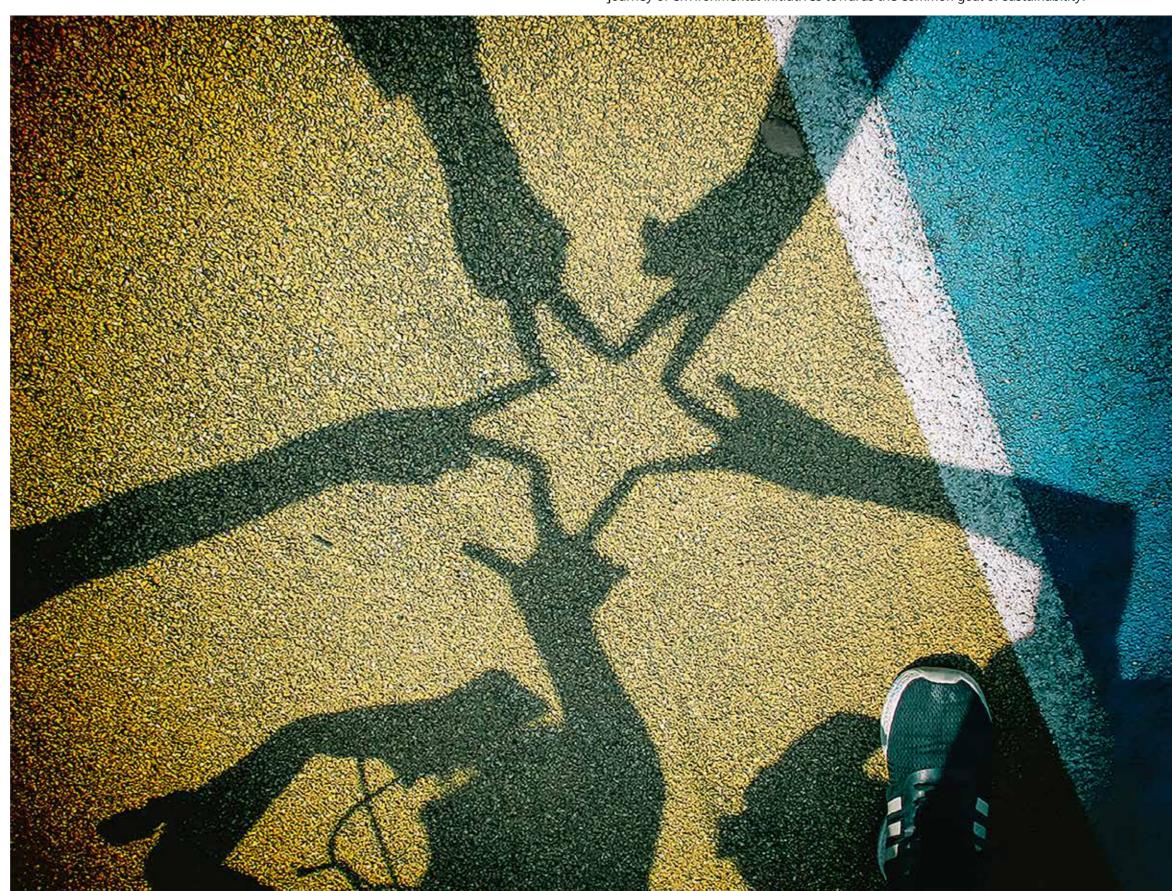


WT, as an educational explorer and technological leader, embarked the shared journey of environmental initiatives towards the common goal of sustainability.



Design concept

The photographs on the cover of this Report and the opening pages of each chapter were taken by elementary school children as part of the WT Education Foundation' Shining Hope program. The impressive works show how the children perceive, observe and appreciate their surroundings and express confidently with camera

photo——— Chen Wei-Ting, Grade 6, Daping Elementary School, New Taipei City



Letter from the CEO

CHAPTER

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Walking on the common journey towards sustainability

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Letter from the CEO

Sustainability makes us see ourselves better.

ESG is a game changer that has been drawing global attention. Indeed, the sustainability of the Earth determines the sustainability of an enterprise, and the pursuit of sustainability is meant to be part of our everyday practice. The implementation, advocating and learning of sustainability start from self-awareness, and incorporating the comprehension, contribution and communication of employees, upstream and downstream partners in the supply chain, customers and other stakeholders.

When is the best time to go net-zero carbon emissions? It is never too late to act. Complying "net-zero carbon emissions" is a serious commitment. Confronting business operations and limited resources in the fast-changing circumstances, WT made a prudent assessment for the path of carbon reduction based on a comprehensive inventory of greenhouse gases. We took into account the actual impact of climate change on our operations before implementing our operational strategy for zero carbon emissions one step at a time.

I have been grateful that WT is a strong team with a consensus goal and common direction. We managed to learn and explore the impact of ESG in all aspects while growing our business by 28% in 2022. Despite the challenges and constant adjustments along the way, the momentum to go ahead is always there. We began with scrutinizing ourselves in every micro step by which we gained a deeper understanding of how we are doing at status quo. From there, we are able to keep up with the times and made us a stronger team by improving our professional competence, adjusting our organizational structure, revising our governance, training our staff, and enhancing our sustainability.

The future of the Earth is shaped by the footprints we leave behind.

We create the world we want. The Earth is not something outside of us, but instead we all live in. What we hear and see on our walk is a choice we made. Choosing to achieve sustainability poses a challenge to our habitual way of thinking, as trade-off is inevitable due to limited resources. Fortunately, our partners in the supply chain have been the creators of the plan and solving problems, particularly in response to extremely tight labor markets, inflation, shortage of raw materials, technological innovation and competition, the assessment of strengths, weaknesses, and risks of different countries. The turbulent and uncertain current situation tests our powers to advance in our respective fields. All together, we then can explore new possibilities for Taiwan, inject new vitality, and shape a new vision for the benefits of a sustainable Earth.

The industrial prosperity takes time to build, not to mention if facing constant landscape change and transformation. New dilemmas emerge every year. WT is commits to giving priority to the purchase of green-label products, and the purchase amount

has increased for consecutive years. We spent NTD15.66 million procuring green label products this year, an increase of 5% from last year. Our next step is to incorporate Climate Change Performance Index (CCPI) including or which includes climate policy, GHG emissions, energy consumption and renewable energy in the aspects of strategic thinking and tactical execution to benefit the environment and social development.

We might have been ignorant, but we are ready to learn. Now that we are committed to achieving the goal of science-based net zero emissions, we no longer take climate change as an isolated issue. Most importantly, we will take joint actions to push forward the huge task of net zero emissions like a rolling stone. Beginning with Taiwan, we took a step forward to take voluntary GHG inventory check in China and South Korea, and are actively planning to extend the effort to other operating countries such as Singapore, Japan, India, Vietnam and Malaysia where GHG inventory check is yet to be taken.

We implemented the digital optimization and developed various information technology systems at the same time maintained the information security. WT obtained ISO 27001 certification in 2022. Our employee headcount grew by 38.34%. Among them, 30% of the executives and 43% of the directors are female. For three consecutive years, we are recognized among the top 5% in the Taiwan Corporate Governance Evaluation.

With 2023 marking our 30th anniversary, we are committed to continuously and stably moving forward with "integrity, partnership, focusing on core business and stepping into the world". We are determined to keep our aspiration and enthusiasm in pursuit of sustainability.

Founder, Chairman and Chief Executive Officer

En theng



☐ chapter 1.1 ☐ **About this Report**

WT Microelectronics (hereafter abbreviated as WT) 2022 Sustainability Report (hereafter referred to as "this report") is as follows:

Disclosure Framework

This report is compiled in accordance with the GRI Sustainability Reporting Standards 2021 published by the Global Reporting Initiative (GRI). The information in this report is disclosed in compliance with the standards for Multiline and Specialty Retailers & Distributors under the sector of Consumer Goods of the Sustainability Accounting Standards Board (SASB), as well as the framework of Task Force on Climate Change-related Financial Disclosures (TCFD).

Disclosure Scope

This report was first released in 2017 and an annual report has since been regularly released each year. This report presents the overall economic, social and environmental performance of WT group's operating bases in Taiwan as well as subsidiaries in Hong Kong, Shanghai, Shenzhen, South Asia, Korea, and Japan, throughout the period from January 1st to December 31st, 2022. The disclosure covers all the entities included in the group's consolidated reports and is divided into major operating regions of Taiwan, Hong Kong, China, South Asia, South Korea, Japan. In cases where the data disclosed do not cover all the entities, a note is added to describe the scope of the particular disclosure. The respective disclosure scopes of all items are provided in "5-9 Disclosure Scope" as well. In addition, in view of comparability of information, only the data of the recent five years are disclosed in principle. In cases where the relevant performance information has not been systematically collected or the accuracy of the information can not be validated or verified, only the data of one to three years are disclosed.

About the Disclosure

The sustainability and performance information disclosed in this report have also been disclosed in the ESG section of the official WT website. The financial information disclosed in regard to the operating performance have been audited by PricewaterhouseCoopers Taiwan (PwC Taiwan) and are consistent with the information from financial statements attested by public certified accountant. The financial disclosures are made in New Taiwan Dollars (NT\$). The other data in this report were compiled by the WT disclosure team, with numeral information described in the usual way and rounded in principle.

Independent **Assurance**

This report was verified by the British Standards Institution Taiwan Branch (BSI Taiwan) in accordance with the GRI Sustainability Reporting Standards and the AA1000 AS v3 Type 1 Moderate Assurance Level, and confirmed to be in compliance with the GRI Sustainability Reporting Standards Requirements (see 5-10 Sustainability Report Independent Assurance Opinion Statement).

Compilation **Process**

Approval for release

Formation of the report disclosure by each department

Team formation

Compilation by the executive secretary of approval by the CSO

Compilation and edition

Final approval by the chairman

This report was produced by an inter-departmental disclosure team. The contents were produced by appointed writers of each department, compiled by the Executive Secretary of the ESG Sustainable Development Team, and verfied by the disclosure team. The report was then submitted to the Chief Sustainability Officer (CSO) for review before the final approval by the chairman. The final version was presented to the first subsequent board meeting by the CSO along with the comprehensive results of WT sustainability performance in 2022.

The last report was released in June 2022. This report was released in June 2023. **Contact person:** Pow Ling, General Director of Public Relations Department Address: 14F, No.738, Chung Cheng Road, Chung Ho District, New Taipei City 235603, Taiwan (R.O.C.) **Telephone:** +886-2-8226-9088 **Email:** esg@wtmec.com

Locations

Headquartered in Taiwan, WT has an extensive marketing and sales channel with 52 offices across the world in China, South Korea, Singapore, India, Thailand, Malaysia, Vietnam and other regions.



| chapter 1.2 |

A Global Presence With Deep Roots in Taiwan



In 2022, WT had an operating revenue that reached new high and outperformed the market with an annual growth rate of 28%.



WT Microelectronics represents more than 80 world-class vendors and serves more than 10,000 quality customers. The electronic components WT deals are widely used in various applications such as communications, computers and peripherals, data centers, consumer electronics, industrial control, the Internet of Things (IoT), and automobiles.

Name	WT Microelectronics Co., Ltd.
Headquarters	14F, No.738, Chung Cheng Road, Chung Ho District, New Taipei City 235603, Taiwan (R.O.C.)
Ownership and legal form	Public Company. The Company's shares are publicly traded on the Taiwan Stock Exchange under stock code 3036.
Total number of offices	52
Total number of full- time employees	3,547 (as of December 31, 2022)
Operating and sales markets	Asia
Brands, products & services	We are the world leading provider of professional electronic component distribution services, representing over 80 of the world's leading semiconductor manufacturers and serving over 10,000 quality customers.
Capital	NTD10.2 billion (as of December 31, 2022)
Operating revenue	NTD571.2 billion (FY 2022)
Participation in associations	First Class Membership of Taiwan Electrical and Electronic Manufacturers Association (TEEMA) Official Member of Taipei Electronic Components Suppliers' Association (TCCSA)

In September 2022, WT completed the acquisition of Excelpoint Technology. The acquisition allows WT to provide customers with a wider range of product solutions and technical support services, so as to facilitate the rapid launch of customers' products. In addition, the combined customer bases of both parties greatly enhanced our distribution capabilities in the Asia-Pacific region. By cross-selling different product lines, the two parties can not only achieve potential synergies, but also offer more business expansion opportunities to vendors.

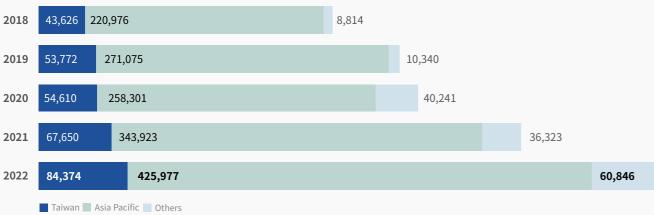
In 2022, WT's consolidated operating revenue increased 28% over the previous year and reached NTD571.2 billion, with a net profit of NTD7.6 billion or earnings per share of NTD8.61.

Sustainable Operation Guidelines

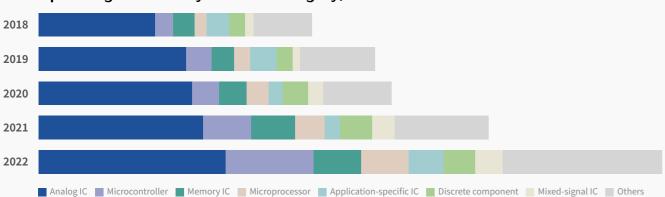




20222S年末續報組書y Report



Operating Revenue by Product Category, 2018-2022 (in NTD million)



	2018	2019	2020	2021	2022
Analog IC	116,014	147,115	152,587	163,915	214,886
Microcontroller	17,444	25,454	27,276	47,927	76,217
Memory IC	22,241	22,462	26,634	43,118	42,713
Microprocessor	11,593	15,693	22,198	28,982	41,298
Application-specific IC	22,263	25,691	14,893	15,476	30,789
Discrete component	15,942	15,483	25,459	32,059	27,705
Mixed-signal IC	8,699	7,881	15,670	22,549	24,203
Others	59,220	75,462	68,435	93,834	113,386

WT undertakes sales and support services for vendors, and provides downstream customers with market-related information and technical support for product application to help shorten the time-to-market. We, as distributor, also need to actively strive to expand our agency territories and enhance our international competitiveness by setting up more overseas offices and storage facilities so as to effectively provide our consumers, who are expanding their production to new locations, logistics and technical supports and other services.

chapter 1.3

WT Corporate Core Values and Principles

Three Core Values

Integrity Commitment

Individual

We adhere to a set of definite ethical guidelines. Integrity is the fundamental core value of WT and the integral component for all decision-making. We always behave honestly and sincerely in all our interactions.

We stand firm in our commitment to vendors, customers, employees, shareholders and society as a whole. We are committed to making the utmost efforts to serve all stakeholders' best interests and to be a reputable and accountable company.

We respect individual development and care about team spirit. We believe that individual well-being and the company's long-term success complement each other. With each individual's collaboration toward shared goals, we can maximize our team's achievements.

Teamwork with

Respect for the

Three Key Business Philosophy

Forge Partnerships with Vendors and **Customers**

Focusing on Core Business

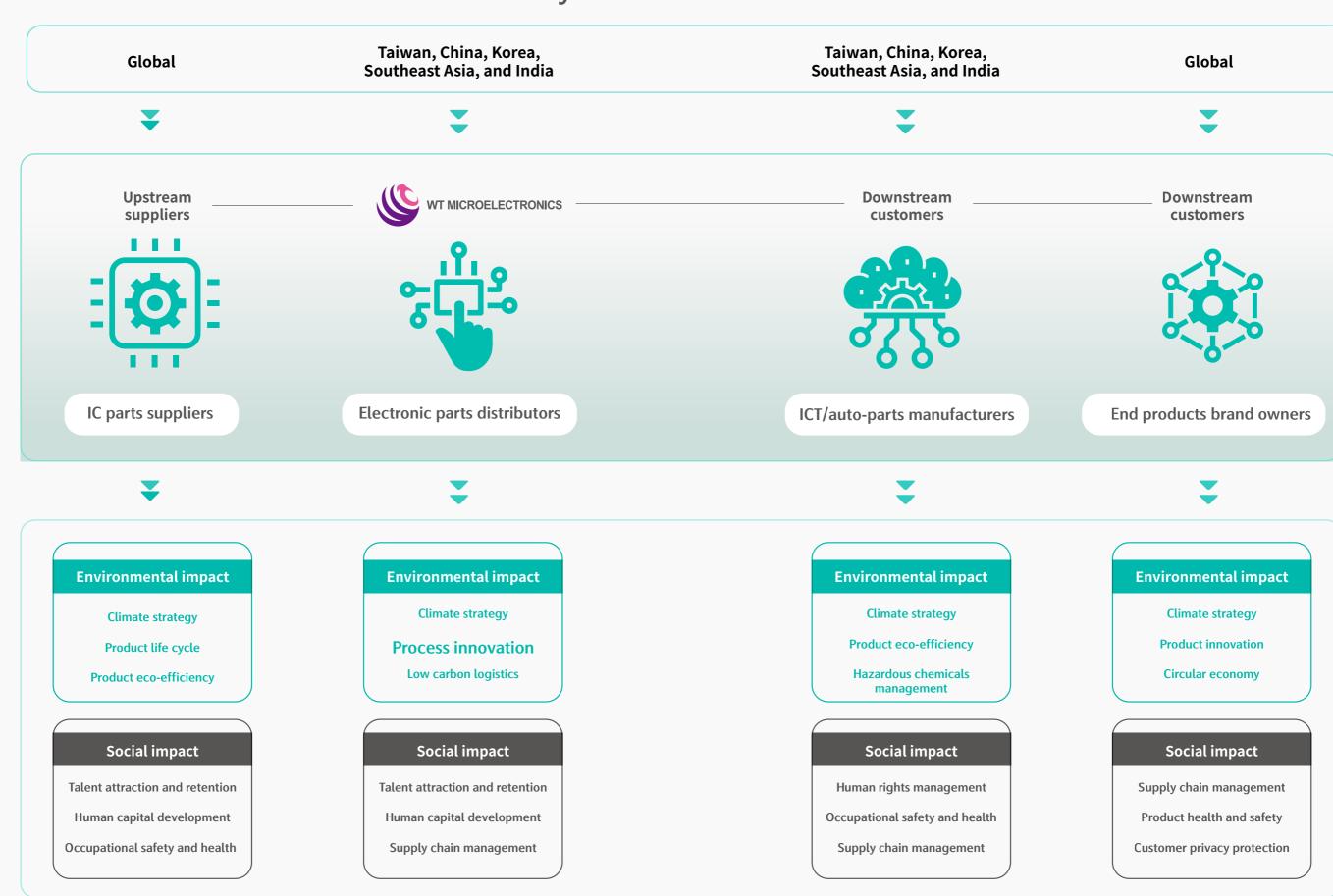
Striving for Excellence

We treat our vendors and customers as partners. We work closely with them in pursuing mutual prosperity. Our Partners' success is our success and we value their competitiveness as we value our own. This belief in partnership has brought us respect and recognition in the industry and will lead us to greater achievements in the future.

We stay focused on core business and create irreplaceable values in the supply chain. In this ever-changing environment, staying focused is the only way to adapt to new challenges, innovate, and enhance our service capability in the value chain.

