99%	7,630,695	**6,791,704**
Average salary (unit: thousand NT$)	2.39%	1,170	**1,198**
Median salary (unit: thousand NT$)	26.07%	702	**885**

Note: Based on the exemption and exclusion items described in the Description of Reporting Operations published by the Taiwan Stock Exchange, employees whose salary period is less than six months due to factors such as new entry, exit, suspension of pay, are deducted from the number of full-time employees who are not in supervisory positions.

An Employee Stock Ownership Trust (ESOT) program has been set up at WNC's Taiwan sites as a way to encourage employees to save funds for obtaining and managing company stocks. As of the end of 2024, a total of 1,993 employees joined the employee shareholding trust, which was an increase of 18% compared to 2023. In China and Vietnam sites, unit managers evaluate the seniority and performance of employees, then submit a list of key employees to be retained. The aforementioned managers and employees will sign a retention agreement after terms and conditions are agreed to.

WNC Employee Retention Plans in 2024[Note]

Item	Number of eligible candidates	Actual participants	Amount invested (million NT$)
Employee stock ownership trust	4,604	1,993	79.0
Employee retention plans	755	355	37.3
Total	**5,359**	**2,348**	**116.3**

Note: Only retention plans for employees at Taiwan, China and Vietnam sites are disclosed.

Employee Retention Plan

Sites	Reward plan	Overview	Rewards	2024 Results
Taiwan	Cash bonus plan	Employees working at WNC during the calculation period of the cash bonus and the payment date of the bonus.	WNC will allocate a certain percentage of revenue for the distribution of performance bonuses, employee remuneration and project bonuses based on its business performance in the current year, and the amount of renumeration / bonuses each employee receives is based on their performance.	Amounts of cash bonuses are confidential; the number of employees entitled to cash bonuses is subject to change due to personnel movements, so this data is not disclosed.
	Stock reward plan	Employee Stock Ownership Trust: Full-time employees who have worked at WNC for at least six months may participate. For employees whose performance is rated B or below, the Company has the right to suspend the employer contribution for the following six months.	Employees that are ESOT members contribute a fixed amount from their monthly salary in accordance with their job grade into the ESOT account, and WNC will contribute the same amount into the account and use the money to purchase company shares. After three years of membership, employees are eligible to receive 50% of the shares purchased with WNC's contribution. After four and five years the percentage goes to 70% and 100%, respectively. The ESOT helps WNC retain talent, helping to ensure that employees are able to share in the success of the company and create further value together with WNC.	By the end of 2024, there were 4,604 qualified employees, of whom 1,993 employees were participating in this plan, a participation rate of 43%, and more than NT$79 million had been withdrawn from the Company's fund.
		Restricted Stock: Mid- to upper-level employees who have made significant contributions to WNC's business performance.	WNC gives restricted stock to employees over a period of three years, and employees obtain these stocks if business performance targets and personal performance targets for the current year are achieved.	A total of 204 employees received the reward with the total bonus amount of over NT$279.82 million.
	Outstanding Patent Awards	WNC units submit patents they have obtained to the Patent Selection Committee for review, and then WNC's President & CEO selects the winners.	The winning teams of the Outstanding Patent Awards will receive medals and prize money. Those who win a Platinum Award will receive NT$100,000 per patent, those who win a Gold Award will receive NT$60,000 per patent, and those who win a Silver Award will receive NT$30,000 per patent based on the contribution. The winners will also get an extra ticket for the lucky draw at the year-end party.	A total of 11 employees received bonuses, with a total amount of NT$150,000.
	CIP projects: Award for outstanding financial contribution	Project teams submit CIP projects that were completed in the past two years to an evaluation committee composed of personnel from the DMIS Division and the Finance Division for review. The committee will select projects that have shown to bring significant financial benefits to WNC, and the selected projects will be presented to the President & CEO, who will select the winners.	The winning teams will receive medals and prize money. Teams who win the Gold Award will receive NT$50,000, and teams who win the Silver Award will receive NT$20,000. Winning teams will also get extra tickets for the lucky draw at the year-end party.	Six employees received bonuses, with a total amount of NT$50,000.
	Outstanding employees	The nominees are evaluated by a committee, and then the President & CEO selects the winners.	Outstanding employees receive a commemorative plaque and NT$5,000 in prize money as well as an extra ticket for the lucky draw at the year-end party.	A total of 68 employees received bonuses, with a total amount of NT$340,000.
	Outstanding teams		Outstanding team winners receive prize money. Teams who win a Gold Award receive NT$20,000, teams who win a Silver Award receive NT$15,000 and teams who win an Outstanding Team Award receive NT$10,000. Winning teams will also get extra tickets for the lucky draw at the year-end party. Leaders and MVPs of outstanding teams also receive a commemorative plaque.	119 employees received bonuses, with a total amount of NT$205,000.
	Employees with seniority	Employees that have worked at WNC for 5, 10, 15, 20 and 25 years.	Employees with seniority are commended at the year-end party, and each receive a commemorative plaque and an extra ticket for the lucky draw.	A total of 944 employees were commended.
China	Employee retention plans	Employees that have worked at WNC for 5, 10, 15, 20 and 25 years.	The time period for the plan is two years. If an employee's performance meets the requirements in these two years, the retention bonus is given in batches. If the employee resigns within two years, they must give back retention bonuses that they've already received.	The Kunshan site distributed employee retention bonuses to 190 employees with an amount of about RMB3.4 million; the Nanjing site distributed retention bonuses to 92 employees with an amount of about RMB3.01 million.
Vietnam		Unit managers will evaluate the seniority and performance of employees, and then submit a list of key employees to be retained. The aforementioned managers and employees will sign a retention agreement after terms and conditions are agreed to.	The time period for the plan is three years. The bonus is 40% of the salary amount given to social security and is paid monthly. Prior to bonus payment, the most recent performance rating is taken into account. If the rating is A or higher, the employee is entitled to payment of the full bonus amount; if the rating is A-, 50% of the bonus amount is paid; if the rating is below B, the employee's retention contract is deemed to be terminated. However, the employee is not required to return the bonuses they've already received.	The Vietnam site has distributed talent retention bonuses to 73 employees with the total amount of approximately VND6.4 billion.

4.4.2 Employee Insurance

WNC participates in Taiwan's Labor Insurance (which covers injury and sickness benefits, disability benefits, maternity benefits, and death benefits) and National Health Insurance and contributes to pension accounts according to Articles 55 and 56 of the Labor Standards Act. The company contributes labor pension funds to a designated statutory account every month. Based on the original or newly-enacted regulations, employers are required to deposit 2% or 6% (respectively) of their employees' monthly salary into pension accounts. All employees, except for vocational students and overseas employees, in compliance with the regulations of the Labor Pension Act, participate in this retirement scheme, with only six employees following the old labor pension fund scheme. For details concerning pension funds, please refer to Item 18 Employee Benefits of Notes to the Consolidated Financial Statements of WNC's 2024 Annual Report.

All employees are enrolled in a group insurance plan (which includes life insurance, accident insurance, hospitalization insurance, cancer insurance, and occupational accident insurance) on the first day they report to work. Employees may also purchase insurance for family members. Employees stationed overseas long-term are entitled to healthcare upgrades, and family members who relocate with them (spouse and children) are also provided with casualty insurance.

Employees in China are enrolled in social insurance and a housing providence fund as required by the Labor Law of the People's Republic of China (five types of insurance and a mutual housing fund) . The social insurance includes endowment insurance, medical insurance, employment injury insurance, unemployment insurance and maternity insurance. Employers are required to deposit 16% of an employee's monthly salary based on individual payment baselines as an endowment insurance pension. All employees participate in this insurance scheme. Employees in Vietnam are enrolled in social insurance (including pension and death insurance) , medical insurance, occupational injury insurance, and unemployment insurance according to the Regulation on Payment of Social Insurance and Unemployment Insurance. The Law on Social Insurance requires labor pension contributions to be made into a designated account. All employees in the Vietnam site participate in this insurance scheme.

Monthly Contributions to Employee Pensions for Employees at WNC's Taiwan Sites

Category	Source	Ratio
Labor Standards Act (old scheme)	Contributed by employers	2%
Labor Pension Act (new scheme)	Contributed by employers	6%
	Contributed by employees	Maximum of 6%

Allocation of the Five Types of Insurance and Mutual Housing Fund for Employees at WNC's China Sites

Item		Contribution Source / Ratio	
		Contributed by employers	Contributed by employees
Regulations on the Collection and Payment of Social Insurance Premiums in Jiangsu Province	Endowment Insurance	16.00%	8.00%
	Medical Insurance	7.00%	2.00%
	Employment Injury insurance	0.70%	N / A
	Unemployment Insurance	0.50%	0.50%
	Maternity Insurance	0.80%	N / A
Management Regulations for the Suzhou Housing Provident Fund	Housing Provident Fund	8.00%	8.00%

Allocation of Social Insurance for Employees at WNC's Vietnam Site

Item		Contribution Source / Ratio	
		Contributed by employers	Contributed by employees
Regulations on Payment of Social Insurance and Unemployment Insurance	Social insurance	17.00%	8.00%
	Medical Insurance	3.00%	1.50%
	Employment Injury insurance	0.50%	N / A
	Unemployment Insurance	1.00%	1.00%

4.4.3 Employee Support Program

To help employees maintain a good work-life balance, in addition to providing diverse work modes, all WNC sites have leave regulations and relevant management measures, such as maternal and child support leave, for full-time employees and contract personnel that are superior to the requirements stipulated in local laws and regulations.

Employee Support Programs at WNC Sites

	Taiwan sites	China sites	Vietnam site
Diverse work modes	• Flexible working hours from 07:30 to 16:30, 08:00 to 17:00, 08:30 to 17:30 and 09:00-18:00 have been offered for IDL employees. DL employees follow their respective assigned shift schedules. Future flexible attendance plans will be evaluated and planned based on actual needs[Note]. • In special circumstances, employees can register to work from home[Note] and record their attendance status through online check-in.	• From May 2014, flexible working hours from 07:30 to 16:30, 08:00 to 17:00, and 08:30 to 17:30 have been offered for employees who have long commutes and are raising children under the age of 13. • In special circumstances, employees can register to work from home and submit proof of attendance records to the HR Department for review.	In special circumstances, employees can register to work from home and record their attendance status through online check-in.
Paid leave	• In response to special circumstances, employees may apply for reduced working hours (e.g., weekly hours less than regular working hours) to help balance work responsibilities and family care needs. • Starting from 2025, full-time employees will be granted a 7-day "Re-charge leave" . Priority deduction will be made for flexible holidays announced by the government for national holidays falling on Tuesdays and Thursdays, with Mondays and Fridays adjusted as holidays. Leave remaining after deduction of the above will be freely available for employees to take as they see fit. [Note] • Employees at or above a specific job grade can enjoy paid personal leave (including family care leave / paid parental leave) and sick leave[Note]. • Employees at or above a specific job grade can enjoy paid personal leave and sick leave[Note]. • From January 2023, employees (non-primary caregivers) are entitled to 10 days of paid leave for their spouses' prenatal check-up and parental leave, which is superior to the statutory limit, for the period starting from pregnancy to 15 days after giving birth[Note]. • Female employees are entitled to 3 days of menstrual leave per year, and those who hold a certain job level and / or above are entitled to paid menstrual leaves. • Employees are entitled to marriage leave, which could be taken from ten days before the actual wedding or anytime to a maximum of one year after that[Note].	• After working for one year, employees are entitled to five further days of annual leave, 13 days of marriage leave, 158 days of maternity leave (for females) or 15 days of parental leave (for males) after their spouses give birth, and 15 days of leave for difficult child births. • Under the "Special Regulations on Labor Protection for Female Employees", paid prenatal check-up leave, maternity leave, miscarriage leave, and breastfeeding time are granted to maintain a work-life balance for female employees. • Male employees (non-primary caregivers) are entitled to 15 days of parental leave after their spouses give birth. • If International Women's Day, March 8, falls on a weekday, employees are entitled to four hours of compensatory leave, if it falls on a weekend, employees can directly register for four hours of overtime pay. • In case an employee is the only child in the family and his / her parents become ill and are hospitalized after reaching the age of 60, the employee is entitled to 5 days of paid nursing leave per year. • Bereavement leave eligibility and duration exceed local legal requirements. For the death of parents, spouse, or children, 3 days of paid leave are granted; for the death of grandparents or grandparents-in-law (excluding spouse's grandparents) , 1 day of paid leave is provided[Note].	• New employees are entitled to 12 days of annual leave, three days of marriage leave, six months of maternity leave (for females) or parental leave for males (five days for natural childbirth, and seven days for cesarean birth) , as well as family care leave (20 days for children under 3 years old; 15 days for children > 3 years old and < 7 years old) in their first year of employment. • Under the local "Law on Social Insurance", a paid menstrual period rest (30 minutes per day) is granted (for female employees) .
Childcare leave	• Employees who need to take care of children are entitled to unpaid leave (referred to as parental leave) . WNC will inquire about their intention to resume work and assist in preparing for resumption of work one month before the expiration of the parental leave. In 2024, WNC's Taiwan sites had a total of 89 employees applying for unpaid parental leave, including 20 males and 69 females. • From January 2023, after the initial 56 days of maternity leave, female employees giving birth (the primary caregiver) can apply for a further 28 days of paid childcare leave[Note], longer than that prescribed by law; those who choose not to apply for paid childcare leave will have their childcare leave converted to a taxable cash amount. In 2024, 79 female employees applied for childcare leave and 15 female employees applied for compensation in lieu of childcare leave. A total of NT$748,072 was issued.	• Starting from 2022, new childcare leave was implemented according to the latest announcement of Jiangsu Province. Both spouses are entitled to 10 days of childcare leave each year before their children reaches the age of 3.	• Female employees who are more than 7 months pregnant or whose children are under 1 year old are allowed to leave work 1 hour earlier. • Under the local Labor Act, WNC assists employees in applying for social insurance, and provides paid prenatal check-up leave, maternity leave, miscarriage leave, and postpartum / miscarriage recovery leave.

Note: These employee support items exceed local legal requirements.

	Taiwan sites	China sites	Vietnam site
Support for mothers and children	• The lactation rooms at WNC headquarters and S1 have obtained the Hsinchu County Workplace-Friendly Lactation Room Certification and Hsinchu City Friendly Lactation Room Premium Certification, respectively. • The factory nurse regularly checks up on pregnant and breastfeeding employees, and conducts pregnancy and postpartum assessments in coordination with physicians, nursing staff, and industrial safety supervisors. • Maternity allowance: Employees or their spouses who give birth can apply for a childbirth subsidy of NT$2,000 / child. In 2024, a total of 125 applied for the subsidy, with a total amount of NT$250,000, representing a 10% increase in applicants compared to 2023. • WNC Pregnancy Giftset Project: A pregnant employee or her spouse can use the expecting mother handbook to apply for a giftset from WNC. The gift set includes a pregnancy handbook, a handbag for the mother, and a gift box for the newborn baby. The gifts inside gift boxes are made of 100% organic cotton certified by GOTS and the packaging materials are recycled pulp certified by FSC. In 2024, WNC gave away 141 giftsets for pregnant employees. • WNC has signed special agreements with childcare service providers of Hsinchu City, Hsinchu County, Taoyuan City, Miaoli County, Tainan City and Kaohsiung City to offer preferential childcare discounts to employees. As of 2024, a total of 25 childcare service providers were contracted. An additional 91 providers are expected to be added in 2025, bringing the total number of contracted providers to 116.	• The Kunshan site in China has arranged a spacious and comfortable lactation room. In 2018, it was certified as a model lactation room by the Kunshan Municipal Government.	• A lactation room has been set up within the site. • Under the local Labor Act, employees with children under the age of 6 can receive an allowance, as determined by the company.
Employee benefits	• According to WNC's Employee Benefits Regulations, deceased employees are entitled to a full two months' salary for funeral expenses and a full five months' salary if the death occurs while they are at work. According to the marriage, bereavement, and celebratory subsidy policy, the Welfare Committee grants employees an additional death condolence payment of NT$30,000.	• Employees in China are enrolled in social insurance and a housing providence fund as required by the Labor Law of the People's Republic of China. The social insurance includes endowment insurance, medical insurance, employment injury insurance, unemployment insurance and maternity insurance.	• Employees in Vietnam are enrolled in social insurance, medical insurance, occupational injury insurance, and unemployment insurance according to the Regulation on Payment of Social Insurance and Unemployment Insurance (including pension and death insurance) .
Physical and Mental Health Management	• Recreation centers, aerobics rooms and reading rooms have been established. • The Company organizes seasonal events and encourages employees to participate in these events. Event themes range from art, food to healthcare. • WNC conducts general / special medical examinations for newcomers, general / special on-the-job health examinations and offers an occupational medicine specialists' on-site health service. Starting in 2024, WNC offered some measures to improve its health examinations. In addition to health examinations legally required, employees may voluntarily participate in additional company-funded test items such as abdominal ultrasound, eye pressure, uric acid, glycosylated hemoglobin (blood sugar test) , and alpha-fetoprotein (liver cancer test) . • WNC implements health promotion projects every year. • WNC launched a digital employee assistance program, through which the company commissioned a counselling service provider to provide a variety of consultation and counselling services via a user-friendly app. Counselling services are conveniently offered through text, audio and video chats. • For more details, refer to 4.4.4 Recreational and Exercise Equipment, 4.4.5 Activities and Welfare and 4.5.2 Healthy Workplace.	• A complete and multifunctional living center named Qi Yuan is provided at employee dormitories. In addition to catering services and a supermarket, there are other recreational facilities such as a reading room. • All new employees in China are required to undergo general health examinations. In addition, according to the Occupational Disease Prevention Law of the People's Republic of China, employees with potential occupational disease hazards will also be provided with new, in-service and pre-resignation occupational health examinations for special projects.	• All employees in Vietnam are required to undergo general health examinations every year. In addition, according to the Labor Law and Occupational Health and Safety Law, employees with potential occupational disease hazards are also provided with semi-annual occupational health examinations for special projects.

Number of WNC employees in Taiwan sites applying for parental leave

Item	Male	Female
No. of people who were eligible to apply for parental leave in 2024 (A) Note	209	231
No. of people who applied for parental leave in 2024 (B)	20	69
Application rate for parental leave in 2024 (B/A)	9.57%	29.87%
No. of people expected to be reinstated from parental leave in 2024 (C)	15	29
No. of people who have been reinstated from parental leave in 2024 (D)	12	22
Reinstatement rate from parental leave in 2024 (D/C)	80.0%	75.86%
No. of people who were reinstated from parental leave in 2023 (E)	12	31
No. of people who were reinstated for one year in 2023 (F)	7	18
Retention rate after parental leave in 2024 (F/E)	58.33%	25.81%

Note: Number of employees who have applied for maternity or paternity leave between 2023 and 2024.



4.4.4 Recreational and Exercise Equipment

Recreational facilities at WNC's Taiwan sites include recreation centers, aerobics rooms and reading rooms. The recreation centers have a variety of exercise and fitness equipment. Employees are encouraged to use these centers during their lunch breaks and after work-hours. Showers and changing rooms are available for employees to freshen up in. The aerobics rooms are used for both aerobics classes and department group activities. Twelve visually impaired massage therapists, all of whom are full-time employees of WNC, are on the payroll to provide free massage service during evenings every Monday to Thursday evenings to help employees relieve stress and reduce pain. The spacious reading rooms provide a wealth of magazines, books and newspapers for employees to enjoy. The Sunshine Corridor on the 1st floor of WNC Headquarters, the Arts and Cultural Center on the B1 floor of the S1 site, and the Art Corridor on the 7th floor of the S3 site display photos taken at WNC's internal events. A complete and multifunctional living center named Qi Yuan is provided at employee dormitories in the Kunshan sites in China. In addition to catering services and a supermarket, there are other recreational facilities. A badminton court, basketball court, table tennis room, and snooker parlor are also offered onsite in China. To enrich employees' off-duty life and promote interaction and communication among employees, the Kunshan operating location in China has set up a leisure and entertainment space for employees to use in Qi Yuan, which is equipped with sofas, TVs, projectors, stages, KTV and other equipment can accommodate 150 people at the same time. The Vietnam site offers catering services and sports equipment (table tennis room and treadmills) .



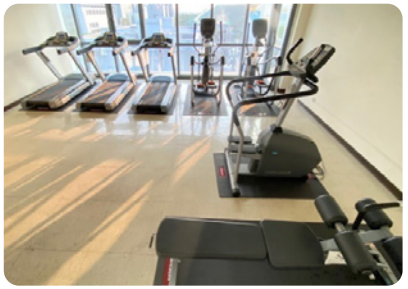
▲ WNC Headquarters Recreation Center



▲ WNC Headquarters Aerobics Room



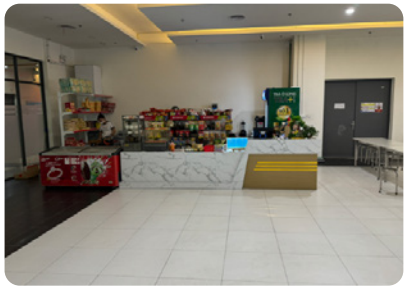
▲ S1 site Recreation Center



▲ Recreational facilities at the S3 site



▲ Grocery store at one of WNC's China sites



▲ Catering service at the Vietnam site

4.4.5 Activities and Welfare

WNC focuses on caring for the bodies and minds of employees and improving their quality of life by formulating annual employee activities and welfare plans. The company organizes seasonal events and encourages employees to participate in these events. Event themes range from art, food to healthcare. Activities held in 2024 include themed summer activities, a WNC Book Festival, a Family Day, and an Organic Foods Festival.

Summer Activities

In the summer, WNC organized a series of themed events across its sites, including a WNC Music Event and the Super Summer and Summer Fun Party events. These events featured karaoke booths and Taiko no Tatsujin music game machines, offering an immersive experience. Exploration type activities and dance contests were also held at the events, which helped foster engagement and camaraderie between employees. Participating employees gave the events an impressive overall feedback score of 4.2 out of 5.





Family Day

The 2024 WNC Family Day featured performances by international singers, cuisine from many different regions around the world, age-friendly activities, a pet area, and shows performed by people from social welfare organizations. Through this event, WNC employees as well as their family and friends were able to enjoy a day filled with sunshine, green spaces and laughter. In addition, WNC invited around 120 students that the company has long sponsored to the event. These included students from Tunan Elementary School and Siang Bi Elementary School, children from the Hsinchu and Miaoli family support centers, as well as student volunteers from National Tsing Hua University, National Cheng Kung University, and National Yang Ming Chiao Tung University.

Enjoying Life Via Art

By holding a range of cultural and artistic activities, the company hopes to enrich the lives of employees.

Online Library

The WNC Online Library provides ten different types of books for employees to read. The company buys new books every quarter and holds book fairs. From the beginning to the end of 2024, the number of employees using the online library has nearly quadrupled. Demand for books about finance and parent-child relationships is on the rise, and books on learning languages are also very popular.

To cultivate employees' cultural literacy and global perspectives, a quarter of the new books added to the WNC Online Library in 2024 were not in Chinese.

The 2024 WNC Book Festival embodied the spirit of diversity, equity, and inclusion (DEI) . The festival featured both physical and online book exhibitions along with lectures featuring speakers from different countries who shared their travel stories and experiences with different cultures. Some speakers at these lectures included Uğur Rıfat Karlova, who shared his life experiences in Taiwan, and Pei-Tzu Lee, who gave a talk titled "Buen Camino ! Top 4+1 Routes of the Camino de Santiago," offering insights on her experiences hiking the Camino de Santiago routes. A total of 282 employees participated in the activities held at the 2024 WNC Book Festival.



▲ WNC Online Library



▲ Participants of a lecture at the WNC Book Festival

Employee Welfare Committee

WNC has established Employee Welfare Committees at its Taiwan sites in compliance with the Employee Welfare Fund Act. The annual employee welfare budget is derived from company revenue and employee welfare funds. Employee representatives elected by employees work with management teams to allocate funds. Gift certificates given to employees for Chinese New Year, Labor Day, and Mid-Autumn Festival are now provided in electronic form. In addition, gifts given to employees for the holidays are selected via employee vote, with voting rates reaching 58%.

WNC respects employees' freedom of association and encourages employees to develop their personal interests and talents in club activities. Employee clubs hold regular meetings and organize a variety of events. In 2024, WNC organized a club fair to showcase the achievements of the employee clubs. The fair featured interactive activities to encourage employees to boost engagement and allow employees to get a better understanding of the clubs. The employee clubs at WNC include sports clubs such as the basketball and badminton clubs as well as newer clubs like the board game club. Clubs like the dance club and the diving club have a number of members from different countries, highlighting WNC's commitment to openness, diversity, and cultural integration.



▲ Members of the dance club at the 2024 Club Fair



▲ The diving club's stand at the 2024 Club Fair



▲ Softball club event



▲ Hiking club event



▲ Road running club event



▲ Basketball club event

DIY Classes

In 2024, free monthly DIY classes were held in Taiwan sites. As of the end of 2024, 31 DIY classes have been organized, including environmentally friendly dyeing of cloth bags and projects on making key chains, potted plants, plates, trivets, and Gundam models. A total of 1,625 employees participated in these classes.

Exercise Courses

Yoga, aerobics, rhythmic balance, aerobics, MV dancing, Zumba, body sculpting and other exercise courses are offered at WNC's Taiwan sites every quarter. In 2024, a total of 55 courses were organized, with 880 participants.



4.4.6 Green Marketplace

Certified as Eco-Friendly Restauran

Taiwan Corporate Sustainability Awards Corporate ESG Performance Awards - Social Inclusion Leadership Award

Green Restaurant Guide Pioneer Enterprises in Green Dining Award

At the end of 2013, WNC launched a clean food movement, becoming the 1st large-scale enterprise in Hsinchu Science Park to use 100% organic vegetables in its employee cafeterias. Caterers also reduce excessive processing and over-seasoning. Special activities such as healthy meals and green diet are occasionally held. In December 2022, WNC became the first large-scale enterprise to provide guidance for the use of green foods as part of the "Green Foods Promotion". In 2022, cafeterias for WNC employees were transformed and positioned as "Green Marketplaces", with four major initiatives: regular safety and health inspections, selecting of certified high-quality products, promoting green consumption and practicing environmental sustainability.

In 2023, WNC received certification from the Environmental Protection Administration as an Environmental-friendly Restaurant and recognition from the Green Dining Guide (GDG) as a Pioneer Enterprise in the Green Dining Award. In 2024, WNC's cafeterias became the first corporate cafeterias in Taiwan to receive two stars in the "Food Made Good" program by the Sustainable Restaurant Association of the UK, making them the first corporate cafeterias in Taiwan to receive international sustainability certification. WNC will continue to work with its employees and suppliers to promote a culture of sustainable dining. By leveraging its social influence, WNC aims to unite industry partners in implementing sustainable development measures for the environment, land, producers, and consumers.

Organic Foods Festival

WNC's Green Marketplace sold limited-time eco-bento boxes in September 2024. This allows employees to enjoy menu selections made with organic and eco-friendly ingredients. During the first week of launch, 120 eco-bento boxes were sold, and on three days of the week the bento boxes sold out, showing employees' strong support for organic and eco-friendly cuisine. In addition, in response to Taiwan's local Golden Autumn Earth Day, WNC's Green Marketplaces held an Organic Foods Festival in collaboration with the Tri-small Market at three sites in Taiwan during October. This included a lecture on green dining, agricultural creative markets, DIY cuisine sessions, and a series of green dining activities. It allowed employees to taste local ingredients, explore Taiwanese culture, and delve into the most down-to-earth and close-to-the-land culinary traditions.

We invited food and travel journalist Chen Chi-dong to be the speaker at the lecture on green dining. He guided employees through a culinary journey across Taiwan's food map, uncovering fascinating local stories behind regional delicacies. For the DIY cuisine sessions, people knowledgeable on local cuisine taught employees how to make traditional dishes like hand-made tofu pudding as well as the many ways locally grown cacao beans can be used. WNC also organized pop-up farmers' markets at its sites, allowing employees to get a taste of specialty agricultural products as well as traditional Taiwanese dishes and snacks. Employees were also able to talk with farmers to learn more about food and agriculture. The total sale revenue at these farmers' markets amounted to NT$204,225—a 55% increase compared to 2023. Through a series of activities, we aim to assist colleagues in enhancing their awareness of green dining and their ability to make eco-friendly food choices, both in theory and practice.



▲ Agricultural creative markets


▲ DIY cuisine sessions


▲ Lecture on green dining



▲ Received two stars in the "Food Made Good" program by the Sustainable Restaurant Association of the UK

Good Food Movement



Social
Share healthy diet tips with all employees

Mutual Prosperity and Growth

Economic
Organic foods from independent farmers

Green Economy

Environment
Share healthy diet tips with all employees.

- Support independent farmers with business opportunities and inject new life into the agricultural community
- Create win-win business models with other social enterprises
- More diverse meal options offered by on-site food-service vendors
- Actively educate for healthy eating

2014	WNC cooperated with "Buy NearBy", a social enterprise, to promote the Good Food Movement and Healthy Thursday and Friday programs.
2015	From July, expanded Healthy Thursday and Friday to every day and expanded cooperation with small-scale farmers to diversify food ingredients.
2018	Won first prize in the "Social Innovation Products and Services Procurement Award" of the Ministry of Economic Affairs.
2019	Became the first large-scale enterprise in Hsinchu Science Park to fully digitize employee gift vouchers.
2020	From July, employees at WNC's headquarters can order and receive organic vegetables through 7-Eleven and employees at S1 and S2 can purchase organic vegetables at their factory's marketplace.
2021	WNC gave a commemorative jacket made of 100% PET bottle eco-friendly material to all employees for its 25th anniversary. In the same year the company received the Social Innovation Product and Service Procurement Incentive Award from the Ministry of Economic Affairs.
2022	• Signed the Green Initiative, joined the Green Dining Guide (GDG) , and began disclosing the sources of all food ingredients. • All employee holiday gifts are brands or products based on sustainable concepts. • Recruited Sustainability Cadets to commit to implementing the concept of sustainability in daily life and supporting the company's ESG activities. • In November, Taiwan sites held the "Live a Greener Life" event, in which sustainable actions that colleagues can take in their daily lives were promoted through interactive games.
2023	• Certified as Eco-Friendly Restaurant. Reduced input and aimed at meeting international sustainable food standards. • Invite all vendors of the market place to sign the Supplier Commitment to Sustainability Declaration. • Applied for the Green Restaurant Guide's LEAF restaurant certification to align with the British Sustainable Food Restaurant Association (SRA) international sustainable food standards. • In response to the late October Earth Day, the four Taiwan sites held an Organic Foods Festival. • WNC honored with the Pioneer Enterprises in Green Dining Award from the Green Dining Guide (GDG) .
2024	Received two stars in the "Food Made Good" program by the Sustainable Restaurant Association of the UK.



Number of employees using environmentally-friendly tableware increased significantly



Improve the healthy eating habits of employees, while effectively controlling the amount of food waste.



Motivate employees and caterers to build a healthy food culture

4.5 Occupational Safety and Health

4.5.1 Occupational Safety and Health Management

WNC Occupational Safety and Health Policy

- WNC Occupational Safety and Health Policy This policy is established in collaboration with worker representatives and has been reviewed and approved by the relevant top-tier managers as well as the President & CEO. It aims to protect the safety and health of all personnel within its scope and to prevent occupational accidents from occurring.
- Create a healthy and safe work environment for employees, contractors, visitors, partners and other personnel.
- Comply with international standards, local laws and other regulations in signed agreements related to occupational safety and health.
- Establish and maintain an ISO 45001 occupational safety and health management system, regularly conduct risk identification and formulate concrete short-, mid-, and long-term goals and action plans to achieve the goal of zero incidents.
- Implement workplace health management systems and educate employees on how to prevent occupational injuries and illness. Adopt a "zero tolerance" principle towards workplace harassment, especially sexual harassment.
- Provide employees with appropriate training courses, communication channels and participation mechanisms to reinforce occupational safety and health performance awareness and accountability while optimizing communications and cooperation with all stakeholders.

Occupational Safety and Health Committee

An Occupational Safety and Health Committee has been established for Taiwan sites in accordance with the Occupational Safety and Health Act. Committee meetings are held quarterly to review implementation results with the President & CEO as well as worker representatives. The committee members serve a two-year term. Eighteen of the members are drawn from worker representatives, representing over 1 / 3 of the committee members. The Committee actively incorporates suggestions from worker representatives into risk assessments, improvement actions, and the formulation and implementation of training programs. It continuously reviews work processes and management systems, strengthening preventive measures to enhance the effectiveness of occupational safety and health management. The occupational health and safety issues are also incorporated into the social working group under the Board’ s functional committee—the Sustainability Development Committee—with regular quarterly progress reports. The communicated items and resolutions of the Occupational Safety and Health Committee in 2024 covered the following key topics: the development of response measures for food safety incidents reported in the news, emergency response plans made in response to the earthquake on April 3, 2024, and explanations regarding changes to the Occupational Safety and Health Policy. WNC holds an annual organization consultation meeting to communicate and promote occupational accident prevention to construction contractors. In 2024, a total of 220 contractors participated.

Production safety committees established for China sites hold monthly production safety management meetings. Department-level managers from various units, labor union representatives, and three worker representatives (accounting for about 15% of meeting attendees) attend the meetings to discuss occupational safety and health management issues. In addition, each unit assigns an employee to serve as its safety officer, and these employees participate in safety officer training courses approved by related government agencies and acquire safety officer certification. This ensures that safety officers have the required skills and knowledge in occupational safety and health.

A Labor Health and Safety Committee is set up at WNC's Vietnam site, and a labor safety and health meeting is convened quarterly and attended by 23 labor representatives from each unit, all of whom are union committee members. Nine of the aforementioned labor representatives are from occupational safety and health management units, accounting for 39.1% of all labor representatives. This ensures that these representatives have the required amount of expertise in occupational safety and health management.

Occupational Safety and Health Management System

WNC headquarters and main manufacturing sites have introduced the ISO 45001 occupational safety and health management system, the scope of which covers all WNC employees, and passed third-party verification with regards to this. We regularly review operation of the occupational safety and health system to prevent occupational diseases and injuries and promote the physical and mental health of colleagues. In 2024, no major occupational accidents occurred at any sites.

The number of nonconformities found in WNC sites during the 2024 internal audit and corresponding explanations are as follows:

Region	Irregularities	Description
Taiwan	22	Mainly concerning chemicals management, electrical and fire safety, health management, hazard identification, and automated checks. Improvements already completed.
China	2	Mainly concerning chemicals management and occupational health and safety. Improvements already completed.
Vietnam	4	Mainly concerning chemicals management and electrical and fire safety. Improvements already completed.