Striving for excellence is carried out in all areas and at all levels of our organization. Every team member believes that there is always room for improvement. We are determined to bring the best quality service to all aspects of our business and to maximize our value to the industry.

Sustainable Value Chain Committed by WT



Environmental & social impact

ENVIRONMENTAL

A 5% INCREASE IN GREEN PROCUREMENT SPENDING

1 NTD **15.66** million

green procurement

WT was awarded Green Consumption Outstanding Enterprise by the New Taipei City

Expansion of inventory boundaries

> The inventory boundaries have expanded to Scope 3 Emissions from the organization's use of purchased goods (category 3: upstream suppliers' activities related to fuel and energy).

13.15%

reduction in packaging materials

The proportion of new cartons used in shipments dropped to 23.12%, a decrease of 13.15% from 2019.

Completion of the independent GHG inventory of all operating bases in Taiwan

In 2022, independent verification of reported GHG inventory was completed for all operating bases in Taiwan and the newly added logistics centers in Hong Kong and Singapore. Voluntary GHG inventory was completed for operating bases in China, Hong Kong, Singapore, South Korea and other

27.18% reduction in emissions intensity

The GHG emissions of all our operating bases was 2794.05 tonnes CO₂e in total. Across the verified locations, the scopes 1 and 2 GHG emission intensity by turnover was 0.0028 tonnes CO₂e/NTD million; and the emission intensity by floor area was 0.0398 tonnes CO₂e/m², which is a decrease of 27.18% compared with 2018 (base year).

A SIGNIFICANT INCREASE OF 38.34% IN THE NUMBER OF EMPLOYEES

• NTD1,425K

salary on average

The average salary of full-time employees in nonsupervisory positions was NTD1,425,000, which has been growing for four consecutive years.

18.58% employees from diverse cultural background

> The number of those who are not Taiwan, China, or Hong Kong nationals.

new supplier qualification screening

In 2022, new suppliers have been 100% screened in terms of social policy and code of conduct.

9 83.58_% local hire among senior executives

> Of the senior executives of all operating sites, 83.58% were local residents.

A RECORD HIGH REVENUE OF NTD571.2 BILLION!

NTD 571.2 billion billion net operating income

> The net operating income was NTD571.2 billion, up 28% from the previous year.

The earnings per share was NTD8.61

3 NTD 7.6 billion net profit

> The net profit after tax was NTD 7.6 billion, down 4% from the previous year.

98.9% board attendance

The average in-person attendance rate of the 13 board meetings in 2022 reached 98.9%.

female directors

There were 3 female directors, accounting for more than 40% of the board.

disabling incident

There was 0 disabling incident throughout the year, proving that the employees have a good safety awareness.

3,547 headcount increased significantly and reached

The headcount with an increase of 38.34% after the acquisition of Singapore Excelpoint Technology. There are no part-time (hourly paid) or contract workers. All employees are full-time workers.

98.30% local procurement

> Local procurement accounted for 98.30% of the expenditure (excluding agency purchased items) of the Taiwan headquarters.

investment in social engagement

staff education sessions

0 30.07_%

| chapter 1.4 |

2022 Sustainability Report

Milestones and Awards

·WT Microelectronics founded

·Hong Kong Branch set up

1993

2002

- ·OTC-listed
- •500 customers

- 2002 ·TWSE-listed
- ·Revenue reached NTD10.4 billion
- •Ranked among top 100 in terms of revenue among Commonwealth Magazine's Top 500 Service Industries in Taiwan

·Annual revenue exceeded USD10 billion for the first time. (with annual revenue of NTD335.2 billion)

·Ranked 24th in Commonwealth Magazine's Top 50 Business Groups in Taiwan

•Ranked in 6%-20% percentile grade in the listed company category (for the 4th consecutive year), and in 21%-40% percentile grade in the OTC/TWSElisted companies in electronics sector with NTD10 billion plus market value category of the 6th Corporate Governance Evaluation

2019

•Ranked 48th in terms of revenue in Business Weekly's Top 500 Service Providers in Taiwan

2010

·6,000 customers



·80 vendors ·45 offices

- Ranked 10th in the service industries category of Commonwealth Magazine's Top 2000 Enterprise Survey
- ·First release of Corporate Social Responsibility Report in both Chinese and
- ·First ISO 14064-1 greenhouse gas inventory with independant assurance
- ·Ranked in 6%-20% percentile grade in the listed company category (for the 3rd consecutive year), and in 11%-20% percentile grade in the OTC/ TWSE-listed companies in electronics sector with NTD10 billion plus market value category of the 5th Corporate Governance Evaluation

- •Ranked 2nd semiconductor component distributor in Asia Pacific
- · Certified with ISO9001:2015 Quality Management System Certification and ISO 14001:2015 Environmental Management System Certification

- ·Ranked 4th semi-conductor distributor in the world
- ·8,000 customers

- ·Revenue reached NTD107.8 billion
- ·Ranked 20th in the service industries category of Commonwealth Magazine's Top 2000 Enterprises Survey
- WT Education Foundation founded
- · Ranked in 6%-20% percentile grade in the listed company category of the 1st Corporate Governance Evaluation



Ranked top 5% (for the 3rd consecutive year) in the OTC/TWSE-listed companies in electronics sector with NTD10 billion plus market value category of the 9th Corporate **Governance Evaluation**





- •GHG emissions certified with ISO 14064-1:2018 by the British Standards Institution (BSI)
- · Certified with ISO/IEC 27001:2013 and CNS 27001:2014 information security management
- ·Ranked 1st in the electronic parts wholesale sector, 3rd in the service sector in terms of net operating revenue, and 19th in terms of operating revenue across all sectors in CRIF's Top 5000 Large Enterprises in Taiwan Survey 2022
- ·Ranked 5th in the service sector, 1st in the Information, communication, IC distribution sector, and 22nd most profitable service industries in Commonwealth Magazine's Top 2000 Enterprises Survey 2022
- ·Ranked 5th in Commonwealth Magazine's Top 100 Semiconductor Enterprises 2022
- ·Listed in Business Weekly's Top 100 Companies with Low-Carbon Competitiveness survey
- ·WT chairman Eric Cheng ranked 18th in Harvard Business Review's biennial Top 100 Cooperation Leaders in Taiwan 2022
- ·Awarded Outstanding Distribution Partner 2022 by NXP
- · Awarded Best Performance (Gold Award), Best Partnership in DSC 2022 (Korea) and Best Partnership (South Asia) 2022 by ST
- Awarded Outstanding Progressive Agency 2022 by MPS
- ·Awarded Best Value Added Reseller 2022 by MTK
- ·Awarded Best Agency 2022 by GIGABYTE
- ·Awarded Enterprise Spending More Than NTD 5 Million on Green Procurement in 2022 by New Taipei City Environmental Protection Department
- · Awarded the TCSA Taiwan Corporate Sustainability Awards (TCSA) 2022 Bronze Award for Corporate Sustainability Report

2020

- ·Ranked among Financial Times' top 500 High-Growth Companies in Asia Pacific
- ·2,500 employees in the group
- ·50,000 components in the profile
- · Ranked 4th in the service industries category of Commonwealth Magazine's Top 2000 Enterprises Survey
- The fastest growing semiconductor distributor in the world in terms of market share with 25.5% compound annual growth rate (2016-2021)
- 4th in global market share (7.6%) and 2nd in Asia Pacific market share (10.1%)
- · NTD447.896 billion operating revenue, with 27% year-to-year growth and NTD7.855 billion net profit or NTD9.96 earnings per share

Operation Cornerstone

Cornerstone of Business Operation and Road to Excellence

chapter.02



Economic impact ▶ Develop comprehensive and diverse product agency lines and authorized territories ▶ Build long-term cooperative partnerships with customers and suppliers ▶ Further strengthen the financial structure and financial strategy **Commitments:** ▶ Strengthening partnerships: we have always been treating our vendors and customers as our Policy and business partners, with whom we work closely in pursuing shared prosperity. commitment ▶ Focusing on core business: we insist on keeping our focus on nothing else, and strive to continuously deepen our ability to provide services to our partners in this sector and create irreplaceable value in the industry chain 2022 ▶ Optimize product application portfolio, and introduce new product lines that both meet market demand Goals and and have higher gross profit margins to increase market share targets ▶ Strengthen the financial structure and implement sound financial strategy Responsible department / top ▶ Finance Division / Chief Financial Officer executive ▶ Improve the sales performance with major customers and the penetration rate of small and mediumsized customers in key strategic markets, and plan related products especially in response to the demand for energy conservation and carbon reduction driven by climate change. ▶ Continue to increase investment in China, South Korea, India, Southeast Asia and other regions, actively develop new customers, reduce customer concentration, and improve customer layout in the Asia-Pacific region. Action plan ▶ Strengthen technical services and collaborative development of technology-oriented services, provide the best product portfolio and design according to the needs of downstream customers, and create more product added value. ▶ Provide integrated solutions (turnkey solution) with high technical value, provide customers with prompt services to meet their functional improvement needs, and reduce customers' waste of resources and time during R&D. ▶ The implementation progress and performance of our business strategy are kept under constant surveillance through regular communication and dialogue between the Board of Directors and the management team. Tracking mechanism ▶ Investor conference are held quarterly to present our financial performance, business outlook and market conditions, so they can be overseen by both internal and external stakeholders. ▶ The feasibility of the action plans and the achievement level of the goals are evaluated by comparing to financial forecasts. ▶ In 2022, the consolidated net operating income was NTD571.2 billion (an increase of 28% compared to 2021) with NTD7.6 billion net profit. ▶ In 2022, the market share in the semiconductor distribution sector was 8.7% in the world (6.9% in 2021), and 12.0% in Asia excluding Japan (9.2% in 2021). 2022 ▶ The growth in 2022 was mainly driven by the increased demand from automotive electronics, cloud $data\ center, energy\ management,\ green\ energy,\ 5G\ communication\ and\ other\ application\ domains.\ The$ Performance revenue from the star application domains grew by 44%, and their contribution to the overall revenue

measurement results

2022 Sustainability Report

customers, increase regional coverage, and enhance the technical support capabilities. ▶ Global Depository Receipts (GDRs) were issued to improve the financial structure and meet the capital needs for operation expansion.

▶ WT acquired Singapore based Excelpoint Technology to optimize the product portfolio, develop new

Goals and targets

Despite the short-term challenges of macroeconomic uncertainties and inventory adjustments in the semiconductor sector, we will continue to focus on high-growth products and application domains, such as third-generation semiconductors, electric vehicles, energy management, green energy, cloud data centers, and 5G communications. In addition, we aim to maintain a steady growth through the following strategic directions:

· Optimize product application portfolio to increase market share

increased from 43% in 2021 to 48% in 2022.

- · Conduct digital optimization to increase efficiency and reduce operating costs
- Strengthen the financial structure and implement sound financial strategy

chapter 2.1

Improved Corporate Governance

Strengthened risk control and self-monitoring to adapt to market conditions



Corporate Governance Facts 2022

- ▶ WT was ranked in the top 5% in the listed companies category, and top 10% in the OTC/TWSE-listed companies in electronics sector with NT\$10 billion plus market value category of the 9th Corporate Governance Evaluation
- ▶ The independent directors received 8.7 hours of training on average, and the directors 8.9 hours.
- ▶ The directors' attendance rate at regular shareholders' meeting was 100%.
- ▶ The independent directors' in-person attendance rate at the 13 Board meetings was 100% on average, and the
- ▶ On June 2, 2022, WT was included in the FTSE TWSE Taiwan Dividend+ Index.
- ▶ On November 24, 2022, WT was listed in the Top 100 Carbon Competitiveness List by the Business Weekly Survey (the only company in the electronic distribution sector).
- ▶ The individual and consolidated financial statements audited by public certified accountant were released 55 days after the end of the year (required by law within three months); the quarterly consolidated financial reports audited by public certified accountant were released 34 days after the end of each quarter on average (required by law within forty-five days).
- ▶ A total of 23 in-person and online Investor Conferences were held.

Board Composition and Functions

WT has established a corporate governance structure to manage the company's business in accordance with the Company Act, the Securities and Exchange Act and other relevant laws and regulations of the Republic of China. We have been strengthening the company's performance and responsibility, and balancing the interests between stakeholders in pursuit of long-term interests of shareholders. Under the Board of Directors, there are Audit Committee, Remuneration Committee and Risk Management Committee. The Risk Management Committee is composed of three Independent Directors, the Chairman and the Chief Financial Officer. Its role is to review risk management policies and management reports on major risk issues, oversee corrective measures, and routinely report the implementation of risk management to the Board of Directors.

In May 2019, the Board of Directors appointed Kerry Hsu, senior vice president, as the head of corporate governance, responsible for organizing the meeting schedule and agenda of the Board of Directors and shareholder meetings, assisting directors in their training plans, providing directors with information needed to perform duties in compliance with laws and regulations, and disseminating information to directors on a regular or occasional basis, depending on the topic, to strengthen corporate governance functions.



Diverse Board with more than 40% of the directors being women

The Board of Directors is WT's highest governance body. The tenth terms of Board was elected on May 20, 2022, is composed of four Directors and three Indepentent Directors. In order to strengthen the sound development of corporate governance, the policy of diversity is implemented in accordance with the Corporate Governance Best Practice Principles formulated by WT. Of the Board Members, there are three Independent Directors (43%), three female Directors (43%), and two Directors are employees (29%). In addition, four of the current directors are aged from 51 to 60 years old, one from 61 to 70 years old, and two from 71 to 80 years old. For the implementation of the Board Member diversity policy, please visit the corporate governance section of the WT official website.

Corporate Governance Best Practice Principles Article 20



Professional knowledge and skills

2022 Sustainability Report

professional background (such as law, accounting, industry, finance, marketing or technology), professional skills and industry experience, etc.



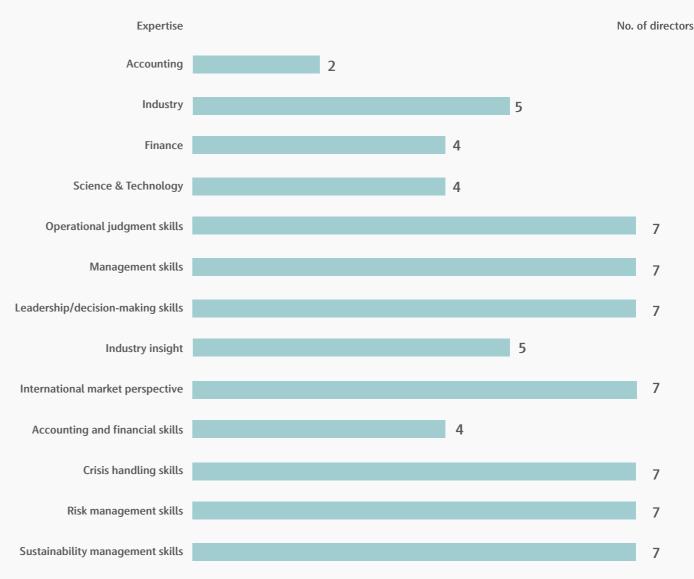
Basic requirements and values

gender, age, nationality and culture, etc among them, the ratio of female directors should reach one - third of board seats.

The Board of Directors meets at least once a quarter to monitor the achievement of the Company's operational goals and performance, provide strategic guidance to the management team, and oversee the Company's compliance with laws and regulations to ensure the best interests of shareholders. In fiscal 2022, the directors' in person attendance rate at the thirteen Board meetings was 98.9% on average, and the Independent Directors' was 100%. Conflicts of interest with directors are avoided in accordance to the provisions of Article 15 of WT's Rules of Produre for Board of Directors' Meeting. Meeting items involving a director's interests are disclosed in the annual reports, with the names of the director involved, the content of the item, and the reasons for avoiding conflicts of interest. In addition, information such as the existence of a controlling shareholder, and related party transactions are all disclosed in the annual report to avoid or reduce the possibility of conflicts of interest.

For information on the diversity of the Board of Directors, the Audit Committee, the Remuneration Committee and the Risk Management Committee, including the members' age range, experience, tenure, as well as information on their in-person attendance rate at the Board meetings, status of continuing training and education, and how conflicts of interest have been avoided or handled in 2022, please see Chapter Three Report on Corporate Governance in the Annual Report 2022.

Directors' expertise and experience



Note: The Board is composed of seven directors.



Major Resolutions of Board Meetings



Audit Committee Operation Information Disclosure

Dutiful Audit Committee members had 100 percent in-person attendance

2022 Sustainability Report



The Audit Committee was established on June 21, 2019. Instead of being appointed by the Board of Directors, the Audit Committee is required by law to be composed of all the Independent Directors. As the current Board was re-elected by the shareholders' meeting on May 20, 2022, the second term of Audit Committee is composed of all the three current Independent Directors. Two of them have expertise in accounting or finance in order to assist the Board in supervising that the company's financial reports are expressed properly, the internal controls implemented effectively, the compliance with laws and regulations maintained, and the existing or potential risks kept under control. The Audit Committee holds a meeting at least once every quarter. During the year, the accountant and the Independent Directors communicate and interact fully with each other on audit planning, audit, and audit results. At each regular Board, the chief-internal auditing officer reports to the Audit Committee meeting regarding the implementation status and other matters. Both the chiefinternal auditing officer and the accountant have a channel for direct communication with the Independent Directors. In 2022, a total of nine Audit Committee meetings were held with all members having a 100 percent in-person attendance rate.

The fourth term of Remuneration Committee is composed of two Independent Directors and one member fulfilling the requirement of independence. As the Board was re-elected by the shareholders' meeting on May 20, 2022 and all the previous members left the Board on the same day, the Board reappointed the three Independent Directors to make up the fifth term of Remuneration Committee on May 31, 2022. The purpose of the Committee is to make objective and professional recommendations to the Board, taking into account the Company's operational performance, and to assist the Board of Directors in implementing and evaluating the Company's overall compensation and welfare policies. In addition, the remuneration of directors and managers is determined and reviewed in accordance with the Director and Functional Committee Remuneration Payment Guidelines and the Regulations Governing Compensation Payment of Executive Officers as necessary to strike a balance between sustainable management and risk control. In 2022, a total of three Remuneration Committee meetings were held with all members having a 100 percent in-person attendance rate.

In 2022, the General Manager's total annual pay (NTD 37.6 millions) was 30.4 times of the median (NTD1,236 thousands) of that of the employees (excluding the General Manager) who have worked for more than six months in 2022 at the Taiwan headquarters and the four subsidiaries including Morrihan, Nuvision Technology, Maxtek Technology, and Techmosa. The General Manager's pay increase from 2021 to 2022 was -3.4 times of the employees' median pay increase at the Taiwan headquarters including the four mentioned subsidiaries. The ratio was negative as there was a negative increase in the General Manager's total pay during the period. The total pay included the basic monthly salary and variable bonus and excluded the stock ownership trusts. Only the employees who have been employed throughout both 2021 and 2022 were taken into account for the median calculation to prevent discrepancies between the statistical median and the actual situation caused by issues such as incomparability of the pay increase of those who have not received a full year's remuneration in both years (including new hires in 2021 or departures in 2022), and the absence of remuneration increase data for the new hires in 2022.

Note: In 2022, the General Manager's total annual pay was NTD 37,600,000. The total pay included the basic monthly salary and variable bonus, and excluded the stock ownership trusts and employee stock options recognized as salary expenses under IFRS 2.





Remuneration Committee Operation Information Disclosure

Basis for effectiveness assessment of the Board of Directors and the functional committees

In order to implement corporate governance, improve the function of the Board of Directors, and establish performance goals to strengthen the operational efficiency of the Board of Directors, WT has formulated the Rules for Board of Directors Performance Assessments in 2016, which clearly stipulates that the Board of Directors and the functional committees should routinely conduct internal self-assessment every year. An assessment evaluation must also be preformed once every three years by an external professional independent organization or an external team of experts and scholars. The assessment results must be reported to the Board of Directors, and be used as a reference to determine individual directors' remuneration payment and nomination for the Board re-election.



Internal Self-Assessment

The internal self-assessment questionnaires for the entire Board of Directors, individual members of the Board of Directors, individual members of the Audit Committee and individual members of the Remuneration Committee for the year 2022 were completed in January 2023. The results indicated that the Board of Directors and the functional committees were functioning well.



Assessment

In 2020, an external professional organization, the Taiwan Institute of Ethical Business, was commissioned to conduct the effectiveness assessment of the Board of Directors for 2020. The Institute and its executive experts have no business dealings with WT and thus are independent. The assessment was conducted through document review, questionnaires and on-site interviews in four major aspects, including the Board's professional functions, decision-making effectiveness, attention to and oversight of internal controls, and attitude toward corporate social responsibility. The assessment recommended that the communication improve between the Board and the management team and the Board pay more attention to corporate social responsibility issues (known now as sustainability issues). In response to the recommendations, the corporate governance department took the initiative to collect questions raised by individual Directors and pass them on to the management team. When necessary, relevant managers were invited to attend the Board meeting to explain to the Directors.

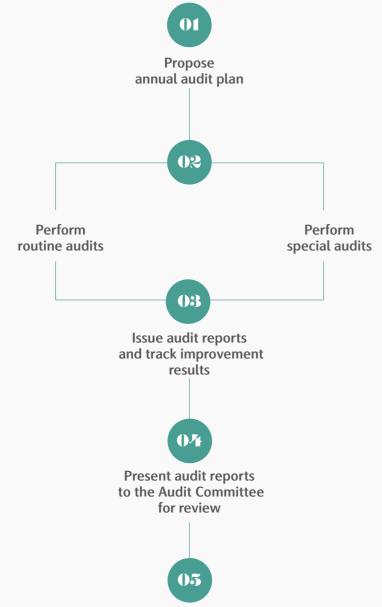
Rigorous internal audit to ensure fairness and impartiality

In WT Microelectronics, the Internal Audit Department (referred to as "the Department" hereunder) is an independent unit under the Board of Directors. The appointment and dismissal of the company's internal audit supervisor are approved by the Audit Committee and passed by the Board of Directors. The appointment/dismissal, evaluation/review, salary/compensation of internal auditors of the Company are handled in accordance with the Corporate Governance Best Practice Principles ,shall be submitted by the chief internal auditor to the Board Chairperson for approval and to evaluation and review at least once a year.

The purpose of internal audits is to assist the Board of Directors and managers in inspecting and reviewing defects in the internal control systems, measure operational effectiveness and efficiency, and to make timely recommendations for improvements to ensure the sustained operating effectiveness of the systems and to provide a basis for review and correction.

The Department shall implement regular auditing based on the annual audit plan, which is passed by the Board of Directors and based on the identified risks. The Department shall also implement special audit plans separately based on actual needs. After implementing each audit, the Department shall present the audit reports and followup reports, and submit them for review by the Audit Committee before the prescribed statutory date. The officer of the Department shall attend and deliver a report on the situation of each audit plan to a regular board meeting.

The Department shall supervise all internal departments and subsidiaries to conduct self-assessments once a year and implement the company's self-monitoring mechanism. The Department shall adjust the design and implementation of the internal control system in a timely manner in response to changes in the environment. The Departments shall review the self-inspection reports and evaluate the overall efficacy of all internal control systems to serve as the primary basis for the Board of Directors and General Manager to produce Internal Control System Statements.



Attend the Audit Committee and the Board of Directors, and report on audit plan implementation and results.

chapter 2.2

Stable Financial Performance

Continued growth in 2022! 28% increase in group operating revenue

WT's operating revenue increased by 28% from NTD447.9 billion in 2021 to NTD571.2 billion in 2022. The net profit for 2022 was NTD7.6 billion, and the after-tax EPS was about NT\$8.61 based on the weighted average number of

Continuous optimization and upgrade in the semiconductor sector

Digital transformation has been accelerating since the pandemic began. With sustainable development, energy conservation, and carbon reduction as the shared goals, the semiconductor sector will maintain strong market potential in the long run. Despite the challenges from macroeconomic uncertainties and inventory adjustments in the semiconductor sector in the short term, WT will continue to develop high-growth products for applications such as third-generation semiconductors, electric vehicles, energy management, green energy, cloud data centers, 5G communications, etc, of which the rapid development also demands semiconductor components. In addition to further developing high-growth product application markets and increasing the market share, WT will carry on digital optimization to improve operational efficiency, optimize operational management systems, strengthen financial control systems, and strengthen human resource management to enhance our ability to provide added value in the semiconductor industry chain, and build the foundation for a sustainable corporate.

Operating Revenue and Net Profit, 2018-2022



Operating Revenue and Profit, 2018-2022

(in NTD million)	2018	2019	2020	2021	2022
Operating revenue	273,416	335,187	353,152	447,896	571,197
Operating costs	262,771	324,387	342,378	430,909	551,365
Gross profit	10,645	10,800	10,774	16,987	19,832
Operating expenses	5,391	5,547	5,458	6,430	8,050
Selling expenses	4,017	4,150	4,069	4,522	5,533
General and administrative expenses	946	988	979	1,296	1,861
Research and development expenses	368	407	386	609	655
Impairment loss determined in accordance with IFRS9	60	2	24	3	1
Operating profit	5,254	5,253	5,316	10,557	11,782
Non-operating income and expenses	-1,633	-1,944	-517	-377	-1,871
Profit before income tax	3,621	3,309	4,799	10,180	9,911
Income tax expense	842	778	1,004	2,325	2,311
Profit for the year	2,779	2,531	3,795	7,855	7,600
Other comprehensive income (loss)	261	-568	6,569	2,140	-7,070
Total comprehensive income for the year	3,040	1,963	10,364	9,995	530
Basic earnings per share (in dollars)	5.02	4.32	5.22	9.96	8.61

GRI-specific Expenditure Disclosures

(in NTD million)	2018	2019	2020	2021	2022
Employee salary and benefits	3,224	3,413	3,402	4,040	5,023
Interest expense and dividend	3,080	3,341	2,636	3,305	7,147
Government subsidy	0	0	0	0	0
Direct/Indirect political contributions	0	0	0	0	0
Community investment spending	7	7	8	15	11
Retained economic value (retained surplus)	1,391	886	1,206	3,154	3,518

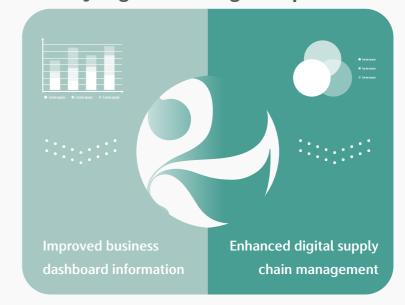
chapter 2.3

Further Digital Optimization

Operational efficiency was improved toward low-carbon services

Following the establishment of a well-structured enterprise database, which was the Phase I goal of digital transformation, the Phase II kicked off in 2022 to introduce digital tools and technologies for a comprehensive review and analysis of supply chain operations such as procurement, stock and inventory management, customer order and shipment management. Along with relevant digital tools and system development, the trial run of some operation procedures and management reports started in Q4 2022 with the full introduction expected in 2023.

Two major goals for digital optimization



Introduction of RPA, B2B/EDI and automation further enhances operation efficiency

To improve the existing manual handling with RPA and automated procedures. A total of 100 vendor-related operating procedures and management reports, including price request and maintenance, procurement operations, project registration and maintenance, and 273 customer-related operating procedures and management reports, including order and shipping operations, delivery management, and sales forecast, have been automated to meet the customized operation requirements of different vendors and customers. As a result, the working time of relevant personnel was greatly reduced, and the feedback turnaround time and service quality were effectively improved.

Improved Business Dashboard Information

At WT, business dashboards are customized for users in different roles at different levels to meet their individual functions and decision-making requirements. Operational data automatically collected, sorted, and compiled on a daily basis by the system are made conveniently accessible via mobile devices or the Intranet to appropriate executives and employees, so that they are kept well-informed of the up-to-date operation status and trends and thus able to respond to and take action on any abnormality at the earliest possible moment.

Digitization achievements in procurement, stock and inventory management procedures

Improved transparency of materials status

Information such as sales demand, finished product inventory, and purchase orders from different systems are integrated and analyzed to indicate the health of the inventory level of each material, so that the sales team may quickly and effectively grasp the situation of the materials they are responsible for, address possible shortages or excess, as well as plan for and simulate changes in corresponding purchase orders and sales

System simulated order planning

With stocking parameters set by the sales team, order plans can be simulated and generated by the system, which supports simultaneous batch simulation with multiple materials to facilitate the operations.

Prompts for operation compliance

Operation plans set up for different material conditions are analyzed by the system with the built-in management specifications of each product line, and the sales team is prompted to ensure the plans made meet the applicable specifications.

Improved review and analysis

A new function was introduced to the system for the reviewers to check the overall inventory and purchase order status online. Warnings and prompts are given regarding the health of the inventory level in different materials according to the management specifications of each product line to facilitate order review and adjustment.

B2B/EDI to Vendor

Sales orders, order changes or other requests proposed by a customer can be quickly interfaced to vendor's B2B/EDI system for transactions after the integration with vendors' B2B/EDI electronic procedures.

Digitization achievements in customer ordering and freight management procedures

Customer order management

The order input efficiency has been improved by system optimization, as the time spent on following different order input procedures with different customer online systems can be saved, and the focus can be put on customer order management. After the integration, all customer order-related operations can be performed on the same platform.

The approval procedure has also been migrated online. The system informs the handler as soon as the approval is completed so the handler may proceed to the next steps. A log of changes in sales orders is kept on the system to facilitate tracking and internal audit. In addition, communication is ongoing with the customers to introduce VBA of EXCEL, Robotic Process Automation (RPA), B2B/EDI and other tools to simplify the sales orders input procedures.

Customer power of attorney system

For customers who use designated freight forwarders, a power of attorney system was introduced to manage their designated freight forwarders, power of attorney, and period of freight entrustment. The system gives notice before a freight forwarder is about to expire or change, so the employee responsible for the shipment can promptly notify and get confirmation from the customer, obtain power of attorney and other relevant documents, and update the information on the system.

chapter 2.4

Refined Tax Policy

Taxes are not only a cornerstone of national governments' provision of local infrastructure and public services, but also an important source of funding to attain global sustainable development goals. In response to changes in global tax environment, increasingly complex cross-border transactions and global anti-avoidance trends, we continue to interact and cooperate with tax authorities in countries where we operate.

Under the trend of international tax equity, WT implements corporate governance and establishes a corporate tax culture through the formulation of tax governance policies and transfer pricing policies, while taking into account the overall development of operations and the creation of operating profits. We review our policies annually in accordance with international tax trends, and evaluate the need for revisions. We file honestly in accordance with the regulations of each location where we operate, and make proper use of relevant government tax incentive policies.

In the face of the upcoming Controlled Foreign Corporation (CFC) system, WT has adjusted its organizational structure to comply with the international anti-avoidance trend for tax fairness, reorganized its substantive operating affiliates registered in countries with low tax burdens, and prudently assessed the impact of the taxation policy on the Group. We also keep close watch on any revision of applicable laws and regulations.

Tax irregularities or unethical matters can be reported internally and externally through WT's established whistleblower mechanism. All tax information disclosed in relevant public channels, such as annual reports of the shareholders' meeting, is derived from financial statements certified by an accounting firm.

WT's Tax Policy



Reasonable tax saving

We use legal tax incentives and do not engage in tax planning for the purpose of avoiding tax liabilities.



Information transparency

We disclose tax-related information in compliance with financial reporting standards



Compliance with tax regulations

We handle tax matters and file taxes in accordance with tax laws and regulations of each country in which we operate as well as international rules and standards (e.g., the arm's length principle, OECD regulations, etc.). We pay reasonable tax liabilities commensurate with economic value in the countries in which we operates in order to fulfill our social responsibility.



Established communication channels

We established a mutually respectful and trustful communicative relationship with tax authorities with whom we can conduct timely clarification of possible tax issues for major transactions.



tax risks

Tax implications must be taken into considerations when key company decisions are made. Operating environment and transaction patterns must be analyzed, and established investment structures reviewed to determine their consistency with sustainable tax strategies and management policies, with a view to developing

WT's effective income tax rate and cash effective tax rate in 2022 were 23.32% and 23.97% respectively, which is higher than the statutory income tax rate of 20% for profit-seeking enterprises in the Republic of China. It was mainly because the management retained part of the period's annual surplus for working capital needed for the Group's future business growth, and we had to pay the undistributed surplus tax. The effective cash tax rate was lower in 2021 mainly due to the difference in the timing of income tax payment and the substantial increase in profit in 2021 compared to 2020. The profit-seeking enterprise income taxes paid in Taiwan and China (including Hong

(in NTD million)

Net profit before tax (A)

Income tax expense (B)

Book effective tax rate (D)=(B) \div (A)

Cash effective tax rate (E)=(C) \div (A)

Income tax paid (C)

Fiscal year

2022 Sustainability Report

2021 saw a profit growth and lower cash effective tax rate.

2021

10,180

2,325

1,133

22.84%

11.13%

WT 2022

income tax payment by

region

2022

9,911

2,311

2,376

23.32%

23.97%

China

(including Hong Kong)

14%

Kong), WT's main places of operation, accounted for 97% of the tax we paid in 2022.

Tax payment comparison 2021 and 2022

















Taiwan •













chapter 2.5

Proper Risk Management

Risk control and management is the first step towards sound growth and sustainable operation

For the purpose of enforcing the Company's risk management mechanisms and strengthening corporate governance, the Risk Management Committee was put in place in 2020. In order to keep risks arising from operating activities within tolerance, the risk management policies were passed on January 5, 2021 by the Board as WT's risk management guidelines, which cover the purpose of management, scope of risks, organizational structure and responsibilities, management procedures, risk categories, and evaluation of risk management operations and implementation.

WT's Risk Management Procedure



The Risk Management Committee was set up and designated for risk assessment

The Risk Management Committee is a committee of the Board of Directors and is composed of three Independent Directors, the Chairman and the Chief Financial Officer. One meeting at least is convened every year to report to the Board of Directors on the operation of risk management, additional meetings may be convened at any time as needed. Functional units are responsible for the implementation of risk analysis, improvement and tracking

A Risk Management Task Force of the Risk Management Committee is going to be set up in 2023, with the General Manager as the convener, and relevant heads of functional units assigned by the General Manager according to the risk items managed as team members. The Risk Management Task Force will be the responsible unit for the implementation of risk management. It is mainly responsible for the overall risk management, including formulating risk management policies, structures and mechanisms, establishing qualitative and quantitative management standards, and reporting the risk management implementation status and results to the Risk Management Committee.

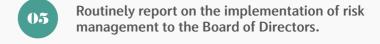












WT's risk management organizational structure

2022 Sustainability Report

Risk management
organization

Responsibilities

Board of Directors

The Board of Directors is the supervisor of risk management and the highest governance body. With the goal of complying with laws and regulations, promoting and implementing risk management, it elevates risk management policies, and continuously supervises the effective operation of the risk management mechanism, and is responsible for the ultimate responsibility of the risk management system.

Risk Management Committee

Risk Management Committee reports to the Board of Directors directly, and is responsible for reviewing the appropriateness of risk management policies and risk management structures, reviewing major risk management strategies, including risk appetite or tolerance, reviewing management reports on major risk issues, supervising improvement mechanisms, and regularly reporting to the Board of Directors implementation of risk management.

Auditing Office

The Auditing Office is directly affiliated with the Board of Directors. Its responsibilities are independent supervision and quality assurance, internal control system revision and promotion, and auditing business planning and execution. It submits an annual audit plan based on the results of the risk assessment every year, and reports the execution results to the audit committee and the Board of Directors.

Accountability Unit

Each Accountability Unit is responsible for the actual implementation of risk management, and the head of the accountability unit is responsible for analyzing, monitoring and reporting the risks faced by the business under its jurisdiction, and ensuring that the risk management mechanism and procedures can be effectively implemented.

Risk types and identification

	Mar
Operational ricks	con
Operational risks	char
	mai

rket structure and demand, industry development and competition, sales or procurement ncentration, product and raw material prices, product development and services, business model anges, organizational structure adjustment, talent recruitment, public relations, patent application and maintenance, intellectual property protection, etc.

Financial risks

Risk category

Inflation, financing, liquidity management, exchange rate, interest rate hedging, financial investment, strategic investment, etc.

Legal compliance risks

Failure to comply with laws and regulations or deficient contract specifications.

Information security risks

Failure to ensure information confidentiality, integrity and availability as a result of potential exposure of the information assets to unbearable risks.

Environmental risks

Climate change, natural disasters, etc.

Risk management process

Emerging risks

COVID-19



Meeting Date 2022/08/05

Meeting Item

The cash flow risk management assessment is submitted to the Board of Directors for resolution.

Evaluation Result

In response to the instability of the global economic environment and the impact of the epidemic on the industry, the Group's cash flow needs were assessed for management and risks. It has been assessed that there is no liquidity risk in the short term.

Risk Management and Countermeasures

Financial risk management is important for WT's operations. For details of finance-related risk analysis and management policies, please see the Annual Report 2022. For details of information security-related and climate change-related risk analyses and management policies, please see Sections 2-6 and 4-2-1. Other risks related to WT's operations are as follows:

Change in government policies and legislation

Risk Factor Current Impact on the Company Our operation would be affected

if there is a change in important industry policies or legislation made by government of a country where WT operates.

National governments tend to encourage the development of high-tech, semiconductor, and highvalue-added logistics logistics industries, especially Taiwan and China; therefore, at this stage, there are no major changes in government policies and legislation.

WT's legal, accounting, and stock affairs teams keep watch on and dutifully collect important information of market and legislative changes at home and abroad, and timely consult legal and accounting experts to propose measures in response to major changes in domestic and foreign policies and legislation.

Countermeasures

Countermeasures

Change in technologies

Risk Factor

A change in technologies or the industry will lead to changes in our production and sales and pose risks to our operations as WT's product portfolio is mostly comprised of hightech products.

on the sales performance when the

purchases or sales are concentrated

and a major agency right or customer

Current Impact on the Company There are no change in technologies or the industry

that have an impact on the company's finance or

WT's R&D and sales teams keep watch on potential impact of change in technologies or the industry on the Company. In addition, the R&D team further develops high-value-added and high-profit products to secure our source of profit with a more diverse and high-end portfolio.