Risk Identification

To continuously improve WNC's occupational safety and health risk management, WNC has established a hazard identification and risk assessment management procedure. This procedure systematically identifies hazards and lists them in six categories: physical, chemical, ergonomic, biological, psychosocial, and other safety and health risks. Tasks relating to hazard identification and risk assessment are carried out by EHS officers, all of whom have completed training courses on ISO 45001 and ISO 14001 internal auditing to enhance their risk identification and management capabilities. Every unit at WNC conducts risk identification, evaluates risk levels through matrix analysis (likelihood, severity, frequency) , proposes corresponding control measures and objectives for high-risk operations, and conducts monthly tracking in the following situations: when there are changes in operations, technologies, engineering, operations / design specifications; when injury events with more than one day of incapacity occur; when there are repeated occurrences of false alarm incidents; and when hidden danger reports occur.

Risk Identification Process

Hazard identification
The responsible department conducts an inventory of activities, products, services, etc. within its control that may cause personal injury, property damage, environmental impact, or regulatory violations.

Risk assessment
Risk level is evaluated through matrix analysis of operations exposure frequency, probability of occurrence, and severity of consequences.

Control measures
Improvement plans are proposed for improvement items that eliminate hazards or reduce occupational safety and health risks within a department, meaning the objective of continuous risk reduction has been achieved.

Review of effectiveness
Identify residual risks after control measures are in place, conduct monitoring and measurement to ensure the effectiveness of controls.

The mid- to high-risk items and corresponding improvement measures for the S1 site in Hsinchu are listed below.

Risk / Hazard Category	Improvement measures
Physical hazards	• Minimize crush injury hazards on fixtures • Strengthen ceiling structures
Chemical hazards	• Improve inspection and review procedures for chemicals entering WNC sites • Implement online review system for new chemicals

Incident Investigation

In Taiwan, to fully understand the process by which near misses, abnormalities, injuries, and major accidents occur and to prevent their reoccurrence, the company performs accident investigation and analysis in accordance with an Accident Investigation Management Procedure and has formulated measures to prevent the re-occurrence of incidents. Inspection is conducted across all sites. At the same time, the 5 Why technique, FMEA (Failure Mode and Effect Analysis) and domino analysis methods are used to conduct a more in-depth review and discussion of the real causes of accidents and improve processes and safety standards and standardize specifications, as well as strengthen fool-proofing mechanisms.

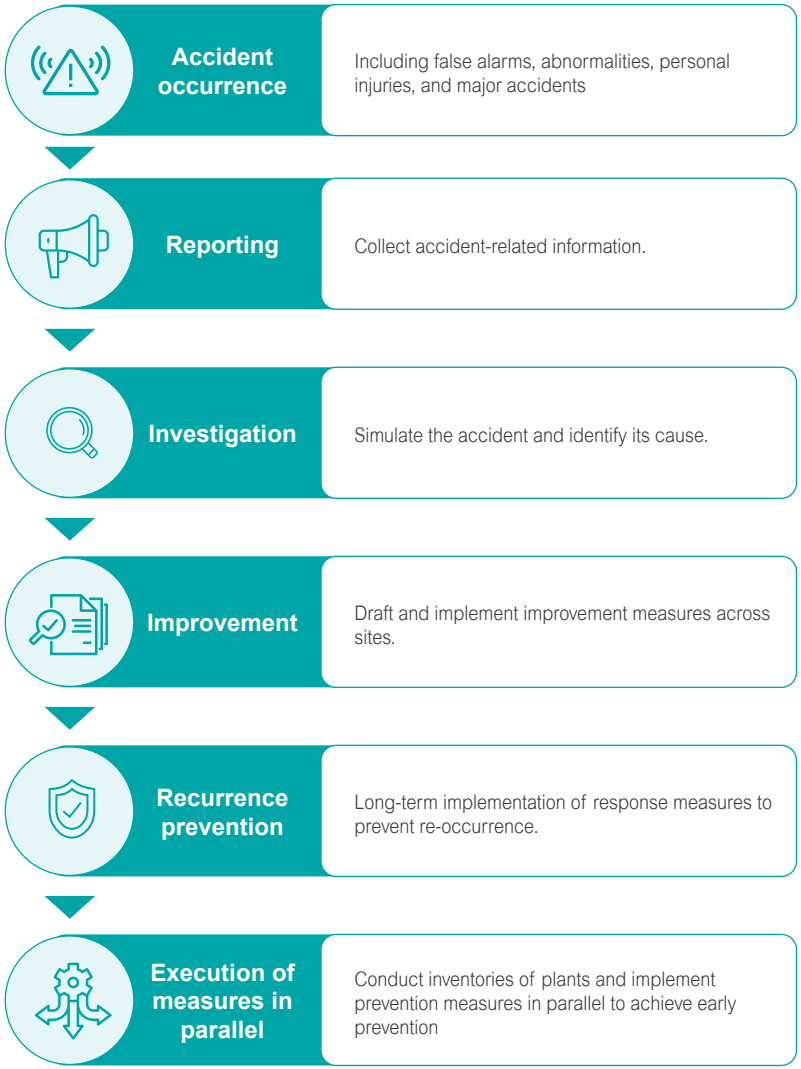
To enhance accident investigation efficiency, explore root causes, and prevent recurrence, an accident investigation approval system has been implemented. The system for Taiwan sites was established in 2022, and the e-flow system on incident (including injuries, abnormalities, and false alarms) investigation became operational in 2023. The system was expanded to WNC's sites in China and Vietnam in 2024.

In 2024, a total of 22 false alarm incidents were recorded, primarily caused by equipment malfunctions and human error. In response, WNC has replaced faulty equipment and improved communication and maintenance procedures.

Site	No. of false alarm incidents	Content	Cause	Improvement measures
WNC Headquarters	2	Smoke detector false alarm	An old smoke detector malfunctioned, causing a false alarm	• Replaced malfunctioning smoke detector • Replaced all smoke detectors that have been in use for the same amount of time as the malfunctioning detector
S1 site	20	Smoke detector false alarm	Issues with the installation and maintenance of the smoke detector led to the false alarm	• Provide training to relevant personnel • Adjust maintenance methods • Assess possibility of purchasing new cleaning equipment

Note: False alarm statistics include incidents at WNC headquarters, the S1 and S3 sites, China sites and the Vietnam site. There were no false alarm incidents at the S3 site or at sites in China and Vietnam in 2024.

Accident investigation process



Occupational Injury Statistics

In 2024, all eight occupational injuries resulting in disability at WNC's sites were caused by physical hazards, and there were no disabling injuries reported among non-employees, nor incidents resulting in permanent disability or death due to occupational injuries. Each incident has been investigated and analyzed. Responsible units have developed appropriate improvement and preventive measures in response to the increase in the number of employees and the changing environment to reduce operational risks for workers.

Recordable occupational injuries of WNC employees in 2024

Category	Number	Proportion compared to total injuries	Cause	Improvement strategy
Falls and collisions	1	12.50%	Accidental fall at company event	• Case study publicizing • Addition of safety measures
Flying and falling objects	1	12.50%	Insufficient safety measures	• Environment improvement; addition of safety measures • Case study publication
Injuries due to being struck-by, caught-in/ between, crushed, or cut by machinery	5	62.50%	Employees lack safety awareness; insufficient safeguards for equipment	• Equipment improvement; addition of safety measures • Case study publicizing • SOP formulation / optimization • Equipment fundamental safety improvement
Injuries due to improper movement	1	12.50%	Employees lack safety awareness	• Case study publication • SOP formulation / optimization

WNC employees occupational injury statistics in the recent four years

Item	2021	2022	2023	2024
Total working hours[Note1]	21,262,912	23,969,608	23,162,848	21,624,512
Number of recordable occupational injuries[Note2] (Lost Time Injury, LTI)	39	17	25	8
Recordable occupational injuries[Note3] (Lost Time Injury Frequency Rate, LTIFR)	1.83	0.71	1.08	0.37
Number of serious occupational injuries[Note4]	0	0	0	0
Percentage of serious occupational injuries[Note5]	0.00	0.00	0.00	0.00
Total disability injury lost days	331	166	348	114
Severe disability injury severity rate (S.R.) [Note6]	15.57	6.93	15.03	5.27

Occupational injury statistics of non-WNC employees in the recent four years

Subject	Item	2021	2022	2023	2024
Contractor personnel	Total working hours[Note 1]	36,744.00	391,159.00	1,017,560.00	474,184.85
	Number of recordable occupational injuries[Note 2] (Lost Time Injury, LTI)	0	0	0	0
	Recordable occupational injuries[Note 3] (Lost Time Injury Frequency Rate, LTIFR)	0.00	0.00	0.00	0.00
	Number of serious occupational injuries[Note 4]	0	0	0	0
	Percentage of serious occupational injuries[Note 5]	0.00	0.00	0.00	0.00
On-site Personnel	Total working hours[Note 1]	969,735.00	781,344.00	940,096.00	1,239,780.00
	Number of recordable occupational injuries[Note 2] (Lost Time Injury, LTI)	0	0	0	0
	Recordable occupational injuries[Note 3] (Lost Time Injury Frequency Rate, LTIFR)	0.00	0.00	0.00	0.00
	Number of serious occupational injuries[Note 4]	0	0	0	0
	Percentage of serious occupational injuries[Note 5]	0.00	0.00	0.00	0.00
Dispatch employees	Total working hours[Note 1]	272,135.00	1,114,200.00	242,744.00	55,456.00
	Number of recordable occupational injuries[Note 2] (Lost Time Injury, LTI)	2	0	0	0
	Recordable occupational injuries[Note 3] (Lost Time Injury Frequency Rate, LTIFR)	7.35	0.00	0.00	0.00
	Number of serious occupational injuries[Note 4]	0	0	0	0
	Percentage of serious occupational injuries[Note 5]	0.00	0.00	0.00	0.00

Note 1: Total work hours = Number of employees in the category at year end x total number of working days x work hours per day
Note 2: WNC records occupational injuries using the definition of Lost Time Injuries (LTI), referring to cases where the injured employee is unable to continue normal work, resulting in more than one day of lost working time.
Note 3: WNC records the occupational injury rate using the definition of Lost Time Injury Frequency Rate (LTIFR), calculated as: Number of lost time injury cases / Total working hours × 1,000,000.
Note 4: Number of serious occupational injuries: Injuries resulting in death or causing workers to be unable or have difficulty in returning to their pre-injury health status within six months are considered occupational injuries
Note 5: Rate of serious occupational injury = number of serious occupational injuries (excluding fatalities) / hours worked x 1,000,000
Note 6: Severe Disability Injury Severity Rate (S.R) = total disability injury lost days / total working hours x 1,000,000

Occupational Disease Prevention

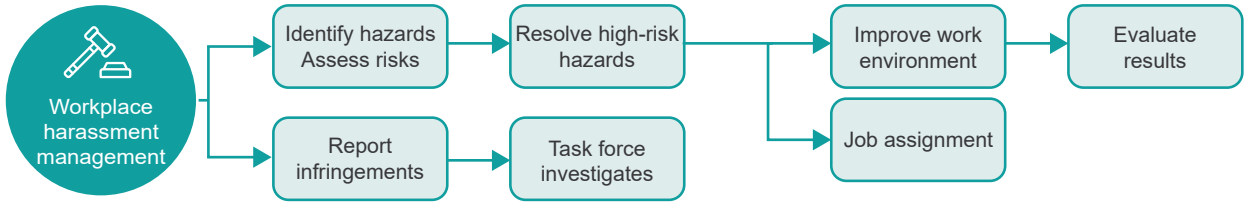
WNC has established regulations to prevent human-induced hazards, excessive workloads and workplace misconduct, and maternity protection. Through hazard identification, risk assessment, and job observation, measures have been taken to identify high-risk groups, prevent occupational diseases among these groups through workplace improvements, appropriate work allocation, and consultations with the company physicians. This includes establishing operational standards for hearing protection and respiratory protection, regularly conducting courses and seminars, and conducting workplace environment visits and process improvements by facility nurses, company physicians, industrial safety personnel, and managers of related units. In 2024, WNC's Taiwan sites started assessing the ergonomic hazard risks of new manufacturing processes and equipment while they were being introduced, giving relevant personnel more time to formulate measures to reduce the occurrence of musculoskeletal injuries. Additionally, a total of 32 employees that need to wear respiratory protective equipment during work underwent consultations with company physicians as well as physiological assessments.

WNC employees occupational injury statistics in 2024

Item	Taiwan		China		Vietnam	
	Male	Female	Male	Female	Male	Female
Recorded cases of occupational injuries	0	0	0	0	0	0
Deaths caused by occupational injuries	0	0	0	0	0	0
Occupational disease rate (ODR)[Note1]	0	0	0	0	0	0
Occupational disease mortality rate[Note2]	0	0	0	0	0	0

Note 1: Occupational Disease Rate (ODR) = Number of Occupational Disease Cases / Total Working Hours x 1,000,000
Note 2: Occupational Disease Mortality Rate: Number of Deaths Caused by Occupational Injuries / Total Working Hours x 1,000,000

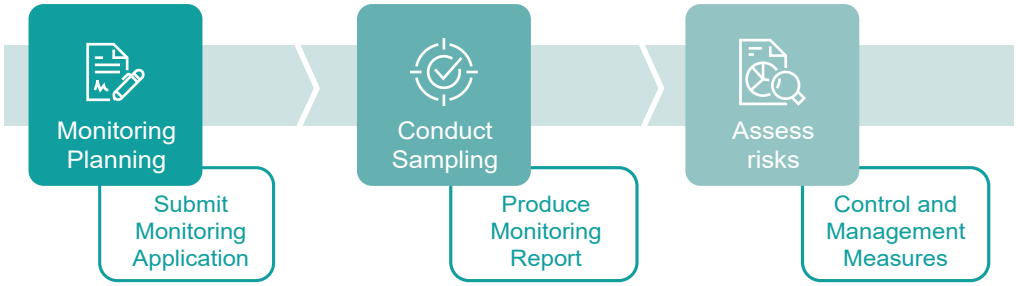
Measures for Occupational Disease Prevention and Management at WNC

Item	Investigation Flow	Management Measures	
Prevention of human-induced hazards	Screen risk groups -> Develop and distribute questionnaire -> Compile and analyze questionnaire results -> Observe operations -> Consult company physician	Investigate and identify improvement targets	Conduct investigation via the Nordic Musculoskeletal Questionnaire (NMQ) .
		Analyze operations and assess risks	The industrial safety unit determines if there are human-induced hazards associated with specific tasks via investigations (interviews) and observations. The facility nurses arrange interviews between employees and on-site health service physicians, who determine if they are work-related or other factors, and provide guidance and support based on the identified symptoms.
		Develop and execute improvement plans	An assessment team comprising industrial safety units, company nurses, supervisors from relevant departments, and industrial engineering teams formulate feasible improvement plans.
		Implementation results in 2024	No related incidents were found after investigation
Prevention of excessive workload	Screen risk groups -> Develop and distribute questionnaire -> Assess workload -> Consult company physician	Identify and evaluate high risk employees.	Conduct surveys on employees with abnormal workloads regarding their work patterns, risk factors in the work environment and personal risk factors (e.g., gender, age, smoking or not, total cholesterol, family health history, lifestyle, personal history of cardiovascular disease, etc.) based on the Abnormal Workload Hazard Assessment Form to identify high-risk personnel. Individuals classified as having a high level of risk are selected by on-site health service physicians for health interviews, which include health guidance, health promotion activities, and other recommendations.
		Implementation results in 2024	No related incidents were found after investigation
Workplace harassment	Identify hazards and assess risks by filling out the workplace harassment prevention identification and risk assessment form, and implement improvement controls and evaluate implementation results. For more information on the prevention of workplace harassment, refer to Chapter 4.1.2 Human Rights Management in this report for more details.		
Maternity protection	Visit the working environment of employees during pregnancy or after childbirth, and provide consultations from on-site physicians, and provide health education before, during and after pregnancy.	Conduct hazard identification and risk assessment management procedures for employees who are pregnant / have recently given birth / are breastfeeding to assess workplace health and safety hazards. Proactively inform colleagues of any identified health and safety hazards, minimize or remove such hazards, and adjust colleagues' work if necessary.	
		Implementation results in 2024: No related incidents were found after investigation	

Work Environment Monitoring

In accordance with the Implementation Measures for Labor Working Environment Monitoring, Taiwan sites implement working environment monitoring every six months, and in response to new regulations, promote a respiratory protection plan and fit test of respiratory protective equipment. This ensures the appropriateness of colleagues' working environments and protective equipment. If a non-conforming item is found, WNC executes corrective measures accordingly. In addition, carbon dioxide monitoring systems are also installed in offices to ensure that the working environment maintains good air quality. To prioritize employees' health, we have implemented environmental monitoring in the Taipei office, ensuring that chemical concentrations in the environment remain below the permissible exposure limits. In 2024, monitoring results for chemical hazards, physical hazards, substances with permissible exposure limits, environmental changes, and employee-reported concerns all fell within normal ranges.

Work Environment Monitoring Flow in WNC's Taiwan Sites

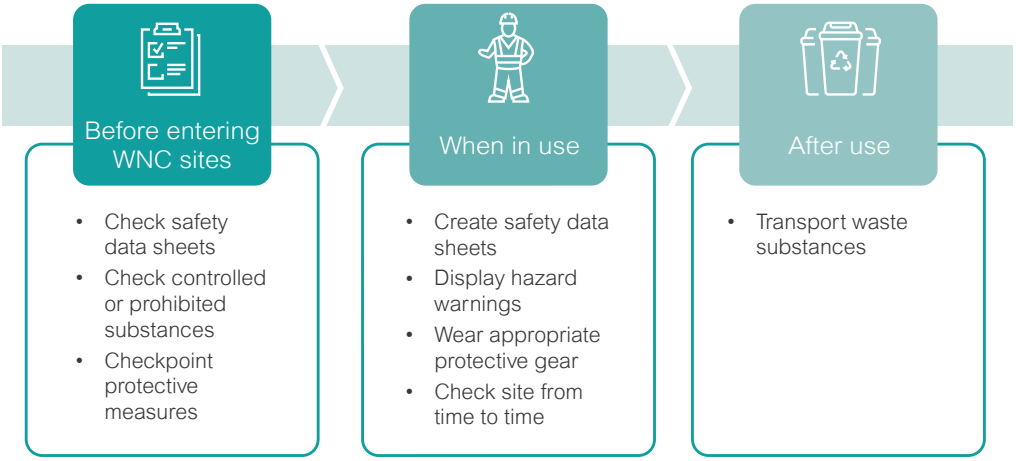


Worker safety at WNC sites in China complies with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases and the Law of the People's Republic of China on Air Pollution Prevention and Control. Environmental and hazardous-substance monitoring is carried out in the workplace once a year. In Vietnam, labor safety related maintenance is conducted in accordance with regulations including the Labor Health and Safety Law. Workplace hazardous substances monitoring is conducted once and environment monitoring is conducted four times a year.