Concentration of purchases or sales

Risk Factor

Current Impact on the Company There would be a risk of major impact In 2020, WT lost the agency right of a supplier who made the biggest contribution to our revenue, and

purchases and sales.

managed subsequently to make up for the lost performance by deepening partnership with other suppliers. At present, WT has a relatively extensive pool of more than 10,000 customers and there is thus no problem of excessively concentrated

Countermeasures

WT is a professional distributor of semiconductor components. Most of our suppliers and customers are well-known domestic and foreign companies. WT not only maintains good relations with existing customers and suppliers, but also strives to expand customers and suppliers by actively seeking new customers and developing new agency product lines.

Emerging risks

Risk Factor

The impact of the COVID-19 pandemic on the supply chain of IT products may accelerate the trend of supply chain transfer and decentralization, and pose downside risks to global economic growth in the long run.

Current Impact on the Company

The COVID-19 epidemic has accelerated global digitalization and increased the demand for hightech products; there is no negative impact on our finance and business, as WT has established a crossregional operation setup, which is sufficient to cope with the supply chain transfer and decentralization.

Countermeasures

WT will continue to pay close attention to changes in the general environment, adapt our organization and business with flexibility, and provide robust working capital to cope with changes.

chapter 2.6

Enhanced Information Security

A dedicated division was set up to strengthen information security management.

Information security

▶ Protect the confidentiality, integrity, and availability of our information assets to Policy and support continuous delivery of products and services. commitment 2022 ▶ No major security incidents occur Goals and ▶ ISO 27001 certification for the Information Security Management System targets Responsible

▶ Information Technology / Chief Information Security Officer

Action plan

department / top

executive

- ▶ Upgrade the information security management optimize the network security architecture and implement the information security management mechanism
- ▶ Strengthen continuous operation and development enhance continuous operation and management capabilities, intensify Incident response and exercises, and follow the principles of internal control and compliance
- ▶ Visit our official website for more details on the action plan

Tracking mechanism

- ▶ Organize routine security awareness training and social engineering exercises to strengthen personnel information security awareness
- ▶ Regularly check the effectiveness of control measures in the core system according to business
- ▶ Regularly practice emergency response plan exercises to ensure the effectiveness of relevant documents and procedures of the emergency response plan
- ▶ Quarterly report and follow up on self-assessment results for important core systems at the information security management review meeting

2022

Performance measurement results

- ▶ No major security incidents occurred
- ▶ Obtained ISO/IEC 27001:2013 and CNS 27001:2014 certifications for management system

2023 Goals and targets

- ▶ No major security incidents occur
- ▶ Further strengthen in management aspects, such as employee awareness training and risk assessment, in technical aspects, such as visualized security information and event management (SIEM) platform, user and entity behavior analytics (UEBA), security orchestration, automation and response (SOAR), as well as in practical aspects, such as identification, authentication, authorization, surveillance and record keeping to improve information security resilience
- ▶ Pass ISO/IEC 27001 routine audit

international information security certificates, and more than hours of professional training

In view of the growing importance of information security and increasingly rampant cyber attacks, WT set up a dedicated Information Security Department and installed a Chief Information Security Officer at the level of deputy general manager in 2022. The Department, composed of one dedicated director and two dedicated personnel, is responsible for information security incident investigations, system vulnerabilities disclosure, and new information security architecture evaluation and introduction, etc. The main tasks that have been completed are as follows:

- 1. The ISO/IEC 27001:2013 and CNS 27001:2014 verifications were obtained in 2022 (valid until October 31, 2025), and the threats and impacts posed by information security incidents were reduced through standardized and systematic
- 2. A dedicated information security mailbox was set up to receive external information security notifications from customers, suppliers, integrated cyber threat intelligence providers, information equipment suppliers, service providers, etc.
- 3. A dedicated person was appointed to collect, analyze and keep record of information on important information security news, vulnerability releases, zero-day attacks, and vulnerability utilization trends, and rate incidents for severity. Incident severity levels have been internally defined. The contact person in the information division keeps record of incidents, and, in the case of a major information security incident, immediately notify the Chief Information Security Officer. The Information Security Department must verify, eliminate and resolve the information security incident within the target processing time. After the handling is completed, the Incident Response team (IR team) must conduct root cause analysis, track and record the implementation effectiveness of corrective measures, so as to continuously improve the intervention methods and prevent recurrence of similar incidents. In addition, information security incidents have been divided into four severity levels, and their response mechanisms and standard operating procedures are formulated respectively to speed up the recovery time of information system services.

1,627,450 spam emails intercepted

608,953 threatening emails detected

threats intercepted

20,292 system and software vulnerabilities repaired

118,297 social engineering exercise messages

phishing hit rate in the latest drill



security awareness training session for all employees

intensive training session for core system related personnel and supervisors

ISO 27001 certification was obtained and employees' awareness of information security strengthened

The pandemic hit the world and changed the way we live and work. Working from home and mobile office have become normal. Corporate information security is exposed to breaches when employees are not working in the secure environment of the Intranet. Strengthening employees' awareness of information security has thus become crucial to information safety. Social engineering exercises were introduced in 2021 to integrate security awareness into daily work for early threat detection and intervention. In 2022, social engineering exercises and training continued on a monthly basis with randomly selected scenarios. Those insufficiently aware of information security were trained again and reported to their direct superiors, and their training results tracked regularly. In 2022, 118,297 social engineering exercise letters were sent, and the proportion of employees who were phished in the exercises dropped from 1.1% in 2021 to 0.7% in 2022. in October 2022, a refresher training on information security awareness was organized for all the Group's employees. Of the 2,552 employees required to complete the training, 19 dropped before it ended. They either applied for leave without pay, began maternity leave, or departed the Group. A total of 2,533 completed the course and passed the test (100% pass rate). Note that the employees of Excelpoint Technology were not on the training list as the merger happened in September 2022 and the integration was not yet completed. One session of intensive training for core system related personnel and supervisors was also completed.

Hacker attacks and intrusion methods are constantly changing. In addition to constantly exploring system vulnerabilities, they even use zero-day attacks to hack the system before the vulnerabilities are patched. At the same time, they steal employees' account usernames and passwords through social engineering and access the Intranet. These non-conventional approaches can no longer be blocked by traditional signaturebased protection. In response, WT introduced network detection response (NDR) and endpoint detection response (EDR) enabled by artificial intelligence. The NDR blocks anomalous network activities that deviate from the baseline on the first line; while the EDR contains a threat when the system failed to detect and block the threat before it made its way to an endpoint.

As information security threats are ongoing, we use hosting services such as security operation center (SOC) and managed detection response (MDR) provided by third-party vendors to monitor information security threats in real-time 24/7/365, and rely on ISO 27005 information security risk management on the basis of ISO 27001 to identify suspicious threats. We also adopt security design principles and in-depth defense approach to further strengthen security in such aspects as management, data, endpoint protection, application, network, third-party supply, etc.



ISO Information Security Risk Management Team

Information Security Management and Protection

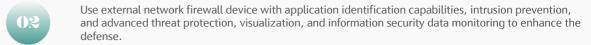
Software, hardware and network protection and monitoring

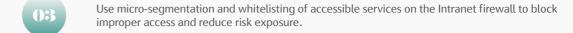
WT has a dedicated information security mailbox to receive external information security notifications from customers, suppliers, Taiwan Computer Emergency Response Team (TWCERT), information equipment suppliers, service providers, etc. A dedicated person is also appointed to collect, analyze and keep record of information on important information security news, vulnerability releases, zero-day attacks, etc. and rate incidents for severity. Incident severity levels have been internally defined. The contact person in the information division keeps a record of incidents, and, in the case of a major information security incident, immediately notify the Chief Information Security Officer. The Information Security Department must eliminate and resolve the information security incident within the target processing time. After the handling is completed, the Department must conduct root cause analysis, track and record the implementation of corrective measures, verify their effectiveness, and use Plan-Do-Check-Act (PDCA) for continuous improvement and recurrence prevention.

10 tips to improve personal cybersecurity

In addition to raising security awareness, WT also provides specific methods for employees and suppliers to improve personal cybersecurity, such as:







Distinguish employees and visitors with identity recognition modules, and separate their access paths.

Add an advanced threat protection module to the basic spam identification to improve the ability to diagnose contents of letters, so as to effectively block spam or phishing letters, and prevent the risk of sensitive data being stolen.

Introduce AI-enabled machine learning endpoint/network detection and response protection (EDR/ NDR), which establishes a baseline of normal user behavior through self-learning, and then detects

Use outsourced SOC and MDR services for 24/7 information security threat monitoring and

Use vulnerability scanning system to keep abreast of system vulnerabilities, and continue to track and improve.

Introduce multi-factor authentication to reduce the risk of account usernames and passwords being stolen.

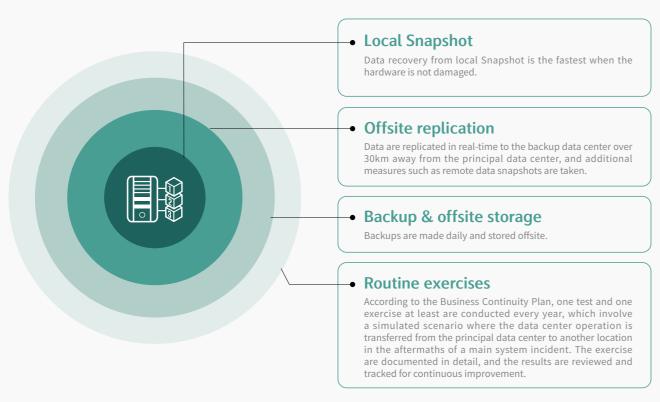
Keep on running social engineering exercises and training to enhance employees' information security awareness.



System backup and information security incident management

Backup and recovery plan in case of malicious intrusion

WT has comprehensive network and computer-related information security protection measures in place. Nevertheless, no matter how perfect the protection measures are, they cannot 100% guarantee that the Company's core system is safe from black swan or gray rhino incidents. Therefore, our top priority is to increase the Company's resilience and ensure the system can be quickly brought back to operation. Therefore, in addition to further investing in information security software and hardware, we continue to strengthen our continuous operation capabilities, so that the Company's operations can be resumed in the shortest time in the event of an information security incident.



Information security capabilities was further improved to equip the Company with first-class operating capabilities

WT's operation is based on continuous delivery capability. WT is committed to providing products and services that meet confidentiality, integrity and usability requirements. In order to be a first-class enterprise in the sector, we apply and introduce international information security frameworks, and continuously strengthens the security control measures to ensure a high level of information security protection capabilities. We therefore constantly evaluate the information security protection mechanism from point, line and plane, and develop different technical combinations to shorten the system recovery time. In addition, information security management system verification and red team exercises, etc. were introduced to review and upgrade the system with the assistance of independent organizations. In 2022, a number of external power outages happened unexpectedly. As a precaution against unexpected power outages, WT conducted a power supply abnormality exercise to ensure that emergency generators can be activated immediately and normal operation of the facilities and systems can be maintained. After the exercise, it was confirmed that the emergency response procedures were appropriate and all the facilities and systems were in normal operation.

By strengthening information security and employees' security awareness, there were no sensitive information leakage or major information service interruption incidents, nor financial losses caused to customers or suppliers in 2022.

Information security concerns of stakeholders were addressed

Through annual routine information security self-assessment questionnaires returned from our customers and suppliers, information security management evaluations conducted by the competent authorities, and inquiries raised on specific information security topics, the questions and concerns we heard from the customers in 2022 were mainly about the handling of major vulnerabilities, security controls and measures, ISO 27001 certification, information security management for sustainable operation, etc. The Information Security Department has answered all the questions to meet stakeholders' expectations and requirements.

Continue to strengthen identity recognition, microsegmentation and visualization, gradually build a comprehensive information security infrastructure, keep paying attention to the opportunities and risks of new technologies for the Company, and make structure and protection adjustments accordingly.

Continue to improve and verify employees' information security awareness, strengthen the information security personnel's professional capabilities, and continue to obtain international information security certifications so as to adapt internal responses to the constantly changing external attack methods.

Information security awareness and professional training



Continue to strengthen and improve the information security management mechanism, and enhance the Company's resilience through different scenario plans and exercises.

Supplier information security management

Join the supplier information security alliance, share supply chain information security practices, assist suppliers to improve information security capabilities, and strengthen overall supply chain information security.

| chapter 2.7 |

Commitment to Ethical Corporate Management

The global corporate governance philosophy of transparency and anti-corruption has been followed.

Ethical Corporate Management

Policy and commitment Integrity is WT's most important core value and business philosophy. We formulated the Ethical Corporate Management Best Practice Principles, Procedures for Ethical Management and Guidelines for Conduct, Codes of Ethical Conduct, and Supplier Code of Conduct to shape a corporate culture of integrity management. We also formulated the Social Policy and Code of Conduct, United Nations Anti-Corruption Policy, and United Nations Sustainable Development Goals Policy to align with the global corporate governance and anti-corruption framework.

2022

Goals and targets

- Strengthen all employees' anti-corruption awareness through training
- Deptimize communication and provide whistleblower channels for violation of professional ethics
- Organize an awareness campaign against insider trading

Responsible department / top executive

▶ Ethical Management Team (Legal Office, Human Resources Division, Auditing Office) / Board of Directors

Action plan

- ▶Organize routine integrity and ethics education for all employees of the entire Group every year
- ▶The Code of Practices for Corporate Governance poses share transaction restrictions on the Directors from the day they are informed of the Company's financial reports. The Directors are prohibited from trading the company shares on their own accounts during the closed period of 30 days before the release of the annual financial report and 15 days before the release of the quarterly financial report.
- ▶ Revise the whistleblower handling procedures and practices
- ▶ Have WT's ethical operation policies assessed by the Board of Directors for effectiveness

Tracking mechanism

2022

Performance

measurement results

- ▶The Ethical Corporate Management Best Practice Principles and related management measures are reviewed occasionally to ensure compliance with the latest applicable laws, regulations and
- ▶The Ethical Management Team routinely reports to the Board of Directors every year on the results of the previous year's ethical operation implementation, and assists the Board of Directors in evaluating WT's ethical operation preventive measures for effectiveness.
- None of the Members of the Board traded WT shares during the closed period preceding the financial
- ▶In June 2022, a refresher training on ethical values and professional code of conduct was organized for all in-service employees of the entire Group. A total of 2,532 employees have completed the course and passed the test (100% pass rate).
- In 2022, a total of 1,956 hours of ethical operation training were given to an accumulated attendance
- The whistleblower handling procedures and practices revision has been completed.
- ▶On January 6, 2023, the Ethical Management Team reported to the Board of Directors on the implementation of Ethical Operation Management in 2022. No inconsistency was found between the actual practices and the Company's Code of Practices for Ethical Operation.
- In 2022, five reports have been received and handled. The investigation determined that one of them constituted a violation. No major violation was found.

Goals and targets

▶ Continue to advocate and conduct training on ethical operation and anti-corruption with 100% of all employees of the Group passing the training.

Integrity is WT's most important core value and business philosophy. Employees must abide by clear moral standards and code of conduct, and do their utmost to fulfill our commitments to shareholders, banks, customers, employees, vendors and other suppliers, and ensure that the rights and interests of all stakeholders are in balance.

In 2020, WT formulated the Social Policy and Code of Conduct, United Nations Anti-Corruption Policy, and United Nations Sustainable Development Goals Policy in line with global corporate governance and anti-corruption concepts and frameworks, including Responsible Business Alliance Code of Conduct, the UN Global Compact, the International Labor Standards, the OECD Guidelines for Multinational Corporations, etc.

WT has always believed that Social Policies and Code of Conduct are core requirements for conducting all operational activities in order to gain a competitive advantage and to do the right thing. The high ethical standards of all members of the leadership team not only inspire employees' confidence in the Company's operations, but also create a supportive working environment for employees. The Social Policies and Code of Conduct are also principles for Members of the Board, all employees, group subsidiaries, independent contractors, suppliers and all those who deal with WT.

In the past five years, WT has not directly or indirectly donated to political activities, political parties/associations/ NGOs or politics-related organizations, individual politicians or other voting/referendum initiatives, and the amount of political donations was NT\$0. Likewise, it did not lobby for specific issues or engage in interest group activities.

The Ethical Management Team was set up in order to improve the management of ethical operation. The team members are assigned in accordance to their functions segregated duties and scopes, and responsible for developing ethical operation policies and preventive measures and overseeing the implementation in their scopes. The Ethical Management Team routinely reports to the Board of Directors every year on the results of the previous year's ethical operation implementation, and assists the Board of Directors in evaluating WT's ethical operation preventive measures for effectiveness.

Conduct prohibited by the Code of Practices for Ethical Operation

Giving and receiving bribes

Making illegal political contributions

Improper charitable donations or sponsorships

Offer or accept unreasonable gifts, entertainment or other improper advantages

Infringe trade secrets, trademark rights, patent rights, copyrights and other intellectual property rights

Engage in unfair competition

Damage, directly or indirectly, the rights, health and safety of stakeholders during product and services research and development, procurement, provision or sales



WT has formulated the Ethical Corporate Management Best Practice Principles, Procedures for Ethical Management and Guidelines for Conduct, Codes of Ethical Conduct, and Supplier Code of Conduct, which the Board of Directors has passed by resolution. They are publicized in the Corporate Governance section of the Company's official website and the Intranet in Traditional Chinese, Simplified Chinese and English. Information on Ethical Values and Professional Code of Conduct and Insider Trading Prevention Education and Advocacy are made available on the Intranet for all employees' reference. In addition, relevant personnel are also appointed to participate in lectures and symposiums held by industrial associations or professional groups, so as to strengthen the Group's ethical operation policies.



In order for all employees to fully understand and abide by the applicable regulations and standards, relevant onboard training is given to new hires, and refresher training is conducted routinely for all in-service employees of the entire Group every year. At the start of the 2022 refresher training on Ethical Values and Code of Conduct, 2,532 employees across the Group were in-service and thus required to take the course. All of them have completed the course and passed the test (100% pass rate). In 2022, a total of 1,956 hours of ethical operation training, including those given in on-board training for new hires, were given to an accumulated attendance of 3,309 persons, with 100% completion rate.

WT's whistleblower channels include an internal whistleblower mailbox and a whistleblower section on the official website for whistleblowers to report illegal conduct of company personnel. The Ethical Operation Management Team is responsible for accepting reports, opening cases, forwarding them to the heads of relevant units for investigation, and following them up until the cases are closed. The identity of the whistleblower, the content of the report, and the investigation process are all kept confidential. A complete record of the case acceptance, investigation process, and results is kept for five years.

In 2022, five reports were accepted and handled. No serious corruptive activities were found. Nevertheless, the investigation of one of the cases determined that the employee had indeed violated professional ethics, and the employee was therefore dismissed in accordance with the Group's internal punishment regulations.

An independent hotline and dedicated mailbox have been set up for sexual harassment complaints. In order to protect the rights and interests of the complainant, a complaint is accepted and handled in a confidential manner. The name of the complainant or other relevant information sufficient to identify the complainant will not be disclosed. The handling process and information of a complaint case are documented in writing, and kept in a sealed archive for five years. In 2022, no sexual harassment complaints were received.

WT seeks to promote honest and ethical conduct, deter illegal conduct, and abide by all applicable laws and regulations of the places where it operates. As of the end of 2022, there were neither violations of laws and regulations in economic aspects (such as investment, securities, taxation, etc.), environmental aspects (pollutionrelated violations, such as air pollution, waste water, waste, etc.), or social aspects (such as labor regulations, human rights, disabling injuries, etc.), nor resulting punishments imposed by the competent authorities. The numbers of violations and the amount of penalty were both NTD 0.