Chemical Management

To avoid misuse of listed or banned chemical substances an online review system for chemicals was introduced in Taiwan sites. The system enables rapid review of risks associated with new chemicals. Chemicals will be classified according to their hazard levels for approval, and the system will be integrated with other systems to strengthen source control. Additionally, real-time notification emails will be sent to relevant personnel to enhance the efficiency of the review process. The new system was launched in WNC's sites in Taiwan in April 2023. In 2024, the second phase of system optimization was carried out, including enhancing user interfaces, supporting bulk data uploads to improve operational efficiency, and adding deadline reminders to ensure timely information and regulatory compliance. Additional chemical composition information was incorporated to facilitate quick checks for regulatory relevance or customer concerns, thus avoiding the use of high-risk chemicals while implementing source management. The system was introduced at WNC sites in China and Vietnam in 2024.

WNC's Chemical Substances Management Process



Emergency Response

To improve employees' ability to respond to emergencies, emergency response teams have been established and a plant-wide evacuation drill is held every year. In 2024, to assist relevant personnel in familiarizing themselves with their roles and responsibilities within the emergency response team, the President & CEO served as the commander at WNC headquarters, while plant managers served as commanders at their respective sites. This approach improved the operational proficiency and enhanced crisis management and emergency response capabilities of relevant personnel. The HQ and the S1 plant have added war game simulations to their drill planning. The development and consequences of disasters are evaluated via drills. In response to the nationwide earthquake on April 3, 2024, a safety officer backup mechanism and lightweight emergency equipment were introduced to enhance flexibility in large-scale disaster response operations. The drill planning at the S3 plant assesses the on-site self-defense firefighting team's response capabilities during real chemical disasters and fires, simulating the development of disasters and conducting disaster relief exercises. A total of five plant-wide evacuation drills were held during day and night shifts of Taiwan sites. In addition to holding firefighters' firefighting skills and disaster prevention safety drills monthly in Kunshan sites, in 2024, Wistron NeWeb (Kunshan) , WNC Kunshan and WebCom (Kunshan) held a total of 12 site-wide fire evacuation drills for day shifts and night shifts. WebCom (Nanjing) held one fire-fighting evacuation drill for the entire site. The Vietnam site held two plant-wide evacuation drills.

Disaster Reduction Plan in WNC's Taiwan Sites in 2024

Enhance Safety Culture

- Safety declaration by supervisors
- Workplace safety promotion activities
- Hazard reduction and self-prevention proposals
- Lectures on workplace and traffic safety
- Electricity Safety

Optimize Safety Management

- Ventilation safety standards
- Online equipment safety specs acceptance
- Integrate purchasing processes, implement change management and safety acceptance procedures
- Source management for equipment purchasing
- High-temperature high-risk remote monitoring
- Lithium battery damage prevention and control
- Machinery Failure Mode and Effects Analysis
- Hook-up and disassembly inspection

Strengthen Operations Safety

- Fixture / equipment safety improvement
- Equipment safety inspections
- High-temperature high-risk remote monitoring
- ASRS and customer-supplied equipment safety inspections
- Burn in room safety mechanism interlock detection
- New line area illumination detection
- Equipment acceptance safety inspection mechanism, including factory acceptance and on-site acceptance

Implement Digitalization Projects

- Online incident reporting form
- Online new chemicals review system
- WNC contractor online evaluation system optimization
- Equipment safety acceptance system optimization
- Digitization of global ESH / ESG indicators
- Global evacuation roll call system optimization

2024 Disaster Reduction Plan for HQ, S1 and S3



▲ Lecture on electricity safety at HQ



▲ Lecture on electricity safety at HQ



▲ Safety and health training course for managers at S3



▲ Firefighting training for employees at S3

Occupational Safety and Health Training

Pursuant to occupational safety and health measures, WNC holds educational and training courses to enhance employees' awareness and skills related to occupational safety and health and boost their ability to predict hazards. WNC Taiwan sites provide a 3-hour general safety and health training course to new employees upon their entry. Additionally, regular training sessions are conducted for current employees each year to emphasize safety awareness and reduce the risk of accidents. In 2024, a total of 6,199 participants attended the courses, accumulating a total of 8,420 training hours.

2024 Occupational Safety and Health Training

	Course title	Course Objective	Course Content	Trainer
Basic Courses	Basic Safety Training for All Employees	To enhance necessary safety knowledge and skills for employees and reduce the occurrence of incidents.	Production line basic safety training and laboratory safety and health regulations	Industrial safety unit
	Safe Driving Training	Improve the safe driving abilities of employees to reduce the occurrence of traffic accidents.	Case sharing and accident handling analysis	Hsinchu City Traffic Police Brigade Captain
Advanced Courses	Accident Investigation Training	Improve the investigator's ability to discover the truth, and formulate effective accident prevention plans to prevent reoccurrences of accidents.	Share case studies and explain accident investigations, information collection, and improvements and focus on investigation techniques (such as fishbone diagrams and 5 Why analysis) , to explore root causes and prevent recurrence. Group exercises are conducted.	Former leader of the Northern Labor Inspection Office Internal QA expert
	Discussion on abnormalities, injuries and accidents across all sites	Through accident research, we propose preventive and improvement countermeasures to reduce abnormal events and accidents in our plants around the world.	Case sharing to discuss prevention and improvement strategies	Industrial safety units of all sites
	Machinery Failure Mode and Effects Analysis (MFMEA)	When designing and procuring equipment, conduct risk assessment at the source for accident prevention.	Identify risks through process analysis and evaluate preventive measures to prevent occupational accidents from occurring.	External technical consultant
Professional Courses	Respiratory Protection	Enable colleagues to understand the use and management of respiratory protective equipment.	When and how to use respiratory protective equipment; conduct annual fit testing to ensure that the respiratory protective equipment is suitable for the user.	Industrial safety unit
	Hearing Protection	Show how to properly wear protective equipment to reduce the impact of noise on hearing.	The importance of hearing protection in relation to internal noise operations and regular health check-ups; how to properly wear hearing protection devices.	Industrial Safety Unit and nurses
	Mechanical Equipment Safety Circuit	Understand international safety standards, improve equipment safety and reliability through risk assessment and safety circuits and component design, while reducing hidden costs in the future.	International safety regulations, risk assessment, and safety circuit practice.	External technical consultant
	Electricity Safety	During equipment introduction, wiring and operation stages, electrical load is managed to avoid power outages that affect production and to ensure electrical safety.	Infrared thermal imager operation training	External technical consultant
	Supervisory Personnel Training	To strengthen the safety management of subcontractors by supervisory personnel and ensure that subcontractors comply with on-site safety regulations to prevent accidents.	Explain the internal regulations for subcontractors and the key points of supervision by supervisors.	External trainer

4.5.2 Equitable workplace

WNC continues to implement health care measures and health promotion activities to create a friendly and healthy workplace.



Professional Medical Services

WNC sites employ nurses with past clinical experience in internal medicine, surgery, obstetrics and gynecology, pediatrics, and intensive care medicine. The facility nurses compile analyses of employees' health issues, perform personal health hierarchical management, and plan annual health care and promotion activities accordingly to assist staff in enhancing their health awareness.

Data of full-time medical staff in WNC's sites in 2024

Medical personnel	Taiwan	China	Vietnam
Physician	2	0	0
Nurse	8	1	2
Total	10	1	2

Health management systems have been purchased at WNC sites in Taiwan to facilitate the recording and management of employees' health histories. Health grading management is divided into five grades from A to E according to the results of the inspection items. The higher the grade, the higher the health risk. Different management measures are provided at different levels, including regular tracking, security guard education, plant doctor consultation or outpatient and emergency re-examination. In 2024, 838 medical consultations were conducted by company physicians, and the tracking rate of employees with a health grade of E at the Taiwan, China and Vietnam sites reached 100%.

Health grading management

Grade	A No abnormalities	B Minor abnormalities	C Medical attention needed	D Noticeable abnormalities	E Significant abnormalities
Health Care Measures	No, only data archiving	Follow medical advice	(1) . Health education (2) Consultation (3) Health promotion activities	(1) Health guidance (2) Medical visits (3) Follow-up examination	Make a doctor's appointment
	Self-health management	Follow-up examination every 6 -12 months	Follow-up examination after 3 months	Follow-up examination within 3 months	Seek medical attention within 2 weeks

Employee Medical Examinations

WNC Taiwan cooperates with Country Hospital, Pojen General Hospital, National Taiwan University Hospital Hsinchu Branch, Hsinchu Science Park Clinic, Tainan / Madou Sin-Lau Hospital, and Tainan Municipal Hospital to conduct general / special medical examinations, general / special on-the-job health examinations and offers occupational medicine specialists' on-site health service. Annual health check-up attendance rates reach as high as 99%.

All new employees in WNC's sites in China are required to undergo general health examinations. In addition, according to the Occupational Disease Prevention Law of the People's Republic of China, employees with potential occupational disease hazards will also be provided with new, in-service and pre-employment occupational health examinations for special projects. All employees in the Vietnam operating location are required to undergo general health examinations on a regular basis every year. In addition, according to the Labor Law and Occupational Health and Safety Law, and announcement 14 / 2013 / TT-BYT by the Medical Department of Vietnam, employees with potential occupational disease hazards are also provided with semi-annual occupational health examinations for special projects.

Health Promotion Activities

In 2023, WNC implemented measures to improve its health examinations. In addition to holding employee health examinations at a higher frequency than what is legally required, new examination items have been added, including abdominal ultrasound, intraocular pressure, uric acid, glycated hemoglobin (blood sugar test) , and alpha-fetoprotein (liver cancer screening) . Analysis of employee health examination results revealed that the health risks for employees were mainly concentrated on indicators relating to metabolic syndrome, such as high blood pressure, high blood sugar, high cholesterol, and obesity. To help employees better manage their health, WNC launched the "Fight Metabolic Syndrome – Health Activities for You" health promotion program in 2024 based on recommendations from on-site physicians and medical specialists. The program included activities on understanding diabetes and reducing sugar intake, walking challenges, and promotion of blood pressure measurement. Lectures, interactive games, team challenges, individualized services, and the WNC Health Newsletter were integrated into these activities to boost engagement and help participants develop better health habits.

In addition, WNC has further implemented tracking and stratified management for employees at risk of abnormal blood sugar levels. Although the rate of abnormal fasting blood glucose has not shown significant changes compared to the past two years, data on glycated hemoglobin (HbA1c) reveals that one in every three employees may be at risk of developing diabetes in the future.

To strengthen prevention and effective intervention, WNC categorized HbA1c test results into three groups: normal, prediabetes, and diabetes. Employees in the "diabetes group" were identified as key individuals for follow-up and were offered one-on-one health consultations. Through personalized education and nutritional guidance provided by specialist physicians, employees were supported in establishing proper blood sugar control principles and healthy eating habits.

Over the four-month health promotion and management program, a total of 4,057 participations were recorded. According to feedback from the 2024 health examination results, up to 19% of the key individuals successfully reduced their HbA1c levels back to the prediabetes warning range. This indicates a significant improvement in employees' awareness of the health risks associated with diabetes and demonstrates tangible progress in slowing disease progression.

Preventive Care

Free quadrivalent influenza vaccination is provided every year for all employees at Taiwan sites (including on-site contractors) . In 2024, a total of 2,117 doses of influenza vaccines were given with a vaccination rate of 36%. Related expenditure totaled NT$1.4 million for influenza prevention work.

To enhance the health knowledge and skills of employees, a monthly Health Newsletter is released. This newsletter includes a variety of engaging content such as educational articles on protecting gut health, how to dress wounds, and the benefits of getting vaccine shots. Since its inception, the newsletter has received a feedback score of 4.7 and many positive comments.

Emergency Care System

WNC has established a 24-hour facility nurse-on-duty hotline, periodically reviews emergency care personnel deployment and training, and implements evacuation drills and training for sites. In addition, WNC regularly audits and replenishes medical supplies in first-aid kits across all departments to enhance emergency response capabilities. To improve the timeliness of emergency medical care, WNC's Taiwan sites have purchased Automated External Defibrillators (AEDs) . Designated personnel conduct semi-annual inspections and maintenance on AEDs to ensure that they are are functional and ready for use in critical situations. WNC headquarters has signed an emergency ambulance contract with the Hsinchu Science Park Clinic, so that emergency services can be provided immediately when necessary. Sites outside of Taiwan have also purchased additional first-aid equipment. For example, our sites in Vietnam and Nanjing, China have also purchased AEDs.



Mental Health Resources

On top of caring for employees' physical condition, WNC provides employees with required mental health education, care, and report mechanisms for injuries or sicknesses resulting from official duties or personal issues, including injury and illness follow-ups, recommendations for a reasonable number of rest days, evaluations for resumption of work or suitable work, and assistance for the resumption of work. WNC's Taiwan sites launched a digital employee assistance program, through which the company commissioned a counselling service provider to provide a variety of consultation and counselling services via a user-friendly app. Counselling services are conveniently offered through text, audio and video chats. Information shared during counselling sessions is kept strictly confidential to ensure that such information does not negatively impact on employees' working conditions or benefits. In the first stage of consultation colleagues' concerns are listened to for free and without time limits. In the second stage, professional consultants offer consultation services in five areas: psychology, career path, health education, legal, and insurance and finance. Each employee can enjoy three hours of free counseling per year.

As of the end of 2024, 11 people have used the first-stage free consultation hotline, and 100 people have used the second-stage individual interview service. In the second stage, there were 46 cases related to mental health issues, 44 cases were about legal issues, one case concerned careers, three on insurance and finance, and six on health education.







Food Safety Management

Management

- Formulation of kitchen safety and health management measures to specify management responsibilities for comprehensive control of food ingredients, food processing, tableware safety, food service vendor management, and environmental cleanliness and equipment maintenance.
- Rigorous selection of certified meal service vendors and daily inspection to ensure that vendors follow all government regulations and food safety laws.
- All meal service personnel are required to take periodic health examinations, and those with specified infectious diseases are not allowed to provide meal services or work in kitchens.
- Formulate the selection criteria for group catering manufacturers, list food safety-related certifications (HACCP, ISO 22000) as necessary conditions, and strictly control food safety for employees.
- Epidemic prevention: Will refer to the relevant protection guidelines published by the Centers for Disease Control and Prevention (CDC) as a reference for adjusting our epidemic prevention measures.

Monitoring

- The general affairs unit and the industrial safety unit conduct a safety and hygiene examination of the company kitchen and announces the results each month to ensure compliance of food safety and hygiene regulations.
- Compilation of an ingredients vendor list. On-site food service vendors are prohibited from using food from unknown sources. Food must be verified to conform to safety and health rules.
- WNC performs inspection of the food ingredients in the plant according to the list of unqualified food items published by the MOHW and pulls suspicious products from shelves in response to Taiwan's country-wide food safety incidents in recent years. Food items may be re-shelved only after they pass relevant safety inspections.
- Bi-monthly water quality tests of water dispensers and results announcements.

4.5.3 Contractor Management

WNC has drawn up a Contractor ESH Management Procedure to ensure the safety of both contractors and employees, maintain facility safety, and observe related ESH regulations. This document clearly demarcates the powers and responsibilities of company units and contractors and describes ESH issues requiring attention. Contractors are required to sign a Commitment to Work Safety for Contractors in WNC Plants before applying to conduct in-plant operations, and are required to participate in training sessions on in-plant hazards and safety and health knowledge organized by the Industrial Safety Dept. In 2024, 3,038 persons from 390 contractors took part in the aforementioned training. After in-plant operations are approved, employees of contractors must participate in a tool-kit meeting to understand the hazards that personnel should pay attention to in the plant along with relevant safety procedures, and conduct in-plant operations after confirming operation details with the responsible managers under supervision and assessment of the ESH management units.

WNC conducts contractor review annually to evaluate contractors' safety and health management capabilities. Guidance or replacement of contractors is executed according to review results. In 2023, we optimized our digital contractor evaluation system. Contractors were categorized into three grades based on their evaluation scores, and those with scores below 3.5 were provided guidance and improvement assessments to enhance their safety and health management capabilities and safety culture literacy. Construction evaluations have also been added for new contractors, and the contractor evaluation items, scoring standards and calculation formulas have been more clearly and specifically defined to ensure the standardization of evaluations and reduce manual calculation errors. In addition, to strengthen the management of hazardous operations of contractors, a checklist has been drawn up for higher-risk operations including hot work, roofing, elevated, and restricted operations, to ensure that contractors follow the safety standards before, during, and after operations. In 2024, a total of six new suppliers in the factory construction category were evaluated.