WT has zero tolerance for corruption and has a whistleblower mechanism in place

WT offers transparent and accessible whistleblower channels. The channels have been made known through on-board training, in-service refresher training, answers to suppliers' or customers' questionnaires, etc. WT encourages all employees to blow the whistle without hesitation when they found a violation of the Company's ethics policy. The whistleblower channels are open to all, including suppliers, customers and other third parties.

Take the initiative to communicate with employees

Put in place an independent whistleblower hotline

Set up a whistleblower section on WT's official website

Localize the whistleblower channels in local languages

Anonymous tips and reports will be kept confidential

Disclose the number of reports received, types of misconduct and actions taken.

Conduct integrity and ethics training to ensure employees fully understand company policies, procedures and control measures.



| chapter 3.1 |

Action Guidelines for Sustainable Management

Determining the Company's core sustainability management issues

WT has sustainable policies and initiatives for environmental, social, corporate governance, economic and trade compliance which were voluntarily formulated Sustainable Development Team and subsequently approved and published by the Chairman of the Board under authorization of the Board of Directors.

The Senior Vice President Kerry Hsu was appointed as Chief Corporate Governance Officer by the Board of Directors in 2019, and the Chief Application Officer Dr. Willie Sun as Chief Sustainability Officer when the ESG Sustainable Development Team was founded in 2021. On October 28, 2022, the ESG implementation results and the plan for 2023 were presented to the Board. To implement the Company's sustainable development vision, the sustainability strategic goals and management guidelines were drawn up under supervision of the Board, and a review plan to be made as needed. From 2022, the GHG inventory results and finalized sustainability report are set to be regularly presented to the Board. Climate governance, which has become indispensable for WT's operations since the introduction of the Climate Change Financial Disclosure (TCFD) project, will also be regularly brought to the Board.

Sustainable Development Policies and Initiatives



Items presented to the Board of Directors in 2022 include



Sustainable governance-related items brought to the Board of Directors

2022	Board Date	Items brought to the Board
o	01.06	[Presentation] Report on WT Education Foundation [Discussion] Passed the donation to WT Education Foundation
0	02.24	[Discussion] Passed the amendment to the Corporate Social Responsibility Best Practice Principles [Discussion] Passed the Amendment to the Corporate Governance Best Practice Principles
0	04.07	[Discussion] Passed the stipulation of Sustainability Report Preparation and Verification Operating Procedures
0	05.09	[Presentation] Report on GHG inventory and verification schedule planning
0	08.05	[Presentation] Report on GHG inventory and verification schedule planning [Discussion] Passed the Amendment to the Corporate Governance Best Practice Principles
0	10.28	[Presentation] Report on GHG inventory and verification schedule implementation progress [Presentation] Report on communication with stakeholders in 2021 [Presentation] Report on the Sustainable Development Team's ESG implementation results and plan for 2023

WT follows the GRI Sustainability Reporting Standards for reporting principles to manage sustainability issues. Major stakeholders were identified, material issues determined, and the organizational boundary defined through a five-step engagement process in compliance with the principles of stakeholder inclusiveness, sustainability context, materiality, and completeness.

Material issue identification procedure and implementation results



Strategies and practices to cope with the impact of material sustainability issues

2022 Sustainability Report

WT has procedures in place requiring the policy, planning and implementation of specific matters in the course of operation to be, regularly or occasionally, presented or submitted for discussion to the Board of Directors. For example, the Rules of Procedure for Board of Directors' Meetings Articles 10 and 12 and the Corporate Governance Best Practice Principles Articles 25 and 35 clearly stipulate the types of matters that must be discussed or resolved by the Board of Directors. The Sustainable Development Best Practice Principles Article 8 requires the proposals and implementation of sustainable development policies, systems, management guidelines, and specific roll-out plans to be presented to the Board of Directors on an occasional basis. In addition, the Ethical Corporate Management Best Practice Principles and the Procedures for Ethical Management and Guidelines for Conduct specify that the formulation of ethical operation policies and prevention plans, any major violations determined by investigation, or any major losses caused to the Company must be presented to the Board of Directors.

According to applicable laws and regulations or internal procedures, items need to be adopted by resolution of the Board of Directors are submitted for "discussion," while those do not require to adopted by resolution of the Board are submitted for "presentation". After being signed and approved by senior management, an item is added to the agenda of next Board meeting by Stock Affairs Unit for the Board of Directors to make a resolution in the case of a discussion item, or raise questions or made suggestions in the case of a presentation item.

From 2022, GHG inventory and finalized sustainability report are required to be regularly presented to the Board of Directors. Climate governance, which has become indispensable for WT's operations since the introduction of the Climate Change Financial Disclosure (TCFD) project, will also be regularly brought to the Board. In 2023, factors such as the impact type and degree of existing sustainability issues will be reviewed to assess and revise the scope of major impacts of existing procedures, and major environmental and social impacts will come under the supervision of Board of Directors. WT's Board of Directors adopted a total of 57 major resolutions in 2022, which have all been published on the WT official website (Major Resolutions of Board Meetings).



Major Resolutions of Board Meetings

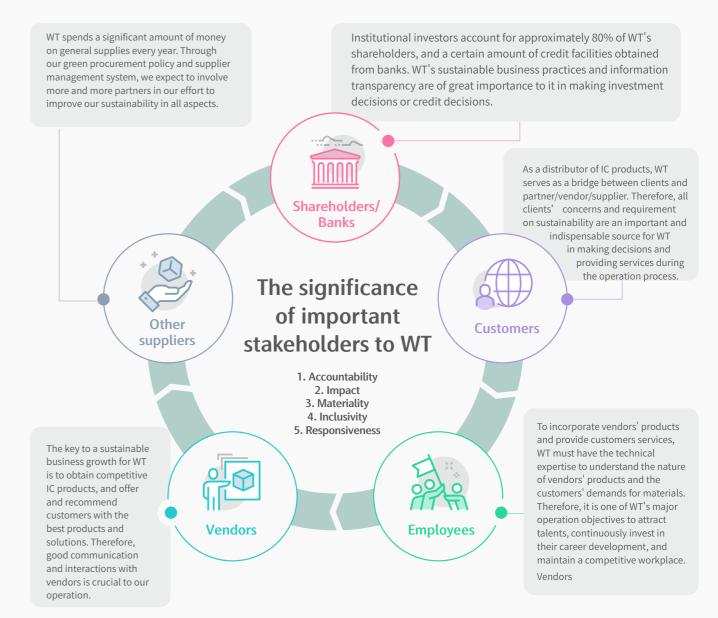
chapter 3.2

Identification of Stakeholders

The expectations of stakeholders are valued for effective corporate sustainability practices.

WT continues to involve stakeholders to ensure a communication and response mechanism is in place for sustainability issues. WT followed the principles of AA1000 Stakeholder Engagement Standard, which are impact, materiality, inclusivity, and responsiveness, to identified key stakeholder groups. An evaluation and discussion by WT's functional executives involved in the sustainability effort concluded that the operating environment in 2022 was not significantly different from that in 2021, and that the key stakeholder groups were therefore the same as identified previously, which are shareholders/lenders, customers, employees, vendors, and other suppliers.

The five stakeholder groups, whose involvement with WT's operations vary in significance and interactivity, are engaged in parallel by different departments through various communication channels. In 2022, the communication and engagement efforts continued and produced results.



Responsible dept.

Stock Affairs/Finance Division/ Investor Relations

Communication channels / frequency

- · Board of Directors and Audit Committee (at least once a
- · Remuneration Committee (at least twice a year)
- · Risk Management Committee (at least once a year)
- · Annual Shareholder Meeting (once a year)
- · Investor Conference (once a quarter)
- · Domestic and overseas institutional investor seminars and visits by institutional shareholders (occasionally)
- Market Observation Post System (occasionally)
- · Spokesperson and Deputy Spokesperson System (occasionally)
- · Company website and investor relations (occasionally)
- Investor Hotline/Mailbox (occasionally)
- · Company annual report, sustainability report (once a year)
- · Corporate Financial Report (once a quarter)
- Bank credit review (once a year)

Results

- · 13 Board of Directors meetings were convened
- 9 Audit Committee meetings were convened
- · 3 Remuneration Committee meetings were convened
- · 1 Risk Management Committee meeting was convened
- · 1 Annual Shareholders' Meeting was convened
- · 23 investor conference
- 12 operating revenue announcements were made
- 96 material information announcements were made in Chinese/English
- · 15 institutional investor's reports on the Company were
- · Shareholders' inquiries by telephone were immediately
- · 1 annual report and 1 sustainability Report were released
- · 4 quarterly financial reports were released
- · WT was ranked in the top 5% in the 9th Corporate Governance Evaluation in 2022
- · 1 sustainability-link loan contract was signed

Customers

Responsible dept.

Sales Dept., Marketing Dept.

Communication channels / frequency

- · Telephone, e-mail (occasionally)
- · Customer's supplier audit (once a year)
- · Customer's supplier meeting (once a year)

Results

- · Attendance at 20 supplier conferences held by major
- · WT was rated A-grade supplier by our customer Askey
- · WT was awarded excellent supplier by our customer OSE
- · We continued to improve sustainable supply chain management efficiency, to actively introduce new components, and to provide comprehensive and timely technical support.

Employees

Responsible dept.

Human Resources Dept.

Communication channels / frequency

- · Complaint mailbox / hot-line (24/7)
- · Intranet pages (occasionally)
- · Labor-management meetings/Welfare Committee meetings (once a quarter)
- Health consultation (as needed/occasionally)

Results

- · News relevant to employees were announced according to actual needs
- · 4 labor-management meetings / 4 Welfare Committee
- · Physician consultation: 2 to 3 hours per month; health manager consultation: occasionally

Vendors

Responsible dept. Marketing Dept.

Communication channels / frequency

- Business briefing (once a quarter)
- New product promotion strategy meeting (occasionally)
- New product investment (occasionally)

Results

- Attendance at 50 business briefings
- 90 new product promotion strategy meetings
- · Awards won:
- 1. NXP's Outstanding distribution partner 2022
- 2. ST's Best Performance (Gold Award) 2022
- 3. MPS's Outstanding Progressive Agent 2022
- 4. MTK's Best Value Added Reseller 2022

Other suppliers

Responsible dept.

GA Dept.

Communication channels / frequency

- · Supplier Corporate Social Responsibility (CSR) Commitment Letter (once a year)
- · Contractor Safety and Health Commitment Letter (occasionally)
- · Online Supplier Self-Assessment Form (once a year)
- · Key general supplier rating (twice a year)
- · Key engineering supplier rating (occasionally)
- Key supplier assessment (once a year)
- · Occupational Safety and Health Agreement Organization meetings (occasionally)
- Hazardous substance management policy communication (occasionally)
- · Suppliers' procurement contact persons' mailboxes (occasionally)
- · Complaint hot-line and mailbox (occasionally)

Results

- · Supplier CSR Commitment Letters were 100% signed and returned
- · Contractor Safety and Hygiene Commitment Letters were 100% signed and returned
- · Online Supplier Self-assessment Forms were 100% signed and returned





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For subsequent issue impact analysis, 19 sustainability issues were identified in accordance with global sustainability report disclosure norms or standards (such as GRI, SASB, TCFD), attributes of technology industries, external sustainability reports, and other information.

Sorted by positive impact		Sorted by negative impact	Sorted by positive impact		Sorted by negative impact
Information Security	01	Information Security	Climate strategy	11 -	Tax management
Ethical Corporate Management	03	Talent attraction and retention	Product responsibility	12 -	Occupational safety and health
Sustainable supply chain	03	Economic impact	Diversity, inclusion and equality —	13 -	Social impact
Talent attraction and retention	04	Human Capital Development	Tax management	14 -	Climate strategy
Economic impact	05	Product responsibility	Energy management	15 -	Energy management
Innovation Management	06	Ethical Corporate Management	Waste management	16 -	Waste management
Human Capital Development	07	Quality management	Water resource management	17 -	Water resource management
Quality management	08	Innovation Management	Air pollution management	18 -	Air pollution management
Social impact	09	Diversity, inclusion and equality	Biodiversity	19 -	Biodiversity
Occupational safety and health —	10	Sustainable supply chain			



"Global Carbon Yearbook Guided Reading" as part of WT's ESG initiative

A sustainable planet is a matter for global citizens

The Global Carbon Yearbook is an authoritative work across fields and regions. Covering 41 countries in the world, it is contributed by more than 300 writers, scientists, illustrators, and environmentalists and translated into 38 languages. The Yearbook summarizes all the research results and latest data on carbon in the world today with regard to corporate business strategies, global environmental economy, environmental engineering, climatology, and climate change.

On December 8, 2022, Willie Sun, WT's Chief Sustainability Officer, mediated the guided reading, and invited 120 individuals including representatives from upstream manufacturers and downstream customers in the supply chain, as well as stakeholders such as employees and banks, to participate in the event. The Guided Reading was conducted by asking questions such as, why we need to understand the matter of "carbon"? How we implement ESG in our business operations and personal daily life? And why the world continues to pay attention to the issue of "carbon". From common sense to knowledge, the Guided Reading was intended to reveal the truth about "carbon.".





chapter 3.3

Analysis of material issues

The 19 sustainability issues were surveyed to understand stakeholders' level of interest

In order to understand key stakeholders' concerns and expectations on WT's sustainability management, the 19 sustainability issues were made into a questionnaire asking respondents to rank the sustainability issues by their own level of interests and concerns. The questionnaires were distributed by respective responsible departments to different stakeholder groups, so that the executives may understand each stakeholder group' level of interest for each of the sustainability issues. A total of 802 questionnaires were returned, of which 611 were valid.

Top three issues of concern

The survey results were analyzed to find out the top three sustainability issues of concern for each stakeholder group. WT matched the issues to GRI material topics, and disclosed relevant implementation strategies, managing policies and plans accordingly.





Ethical Corporate Management

Human capital development

Sustainable supply chain

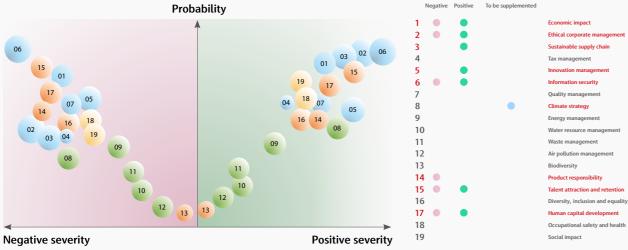






The issues were assessed for actual and potential impacts

Each of the 19 sustainability issues was assessed by the 22 ESG Sustainable Development Team members for severity and probability. The severity is evaluated by the levels of positive and negative impacts. An issue involving an actual or potential human rights risk is assigned the highest severity level. With the stakeholders' degrees of concern for the issues also taken into account, a three-dimensional analysis matrix was created as an impact level assessment tool to continuously track the impacts of the sustainability issues.



20 disclosure indicators for 11 GRI material topics

We matched key disclosures with the 33 economical, environmental or social topics of the GRI Sustainability Reporting Standards, and identified 11 relevant material topics and 20 disclosure indicators related to these topics. We also consulted the SASB sustainable accounting standards for disclosures relevant to our selected material

Organizational boundary was defined for the Sustainability Report

The key disclosure issues were individually reviewed for their respective impacts on WT and throughout the value chain at an ESG Sustainable Development Team meeting, where the Team members also determined that WT would be the organizational boundary of the Report and the definition of impact scope would vary slightly with issue.

Nine material issues were disclosed in the Sustainability Report 2022

Each stakeholder group's respective significance to WT was considered according to the reasoning of sustainability impact assessment, and their opinions were incorporated in the implementation and management of each sustainability issue to ensure optimal efficiency and maximum momentum towards sustainability.

Negative severity	Positive severity		Impact Scope				Impacted Aspect					
Material issue	Significance and Impact	,	WT	Customer	Vendor	Other supplier	User	Economical	Environmental	People	Human rights	Corresponding topic-specific GRI standard
Economic impact	As a company listed on the Taiwan Stock Exchange, securing the rights and interests of its shareholders and employees with stable profits and a competitive remuneration and workplace have been WT's constant concerns and challenges. In recent years, sustainability has become valued and required by institutional investors, and thus it is essential for WT to value sustainability and continuously make plans and improvements during the operation.		•					•		•		GRI 201: Economic Performance 2016
Information security	As a bridge for transactions between customers and vendors, WT is exposed to a lot of information on newly developed products during the operation. In addition, as the transaction process involves automated procedures, any leakage or error of relevant information during the transaction may impact on WT, customers and vendors. The more digitized the transactions, the bigger the impact.		•	•	•			•		•		Self-defined topic
Ethical Corporate Management	WT Group's revenue has exceeded NTD 570 billion. Whether senior executives and employees uphold the principle of integrity during the transaction may impact on its partnerships with customers and vendors. WT's employees are located in more than 10 countries. Insufficient education of integrity-related policies and measures may also lead to employees' inadvertent errors due to ignorance of relevant regulations.		•	•	•	•		•	•	•		GRI 205: Anti-corruption 2016
Sustainable supply chain	With the trend towards sustainability, constant innovation in sustainable product design and chemical management may lead to more cooperation opportunities, whereas, a slow response may lead to missed business opportunities. Moreover, conflict minerals and human rights management are also issues to which the end brand customers attach great importance. WT management would need to take a more active role in reconciling customer demands with supplier management and communication. In response to the institutional investors' growing attention to sustainability rating results, and in order to fulfill sustainable management requirements, intensified efforts are focused on improving supplier practices through supply chain management procedures.		•	•	•	•		•	•	•	•	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016
Innovation management	Customers always demand for product quality. For WT, as agent for vendors' products, whether a new product may affect											Self-defined topic
Product responsibility	user health and safety is also a management task during the product design stage.				•					•		GRI 416: Customer Health and Safety 2016
Climate strategy	Countries have been introducing or amending legislation in response to climate change, and the end customers of the technology sector pledging to achieve net zero carbon emissions between 2030 and 2050. With the significantly increasing demand for carbon management, it becomes an inevitable task for WT in the next decade's operation.		•	•	•			•	•			GRI 302: Energy 2016 GRI 305: Emissions 2016
Talent attraction and retention	Development is rapid in materials related to electronic products. Therefore, whether all employees are able to keep improve their professional expertise and management skills to facilitate the cooperation between customers and vendors, and whether the working environment and management system are good enough to attract competitive individuals and retain the talents will both be major factors affecting WT's human capital in the future.		•	•	•			•		•	•	GRI 201: Economic Performance - Retirement Plans 2016 GRI 202: Market Presence 2016 GRI 401: Employment 2016 GRI 402: Labor/Management Relations 2016 GRI 405: Diversity and Equal Opportunity 2016
Human capital development	and the same of th		•	•	•			•		•		GRI 404: Training and Education 2016



Stakeholders were valued in the proposed response and planning strategies.

Each stakeholder group's respective significance to WT was considered according to the reasoning of sustainability impact assessment, and their opinions were incorporated in the implementation and management of each sustainability issue to ensure optimal efficiency and maximum momentum towards sustainability.



Insight and response

Global shareholder activism is on the rise, and institutional shareholders pay increased attention to sustainable management. Instead of short-term interests, WT pursues the shareholders' and the other stakeholders' optimal long-term



As shareholders are mostly concerned about economic impact, WT will continue to optimize product application portfolio to increase market share, conduct digital optimization to increase efficiency and reduce operating costs, strengthen financial structure, and implement a sound financial strategy to maintain steady growth.