WNC Contractor Evaluation

Subject	Category	Item	
Existing contractors	Annual evaluation (Once a year)	• Training records • Operational protective measures • Automatic checks	• In-plant violations • Certification requirements
New contractors	Evaluation of new construction contractors (before construction project)	• Disclosure of major occupational injuries • Certification requirements • Work inspection mechanism	• Management system for onsite construction • Sub-contractor review mechanism

2024 WNC Contractor Evaluation Results

Score	Grade	No. of suppliers	Management measures
>4	Grade A	170	Maintain the status quo and list the supplier as a preferred supplier in the next year.
3 to 4	Grade B	62	Include the supplier on a watch list and increase the audit frequency.
<3	Grade C	0	Seek alternative suppliers and replace the original supplier to reduce risk.

Besides the designated contact person, contractors can also discuss with WNC contact persons regarding matters such as work safety and health management, on-site operations coordination to ensure operational safety via coordination meetings, toolbox meetings, hazard information education and training, vendor review, and on-site inspections.

For contractors (including security, group meals and cleaning staff) who perform daily operations on WNC sites, in order to improve implementation of labor rights, non-discrimination, integrity, anti-corruption, illegal reporting and occupational safety and health, etc., it is stipulated in the general contractor contract that all contractors should comply with the relevant provisions of the WNC Supplier Code of Conduct, and complete the Supplier Integrity Commitment and Supplier CSR Questionnaire before the effective date of the contract.



5 Caring for Society



5.1 Caring for Children

5.2 Caring for the Land

5.3 Caring for Smallholder Farmers

5.4 Caring for Culture and the Arts

With "empowerment" as its core strategy, WNC promotes social welfare projects through the four main themes of "Caring for Children", "Caring for the Land, "Caring for Smallholder Farmers", and "Caring for Culture and the Arts" to create long-term influence. First, WNC combines public welfare projects with its core business to demonstrate its expertise and humanistic values. Second, it provides long-term and stable funding for public welfare projects and regularly reviews results to ensure the sustainable development of projects. Third, it collaborates with local groups to plan and promote projects based on local needs. At the same time, the company creates a diversified participation model to encourage employees to participate in corporate social welfare activities.

In terms of "Caring for Children", WNC draws on the skills of our employees to enrich educational resources. We cooperate with schools and non-profit organizations to carry out sponsorships and after-school tutoring programs for children in remote areas, narrowing the urban-rural gap and improving the growth opportunities of disadvantaged children. When it comes to "Caring for the Land", we encourage employees and their families to participate in environmental restoration and environmental courses, promoting ecological sustainability, and ensuring a good living environment for future generations. In terms of "Caring for Smallholder Farmers", WNC supports sustainable agriculture while encouraging employees to participate in related events and initiatives to increase farmers' income and reduce the environmental burden. As for "Caring for Culture and the Arts", we support cultural performances, as well as arts and cultural education in remote areas to promote cultural sustainability.

Finally, we disclose project results, presenting them on the company intranet and in sustainability reports to ensure that stakeholders understand project outcomes and development directions, thereby increasing transparency and strengthening social welfare influence, and achieving sustainable development and social good.

2024 Performance and Welfare Partners

With "Caring for Children", "Caring for Smallholder Farmers", "Caring for the Land" and "Caring for Culture and the Arts" as the main themes, WNC planned a series of public welfare projects and activities, and worked with government entities, academic institutions and non-profit organizations to expand its social influence. The aforementioned projects covered aspects such as skilled volunteer services, donation collections, community sponsorship, and organic produce subscription, hoping to effectively integrate resources, combine the strengths of stakeholders to jointly promote public welfare, and create a sustainable social welfare ecosystem.

Employees

WNC is committed to promoting social welfare. We not only invest corporate resources, but also encourage employees to participate in volunteer activities. Through volunteer programs, employees can utilize their professional skills, take action, or donate money to participate in public welfare projects. This includes: science education for rural children, English tutoring, schoolchildren sponsorships, sustainable agricultural services, and subscriptions through a variety of participation models to deepen their positive impact on society. To support employee participation, WNC organizes training, team activities and cross-departmental cooperation opportunities for employees participating in volunteer programs. This not only enhances employees' sense of social responsibility and team cohesion, but also allows the company to grow while creating a better society.

Government agencies and academic institutions

Through collaboration with government agencies and academic institutions, WNC promotes social welfare initiatives by integrating public policy, academic research, and industry expertise to amplify project impact. The government provides regulatory support and resource input to ensure that projects are in the public interest and have long-term viability; academic institutions improve project effectiveness and the accuracy of impact assessments through professional research and technological innovation. In terms of educational empowerment and environmental protection, WNC supports education in rural elementary schools, supports university service clubs, and promotes tree planting projects. Beyond ongoing support, WNC is committed to developing innovative solutions that enhance the practical value and effectiveness of its social impact efforts.

Social enterprises and non-profit organizations

To effectively integrate resources and professional expertise in its social welfare initiatives, WNC collaborates with various social enterprises and non-profit organizations based on the nature of each project. Social enterprises have innovative business models that combine public welfare with economic benefits to provide sustainable solutions. Non-profit organizations delve deeply into social issues and have local networks and implementation experience to ensure that projects accurately meet societal needs. Through cross-sector collaboration, WNC has has enhanced its impact in areas such as English tutoring in remote areas, environmental education, sustainable agriculture and cultural promotion.These efforts transform corporate social responsibility into long-term, meaningful change, fostering shared prosperity and sustainable development.

Customers

In its social engagement initiatives, WNC regards customers as key partners, working collaboratively to amplify social impact. By participating in customer-led charity projects, WNC is able to expand and deepen its involvement in social causes and fulfill its corporate social responsibilities, which in turn helps the company solidify relationships with customers and create positive societal change.

Caring for Children

Core Initiatives

- Specialized and subject-specific education in rural areas
- Sponsorship program for rural schoolchildren
- Assisting university service clubs
- WNC Classroom
- Learning and Education Support Program

Target Beneficiaries

- Disadvantaged schoolchildren in remote areas
- Schools or education institutions
- Non-profit social welfare organizations
- University service clubs

Engagement Methods

- Employee participation
- Financial investment

Welfare Partners

- Tunan Elementary School
- Siang Bi Elementary School
- Boyo Social Welfare Foundation
- Miaoli Chunan Family Support Center
- Hsinchu Family Support Center
- Tsing Hua University: Science Promotion Club, WHYOU Club, Indigenous Culture Club
- National Yangming Chiaotung University: Smrangi Sanfu Club
- National Cheng Kung University
- Employees

Commercial Benefit

Actively encourage employees to provide long-term support, companionship, and care for children in remote areas

- The new three-year "English Differentiated Teaching Plan 2.0" was launched in 2023, with a donation of NT$808,000 made in 2024. In May, 18 WNC volunteers participated in the English camp, benefiting a total of 68 students.
- In 2024, a total of 603 employees collectively sponsored 124 rural schoolchildren, donating a total of NT$1,809,000.

Social Benefit

Promote rural education and build self-confidence of rural children

- In 2024, a total of NT$550,000 was donated to develop rural education
- In 2024 the Smrangi Sanfu Club of National Yangming Chiaotung University was added to the list of sponsored university clubs, and a total of NT$930,000 was provided to seven university service clubs.

Social Impact

- Expanded the horizons of students in remote areas and increased the meaningfulness of cultural, environmental and scientific education
- Provided equal learning opportunities to students of different levels
- Encouraged students in rural areas to continue their education so as to boost future employment opportunities
- Cultivated a spirit of volunteerism amongst employees
- Cultivated college students' social awareness, values and skills in project planning and execution.

SDGs


SDG 1.4


SDG 2.2


SDG 4.5


SDG 4.7


SDG 10.3

Caring for the Land

Core Initiatives

- Green marketplace initiatives
- Environmental education
- Tree planting

Target Beneficiaries

- Students
- Environmental education organizations
- Local environmental protection organizations

Engagement Methods

- Employee participation
- Financial investment
- Industry-academia cooperation

Welfare Partners

- NTU Experimental Forest Management Office
- Chi Po-lin Foundation
- Employees and their families

Commercial Benefit

Implement carbon reduction initiatives with a sustainable mindset

- In 2024, WNC launched the "Bring Your Own Food Containers" initiative, with a total of 202,593 participants joining efforts to reduce plastic and waste.
- On April 13, 2024, 100 WNC employees participated in a reforestation project in the Xitou Nature Education Area, planting 1,500 native tree saplings in a one hectare area.

Social Benefit

Reduce ecological impact and promote local biodiversity

- In 2024, with the sponsorship of the Chi Po-lin Fundation, WNC donated a total of NT$550,000 for 20 students to participate in an environmental photography camp.

Social Impact

- Achieved carbon reduction and soil fixation benefits through reforestation and forest management
- Reshaped and improved the local ecosystem, thereby increasing biodiversity
- Promoted industry-academia-research cooperation and use of ecological methodologies
- Provided environmental education to help children understand the local environment and ecology

SDGs


SDG 4.7


SDG 13.3


SDG 15.1


SDG 15.5

Caring for Smallholder Farmers

Core Initiatives

- Green marketplace initiatives
- Enterprise group buying

Target Beneficiaries

- Social enterprises
- Young and smallholder farmers in rural areas in Hsinchu and Miaoli

Engagement Methods

- Employee participation
- Financial investment

Welfare Partners

- AGRIC social enterprise
- Buy Nearby social enterprise
- Buy Directly from Farmers social enterprise
- Employees

Commercial Benefit

Introduce organic produce for greater dining experience

- In 2024, NT$9.5 million was invested in the Good Food Movement to promote our green marketplaces and organic food. The initiative was awarded two stars in the UK Sustainable Restaurant Association （SRA）"Food Made Good" global sustainable restaurant evaluation.
- Worked with social enterprises in 2024 to organize group purchase events and invited smallholder farmers to showcase and sell their products on-site. Employees were encouraged to participate and purchase goods, with total amount of sales reaching NT$86,178.

Social Benefit

Expand sales channels to increase the income of smallholder farmers, and to encourage land-friendly farming.

- In 2024, WNC purchased 1,000 kg of organic rice for NT$100,000. A total of 171 volunteers participated in farming activities, assisted small farmers in their farming work, and learned about food and agriculture education through hands-on experiences.

Social Impact

- Helped organic and smallholder farmers expand sales channels and increase profits
- Increased employees' awareness and support for environmentally friendly products
- Promoted employee health
- Employees developed a spirit of volunteerism, which improved their social awareness and the company's overall image

SDGs


SDG 3.9


SDG 12.2


SDG 12.8

Caring for Culture and the Arts

Core Initiatives

- Supporting arts organizations
- Assisting social welfare groups

Target Beneficiaries

- WNC employees
- Non-profit organizations
- Social welfare groups

Engagement Methods

- Employee participation
- Financial investment

Welfare Partners

- Tabernacle Women's Choir
- Tunan Elementary School
- Adaptive Spirit
- Employees

Commercial Benefit

Caring for society, inviting employees to join charitable donations

- In 2024, charity markets were held regularly at Taiwan sites, with sales revenue reaching NT$602,000.

Working with customers to create diversity and inclusion

- In 2023, we donated US$20,000 to become a silver sponsor of the 2024 Adaptive Spirit event and support athletes with disabilities.

Social Benefit

Supporting the arts to drive female empowerment and encourage employee engagement

- Sponsored arts groups to the tune of NT$200,000
- In 2024, we further organized music workshops in rural elementary schools to diversify arts and cultural education in remote areas.
- Continued to encourage employees to participate in cultural activities

Social Impact

- Helped students from remote areas experience more performing art events
- Promoted the development of local art and women's empowerment
- Nurtured a cultural appreciation in employees and their families

SDGs


SDG 4.7


SDG 5.5


SDG 10.2


SDG 10.3

In 2024, WNC invested NT$7,833,045 in social welfare activities. Caring for Children comprised 54.54%, Caring for the Land 32.68%, Caring for Smallholder Farmers 2.38%, and Caring for Culture and the Arts 10.40%. In response to the United Nations Sustainable Development Goals (SDGs) , WNC's social engagement efforts are structured around four main themes, aligning with nine SDGs. Based on the proportion of financial contributions, the top three areas of impact were: SDG 10 Reducing Inequality (30.61%) , SDG 13 Climate Action (22.66%) , and SDG 4 Quality Education (16.98%) . In addition, WNC also collaborates with local governments, academic institutions, social enterprises, non-profit organizations and other public welfare partners to jointly promote initiatives, work toward the goals in SDG 17 Build Diverse Partnerships, and promote social inclusion and sustainable development.

Proportion of each SDG in WNC's Social Welfare Contribution



Material Topics and Goal Management

Five Themes	Material Topic	Performance Indicators	2024 Results		Future Goals			Corresponding SDGs
			Target	Results	Short-term 2025	Mid-term 2026	Long-term 2030	
Empowerment	Social Participation	Volunteer participation (no. of instances)	≧ 250	309	≧ 325	≧ 325	≧ 400	4.7 Ensure all participants acquire the knowledge and skills needed to promote sustainable development
		Total volunteer hours	≧ 1,000 hours	1,022 hours	≧ 1,000 hours	≧ 1,000 hours	≧ 2,000 hours	
		Employee participation in volunteer activities to support rural schoolchildren (no. of instances) Note 1	≧ 400	700	≧ 700	≧ 700	≧ 800	4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes
		No. of rural schoolchildren supported Note 2	≧ 200	440	≧ 500	≧ 600	≧ 700	

Note 1: The number of schoolchildren listed here include those participating in the Sponsorship Program for Rural Schoolchildren in Taiwan, Differentiated English Teaching Program, and WNC Classroom.
Note 2: The number of schoolchildren listed here include those participating in the Sponsorship Program for Rural Schoolchildren in Taiwan, Differentiated English Teaching Program, Learning and Education Support Program, WNC Classroom and music workshops.

5.1 Caring for Children

Our mission

- Care for children's growth and address educational issues, promoting specialized education to build their self-confidence
- Cultivate college students' values and sense of University Social Responsibility (USR) , providing resources through projects to support students in proposing and implementing initiatives

Our role

- Providing sponsorships to develop specialized and subject-specific education in Tunan Elementary School and Siang Bi Elementary School
- Encourage university clubs to submit activity proposals that care for disadvantaged children in rural areas, serving as a strong support for dual-purpose assistance in both social issues and public welfare
- Create educational materials by using the core business of wireless communications to broaden the horizons of children in rural areas via WNC Classroom

Our actions

- Sponsorship Program for Rural Schoolchildren (with Taiwan Fund for Children and Families)
- Differentiated English Teaching Program (with Boyo Social Welfare Foundation)
- WNC Classroom, arousing children's curiosity about wireless communications
- Assisting university service clubs in caring for children and youth in disadvantaged communities in rural areas, promoting science education and other social services initiatives

The changes we have brought about

- Expanded the learning horizons of students in remote areas and increased the meaningfulness of cultural, environmental and science education
- Provided equal learning opportunities to students of different levels
- Encouraged students in rural areas to continue their education so as to boost future employment opportunities
- Cultivated a spirit of volunteerism amongst employees
- Cultivated college students' concern for society and values, and project planning and execution skills

Rural Education for Elementary Schoolchildren

WNC cares for underprivileged children and recognizes the importance of developing education tailored to rural communities. WNC has provided sponsorships to Tunan Elementary School in Jianshi Township, Hsinchu County, since 2013, assisting the school in organizing courses on judo, choir and archery. In 2023 courses on Atayal culture were introduced. These courses were continued in 2024, and WNC and employees donated a total of NT$350,000 to Tunan Elementary School to cover expenses relating to facilities, equipment, coach / teachers, and tournament participation.

Since June 2017, WNC's social care program has provided support to Siang Bi Elementary School in Miaoli County to help their students practice archery, help regenerate traditional Atayal hunting practices and archery culture to be passed on to future generations. In 2024, WNC and employees donated a total of NT$200,000 to Siang Bi Elementary School to purchase archery equipment, clothing, and cover administrative expenses for participating in regional competitions. In addition to the children in the school, archery team graduates continued to perform well, achieving excellent results in the President's Cup, Youth Cup, and the National High School Games.

We also plan to organize environmental education courses at elementary schools in urban-rural fringe areas in 2025 so that students in these schools can gain ecological knowledge and cultivate environmental protection awareness through hands-on activities. We have therefore expanded the number of organizations that we support and the topics we focus on.



▲ Course on Atayal culture at Tunan Elementary School



▲ Students from Tunan Elementary School performing an indigenous dance



▲ Students from Siang Bi Elementary School participating in a national archery competition



▲ Siang Bi Elementary School Archery Practice



▲ WNC Family Support Center sponsored Little League baseball training

Sponsorship Program for Rural Schoolchildren

In June 2019, WNC began working with the Miaoli Chunan Family Support Center on a sponsorship plan for schoolchildren in rural areas. WNC successfully duplicated this success in a joint program with the Hsinchu Family Support Center in 2020, extending support for specialized education in rural primary schools. The scope of support also increased in 2024 with sponsorship to the tune of NT$1.81 million, helping a total of 124 schoolchildren. An additional 43 employees joined the cause compared to the previous year. These employees demonstrated their generosity by continuing their support for the program, ensuring uninterrupted attention to these children in need.



▲ WNC Family Support Center sponsored Kids Judo Competition

2024 Sponsorship Program for Rural Schoolchildren in Taiwan

Co-organizer	No. of schoolchildren sponsored (persons)	Employees participated (persons)	Sponsorship amount (NT$)
Miaoli Chunan Family Support Center	49	237	711,000
Hsinchu Family Support Center	75	366	1,098,000
Total	**124**	**603**	**1,809,000**

Differentiated English Teaching Program

WNC and the Boyo Social Welfare Foundation launched a three-year Differentiated English Teaching Program to provide free after-school English classes for Tunan Elementary School students in Jianshi Township, Hsinchu County from 2020 to 2022. The aim of this program was to supplement the English learning resources in remote indigenous areas, and assist elementary school children to move on to the middle school curriculum. This program features "individualized learning" where different teaching materials are used based on the varying levels of the children. It aims to bridge the learning gap and assist them in reaching the proficiency level required within the education system. This program therefore uses specially-designed English teaching materials and utilizes small-class teaching and individual guidance.

In the second half of 2023, WNC decided to promote an "English Teaching 2.0" program to run from 2023 to 2026. The courses in the program are divided into two plans, each customized according to students' available learning time. For students with fewer study hours (need to cooperate with transportation scheduling or participation in sports competitions and clubs) , the goals will be slightly lowered so that students can gain something even with fewer study hours and help build students' confidence in continuing learning. Those who have sufficient study hours will continue to enhance their English ability through the teaching materials compiled by the Boyo Foundation, qualitative assessment, and Boyo's own 400 word Fun English module.

The NT$808,000 raised in 2024 has been fully utilized for Tunan Elementary School, covering expenses such as hiring of teachers, course materials, English camps, and outings. In May, 18 employees and their family members organized an English camp activity, including the CEO, the CEO's wife, and the Chief Sustainability Officer. They accompanied the students in learning vocabulary and grammar.



▲ Photos of students in WNC's Differentiated English Teaching Program

Volunteer Activity: WNC Classroom

Leveraging its industry knowledge, WNC designed a series of basic communications and science teaching materials in 2020. These are provided to elementary schools in remote areas as supplementary materials for science and technology classes to bridge the rural-urban divide. WNC also invited Tsing Hua University student interns to participate in the WNC Classroom course planning and writing. The game-based course contents are designed for grade one through grade six to make exploring technological trends and applications more fun.

After several twists and turns during the pandemic, we went to Tunan Elementary School in 2023 and Siang Bi Elementary School in 2024 with our WNC Classroom teaching materials to start on-site teaching.

In 2024, six present and former employees designed age-appropriate lesson plans, and through on-site teaching brought a different type of technology course to students at Siang Bi Elementary School.



▲ Photos of students in WNC Classroom

Assisting University Service Clubs

To encourage college students to serve as volunteers WNC started to provide long-term subsidies for student clubs back in 2009. The company has provided long-term subsides to the NTHU Indigenous Culture Club, the NTHU Science Promotion Club, the NTHU WHYOU Club, the NCKU Social Service Team, the NCKU Philanthropy Club, and the NCKU Students Service Club. In the second half of 2024 National Yangming Chiaotung University's Smrangi Sanfu Club was added to the roster. In 2024, WNC and employees donated NT$930,000 to the seven university clubs mentioned above as funds for serving rural and disadvantaged groups. WNC requires club members to submit proposals at the beginning of the semester and submit results reports at the end of the semester. This boosts club members' planning, execution, and presentation skills and helps lay a solid foundation for performance in their future careers.



5.2 Caring for the Land

Our mission

- Establish an employee volunteering culture and increase participation
- Create a sustainable environment by reducing pollution and promoting biodiversity

Our role

- In line with international trends we recruit employees and their families to participate in sustainable actions such as tree planting
- We promote and expand environmental education by working with industry, government, academia, research institutes, and social enterprises

Our actions

- Planted 1,500 native Taiwanese trees on a one-hectare plot of land in the Xitou Nature Education Area and promoted environmentally friendly volunteer activities
- Promoted environmental education to help children learn about the environment they live in as well as environmentally-friendly practices

The changes we have brought about

- Achieved carbon reduction and soil fixation benefits through reforestation
- Reshaped and improved the local ecosystem, thereby increasing biodiversity
- Promoted industry-academia-research cooperation and ecological methodologies
- Provided environmental education to help children understand the local environment and ecology

WNC Forestry Project 2.0: Creating Healthy Food Chains

Based on the experience of the previous year, WNC continues to give back to the public by caring for Taiwan's land. As an experimental forest area, Xitou Nature Education Park has made great contributions to research of tropical and subtropical plants and is famous for its large-scale cypress plantations. However, the sweet taste of the cypress bark has caused squirrels to feed on it. The trees have hence started to die from the top down because of a lack of bark-borne moisture. According to statistics, more than a quarter of the 200-hectare plantation has been damaged, causing imbalances in the local ecosystem. WNC has worked closely with the National Taiwan University Experimental Forest Management Office to create a more eco-friendly and healthy food chain in Xitou.

On April 13, 2024, more than a hundred managers planted one hectare of native Taiwanese tree seedlings at the Xitou Nature Education Park (Xitou Forestry District, Forest Section 2, 113-3) , in response to the three objectives of the United Nations Convention on Biological Diversity: the conservation of biological diversity; the sustainable use of the components of biological diversity; and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources.

In addition to mixed reforestation with native tree species such as red cypress, green oak, and Chinese fir, WNC will continue to monitor the ecological development of Xitou and restore local biodiversity. During the forest restoration process, field surveys will be conducted on mammals, amphibians, reptiles, birds and butterflies to establish a database and promote biodiversity credit methodologies. Through collaboration between industry, government, academia, and research institutions, WNC's Forestry Project provides value for a wide range of stakeholders, both internal and external.

In 2025, WNC will also calculate the carbon sequestration benefits of its long-term forest projects and apply for voluntary reduction projects to obtain carbon rights.





Environmental Education: See Taiwan from Above

To allow our children to better understand the environment WNC continued to work with the Chi Po-lin Foundation in 2024 to organize photography camps. This year's locations for our photography camps were the Xiangshan Wetlands and Gaofeng Botanic Gardens. A total of 20 children from Grades 5-8 took part, 13 of which were children of WNC employees. The contents of camp courses included photography skills, film production and storytelling courses, exploring old streets, ecological observation, team building, and results presentations.

During the camp, professional instructors and mentors from different fields guided children to learn about the local culture and ecology and express their observations of the local environment and culture through video recording and photographic works. Through games and discussions, they identify problems, analyze causes, and articulate their viewpoints.

WNC has now sponsored the Chi Po-lin Foundation's photography camps for three years in a row, donating a total of NT$936,000. Next year WNC will leverage the experience it has already gained and the feedback received to organize additional activities in Hsinchu, and will call upon and provide training to WNC employees so they can serve as volunteers at these activities.









5.3 Caring for Smallholder Farmers

Our mission
- Enhancing food safety and supply
- Recommending effective distribution channels to smallholder farmers so they can attain direct profits

Our role
- Using safe ingredients and organic vegetables in staff canteen
- Working with social enterprises in launching an online marketplace for group purchases, allowing employees to directly purchase and thereby increase income for smallholder farmers

Our actions
- Launching green restaurants and continue the use of organic vegetables in staff canteen
- Online group purchases of smallholder farmers' produce

The changes we have brought about
- Helped organic and smallholder farmers expand sales channels and increase profits
- Increased employees' awareness and support for environmentally friendly products
- Helped employees improve their health
- Employees developed a spirit of volunteerism, which improved their social awareness and the company's overall image

Good Food Movement: Company-wide food safety and direct purchasing

Since the end of 2013, WNC has been implementing the Good Food Movement, providing its employees with safe organic ingredients to create a farm to table green dining culture. This initiative not only enhances employee health but also supports smallholder farmers practicing sustainable land cultivation. In 2024 these efforts allowed WNC to be awarded two stars in the UK's Sustainable Restaurants Association's Food Made Good accreditation.



Year	Green Marketplace Awards and Initiatives
2024	• Awarded two stars in the UK's Sustainable Restaurants Association's Food Made Good accreditation
2023	• Taiwan Corporate Sustainability Awards - Social Inclusion Leadership Award (Good Food Movement + Green Marketplace) • Honored with the Pioneer Enterprises in Green Dining Award from the Green Dining Guide (GDG) • Certified as Eco-Friendly Restaurant by Ministry of Environment
2022	• Signed the Green Initiative, joined the Green Dining Guide (GDG) , and began disclosing food ingredient source

WNC collaborates with cafeteria vendors, fruit bars and convenience stores to create Green Marketplaces. Employee cafeterias have introduced organic vegetables and fruits grown using eco-friendly land planting methods, increased local sourcing to reduce carbon emissions, and extended waste reduction measures. In 2024, HQ, S1 and S3 introduced environmentally friendly lunch boxes to significantly reduce the use of disposable paper lunch boxes, receiving a total response of 202,593 participants.



2024 Carbon Reduction Effectiveness of Green Dining in WNC Taiwan Sites

Item	Results
Purchasing organic vegetables for group meals (carbon emissions reduction)	Purchasing 224,503 kg of organic vegetables is approximately equal to carbon reduction[Note1] of 224,503 kg CO_2e.
Encourage use of eco-cups and cutlery (no. of participations & carbon emissions reduction)	See nested table below
Introduction of environmentally-friendly lunch boxes	HQ, S1 and S3 introduced environmentally-friendly lunch boxes in July, January and September 2024 respectively, significantly reducing the use of disposable paper lunch boxes. Estimated carbon emissions reduction in 2024: 35,217 kg CO_2e

Item	Calculation period	Participations	Estimated carbon emissions reduction[Note 2] (kg CO_2e)
Bring your own cups	2024	76,594	2,451
Bring your own utensils	2024	5,392	1,574

Note 1: According to estimates of the Agriculture and Food Agency, cultivating 1 kg of organic vegetables can reduce at least 1 kg of CO_2e compared to conventional vegetable cultivation methods.
Note 2: According to a press release from the Chiayi City Environmental Protection Bureau, reducing the use of one paper container can save 0.292 kg CO_2e, and reducing the use of one drinking cup can save 0.032 kg CO_2e.

Besides using organic vegetables in company cafeterias, we also increased the number of social enterprises we worked with in 2024. In addition to existing partners, we also started working with the Buy Directly from Farmers social enterprise. During festivals (Spring Festival, Dragon Boat Festival, Mid-Autumn Festival) , we held online group purchase events featuring seasonal agricultural produce from our social enterprise partners. We also negotiate with these social enterprises to provide employees across Taiwan with high-quality products and special offers. At the same time we have expanded sales channels for smallholder farmers, allowing them to sell their produce at regular and festive sales events within the company. Sales revenue from both online and in-person purchases reached NT$86,178 this year, a 61% growth compared to 2023.

Environmental education: Creating eco-friendly farming practices that benefit both the environment and ecology

Yunlin is a county known for its agriculture, and its annual agricultural output ranks among the top three counties in Taiwan. However, only about 5% of cultivated land in the county is used for organic farming. The social enterprise AGRIC has long focused on promoting sustainable agriculture and as well as increasing the output value of organic agriculture. The company works with local organic farmers and assists smallholder farmers in production and sales.

For this reason, in 2024, WNC continued to work with AGRIC, purchasing 1,000 kg of organic rice for NT$100,000, a 67% increase from 2023 (600 kg) . 171 employees also served as volunteers and assisted AGRIC with planting potatoes on a plot of land approximately 0.39 hectares in size. Many employees brought their family members with them to learn about organic agriculture through this potato planting event.

Through funding and volunteer manpower, WNC hopes to support smallholder farmers in organic farming while at the same time allowing employees to gain a deeper understanding of the land.

Year	Amount of organic rice purchased (kg)	Volunteers (No. of persons)	Amount of money spent by WNC and its employees (NT$)
2024	**1,000**	**171**	100,000 [Note 1]
2023	600	25	172,350 [Note 2]

Note 1: In 2024 organic rice purchases were all covered by WNC.
Note 2: In 2023, WNC spent NT$10,350 and employees spent NT$162,000, totaling NT$172,350.









5.4 Caring for Culture and the Arts

Our mission

- Increasing employees' understanding of social welfare issues and cultural and arts activities
- Boosting employees' willingness to participate in charitable and arts activities

Our role

- Driving employees to donate to long-term public welfare projects
- Supporting charitable organizations through diverse fundraising channels, including monthly charity sales at each location and donations of Spring Festival gifts
- Encouraging employees to participate in cultural activities

Our actions

- Established a Social Care Donation Platform to match social enterprises and charitable organizations based on the needs of public welfare projects
- Support arts organizations and encourage employees to participate in cultural activities
- Combine resources across disciplines, expand cooperation with arts and cultural groups to organize arts and cultural courses in remote areas, and boost children's interest in learning

The changes we have brought about

- Helped students from remote areas experience more performing art events
- Promoted the development of local art and women's empowerment
- Nurtured a cultural spirit in employees and their families

Support arts organizations and encourage employees to participate in cultural activities

Inspired by the recent societal focus on arts and culture and women's empowerment, WNC initiated a sponsorship collaboration in 2023 with the Tabernacle Women's Choir, an all-female choir. In 2024 WNC continued its support for the choir, donating NT$200,000 for the choir to organize an ESG concert featuring the choir with organ concert entitled Infinity of Crystal Water. A total of 1,951 people attended the concert in Taipei and Kaohsiung, including 16 employees.

In addition, WNC also teamed up with the Tabernacle Women's Choir to go to Tunan Elementary School in 2024 to organize a music workshop. Choir members used self-compiled teaching materials and music scores to teach the 51 children in the school music score recognition as well as rhythm, chorus and recorder lessons. After the workshop, there was a presentation session so the children could stand on stage to share what they have learned and boost their confidence.

In 2025, in addition to continuing to work with the Tabernacle Women's Choir to organize additional music workshops, WNC plans to take students from Tunan Elementary School on venue tours and give them the opportunity to experience performing arts events.

WNC's Social Care Assistance Platform provides a convenient channel for employees to obtain social care information, to make donations, and to offer assistance on-line.





Charity Fundraising

WNC is proactive in conducting charity fundraising and has organized internal donation campaigns in response to major disasters or the special needs of colleagues and the community. Care, financial assistance, legal consultation, and / or funeral assistance are also provided for injured / seriously ill employees or for family members of employees who pass away.

WNC also encourages employees to help those in need and to donate to charity. For example, instead of choosing to receive company gift certificates or gifts to mark Chinese New Year, Dragon Boat Festival, and Mid-Autumn Festival, employees may choose to donate an amount equal to the value of the company gift certificates or gifts to charity. The money donated is given to NTHU and NCKU university service clubs, the Smrangi Sanfu Club of National Yangming Chiaotung University, Tunan Elementary School, and Siang Bi Elementary School. In 2024, WNC and employee donations totaled NT$1.48 million, of which NT$929,600 was raised by employees.

Charity Sales Events

The fifth day of each month is designated WNC Charity Day, and employees are encouraged to show their support by purchasing items from charity organizations. Each month, WNC's Employee Relations Department invites a charitable organization to set up a stand and sell products at Taiwan sites. In 2024, WNC's Taipei office joined the cause. In the same year 32 charity organizations (including social welfare organizations, social development organizations, and social enterprises) were invited to hold online sales for WNC employees. Revenue from the online sales totaled NT$602,000, a 33% increase compared to 2023.

Working with customers to create diversity and inclusion

Starting in 2020 WNC has been invited by its US network communications customers to participate in the Adaptive Spirit event, supporting US Paralympics athletes. The event aims to provide disabled athletes with opportunities to participate in winter sports and to provide training and competition resources through corporate sponsorship.

In 2023, we donated US$20,000 to become a silver sponsor of the 2024 Adaptive Spirit event and support US Paralympic snowboarder Dennae Russell. By promoting disability inclusion in sports, we hope to encourage more people with disabilities to challenge themselves and participate in sporting competitions.



6 Appendix

6.1 Erratum

6.2 Assurance Statement

6.3 GRI Index

6.4 SASB Index

6.5 TCFD Recommended Disclosures

6.6 Taiwan Stock Exchange Sustainable Disclosure Index — Telecommunications Network Industry

6.7 ESG Performance Indicators



6.1 Erratum

WNC 2024 Sustainability Report Erratum

Page	Section	Before adjustment	After adjustment
P68	3.2.3	In 2023, Scope 3 emissions included 1,597.10 tonnes CO_2e from operational waste and 6,601.74 tonnes CO_2e from upstream leased assets.	In 2023, Scope 3 emissions included 2,030.45 tonnes CO_2e from operational waste and 6,168.38 tonnes CO_2e from upstream leased assets. （Refer to section 3.3.4 Greenhouse Gas Management of this Report）
P68	3.2.3	In 2023, our Scope 3 GHG emissions were 3,708,933.68 tonnes CO_2e,	As our reduction target was approved by SBTi in February 2025, to ensure emission disclosures align with the committed SBTi reduction pathway, Scope 3 Category 1 and Category 11 emissions for 2023 were estimated using the extrapolation method based on actual operational activities. The updated figure is 5,902,959.69 tonnes CO_2e. （Refer to section 3.3.4 Greenhouse Gas Management of this Report）
P73	3.3.3	We reduced waste generation intensity in 2023 to 0.060 metric tons / million NTD.	In 2024, waste intensity was redefined as total waste disposed divided by the year's consolidated revenue. The data for year 2021 to 2023 has also been revised as: 0.013, 0.010, and 0.008 tonnes / million NT$. （Refer to section 3.4.3 Waste Management of this Report）

6.2 Assurance Statement

INDEPENDENT ASSURANCE OPINION STATEMENT

WNC Corporation 2024 Sustainability Report

The British Standards Institution is independent to WNC Corporation (hereafter referred to as WNC in this statement) and has no financial interest in the operation of WNC other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of WNC only for the purposes of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by WNC. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to WNC only.