WT has been deeply cultivating partnerships and focusing on the core business. Only by continuously deepening its ability to create added value in the industrial chain can it build the foundation for sustainable operation and increase the longterm interests of shareholders.



Insight and response

The semiconductor sector changes rapidly. It is key for a semiconductor agent to respond quickly to meet customer needs.





Carry out digital optimization to enhance transaction efficiency and convenience, and to track and manage customer demands for better customer satisfaction.



Expand product sales regions and customers; strengthen WT's understanding and application of products; and not only provide customers with more diversified product services, but also help them speed up the product development process.



Insight and response

The semiconductor sector changes rapidly. It is key for a semiconductor agent to respond quickly to meet customer needs.



Customers



Short-term plan

Carry out digital optimization to enhance transaction efficiency and convenience, and to track and manage customer demands for better customer satisfaction.



Expand product sales regions and customers; strengthen WT's understanding and application of products; and not only provide customers with more diversified product services, but also help them speed up the product development process.



Insight and response

Semiconductor agents meet customer needs by providing high-quality product application knowledge and services. Enhancing employees' product application and service efficiency in semiconductor fields is a key competitiveness.



Continue to improve the mentor system; provide multiple learning and training channels; and introduce the Human Resources Business Partner (HRBP) system to give employees timely care and maintain a better workplace.



Continue to recruit and develop outstanding talents to support the goal of WT's operational growth; provide a competitive salary system; and establish a friendly and healthy workplace environment, so as to encourage employees to grow together with the company.



Insight and response

In addition to considering the cost, function and quality of the products, it is necessary to keep track of the industrial development and trends, understand the characteristics and applications of vendor' products, and cooperate with them in the development and promotion.

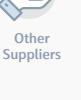


Keep track of the electronic components market development trends, new technical solutions and designs; help customers accelerate the development of new products and promote the growth of vendors' product performance by providing internal training on product applications.



Long-term strategy

Be the bridge between the vendors and the customers; work with the vendors during the development process to shortlist suitable applications of new products; and work with the customers to deliver forward-looking sustainable designs and even put them into production; provide comprehensive services and support to achieve a triple win for customers, vendors and WT.





Innovation Management, Product Responsibility

Policy and commitment

- ▶ WT follows the European Union's Restriction of Hazardous Substances Directive (EU RoHS) and Chemicals Registration, Evaluation, Authorization and Restriction Act (EU REACH) to ensure compliance with customer needs and reduce the impact on the health and safety of end users;
- ▶ WT promotes product development and sales strategies in line with forward-looking economic activities and accelerate the roll-out of sustainable economic activities.

2022

Goals and targets

- ▶ Ensure that all products sold are in compliance with European and American regulations on the prohibition and restriction of hazardous substances, and the labels on the outer packaging of the products are in line with customer requirements;
- ▶ Increase the contribution to operating income from activities meeting the description of forwardlooking economic activities specified by the "Reference Guidelines for the Identification of Sustainable Economic Activities" promulgated by the Financial Supervisory Commission in 2022;
- Actively invest in the application research and development of highly energy-efficient products that meet the description of forward-looking economic activities, and assist the customers promptly adopt the new solutions.

Responsible department / top executive

▶ Application Engineering Division / Chief Sustainability and Application Engineering Officer

Action plan

- ▶ Follow the EU RoHS and REACH to conduct hazard and risk assessments of vendor's products, and ensure that the chemical substances in the products do not cause impacts on the environment and
- ▶ Invest resources in research and development to enhance WT's expertise in highly energy-efficient product applications, and assist customers in evaluating and adopting sustainably designed products;
- ▶ Further analyze the end applications of customer products, and perform systematic classification and management so that our sales management meets the description of forward-looking economic activities.

Tracking mechanism

- ▶ WT keeps parts approval sheets on file and manage them as required by the customers. WT also follows up and tracks whether cases are closed.
- ▶ WT uses systems to manage end customers' product applications and the parts used, regularly track the proportion of sustainable economic and forward-looking economic activities, and prioritize investment in and implementation of internal R&D projects related to sustainable economic

2022

Performance measurement results

- ▶ All the products were in compliance with European and American regulations on the restriction of hazardous substances, and the labels on the outer packaging of the products were all in line with customer requirements.
- ▶ In 2022, forward-looking economic activities accounted for 9.86% of the revenue, with another 33.18% to be determined whether the operation met the description of forward-looking economic activities depending on how the products were used by the customers.
- ▶ NTD 655 million were invested in research and development to assist customers in developing products with high efficiency and low energy consumption.

2023

Goals and targets

Medium and long

- ▶ Continue to require suppliers and their products to conform with the latest regulations on the restriction of hazardous substances, and product packaging labels to meet customer requirements;
- ▶ Increase the proportion of forward-looking economic activities, and accelerate the design scheme transformation of high-energy-consuming sectors to meet the sustainable economy and green design requirements:
- Continue to invest resources in R&D, build professional capacity in sustainable designs, work closely with the customers in product development as a professional agent, and cooperate with the customers and suppliers to promote sustainable economic activities.
- ▶ Engage in developing and designing inverters (for charging stations and green energy power generation) and traction inverters (for electric vehicle motor control) by 2025
- Achieve 20% forward-looking economic activities by 2030, and offer the industry with products designed for low-carbon transportation, electric vehicles, and highly energy-efficient products to increase the proportion of forward-looking economic activities.
- ▶ Engage in system-level solutions by 2030, including green energy, energy storage, and energy storage for AC or DC power supply to appliances or electric vehicles, and deliver a motor control solution with a wired/wireless battery management system (Wire/Wireless BMS) and a highefficiency inverter for low-carbon vehicles.

Sustainable Supply Chain (Vendor)

Policy and commitment ▶ WT helps the customers verify whether the products contain any conflict minerals (tin, tungsten, tantalum, gold) from the Democratic Republic of the Congo and adjoining countries where laborers are subject to improper control and human rights abuses. WT ensures through vendor investigation and management that all the materials used are sourced from smelters audited and assured to be conformant by the Responsible Minerals Initiative (RMI).

2022

Goals and targets

▶ Conduct regular due diligence on vendors to confirm, as required by the customers, that the materials are sourced from smelters on the conformant lists published on the RMI official website.

Responsible department / top executive

▶ VSR Dept. /Chief Business Operations Officer

Action plan

▶ Conduct regular due diligence on vendors with the Conflict Minerals Reporting Template (CMRT) issued by RMI to confirm whether the minerals are sourced from comformant smelters; and pass on relevant information to the customers.

Tracking mechanism

▶ Cases are open in accordance with customer requirements, and followed closely to ensure that the information is passed on to the customers.

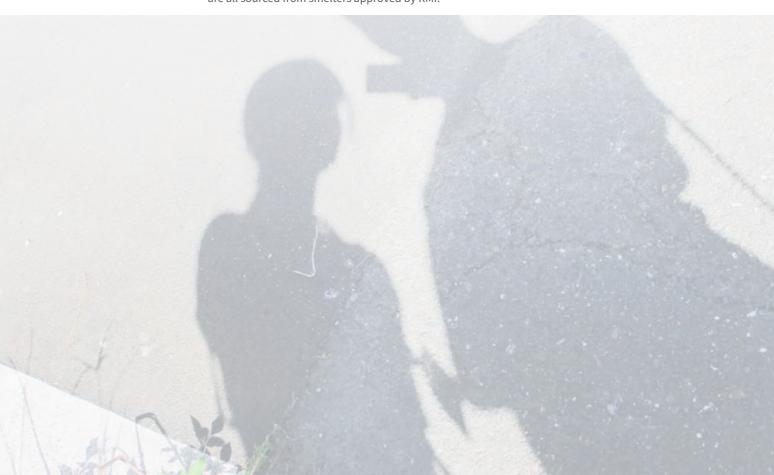
2022

Performance measurement results ▶ According to the survey results in 2022, the minerals used by the vendors are all sourced from smelters on the RMI lists.

2023

Goals and targets

▶ Keep track of the latest conformant smelter lists published on the RMI official website; regularly investigate on conflict mineral reports released by vendors' suppliers, or take the initiative to conduct investigations with RMI's Conflict Minerals Reporting Template (CMRT) to ensure that the minerals supplied to the vendors in the top 90 percentiles of WT's procurement spending are all sourced from smelters approved by RMI.



Sustainable supply chain (other suppliers)

Policy and commitment ▶ WT has social policies and Supplier Codes of Conduct in place requiring suppliers to comply with labor rights, health and safety, ethics, and management systems. Social responsibility and environmental benefits are important factors for WT's procurement decision, and priority is given to environmentally friendly products and services. To shape a sustainable supply chain, WT values environmental friendliness as much as economic benefits.

2022

Goals and targets

- ▶ Add social responsibility, labor practices and environmental protection as items to be assessed in the annual assessment for those suppliers who meet certain criteria;
- ▶ Increase local procurement to 95% and above (excluding vendor products represented by WT).

Responsible department / top executive

► GA Division / Director

Action plan

- ▶ Require suppliers to fill and return the Supplier Self-assessment Form, and sign and return the Supplier Social Responsibility Commitment Letter;
- ▶ Revise the Supplier Assessment Project;
- ▶ Invite suppliers to participate in ESG Guided Reading activities.

Tracking mechanism

- ▶ An annual assessment is conducted with which suppliers are reviewed for deficiencies and offered improvement period and counseling.
- ▶ Those suppliers who fail to meet the requirements are followed up and assessed for improvement on a quarterly basis.
- ▶ Procurement strategies are used to manage unqualified or low-rated suppliers, and to evaluate alternative suppliers to effectively control risks.

2022 Performance measurement results

- ▶ Of the suppliers enrolled in 2022, 100% signed and returned the Social Responsibility Commitment Letter.
- ▶ A total of 85 suppliers were assessed in 2022, with a pass rate of 100% and an average
- ▶ Local source accounted for 98.3% of the procurement in 2022, up 1.5% from 2021.

Goals and targets

- ▶ Continue to invite suppliers to participate in the sustainability seminars and activities held by WT;
- ▶ Maintain local procurement rate at 95% or above;
- ▶ See an increase in the average score of supplier assessment by 2% from that in 2022 and, in addition to regulatory compliance, improvement in the social responsibility and sustainability issues.



chapter 4.1

Launching a Green Revolution

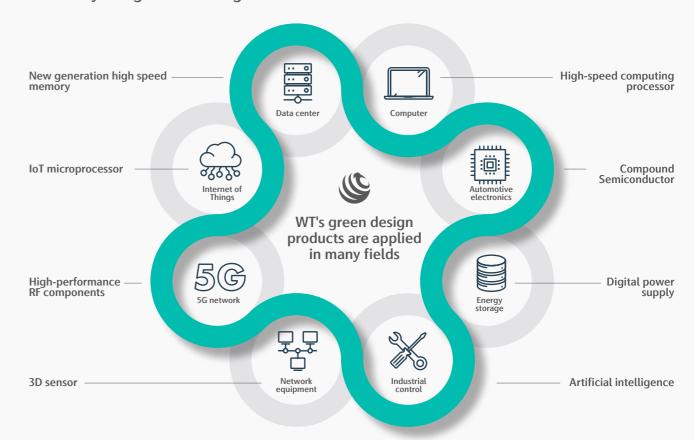
Innovation of products and management are accelerated to meet the new challenges of sustainable development.

The market is changing constantly with new and different product applications. In response, product design must not only take into account the cost, function and quality of a product, but also the innovation of and solutions with new technologies and materials, as well as the impact of the product on the environment. In addition to maintaining a product portfolio with new technologies and high efficiency, WT also gives priority to assisting customers in adopting systematic solutions that can improve product energy efficiency, and using components containing no harmful substances, so as to meet the requirements of energy saving, carbon reduction, and environmental protection.

Semiconductor components are crucial to electronic products. In alignment with the green design thinking, WT further promotes highly efficient green semiconductor components with reduced energy loss, so that the customers may design and produce from a forward-looking and sustainable perspective environmentally friendly, high quality products with reduced energy consumption and of high energy efficiency.

4.1.1 Green Design

Highly efficient semiconductor components with low energy loss are promoted to carry out green thinking.



WT Technology represents world-renowned semiconductor vendors, and works with varied customers to meet their demands in R&D, design, manufacturing, and brand marketing. As a bridge between vendors and customers, it has been developing new applications and introducing new solutions to improve the energy efficiency of existing products such as third-generation semiconductors, high-speed computing processors, new-generation high-speed memories, IoT microprocessors, high-performance RF components, 3D sensors, artificial intelligence, and digital power supplies. WT offers electronic components of improved energy efficiency and performance at the same power consumption to be applied in such fields as green energy, alternative fuel vehicles, industrial automation, machine vision, artificial intelligence, cloud and edge computing, data centers, energy storage systems, 5G networks, and long-haul and short-range communications and services, etc.

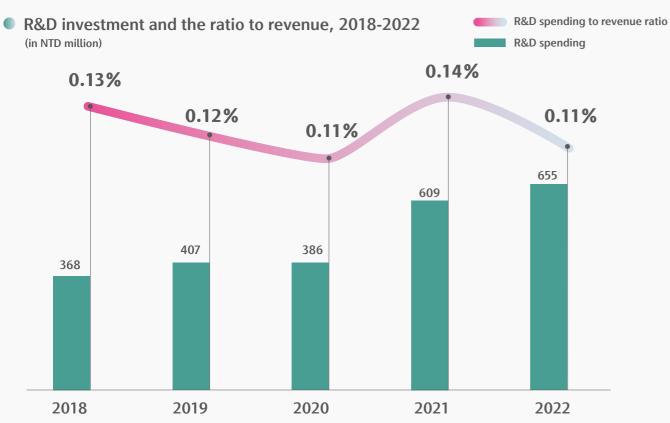


2022 Sustainability Report

In 2022, NTD 655 million were invested in research and development to help the customers deliver high-efficiency, low-energy consumption, forward-looking and sustainable products and applications

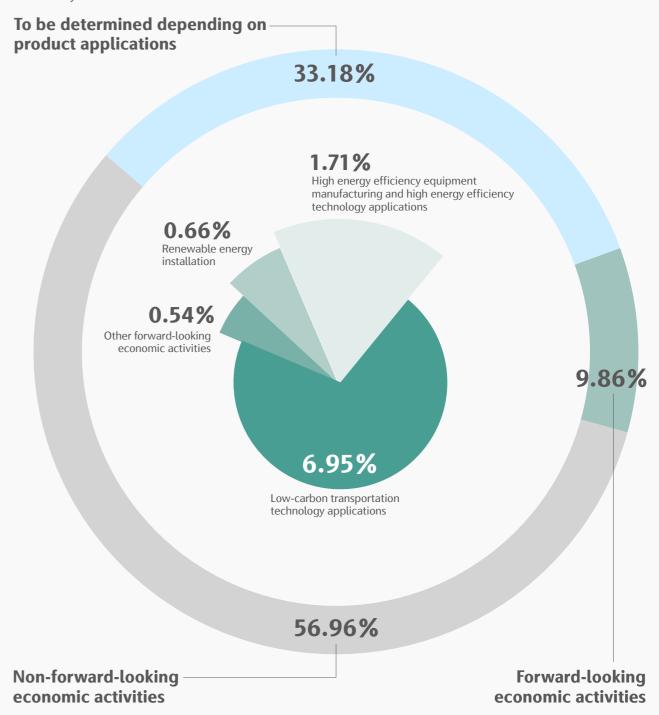


WT keeps informed of electronic component market development trends, new technologies, solutions and designs, and offers education and training on relevant product applications, so as to work with the customers to achieve forward-looking and sustainable design. To enhance awareness and application of the vendor's products, a total of as much as NTD 655 millions were spent in research and development in 2022, up 7.61% from 2021.



Taking alternative fuel vehicles as an example, WT not only offers automotive micro-controllers with high computing power, but also developed software and hardware systematic solutions with third-generation silicon carbide semiconductor components such as analog peripherals and power switches for permanent magnet synchronous motor inverter for electric vehicles, which effectively helped engineers spend less time on development, and improve system efficiency with a longer battery life.

WT systematically classifies and manages the application fields of the products it sells, so as to always provide customers with optimal services and forward-looking sustainably designed products in a timely manner. In response to the "Reference Guidelines for the Identification of Sustainable Economic Activities" promulgated by the Financial Supervisory Commission in 2022, WT analyzed the application fields of existing products and identified those meet forward-looking economic activities, such as low-carbon transportation technology applications, highenergy-efficiency equipment manufacturing, high-energy-efficiency technology applications, and renewable energy installation, etc. They accounted for 9.86% of the existing products in 2022, with another 33.18% to be determined depending on the actual use by the customers whether they meet the description of forward-looking economic activities. Forward-looking economic activities are an important industry and product development trend for global sustainable development. WT will continue to promote product applications and improve technical development and economic activities related to forward-looking economic activities, with the goal of accounting for 20% of the revenue by 2030.



2022 Sustainability Report



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4.1.2 Sustainable Supply Chain

Sustainable suppliers are carefully selected as long-term partners

WT, believing that the stability and growth of the supply chain is the key to the success of sustainable operations, has formulated the Supplier Code of Conduct to regulate suppliers' compliance with laws and regulations in such aspects as labor rights, health and safety, ethics, and management systems, and requires new suppliers to fill out the Supplier Self-Assessment Form based on facts and sign the Supplier Corporate Social Responsibility Commitment Letter. In 2022, the return rate of general suppliers in Taiwan was 100%. In order to fulfill the responsibility of procurement management, and supervise and evaluate in a timely manner, WT has a reasonable expectation to work with suppliers to jointly undertake the responsibility of sustainable

In 2022, the Supplier Sustainability Lecture: Global Carbon Yearbook Guided Reading was held for the first time. Due to the limited number of places, only the suppliers who met the assessment criteria were invited. A total of eight general suppliers attended the guided reading together with WT employees from sustainability implementation related departments. In 2023, in order to keep the vision of sustainability in line with WT's growth and create more opportunities for sustainability dialogue with suppliers, more sustainability activities and places will be offered to enhance interaction with suppliers. General suppliers in China will be included in the assessment scope.



Labor human rights

Suppliers shall, in accordance with laws and regulations, promise to uphold human rights and dignity of laborers. and shall not employ child labor, discriminate, harass, impose corporal overtime work.



Health and safety

Suppliers should provide a safe and healthy working environment and formulate labor safety and health management systems. Suppliers should also understand that employee feedback, education and training are crucial to identifying and solving health and safety problems in the



Environmental protection

Suppliers shall abide by local laws and regulations, mitigate the adverse impact on the environment as a principle, and reduce resource consumption and pollution discharge.



Ethics

Suppliers shall adhere to the highest ethical standards, including: ethical operation, anti corruption, information disclosure, intellectual property, fair trade.



Management

Supplier management shall establish a management system of which the scope is relevant to the content of this Code.

Vendor Environmental and Social Policies

In 2022, the top 20 vendors in terms of revenue too up more than 90% of the procurement spending of the entire WT group, and the supplier management measures are also mainly for the top 20 vendors.