Scope

The scope of engagement agreed upon with WNC includes the followings:

1. The assurance scope is consistent with the description of WNC Corporation 2024 Sustainability Report.
2. The evaluation of the nature and extent of the WNC's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.
3. The assessment of disclosure to be in conformance with the applicable SASB industry standard(s) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the WNC Corporation 2024 Sustainability Report provides a fair view of the WNC sustainability programmes and performances during 2024. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the WNC and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate WNC's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that WNC's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards and SASB Standard(s) were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to WNC's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 40 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).
- an assessment of the organization's use of metrics or targets of SASB Standard(s) to assess and manage topic-related risks and opportunities.

Conclusions

A A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018), GRI Standards and SASB Standard(s) is set out below:

Inclusivity

This report has reflected a fact that WNC has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the WNC's inclusivity issues.

Materiality

WNC publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of WNC and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the WNC's management and performance. In our professional opinion the report covers the WNC's material issues.

Responsiveness

WNC has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for WNC is developed and continually provides the opportunity to further enhance WNC's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the WNC's responsiveness issues.

Impact

WNC has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. WNC has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the WNC's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

WNC provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the WNC's sustainability topics.

SASB Standards

WNC provided us with their self-declaration of in accordance with SASB Standard(s) (Electronic Manufacturing Services & Original Design Manufacturing Sustainability Accounting Standard, version 2023-12). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s) (Electronic Manufacturing Services & Original Design Manufacturing Sustainability Accounting Standard, version 2023-12) are reported, partially reported, or omitted. In our professional opinion the self-declaration covers disclosure topics, associated accounting metrics and activity metrics for applicable SASB industry standard(s).

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

The moderate level assurance provided is in accordance with AA1000AS v3 in our review of SASB Standard(s).

Responsibility

The sustainability report is the responsibility of the WNC's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

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2025-06-03

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ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SELECTED KPIs IN WNC CORPORATION'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by WNC Corporation (hereinafter referred to as WNC) to conduct an independent assurance of the Sustainability Report for 2024 (hereinafter referred to as the Report). The scope of assurance was determined based on the SGS Sustainability Report Assurance Methodology and the ISAE 3000 Limited Assurance Standard. From 13th May to 4th June 2025, interviews and verifications were conducted at WNC's headquarters to examine sustainability-related information disclosed by WNC, both in Taiwan and overseas. This included management processes, performance data, and supporting evidence, with the aim of assuring the extent to which the narrative and graphical content in WNC's 2024 Sustainability Report the quality and reliability of the selected KPIs, in accordance with the chosen level of assurance. The assurance process did not include an evaluation of any specific performance indicators beyond the defined assurance scope.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all WNC's Stakeholders.

RESPONSIBILITIES

The sustainability information in the Report and its presentation are the responsibility of the directors and the management of WNC. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

In order to ensure we manage the highest level of quality within the assurance engagements, SGS uses the internal Sustainability Assurance Global Systems Procedure (SAGSPs). The SAGSPs have been established to ensure ethics, independence, impartiality, quality, consistency and reliability in the management, operational, engagement team structure and execution of assurance projects, when combined with the guidance from a suitable assurance programme.

This report follows the requirements of the SGS Group's Sustainability Assurance Global Systems Procedure (SAGSP). The assurance engagement was conducted in accordance with the limited assurance level of ISAE 3000(Revised, International Standard on Assurance Engagements) Assurance Engagement, including the assessment of the reporting quality, accuracy, and reliability of selected performance indicators.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

WNC's Sustainability Report content including its Environment, Social and Governance performance as listed in WNC's Sustainability report of 2024. The scope of the assurance included data only for the following KPIs:

Indicators	Unit	Data
2024 Average hours per FTE of training and development	Hours	29.80
2024 Average amount spent per FTE on training and development	Million NTD	18.83
2024 Total employee turnover rate (by age group and gender)	percentage	46.31
2024 Voluntary employee turnover rate (by age group and gender)	percentage	37.50
2024 Data coverage of total employee turnover rate and voluntary employee turnover rate (as % of all FTEs globally)	percentage	94.44
2024 Total non-renewable energy consumption	MWh	1862.63
2024 Total renewable energy consumption	MWh	10.51
2024 Data coverage of total non- renewable energy consumption and renewable energy consumption	percentage	88.89
2024 Water withdrawal (excluding saltwater)	Million cubic meters	0.6646
2024 Water discharge (excluding saltwater)	Million cubic meters	0.5317
2024 Total net freshwater consumption	Million cubic meters	0.1329
2024 Data coverage of water withdrawal, water discharge, and total net freshwater consumption	percentage	85.71

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts and information outside of assurance scope has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from WNC, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with professional qualifications such as ISO 26000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION ISAE3000

On the basis of the methodology described and the assurance work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting indicators calculation and the assurance level chosen by the organization.

We believe that WNC has chosen an appropriate level of assurance for this stage in the report.

Signed:
For and on behalf of SGS Taiwan Ltd.



Stephen Pao
Business Assurance Director
Taipei, Taiwan
17 June, 2025
WWW.SGS.COM

6.3 GRI Index

Statement of use	WNC has reported in accordance with the GRI Standards. (For the period from Jan. 1, 2023 to Dec. 31, 2023.)
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector	Not applicable

GRI 2: General Disclosures 2021

Code	Disclosure	Chapter in the Report	Page No.	Description
Organization Reporting Practices				
2-1	Organizational details	About WNC	13 – 16	
2-2	Entities included in the organization's sustainability reporting	About this Report	3	
2-3	Reporting period, frequency and contact point	About this Report	3	
2-4	Restatements of information	6.1 Erratum	157	
2-5	External assurance	6.2 Assurance Statement	158 – 159	
Activities and Workers				
2-6	Activities, value chain and other business relationships	About WNC, 2.3 Supplier Management	15、49 – 54	
2-7	Employees	4.2.1 Human Resources Structure	102 – 103	
2-8	Workers who are not employees	4.2.1 Human Resources Structure	103	
Governance				
2-9	Governance structure and composition	1.2.1 Composition of Board of Directors 1.2.2 Diversification of Board of Directors	35 – 36	
2-10	Nomination and selection of the highest governance body	1.2.1 Composition of Board of Directors	35	
2-11	Chair of the highest governance body	1.2 Corporate Governance	34	
2-12	Role of the highest governance body in overseeing impact management	Sustainability Governance and Results	10	
2-13	Role of the highest governance body in overseeing impact management	Sustainability Governance and Results	6 – 12	
2-14	Role of the highest governance body in sustainability reporting	About this Report	6 – 12	
2-15	Conflicts of interest	1.2.6 Conflicts of Interest Management	37	

Code	Disclosure	Chapter in the Report	Page No.	Description
2-16	Communication of critical concerns	Stakeholder Engagement	17 – 28	
2-17	Collective knowledge of the highest governance body	1.2.3 Board Training Courses	36	
2-18	Evaluation of the performance of the highest governance body	1.2.4 Board Performance Evaluation	36	
2-19	Remuneration policies	1.2.5 Remuneration policies	36 – 37	
2-20	Process to determine remuneration	1.2.5 Remuneration policies	36 – 37	
2-21	Annual total compensation ratio	1.2.5 Remuneration policies	36 – 37	
Strategy, Policies and Practices				
2-22	Statement on sustainable development strategy	A Message from the Chairman	4 – 5	
2-23	Policy commitments	Sustainability Policy, 4.1.1 Human Rights Policies	6、94	
2-24	Embedding policy commitments	Sustainability Policy, 4.1.1 Human Rights Policies, 2.3 Supplier Management , 4.1 Respect for Human Rights, 4.5 Occupational Safety and Health	6、38、49、94、130	
2-25	Processes to remediate negative impacts	Stakeholder Engagement, 4.1.2 Respect for Human Rights, 4.5.1 Occupational Safety and Health Management	17 – 28、94、130	
2-26	Mechanisms for seeking advice and raising concerns	1.3.2 Grievance Mechanisms, 2.4.4 Privacy Protection, 4.1.2 Respect for Human Rights, 4.1.4 Communication Mechanism	38、56、94、100	
2-27	Compliance with laws and regulations	1.1.3 Regulatory Compliance	33	
2-28	Membership associations	Industry Association Memberships / Initiatives	16	
Stakeholder Engagement				
2-29	Approach to stakeholder engagement	Stakeholder Engagement	17 – 28	
2-30	Collective bargaining agreements	4.1.4 Communication Mechanism	100	• No unions have been established in Taiwan. Relevant matters are communicated to employees through labor-management meetings and other communication channels. • Employees at WNC's China and Vietnam sites have a 100% union membership rate in accordance with local laws, with unions signing collective agreements with the company. These employees represent 42.61% of WNC's global workforce.

GRI 3: Material Topics 2021

Code	Disclosure	Chapter in the Report	Page No.	Description
3-1	Process to determine material topics	Stakeholder Engagement	17 – 18	
3-2	List of material topics	Stakeholder Engagement	20 – 22	
3-3	Management of material topics	Stakeholder Engagement	26 - 27	

Specific Topics Disclosures

*refers to material topics of the year

Economic				
Code	Disclosure	Chapter in the Report	Page No.	Description
Economic Performance 2016* (Material topic for WNC in 2024:) Business Performance)				
3-3	Management of material topics	Stakeholder Engagement, 1.1.1 Tax Governance	26 – 27、32	
201-1	Direct economic value generated and distributed	1.1 Business Performance	31 – 32	
201-2	Financial implications and other risks and opportunities due to climate change	3.2.2 Climate Risks Identification, Assessment and Management	62	
201-3	Defined benefit plan obligations and other retirement plans	4.4.2 Employee Insurance	122	
201-4	Financial assistance received from government	1.1.2 Financial Support	32	
Market Presence 2016				
3-3	Management of material topics	Stakeholder Engagement	26 – 27	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.4.1 Remuneration policies	120	
202-2	Proportion of senior management hired from the local community	4.2.1 Human Resources Structure	103	
Indirect Economic Impacts 2016				
3-3	Management of material topics	05 Caring for Society	26 – 27	
203-1	Infrastructure investments and services supported	05 Caring for Society	143 – 146	
Anti-corruption 2016				
3-3	Management of material topics	Stakeholder Engagement, 1.3 Ethical Management	26 – 27	
205-1	Operations assessed for risks related to corruption	1.3 Ethical Management	38	
205-2	Communication and training about anti-corruption policies and procedures	1.3 Ethical Management	38	
205-3	Confirmed incidents of corruption and actions taken	1.3 Ethical Management	38 – 39	
Anti-competitive Behavior 2016				
3-3	Management of material topics	Stakeholder Engagement, 1.3.4 Fair Competition	26 – 27、39	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.3.4 Fair Competition	39	
Procurement Practices 2016 (Material topic for WNC in 2024: Supply Chain Management)				
3-3	Management of material topics	Stakeholder Engagement, 2.3 Supplier Management	26 – 27、49 – 54	
204-1	Percentage of procurement budget used for significant locations of operation that is spend on local suppliers	2.3.7 Green Supply Chain	53	

Environmental				
Code	Disclosure	Chapter in the Report	Page No.	Description
Energy 2016* (Material Topic for WNC in 2024: Environmental Management, Green Products)				
3-3	Management of material topics	Stakeholder Engagement, 3.3.4 Greenhouse Gas Management	26 – 27、70 – 71	
302-1	Energy consumption within the organization	3.3.2 Energy Resource Management	66	
302-3	Energy intensity	3.3.2 Energy Resource Management	66	
302-4	Reduction of energy consumption	3.3.2 Energy Resource Management , 3.3.3 Renewable Energy Transition	66 – 69	
302-5	Reduction in energy requirements of products and services	3.6 Green Products	85 – 91	
Water and Effluent 2018* (WNC Material Topic WNC in 2024: Environmental Management)				
3-3	Management of material topics	Stakeholder Engagement, 3.4.2 Water Resource Management	26 – 27、72 –73	
303-1	Interactions with water as a shared resource	3.4.2 Water Resource Management	72 – 77	
303-2	Management of water discharge related impacts	3.4.2 Water Resource Management	72 – 77	
303-3	Water withdrawal	3.4.2 Water Resource Management	75	
303-4	Water discharge	3.4.2 Water Resource Management	75	
303-5	Water consumption	3.4.2 Water Resource Management	75	
Waste 2020* (Material topic for WNC in 2024: Environmental Management)				
3-3	Management of material topics	Stakeholder Engagement, 3.4.3 Waste Management	26 – 27、77 – 80	
306-1	Waste generation and significant waste-related impacts	3.4.3 Waste Management	77 – 80	
306-2	Management of significant waste-related impacts	3.4.3 Waste Management	77 – 80	
306-3	Waste generated	3.4.3 Waste Management	77 – 80	
306-4	Waste diverted from disposal	3.4.3 Waste Management	77 – 80	
306-5	Waste directed to disposal	3.4.3 Waste Management	77 – 80	
Emissions 2016* (Material topic for WNC in 2024: Climate Strategy)				
3-3	Management of material topics	Stakeholder Engagement, 3.4.3 Waste Management	26 – 27、70 –71	
305-1	Direct (Scope 1) GHG emissions	3.3.4 Greenhouse Gas Management	70	
305-2	Energy indirect (Scope 2) GHG emissions	3.3.4 Greenhouse Gas Management	70	

Environmental				
Code	Disclosure	Chapter in the Report	Page No.	Description
Emissions 2016* (Material topic for WNC in 2024: Climate Strategy)				
305-3	Other indirect (Scope 3) GHG emissions	3.3.4 Greenhouse Gas Management	71	
305-4	GHG emissions intensity	3.3.4 Greenhouse Gas Management	70 –71	
305-5	Reduction of GHG emissions	3.3.4 Greenhouse Gas Management	70 –71	
305-7	Nitrogen oxides (NOx) , sulfur oxides (SOx) , and other significant emissions	3.4.1 Air Pollution Control	70	
Supplier Assessment 2016* (Material topic for WNC in 2024: Supply Chain Management)				
3-3	Management of material topics	Stakeholder Engagement, 2.3 Supplier Management	26 – 27、49 – 54	
308-1	New suppliers screened using environmental criteria	2.3.1 Supplier Selection and Evaluation	49	
308-2	Negative environmental impacts in the supply chain and actions taken	2.3 Supplier Management	49 – 54	
Material 2016 (New Material topic for WNC 2024: Resource Management)				
3-3	Management of material topics	Stakeholder Engagement, 3.4 Green Products	26 – 27	
301-2	Recycled input materials used	3.6.3 Environmentally Friendly Materials	89	
301-3	Reclaimed products and their packaging materials	3.6.3 Environmentally Friendly Materials	89	

Social				
Code	Disclosure	Chapter in the Report	Page No.	Description
Employment 2016* (Material topic for WNC in 2024: Human Resource Management)				
3-3	Management of material topics	Stakeholder Engagement, 04 Harmonious Workplace	26 – 27、92 – 141	
401-1	New employee hires and employee turnover	4.2.3 Employee Turnover	106	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.4 Compensation and Benefits	120 – 119	
401-3	Parental leave	4.4.3 Employee Support Program	123 – 125	
Labor / Management Relations 2016* (Material topic for WNC in 2024: Employee Relations and Communications)				
3-3	Management of material topics	Stakeholder Engagement, 4.1.4 Communication Mechanisms	26 – 27、100 – 101	
402-1	Minimum notice periods regarding operational changes	4.1.4 Communication Mechanisms	100 – 101	WNC Employment Regulations in accordance with local laws stipulate the time periods for providing notices
Occupational Health and Safety 2018* (Material topic for WNC in 2024: Occupational Safety and Health)				
3-3	Management of material topics	Stakeholder Engagement, 4.5 Occupational Safety and Health	26 – 27、130 – 141	
403-1	Occupational Safety and Health Management System	4.5.1 Occupational Safety and Health Management	130	
403-2	Hazard identification, risk assessment, and incident investigation	4.5.1 Occupational Safety and Health Management	131 – 137	
403-3	Occupational health services	4.5.2 Equitable Workplace	138 – 140	
403-4	Worker participation, consultation, and communication on occupational health and safety	4.5.1 Occupational Safety and Health Management	130、136 – 137	
403-5	Worker training on occupational health and safety	4.5.1 Occupational Safety and Health Management	136 – 137、141	
403-6	Promotion of worker health	4.5.2 Equitable Workplace	138 – 140	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.5 Occupational Safety and Health	130 – 141	
403-8	Workers covered by an occupational health and safety management system	4.5.1 Occupational Safety and Health Management	130 – 137	
403-9	Work-related injuries	4.5.1 Occupational Safety and Health Management	132	
403-10	Work-related ill health	4.5.1 Occupational Safety and Health Management	133	
Training and Education 2016 (Material topic for WNC in 2024: Human Resource Management)				
3-3	Management of material topics	4.3 Talent Training and Cultivation	26 – 27、111 – 119	
404-1	Average hours of training per year per employee	4.3.5 Training Participation	116	
404-2	Programs for upgrading employee skills and transition assistance programs	4.3.6 Performance Management	117 – 119	

Social				
Code	Disclosure	Chapter in the Report	Page No.	Description
404-3	Percentage of employees receiving regular performance and career development review	4.3.6 Performance Management	117 – 119	
Child Labor 2016				
3-3	Management of material topics	4.1.2 Human Rights Management	26 – 27、94 – 97	
408-1	Operations and suppliers at significant risk for incidents of child labor	4.1.2 Human Rights Management, 2.3.3 RBA Audit Processes for Suppliers	94 – 97、50 – 51	
Forced or Compulsory Labor 2016				
3-3	Management of material topics	4.1.2 Human Rights Management	26 – 27、94 – 97	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1.2 Human Rights Management 2.3.3 RBA Audit Processes for Suppliers	94 – 97、50 – 51	
Supplier Social Assessment 2016* (Material topic for WNC in 2024: Supply Chain Management)				
3-3	Management of material topics	Stakeholder Engagement, 2.3 Supplier Management	26 – 27、26 – 27	
414-1	New suppliers that were screened using social criteria	2.3.1 Supplier Selection and Evaluation	49	
414-2	Negative social impacts in the supply chain and actions taken	2.3.3 RBA Audit Processes for Suppliers	50 – 51	
Public Policy 2016				
3-3	Management of material topics	--	--	
415-1	Political contributions	--	--	No political contributions
Customer Health and Safety 2016				
3-3	Management of material topics	Product and service categories	26 – 27、15 – 16	
416-1	Assessment of the health and safety impacts of product and service categories	Product and service categories	15 – 16	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product and service categories	15 – 16	No incidents of non-compliance
Marketing and Labeling 2016				
3-3	Management of material topics	Product and service categories	26 – 27、15 – 16	
417-1	Requirements for product and service information and labeling	Product and service categories	15 – 16	
417-2	Incidents of non-compliance concerning product and service information and labeling	Product and service categories	15 – 16	No incidents of non-compliance
417-3	Incidents of non-compliance concerning marketing communications	Product and service categories	15 – 16	No incidents of non-compliance

Social				
Code	Disclosure	Chapter in the Report	Page No.	Description
Customer Privacy 2016* (Material topic for WNC in 2024: Customer Relationship Management)				
3-3	Management of material topics	2.2 Customer Relations	26 – 27、48	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.4.3 Information Security Management System, 2.4.4 Privacy Protection	55 – 56	
Diversity and Equal Opportunity 2016* (New Material topic for WNC in 2024: Inclusive Workplace)				
3-3	Management of material topics	Stakeholder Engagement, 4.2 Talent Recruitment	26 – 27、102 – 110	
405-1	Diversity of governance bodies and employees	1.2.2 Diversification of Board of Directors 4.2.1 Human Resource Structure 4.2.2 Talent from Diverse Backgrounds	36、104 – 105	
405-2	Ratio of basic salary and remuneration of women to men	4.4.1 Remuneration policies	120 – 121	
Non-discrimination 2016				
3-3	Management of material topics	4.1 Respect for Human Rights	26 – 27、94 – 97	
406-1	Incidents of discrimination and corrective actions taken	4.1.2 Human Rights Management	94 – 97	

Other				
Code	Disclosure	Chapter in the Report	Page No.	Description
Material topic for WNC in 2024: Innovation and R&D*				
3-3	Management of material topics	2.1 Innovation Momentum	26 – 27、45 – 47	
--	Innovation and R&D	2.1 Innovation Momentum	45 – 47	
Material topic for WNC in 2024: Information Security*				
3-3	Management of material topics	2.4 Information Security	26 – 27、55 – 56	
--	Information security	2.2 Information Security	55 – 56	
Material topic for WNC in 2024: Social Participation*				
3-3	Management of material topics	5.0 Caring for Society	26 – 27、142 – 155	
--	Caring for Society	5.0 Caring for Society	142 – 155	

6.4 SASB Index: Electronic Manufacturing Services & Original Design Manufacturing

Sustainability Disclosure Topics & Accounting Metrics

Code	Topic	Accounting Metric	Unit	Response
TC-ES-140a.1	Water Management	(1) Total water withdrawn and percentage of per each region with High or Extremely High Baseline Water Stress (2) Total water consumed and percentage per each region with High or Extremely High Baseline Water Stress	Cubic meters (m^3) Percentage (%)	(1) Total water withdrawn in 2024: 664,577m^3 , percentage per each region with High or Extremely High Baseline Water Stress: 25.34% (2) Total water consumed in 2024: 132,915 m^3 , percentage per each region with High or Extremely High Baseline Water Stress: 25.34% Please refer to section 3.4.2 Water resource management
TC-ES-150a.1	Waste Management	Amount of hazardous waste from manufacturing, percentage recycled.	Tonnes (t) Percentage (%)	(1) Amount of hazardous waste from manufacturing in 2024: 361.11 tonnes (2) Percentage recycled in 2024: 77.02% Please refer to section 3.4.3 Waste Management
TC-ES-310a.1	Labor Conditions	Number of work stoppages and total days idle	Number Days idle	No work stoppages or strikes in 2023
TC-ES-320a.1	Labor Conditions	Total recordable incident rate (TRIR) and near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Possibility of having CVD	Item[Note] / WNC employees / Contract employees Total recordable incident rate (TRIR): 0.074 / 0 Near miss frequency rate (NMFR): 0.20 / 0 Note: Recordable occupational injury rate = number of recordable occupational injuries / working hours x 200,000; Near misses accident rate = number of false alarm accidents / total working hours x 200,000
TC-ES-320a.2	Labor Conditions	Percentage of entity's facilities and Tier-1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities Percentage of facilities audited in the RBA Validated Audit Process (VAP) or equivalent (%)	Percentage (%)	Item / WNC / Tier-1 supplier Percentage of facilities audited in the RBA Validated Audit Process (VAP) or equivalent (%): 42.9% / 9.57% Percentage of high-risk facilities audited in the RBA Validated Audit: 0.0% (No high-risk facilities) / 13.16%

<table>
<tr><th>Code</th><th>Topic</th><th>Accounting Metric</th><th>Unit</th><th>Response</th></tr>
<tr><td>TC-ES-320a.3</td><td>Labor Conditions</td><td>Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for (i) the entity's facilities and (ii) the entity's Tier-1 supplier facilities</td><td>Percentage (%)</td><td>
<table>
<tr><th colspan="2">Item</th><th>WNC</th><th>Tier-1 suppliers</th></tr>
<tr><td rowspan="2">Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent</td><td>Priority non-conformances</td><td>0.0% (No priority non-conformances)</td><td>17.0%</td></tr>
<tr><td>Other non-conformances</td><td>100.0%</td><td>78.7%</td></tr>
<tr><td rowspan="2">Associated corrective action completion rate with the RBA Validated Audit Process (VAP) or equivalent</td><td>Priority non-conformances</td><td>0.0% (No priority non-conformances)</td><td>62.5%</td></tr>
<tr><td>Other non-conformances</td><td>100.0%</td><td>69.4%</td></tr>
</table>
</td></tr>
<tr><td>TC-ES-410a.1</td><td>Product Lifecycle Management</td><td>Weight of end-of-life products and e-waste recovered, percentage recycled</td><td>Tonnes (t)
Percentage (%)</td><td>WNC's business model is a B2B model, which is not applicable to this accounting metric collection</td></tr>
<tr><td>TC-ES-440a.1</td><td>Materials Sourcing</td><td>Weight of end-of-life products and e-waste recovered, percentage recycled</td><td>-</td><td>Please refer to section 2.3.5 Key Materials Management</td></tr>
</table>

Table 2. Activity Metrics

Code	Topic	Unit	Response
TC-ES-000.A	Number of production sites	Number	Seven production sites, including S1 and S2 in Taiwan, WNC (Kunshan) , Wistron NeWeb (Kunshan) and WebCom (Kunshan) in China, Neweb Vietnam in Vietnam, and W-NeWeb Mexico in Mexico. .
TC-ES-000.B	Total production site area:	ft^2	Total floor area of above seven manufacturing sites is 408,754 square feet.
TC-ES-000.C	Number of employees	Number	As of the end of December 2024, the total number of employees worldwide was 10,607.

6.5 TCFD Recommended Disclosures

Aspect	Recommended Disclosures	Chapter	Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	3.2.1. Climate Governace Frameworks	62
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	3.2.1. Climate Governace Frameworks	62
Strategy	a) Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term.	3.2.2 Climate Risks Identification, Assessment and Management	62 – 63
	b) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.	3.2.2 Climate Risks Identification, Assessment and Management	62 – 63
	c) Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	3.2.2 Climate Risks Identification, Assessment and Management	62 – 63
Risk Management	a) Describe the company's processes for identifying and assessing climate-related risks.	3.2.2 Climate Risks Identification, Assessment and Management	62 – 63
	b) Describe the company's processes for managing climate-related risks.	3.2.2 Climate Risks Identification, Assessment and Management	62 – 63
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management.	3.2.2 Climate Risks Identification, Assessment and Management	62 – 63
Metrics and Targets	a) Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process.	3.2.3 Climate Goals	64
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	3.2.3 Climate Goals	64
	c) Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.	3.2.3 Climate Goals	64

For more detailed information, please refer to WNC Corporation's 2024 TCFD & TNFD Report.

6.6 Taiwan Stock Exchange Sustainable Disclosure Index - Telecommunications Network Industry

Code	Accounting Metric	Category	Annual disclosure status	Unit	Notes
1	Total energy consumption, percentage of purchased power and renewable energy utilization rate	Quantitative	1. Total energy consumption (power, diesel, gasoline and natural gas) : 470,243 GJ 2. 2. Percentage of purchased power (imported power / total power consumption) : 96.09% 3. Renewable energy utilization rate (percentage of purchased power and self-consumption of solar energy / total power consumption) 21.06%	Gigajoule (GJ) , Percentage (%)	
2	Total water withdrawn and total water consumed	Quantitative	1. Total water withdrawn: 664,557 m^3 2. Total water consumed: 132,915 m^3	Cubic meters (m^3)	
3	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	1. Amount of hazardous waste 361.11 tonnes 2. Percentage recycled: 77.02%	Tonnes (t) Percentage (%)	
4	Types, number and rates of occupational injuries	Quantitative	1. Types of occupational injuries: Physical hazards 2. Number of occupational injuries: 8 3. Rates of occupational injuries 0.08%	Percentage (%) , Number	
5	Product Lifecycle Management: Weight of end-of-life products and e-waste recovered, percentage recycled[Note]	Quantitative	WNC's business model is a B2B model, which is not applicable to this accounting metric collection	Tonnes (t) Percentage (%)	
6	Description of the management of risks associated with the use of critical materials	Qualitative description	Please refer to section 2.3.5 Key Materials Management	Not applicable	
7	Total monetary losses incurred due to legal proceedings related to anti-competitive behavior regulations	Quantitative	0	NT$	
8	Major product output by product category	Quantitative	Production volume of wireless communications products: 207,415	Differs by product category	

Note: Including sales of scrap materials or other recycling / disposal methods, relevant explanations should be provided.

6.7 ESG Performance Indicators

Economic/Governance						
Item	Accounting Metric	Unit	2021	2022	2023	2024
Operational Performance	Operating Revenue (a)	NT$ million	67,229.60	95,257.45	110,787.92	**110,213.46**
	Operating expenses (b)	NT$ million	6,37319	8,357.08	8,923.27	**9,668.22**
	Employee welfare fees (c)	NT$ million	8,971.17	11,622.49	12,681.17	**12,852.46**
	Human capital return on investment	(a-(b-c)) / c	7.7835	8.4769	9.0327	**8.8230**
	Net profits (losses)	NT$ million	880.73	3,237.63	4,671.18	**3,712.56**
	Earnings per share (EPS)	NT$	3.15	7.93	8.98	**7.26**
	Dividend per share	NT$	2.1	5	6.0	**4.8**
Tax Information	Pre-tax net profit	NT$ million	1,411.66	3,760.12	4,801.27	**4,242.26**
	Income tax expenses	NT$ million	179.51	638.40	998.44	**79.85**
	Net income after tax	NT$ million	1,232.15	3,121.72	3,802.83	**3,451.4**
	Effective tax rate	%	12.72	16.98	20.80	**18.64**
Board of Directors Composition	Ratio of independent directors to board seats	%	44.44	44.44	44.44	**44.44**
	Ratio of female directors	%	11.1%	11.11	33.33	**33.33**
Innovation Momentum	Total granted patents	No. of plans	2,077	2,202	2,344	**2,493**
	R&D expenses	NT$ million	2,801.74	3,583.89	4,006.75	**4,426.53**
	R&D personnel	Number	1,355	1,505	1,605	**1,617**
	R&D personnel / Employees	%	12.6	13.0	13.7	**15.24**
	R&D personnel / Employees	%	4.17	3.76	3.62	**4.02**
Public engagement expenditure	Chamber of Commerce organization or tax-exempt organization	NT$	8,049,897	6,543,203	8,508,827	**9,758,618**

Environment						
Item	Accounting Metric	Unit	2021	2022	2023	2024
Energy	Total Energy Usage	Gigajoule	384,996	427,858	456,692	**470,243**
	Electricity	Gigajoule	373,511	420,312	451,155	**463,538**
	Diesel	Gigajoule	9,704	5,613	3,138	**4,201**
	Power usage intensity	Gigajoule / NT$ million	1,103	1,220	1,350	**1,394**
	Power usage intensity	MWh / NT$ million	678	713	1,049	**1,111**
	Total non- renewable energy consumption (non-renewable electricity + fossil fuel consumption)	MWh	106,551	111,097	106,539	**103,113.27**
	Total renewable energy consumption (renewable electricity + self-consumption renewable energy)	MWh	392	7,752	20,320	**27,509.89**
Renewable Energy	Solar power generation	Gigajoule	5.56	4.41	4.07	**4.18**
	Solar power generation / Total electricity consumption	%	1.54	1.23	1.13	**1.16**
	Self-consumption of renewable energy	Gigajoule	7,685	9,273	25,202	**29,248**
	Purchased renewable energy	Gigajoule	2.06	2.21	5.59	**6.31**
	Renewable energy / Total electricity consumption	%	1,413	3,428	19,152	**18,144**
Water resources	Water withdrawal	Million liters	0	24,480	54,000	**80,892**
	Water discharge	Million liters	0.38	6.64	16.02	**21.06**
	Water withdrawal	Million liters	484.728	530.711	683.568	**664.577**
	Water discharge	Million liters	202.621	300,858	356.832	**531.662**
	Water consumption	Million liters	282.107	229.853	326.736	**132.915**
	Water usage intensity (excluding recycled water)	Cubic meters / NT$ million	6.75	5.27	5.28	**4.92**
Greenhouse gases	Scope 1 + Scope 2 GHG emissions (market-based)	Tonnes CO_2e	58,372.15	63,711.74	56,939.59	**55,310.88**
	Scope 1 emissions	Tonnes CO_2e	2,668.02	2,361.30	1,831.52	**2,265.36**
	Scope 2 emissions (market-based)	Tonnes CO_2e	55,704.14	61,350.44	55,108.07	**53,045.52**
	Scope 2 GHG emissions (location-based)	Tonnes CO_2e	55,704.14	65,301.24	65,257.07	**67,857.75**
	Scope 3 GHG emissions	Tonnes CO_2e	2,678.73	195,385.10	5,902,959.69	**5,542,207.75**
	Scope 1 + Scope 2 GHG emissions (market-based)	Tonnes CO_2e / million NTD	0.87	0.67	0.51	**0.50**
Waste	Waste yield	Tonnes (t)	4,583.20	6,072.01	6,614.81	**6,848.43**
	Waste recycling rate	%	80.85	83.62	87.30	**88.75**
	Waste output intensity	Tonnes / million NTD	0.013	0.010	0.008	**0.007**

Social						
Item	Accounting Metric	Unit	2021	2022	2023	2024
Employee Type	Employees Worldwide	Number of persons	10,755	11,656	11,686	**10,607**
	Full time	Number	10,736	11,602	11,659	**10,565**
	Part time	Number	19	54	27	**42**
	Employees Worldwide	Number of persons	10,755	11,656	11,686	**10,607**
	Permanent employees	Number	10,493	11,241	11,097	**10,307**
	Contract employees	Number	262	415	589	**300**
Employee Diversity	Female ratio	%	42.1	48.2	50.9	**46.8**
	Female STEM ratio	%	17.4	18.3	26.8	**25.7**
	Female manager ratio	%	24.8	22.6	27.6	**28.2**
Employee Turnover	New hire rate for permanent employees	%	199.3	59.5	52.1	**37.5**
	IDL Hiring Rate	%	20.2	24.5	13.8	**14.6**
	DL Hiring Rate	%	313.3	87.2	83.0	**57.1**
	Turnover rate for permanent employees	%	197.4	99.8	53.3	**46.31**
	IDL Turnover Rate	%	20.5	15.9	15.1	**16.25**
	DL Turnover Rate	%	310.0	166.2	84.1	**71.96**
	Voluntary employee turnover rate	%	22.3	99.0	57.7	**37.5**
	Internal job fill rate	%	0.7	63.64	59.90	**88.33**
Employee recruitment	New hire rate for permanent employees	Number	20,912	6,691	5,778	**4,017**
	Average recruitment cost per full-time employee	Recruitment cost per new full-time hire	360	1,287	1,923	**3,069**
Employee Training	Training hours per employee	Hours / per person	29.7	22.8	21.9	**29.80**
	Training investment amount	NT$ million	10.4	12.9	16.8	**18.83**
	Training investment amount per person	NT$ / person	1,098	1,121	1,448	**1,429.82**
	Training investment amount / revenue	%	0.02	0.01	0.02	**0.02**

Social						
Item	Accounting Metric	Unit	2021	2022	2023	2024
Occupational Injury	Number of recordable occupational injuries					
	Employees	Number	39	18	25	**8**
	Non-employee Workers - Contractors	Number	0	0	0	**0**
	Non-employee Workers - Contractors (on-site)	Number	0	0	0	**0**
	Non-employee Workers - Dispatch employees	Number	2	0	0	**0**
	Ratio of recordable occupational injuries					
	Employees	Number / Work hours x 1,000,000	1.83	0.75	1.08	**0.37**
	Non-employee Workers - Contractors	Number / Work hours x 1,000,000	0.00	0.00	0.00	**0.00**
	Non-employee Workers - Contractors (on-site)	Number / Work hours x 1,000,000	0.00	0.00	0.00	**0.00**
	Non-employee Workers - Dispatch employees	Number / Work hours x 1,000,000	7.35	0.00	0.00	**0.00**



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