WT ensures that the raw materials used in the products it represents are in compliance with the laws and regulations related to the use of chemicals in each country, and keeps a close watch and update accordingly in a timely manner. When a customer requests to verify substances used in a product, WT communicates with the vendor on the customer's behalf and obtains the build of materials and relevant documents (such as the certificate of non-use of prohibited substances, product composition analysis report, third-party testing institute's hazardous substance testing report, etc.), to ensure that the electronic components are in line with industry standards, the products we provide to our customers are healthy, safe, and environmental friendly., and in compliance with EU RoHS, China RoHS, REACH, Prop 65 and other international laws and regulations.

Important Vendor Code of Conduct and Self-regulation

All the vendors have well-established business conduct guidelines to define the management mechanism of related work to ensure that all they always comply with relevant laws, regulations and international standards and operate in a consistent and appropriate manner.

The vendors also follow the Responsible Business Alliance (RBA) Code of Conduct throughout its operation and comply with relevant specifications regarding working conditions, supply chain safety, and environmental protection. As of the end of 2022, 18 of WT's top 20 vendors passed the RBA audit on sustainable management practices.

All the top 20 suppliers passed EU chemical standards.

Depending on the chemical standards applicable to individual customers, WT is currently implementing management measures with regard to the EU Restriction of Hazardous Substances Directive (EU RoHS), the EU Chemicals Registration, Evaluation, Authorization and Restriction Act (EU REACH), the US Toxic Substances Control Act (TSCA), the Chinese Administrative Measure on the Control of Pollution Caused by Electronic Information Products (China RoHS) and other relevant international laws and regulations. WT assists customers in obtaining third-party testing reports for confirmation of vendors' products that WT represents. All of WT's top 20 suppliers declare compliance with relevant chemical management regulations.

WT strictly ensures products meet environmental and social requirements.

Aiming to fully comply with customer requirements with regard to restricted and prohibited harmful chemical substances, WT requires vendors to provide, according to customers' specifications and applicable environmental regulations for individual products and material references, relevant certificate of non-use of prohibited substances, electronic component analysis report, and thirdparty testing agency's hazardous substance testing report.

In the case where a customer demands conflict minerals free, WT will also require the vendors to provide a Conflict Minerals Report using CMRT template to ensure human rights as a universal value are respected in the supply chain. Conflict minerals refer to tin, tantalum, tungsten, and gold that come from areas associated with human rights abuses.

Only regulated and responsible minerals are used.

The U.S. Securities and Exchange Commission's disclosure rule on conflict minerals requires the companies to report on the origin of the conflict minerals used in the manufacturing process of their products, and whether they were mined in the Democratic Republic of the Congo or adjoining countries where labors are subject to exploitation and human rights abuses. WT regularly reviews suppliers' policies on conflict minerals, and track whether the products it represents contain gold (Au), tantalum (Ta), tin (Sn) and tungsten (W), also known as 3TG, and their origins. If a customer requests for assurance that no conflict minerals are directly or indirectly sourced and used, and that the vendors comply with the rule and disclose the source of minerals, WT will also require the vendors to provide a Conflict Minerals Report using CMRT template. Of the 1,860 such customer requests received in 2022, all were in compliance with conflict minerals free.

2022 Sustainability Report















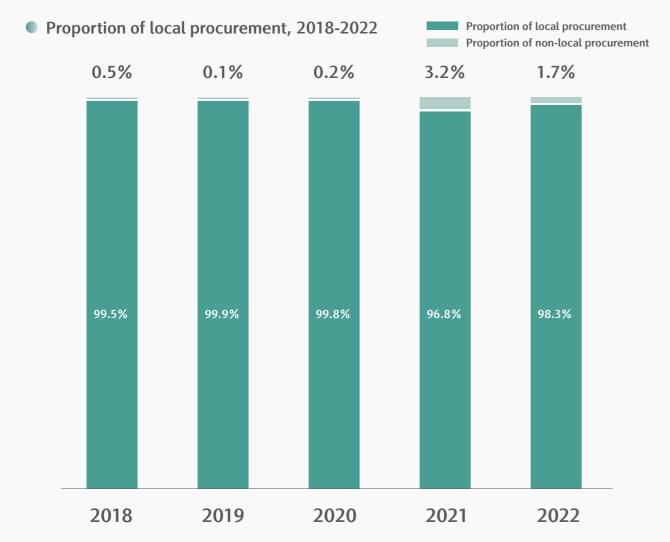


WT's supplier screening and assessment criteria

From 2022, all suppliers (other than vendors) with an annual transaction amount totaling more than NTD 1 million or more than 12 transactions are subject to an annual assessment on their quality, technologies and finance, as well as such areas as social responsibility, labor practices and environmental protection. Of the 85 suppliers assessed, none were rated grade D (suspension of transactions), and the overall average score was 84.05 points. Incompetent suppliers were suspended and offered counseling and guidance to bring the performance up to the expected level. WT works with the suppliers for continuous improvement and advancement by abiding by assessment cycle and counseling mechanism to ensure prompt detection of potential problems.

Local procurement accounted for 98.3% of general supplies spending.

As WT's vendors are global IC giants, its management of local procurement issues focuses on general supplies and excludes transactions with the vendors. According to statistics in 2022, procurement from Taiwanese suppliers accounted for 98.3% of the Taiwan headquarters' spending on general supplies including office supplies, information equipment, and logistics center procurement, 1.5% up from the previous year.



4.1.3 Green Logistics

An advanced electronic system was introduced for paperless inventory management.

WT has logistics centers for receiving and shipping goods in Taiwan, Hong Kong, Shenzhen, Singapore, and South Korea. Purchase orders are placed to the logistics center located the closest to the customer to keep warehouse transfer and delivery distances short. All logistics center operations are processed through paperless electronic procedures on an advanced logistics information system. With Wi-fi network accessible from every corner of the logistics center, PDAs are used to scan product and storage placement barcodes upon slotting, picking, and relocation for a real-time update of relevant accounts and stock location on the system. Stock cards are no longer needed for record keeping. An automated warehousing system is scheduled to be introduced to the Singapore logistics center in 2023 to further optimize the management of receiving, shipment and warehousing.



Receiving management

- · When a purchase order is placed, the shipment is set to be received by the warehouse that is the closest to the scheduled delivery destination
- · The shipment and logistics information from the vendor is interfaced to the freight tracking system to keep an up-to-date track on the shipment.
- After the vendor ships out, the PO is automatically interfaced to the warehouse receiving system (status "pending") to promote paperless operations.
- The receiving procedures are all performed with PDAs scanning barcodes for the material number, quantity, and manufacturing-related information.



Warehousing management

- · A logistic system was introduced to process all warehousing management with electronic procedures. Upon slotting, sorting, relocation, product barcodes are scanned with PDAs to update inventory record on the system.
- For inventory taking, the system generates an electronic inventory. After he product barcodes are scanned with and quantities entered into PDAs against the list, the system will generate an inventory result report in real time.

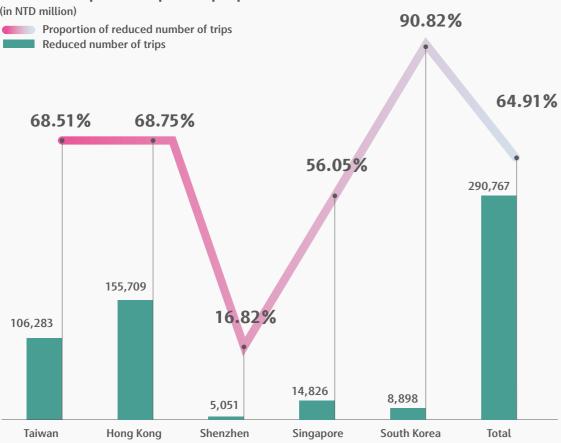


Shipping management

- · Upon acceptance of a shipment order, the system automatically picks the goods according to the first-in-first-out principle. Priority is also given to shipping in the original carton to reduce the use of packaging materials.
- For an order is less than the quantity of one original container, the system automatically selects the most suitable carton size for the quantity to reduce the use of filling materials. The original carton is recycled and reused for another shipment order that fits.

All logistics center operations are processed through paperless electronic procedures on an advanced logistics information system, which is used to optimize the number of freight trips, and consolidate shipment orders to minimize transportation batches and carbon mileage. In 2022, 290,767 orders were consolidated at the five logistics centers, reducing the number of bills of lading by 64.91%. Among them, the Shenzhen logistics center serves a relatively small number of customers and thus has difficulties in consolidating shipment orders.

Reduced shipment trips and proportion due to consolidation in 2020



Shipment Consolidation and electronic procedures greatly reduced paper consumption.

With an operating strategy of digital optimization, the paper-based operations have been replaced and PDAs are now used to scan product and storage placement barcodes upon slotting, picking, relocation and shipping for warehousing management procedures in the five WT logistic centers.

 Reduced paper consumption for receiving and shipping procedures at logistic centers, 2019-2022 (in number of sheets)



Less packaging, more recycling

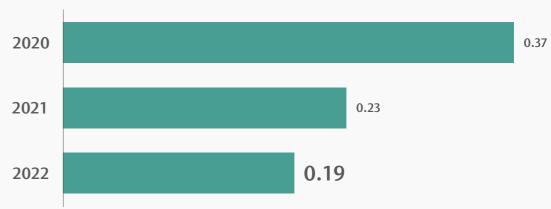
WT continues to cut down on packaging materials with efforts including using paper pallets whenever possible for loading products in warehouses and shipments, reducing the usage of filling materials, and always using renewable packaging materials for logistics operations. In addition, nothing but the necessary stacking and transportation precautions are to be printed on the cartons purchased by WT.

Products received from the vendors will be warehoused in the original packages if repackaging is not planned for shipment. If repackaging is necessary, all the removed original cartons and filling materials will be collected for reuse, and classified as "environmentally friendly cartons" for statistics and management purposes. For shipment packaging, recycled cartons will be used whenever possible to reduce the use of new cartons. The fillers used to protect the products in the cartons are made of bio-degradable materials.

Taiwan and Hong Kong began to be kept track of for the usage of filling materials (in meters) in 2020. An average of 0.19 meters of filling materials were used per cartons in 2022, decreasing sharply by 48.65% from 2020.

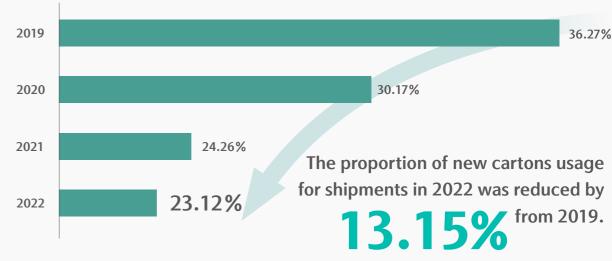
Filling material usage per carton

(in meters/carton)



Proportion of new carton usage, 2019-2022

(in meters/carton)



2022 Sustainability Report

4.1.4 Waste Reduction Strategy

Waste has been sorted and recycled and packaging materials reused.

WT is committed to waste reduction and recycling from the source, and selects qualified suppliers to properly dispose the waste. The waste produced during WT's operation is mainly made up of operational waste and daily-life waste discarded by employees in the offices, and cartons, paper boards, filling materials and waste left from carton sealing at the logistics centers. They are all non-hazardous waste.

In order to reduce the amount of waste generated at logistics centers, the packaging materials required for logistics operations, such as cartons, cardboard boxes, paper boards, etc., are actively cut down from the source. At receiving, empty cartons are recycled and to be reused for shipping packaging; and for shipping, either reusable or bio-degradable recycled materials are used for packaging. WT has a centralized waste management system, and keeps a regular record of waste quantity and waste transport data.

In order to achieve the goal of reducing the amount of waste, efforts have also been made in daily office management to buy less disposable consumer goods, use durable and recyclable products whenever possible, enhance employee education campaign on waste reduction and carbon reduction, and engage in waste sorting and recycling. As of the end of 2022, those wastes sent to the waste treatment facilities were all non-hazardous, those diverted from disposal were to be recycled and prepared for reuse only, and those directed to disposal were to be incinerated (with energy recovery) only. No waste was land-filled.

In 2022, the Hong Kong and Singapore logistics centers began to be kept track of for waste. A total of 101.2 metric tons of waste were incinerated (with energy recovery) in Taiwan, a decrease of 17.1 metric tons from 2021. The results show a year-on-year reduction in daily-life waste, and represent an achievement of WT's continuous efforts in environmental protection.

Waste generated by WT Taiwan, Hong Kong and Singapore Logistics Centers

Daily-life waste (in metric tons)	2021		20	22	
Operating base	Taiwan	Taiwan	Hong Kong	Singapore	Total
Diverted from disposal - Recycling	0.5	6.8	0.0	0.1	6.9
Directed to disposal - Incineration (with energy recovery)	118.3	101.2	32.6	9.8	143.6
Total	118.8	108.0	32.6	9.9	150.5

Note 1: Until 2020, the wastes included in the calculation were 3C, office equipment and carton packaging materials. They were not in the scope of the Waste Disposal Act published by Taiwan Environmental Protection Agency, and were all donated to welfare organizations for recycling. For a more effective waste management, non-hazardous waste generated from employees' daily lives instead began to be calculated in 2021. Therefore, the waste statistics began from 2021.

Note 2:For a more effective waste management, from 2022, the recyclables refer to wastes such as wet pulping, iron and aluminum cans, plastics (cans), 3C supplies, office equipment, and cartons. The statistics were based on the weights taken by qualified suppliers, and the waste was ensured to be properly disposed of by waste treatment companies.

chapter 4.2

Fulfilling the responsibility of protecting the earth

Efforts have been made in climate strategy governance and architecture towards sustainable development and a low-carbon future.

Climate strategy

Policy and commitment

- ▶WT is committed to following the national carbon reduction policy and achieving net zero carbon emissions by 2050 with the following efforts:
- ▶ Promote forward-looking economic activities and low-carbon products' contribution to revenue growth
- ► Increase green procurement
- ▶ Continue to conduct energy conservation and carbon reduction awareness education
- Improve equipment energy efficiency and increase the share of green energy in its energy consumption

2022

Goals and targets

- ▶ Develop a GHG inventory of all operating sites of WT's companies and subsidiaries in Taiwan in accordance with ISO 14064-1:2018;
- ▶ Reduce the intensity (tonnes- CO₂e/m²) of Scopes 1 and 2 GHG emissions by 2% compared to the base year (2018);
- ▶ Regularly publish the climate change financial disclosure (TCFD) implementation results in the Sustainability Report.

Responsible department / top executive

▶ Climate Change Risk Management Task Force, Investor Relations Department/Chief Financial

Action plan

- ▶ Establish operating mechanisms for climate change risk governance, strategies, and risk
- ▶ Continue to take inventory of electricity consuming facilities and take improvement measures
- ▶ Have the GHG inventory results verified by a third party.

Tracking mechanism

- ▶ The Risk Management Task Force regularly tracks and reviews the operations for climate change
- ▶ TCFD includes the control of the Sustainability Report production process.
- The results of GHG emissions are regularly submitted to to and reviewed by board meetings.

2022

Performance measurement results

- ▶ All operating sites including WT's companies (Hong Kong and Singapore logistics centers included) and subsidiaries in Taiwan have passed the verification by BSI Taiwan Branch
- ► In 2022, the intensity (tonnes- CO₂e/m²) of Scopes 1 and 2 GHG emissions was reduced by 27.18% compared to the base year (2018), achieving the goal of 2% reduction.
- ▶ Three key risks and two feasible opportunities were identified in 2022.
- ▶ The TCFD implementation results of 2022 was released in this Report.

2023

Goals and targets

- ▶ Continue to develop GHG inventories for China and South Korea, and plan to do so in overseas operating based in Japan, India, Malaysia and others where GHG inventories have not yet been developed;
- ▶ Reduce the intensity of Scopes 1 and 2 emissions by 2% compared to the base year (2022);
- ▶ Regularly review changes in climate change risks, compile a report of the assessment results, and submit iy to the Risk Management Committee and the Board of Directors.

4.2.1 Environmental Management

Carbon reduction standards were raised in line with the global trends.

The Taiwan Financial Supervisory Commission (FSC) released the Roadmap for the Sustainable Development of Listed Companies in March 2022. However, WT has already begun GHG inventory development as early as 2018 and voluntarily extended the boundaries. In 2022, the external GHG inventory verification scope has been extended to include operating bases such as Hong Kong and Singapore logistics centers. In 2022, the GHG inventory of operating bases such as China, Hong Kong, South Korea, and Singapore was also be voluntarily completed (without third-party verification). In 2023, the GHG inventory will be further extended to more operating bases and verified by a third party. The GHG inventory of all the Group's operating bases estimated to complete in 2025, with third-party verification to be completed by 2027 at the latest.

Environmental management spending has been increased over the years

In order to fulfill its responsibility for environmental sustainability, WT's Taiwan and Hong Kong Logistics Centers have both been certified with ISO 14001: Environmental Management System (see 6-8 for details of the effective date for the management system), and have been developing GHG inventory for many years. In addition to third party verification, the inventory has been extended to include more operating bases over the years for a more precise and accurate information disclosure. Additional environmental management training sessions have also been conducted across departments to enhance sustainable development awareness for all employees and promote reduction programs. In 2022, training on SASB sustainability accounting, TCFD risk management and others were introduced, and the Taiwan headquarters invested NT\$3.23 million in environmental-oriented management systems, training, and related activities. In addition, a total of 208 hours of training on environmental management and goal implementation were delivered at Taiwan, Hong Kong, and Shenzhen Logistics Centers in 2022.

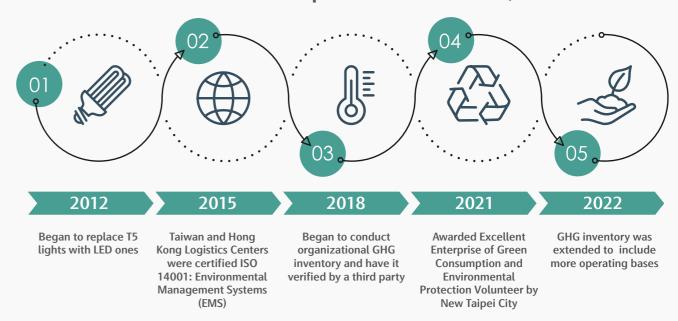
Environmental-oriented Training and Education

Course Title	Duration (in hour)	Attendance
[Major Policies] ESG Initiative: Guided Reading of the Illustrated Global Carbon Yearbook	1	95
SASB Standards Introduction and Disclosure Requirements	6	18
TCFD Breakthrough and Hand-on Workshop	6	25
TCFD Breakthrough and Hand-on Workshop (Highlights)	2	21
Advanced TCFD Risk Identification traini	3	33
Net Zero Emissions 2030/2050 - Sustainability Challenges and Opportunities for Global Enterprises	3	25
Implementation of ISO 14001 environmental objectives	8	26

Much attention has been paid to climate change in response to UN SDGs

In 2015, the United Nations formulated the 17 Sustainable Development Goals (SDGs) in hope that the collective attention of countries around the world to climate change will help stakeholders identify climate change-related risks and opportunities. In line with the international trend, WT has been improving environment-oriented development.

Environment-oriented improvement timeline, 2012-2022



Increased proportion of renewable energy use

In response to the Taiwan Ministry of Economic Affairs' plan to achieve 20% renewables in electricity generation matrix by 2025 and the Paris Agreement's goal to keep the temperature rise under control, despite not being a major electricity consumer or carbon emitter which is subject prioritized control, WT voluntarily planed and invested RMB 1.428 million to set up a 100 KW solar power generation system on the roof of the Shanghai office. The system generates about 9,000 kWh of electricity per month, and the power generated is mainly for self-use. WT will continue to conduct feasibility assessments on future green energy power generation, voluntary purchase of green electricity, and renewable energy certificates, in order to adopt green energy solutions that are most beneficial to the environment, gradually increase the proportion of renewable energy usage, and reduce WT's GHG emissions.

NTD 15.66million were spent on purchasing green-labeled products in 2022.

WT, as an IC distributor, mainly works in electronic components trading and research and development. Although the trade does not involve manufacturing or significant environmental pollution, WT has been making efforts with it suppliers to develop and apply green technologies, and mitigate the concerns about exhaustion of energy sources. WT is committed to purchase green-labeled products whenever possible. It has been filing its green procurement under the guidance of the New Taipei City Environmental Protection Bureau every year, and recognized for three consecutive years in the "New Taipei City Private Enterprises and Organizations Green Procurement Excellence Awards Ceremony". The amount declared at the end of 2022 was NTD15.66 million, up 5% from the previous year. In the future, WT will continue to purchase green products whenever possible as an effort towards green consumption, choose products that cause less harm to the environment and human health, and give preference to products with the Environmental Protection Label, Energy-saving Label, Green Building Material Label, Watersaving Label, Category II Environmental Protection Label, Carbon Footprint Reduction Label which the Taiwan Environmental Protection Agency urges the private sector to choose.





WT was awarded the Excellent Enterprise of Green Consumption and Environmental Protection Volunteer by New Taipei City (Fourth from left: WT Associate Manager CHEN Yung-Ling)

WT continues to advocate the spirit of environmental sustainability, and participate in activities such as community greening, ecological protection, recycling and reuse, and sharing of old objects. In order to shape a sustainable environment, it also adopted beach cleanup areas, and has been urging the employees to participate in beach cleanups and tree planting activities.

The protection of environmental resources has always been an issue that the world attaches great importance to. In addition to reducing the source of pollution at all levels, the disposal of garbage is crucial as well. A lot of garbage discarded in the ocean are brought up to the shore by waves, and over time, the beautiful coast became filled with all kinds of garbage, among which dead marine creatures. In 2022, two beach cleanups were organized, where 137 participants removed a total of 1,484.2 kilograms of marine debris. Since 2023, WT adopted Shimen Baisha Bay, Kite Park, and Laomei Lushicao Beach on the north coast of New Taipei City and organized beach cleanups on a monthly basis, during which knowledge may be disseminated with increased interactions. Starting from beach cleanups, WT went further to advocate effective waste treatment, remind individuals not to litter, and encourage sorting at office or home, etc.

With the successful hiking in 2022, a series of Gathering For Fun activities will be held in conjunction with beach cleanups in 2023. In addition to the beach cleanups for public interest, employees are encouraged to go hiking for their own heath. Employees may enjoy the beauty of the mountains in northern Taiwan and breathing in energyboosting phytoncides with their families. Moreover, the participants were invited to progress through a number of challenges intended for them to better understand the background stories of each peak and each trail, so as to enhance their knowledge and physical fitness at the same time.

The much-awaited company outings will resume in 2023, after being suspended during the COVID-19 pandemic. Much has been asked about the outings, as the itineraries have been distinctive and employees are invited to come with their families, whose expenses are also subsidized. The outings are designed to offer an in-depth understanding of local cultures, exclusive attractions, seasonal food, etc. of various places in Taiwan, and a variety of interactive games and experiences are incorporated to the program for ice breaking and team building.



Employees are offered a variety of itineraries in different styles, including parent-child experiences, amusement parks, extreme challenges, and sightseeing trips, to choose from according to their interests and whether they come alone or with families. For example, rafting trips that would fit energetic young groups, and parent-child itineraries that would be suitable for family outings. The latter would feature fun attractions that parents can enjoy with their young children and DIY activities that attract all ages. During the day, parents can exchange parenting information with each other, and children meet new friends and have fun together.

With the successful hiking in 2022, a series of Gathering For Fun activities will be held in conjunction with the monthly cleanups at different beaches on the north coast in 2023.



With the successful hiking in 2022, a series of Gathering For Fun activities will be held in conjunction with the monthly cleanups at different beaches on the north coast in 2023.

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4.2.2 Response to Climate Change

WT's strategy and management in response climate change

Climate change is an issue that needs the world to face together, no matter who. As a distributor in the semiconductor sector, WT has operating bases, partners, collaborators, and vendors all over the world and they are all subject to impacts of climate change. WT's management understands the potential impact of climate change on its operations and long-term development. Since 2021, it has been promoting relevant management mechanisms and operations, formulating policies and goals, and investing resources in assessment and research on transition plans. In the future, it will continue to track the achievement of goals, and take a more aggressive course of action accordingly.

Climate Governance Architecture



Board of Directors

The Board, as WT's highest decision-making body for climate change risk management, is responsible for approving relevant risk management measures, tracking the implementation of climate-related risk management, giving guidance to and making decisions on response plans, and supervising the implementation results of the plans and the achievement of goals.



Risk Management Committee

The Committee, as a functional committee composed of directors and independent directors, regularly reports to the Board of Directors the results of climate change risk and opportunity assessments, and guides the implementation of climate risk and opportunity management.



Climate Change Risk Management Task Force

The Task Force, composed of Chief Sustainability Officer, Chief Financial Officer, head of investor relations, and other senior executives in the sustainable management team, coordinates and plans risk management procedues including risk and opportunity identification, response plan planning, regularly checks on implementation results, and complies the Climate Change Risk Management



Functional / business units

functional and business units regularly assess and analyze climate change risks and opportunities, plan and implement response plans, and regularly report on implementation results and performance.

The Climate Change Risk Management Task Force has convened three meetings since the fourth quarter of 2022, inviting functional and business units to identify risks and opportunities, assess financial impacts, and discuss response plans. The evaluation and planning results were to be included in the promotion and implementation plan of relevant units, and reported to the Board of Directorsas occasionally to support the governance.

Climate Change Risk and Opportunity Management Process

WT follows the TCFD recommendations, WT will continue to follow the climate change risk management process to identify risks and opportunities, evaluate response strategies, and conduct regular internal and external reports.

Climate Change Risk and Management Process



- Follow the TCFD recommendations and relevant domestic and overseas laws and regulations, and take into account expectations of external stakeholders to identify potential risks and opportunities
- Analyze and determine key risks depending on when and where a risk may occur and on what scale it may impact
- Sort the risks and opportunities by quantitative analysis results, and establish the top three as key risks
- · Assess the risks or opportunities for their possible impacts and impact scales on the finance according to the occurrence probability and their impact scale on the operations
- · Develop response strategies (mitigation, control, transfer, or undertaking) and response plans for the key risks and opportunities, according to their financial impact scale · Report in accordance with the internal management procedures and regularly disclose the implementation results in the Sustainability

Report

Daily operations and management were analyzed to support risk assessment.

As WT is not in a sector with intensive or high carbon emissions, the impact of climate change is mainly on its value chain, including the transition pressure on the vendors and customers, and potential physical risks during the transport. In order to understand the impact of these transitional and physical risks on WT's operations, WT uses scenario analysis to identify risks and opportunities. The assessment results are used for response plan development by relevant units, and for daily operation adjustment. The Board of Directors are briefed on a quarterly basis the GHG inventory and verification schedule planning progress for the parent company and subsidiaries, and requested to determine the guidelines.

Therefore, WT conducts the annual climate change risk assessment based on the RCP 8.5 scenario for physical risk and the national target scenario for transitional risk, information such as changes in laws and regulations, physical external environment, and issues of concern for sustainability assessments.

Climate Change Risks and Opportunities were reviewed.

In 2022, WT reviewed the ranking of risks and opportunities identified in 2021. For implementation benefits, those involving short-time impacts (1-3 years) were re-assessed for current implementation status, impact scale, financial impact, with which three key risks and two major opportunities were identified as requiring continuous attention.













Climate Change Risks

Risk	Financial Impacts	Response Strategies and Solutions
Increased severity and frequency of extreme weather events (typhoons, heavy rains, etc.)	Reduced asset value Reduced useful life of assets Note: A financial impact of up to NTD 26 million could be possible, based on the assumptions and calculation factors set internally by WT.	Short-term: Follow meteorological information in real time, plan corresponding prevention and response measures against different natural disasters, and maintain full communication with the park's management center; Mid-term: Purchase property insurance focus on transferring and diversifying risks, and continuously evaluate the locations of important facilities that need to be installed in areas that are less affected by climate; Long-term: Assess climate change factors (such as flood resistance, earthquake resistance) when selecting new or relocating operating bases.
Extremely high temperature	• Increased operating expenses Note: A financial impact of more than NTD 1.08 million per year could be possible, based on the assumptions and calculation factors set internally by WT.	Short-term: Give priority to products with energy-saving labels and install energy-saving facilities whenever possible, including office air conditioning, electrical appliances, office machines, and regularly review the energy-saving performance of each unit, continue to promote energy-saving awareness through various activities, translate knowledge into employees' practic in order to reduce energy dependence; Mid-term: Continue to check whether the replacement plan is in line with the latest trends to ensure that the energy efficiency of the replacement meets expectations; Long-term: Establish reliable energy supply strategies, including seeking alternatives and developing renewables.
Supply chain transportation affected by extreme weather events	 Increased capital cost Note: A financial impact of more than NTD 220,000 per day could be possible, based on the assumptions and calculation factors set internally by WT. 	Strengthen communication with customers, including information exchange on climate change-related impacts, to mitigate the impact of supply chain transportation.

Note: Short-term 1-3 years, mid-term 3-5 years, long-term 5 years and more

Climate Change Opportunities

Risk	Financial Impacts	Response Strategies and Solutions
Reduced capital cost	· Reduced operating costs	Continue to pay attention to the sustainability indicators related to the organization and the performance of the organization-related sustainability indicators; actively communicate with financial institutions on green financing conditions. At the end of 2022, WT has a green financing rate agreement.
New/expanded low-carbon products or services	 Increased product demand and revenue 	Short-term: Plan product applications, analyze classifications, and define low-carbon products; Mid-term: Keep track of vendors' technical application capabilities, and improve the ability to support vendors' low-carbon products; Long-term: Promote low-carbon products to customers to increase the proportion of low-carbon product sales.

Guidelines in three aspects for the net zero goals

In response to international trends and Taiwan's 2050 net-zero goal, WT set climate change indicators and goals in three aspects: governance and strategy, operations, and GHG reduction.

Aspect	Indicator	Target					
Aspect	mulcator	Short-term	Mid-term	Long-term			
Governance and strategy	Linking Executive Compensation to ESG Performance	The remuneration of directors an Director and Functional Committ Compensation Payment of Execu management and risk control.	es and the Regulation Governing				
Governance and strategy	Internal carbon pricing	Implementation plans are made to evaluate and roll out internal carbon prices.					
се	Implementation of climate change risk management	Risks and opportunities are assessed, analyzed and reported every year.					
	Asset insurance rate	20%	40%	100%			
	Proportion of energy- saving lights and green-labeled energy- saving electrical appliances	50%	Lights are 100% LED Electrical appliances are 80% green energy-saving	Electrical appliances are 100% green energy-saving			
Operation	Customer demand forecast	Order volume for the next three months are updated monthly. Delivery schedules are updated monthly. Contracts are amended to incorporate climate exclusion clause					
ation	Reduced capital cost	ESG credit line proportion is increased year by year, achieving 10% in stage one. Mid-term financing is linked to ESG indicators.	Financial institutions are engaged to formulate ESG indicators suitable for the distribution sector, and further expand the ESG credit line. Relevant ESG indicators are included in WT's sustainable target management.				
	Proportion of customers involved in prospective economic activities	All suppliers provide statement of compliance with the latest regulations on the restriction of hazardous substances Green energy, energy storage, and low-carbon transportation related applications are studied and designed.	Suppliers are continuously required to comply with the latest environmental laws and regulations Systematic solutions are offered for green energy, energy storage, and low-carbon transportation related applications	Customers involved in forward- looking economic activities are 20% or more.			
GHG e	GHG inventory	The inventory and verification of Taiwan's operating bases are completed, and significant indirect assessments conducted.	All operating bases are included in the inventory (by 2025) and verified (by 2027).				
GHG emissions	Emission intensity (emissions/floor area)	Scopes 1 and 2 emissions decrease by 2% compared to the base year					
Š	Total emissions		Net zero carbon emission by 2050				

4.2.3 Greenhouse Gases

Carbon reduction efforts were successful with the target met again in 2022.

To address the increasingly serious problem of global warming, WT follows the national overall GHG reduction strategy towards the sustainable development goal of energy conservation and carbon reduction Since 2018, WT has been developing, pursuant to ISO 14064-1:2006 Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals, and the Greenhouse Gas Protocol, a comprehensive inventory of GHG Scopes 1 and 2 emissions. The inventory is verified by a third party to assure its accuracy and reliability every year. With 2018 as the base year, WT promised to reduce the intensity of its Scopes 1 and 2 GHG emissions by 1% every year, and keep its management policies updated according to the reduction situation.

In 2022, a GHG Inventory Task Force meeting was convened in accordance with the ISO 14064-1:2018 Greenhouse Gases to identify major indirect emission sources of the year. The meeting resolved that the indirect GHG emissions from purchased electricity (Category 2: Capital Goods) and upstream transportation and distribution (Category 4) were to be included within the boundaries, and the base year changed to 2022 after Hong Kong and Singapore Logistics Centers were included within the organizational boundaries. A higher target was also set and a promise made to reduce the annual GHG emissions by 2% compared to the base year. In 2022, the voluntary inventory was extended to include operating bases in China, Hong Kong, South Korea. A voluntary GHG emissions inventory covering all operating bases of the Group is planned to be completed by 2025, with the third-party verification completed by 2027 at the latest.

2023

Energy-saving measures were further enhanced

- 1. Actively seek sources of green energy, such as: purchased green electricity, renewable energy
- 2. Phase out old low-efficiency equipment;
- 3. Regularly maintain high energy-consuming equipment;
- 4. Purchase high-efficiency energy-saving equipment and products with green labels whenever
- 5. Install energy-saving controllers on equipment and appliances, and set to automatic energy-
- 6. Set lights and air-conditioning power supplies under zonal control, and install timing controllers;
- 7. Phase in energy-saving LED lights and emergency exit indicators; set the lights to be turned on at intervals or reduce the number of lights in places with low lighting requirements and without
- 8. Automatically turn off non-essential lights during lunch break;
- 9. Choose, whenever possible, white or light-colored walls and ceilings for increased reflection and reduced number of lights;
- 10. Set air conditioning at 26-28° C, and use fans when appropriate;
- 11. Regularly check if there are power supply of lights, air conditioners, projectors, or other equipment left on after use
- 12. Use infrared human sensor switches for lighting in less frequented public places;
- 13. Install window coverings to reduce heat gain;
- 14. Continue to conduct awareness campaigns for GHG reduction, waste sorting, and standby
- 15. Encourage employees to use public transportation or share rides for commuting, business trips
- 16. Increase the greening of the office environment
- 17. Phase in sensor-activated faucets to reduce waste of water resources;
- 18. Purchase high-efficiency energy-saving equipment and products with green labels whenever





The intensity in verification 27.18% in 2022, compared to the base year

In 2022, WT emitted 2,794.05 tonnes CO₂e of GHG across areas where the inventory was completed (including operating bases in Taiwan, Hong Kong, Singapore, China and South Korea), of which 1,810.08 tonnes CO₂e was verified by a third party (including Taiwan, Hong Kong and Singapore Logistics Centers). The intensity of Scopes 1 and 2 emissions was 0.0028 tonnes CO₂e/NTD million, or 0.0398 tonnes CO₂e/m². The target was met with a 27.18% reduction in emissions intensity compared to the base year (2018).

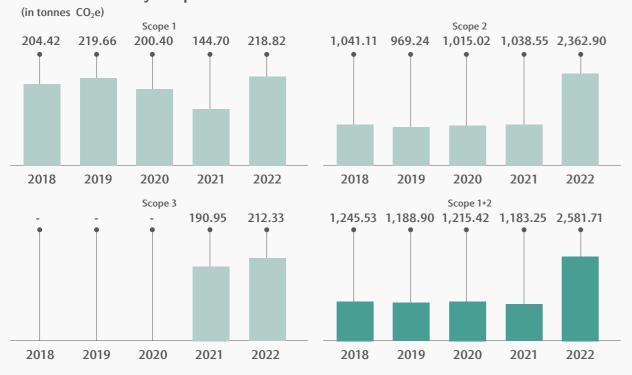
Total emission amount	Total	Taiwan	Hong Kong	China	Southeast Asia& India	Korea
Category I	218.82	75.14	18.30	98.12	10.27	16.99
Category II	2,362.90	1,225.37	192.11	712.79	121.47	111.16
Category III	212.33	212.33	-	-	-	-
Category IV	-	-	-	-	-	-
Category V	-	-	-	-	-	-
Category VI	-	-	-	-	-	-
Over all	2,794.05	1,512.84	210.41	810.91	131.74	128.15

Direct GHG Emissions by Gas, 2018-2022



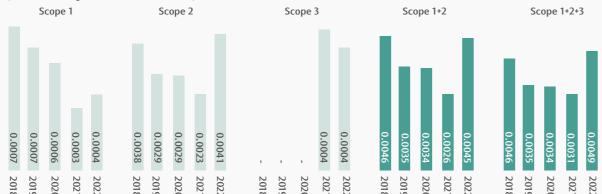
GHG Emissions by Scope

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GHG Emissions Intensity 2018-2022





Note 1:See 6-5 GHG Inventory and Verification Situations for organizational boundaries.

Note 2:In 2022, the voluntary inventory was extended to include operating bases in China, Hong Kong, South Korea, for which the third-party verification procedures will be planned after the data quality is acceptable. Due to the nature of the Scope 2 emissions which account for the majority of WT's GHG emissions, the GHG emissions disclosure coverage was measured by floor area, and the coverage rate of GHG emissions disclosure scope was 99.06% in 2022.

Note 3:The electricity emission factors used for the calculation were those announced by the electricity business regulators of respective

Note 4:The fuel and refrigerant emission factors used for the calculation were informed by the Emission Factor Management Table version 6.0.4, a summary data from the Taiwan Environmental Protection Agency's study on GHG Emissions.

Note 5:The global warming potentials (GWP) were taken from the data of the IPCC Sixth Assessment Report in 2021.

Note 6:Until 2020, the GHG emission intensity was measured by average number of employees; since 2021, the intensity has been measured by floor area, which better reflects the actual improvement results. GHG emission intensity = (Scope 1 emissions + Scope 2 emissions) ÷ the floor area of all buildings within the inventory boundaries.

Note 7:The floor area within the inventory boundaries was 22,788 m² in 2018, 23,528 m² in 2019, 23,528 m² in 2020, and 26,740 m² in 2021. In 2022, the total floor area of the bases within the voluntary inventory boundaries was 71,460 m², or 99.06% of the Group's total floor area, of which 40,178 m², or 55.70% of the Group's total floor area, was within the scope verified by a third party.

4.2.4 Energy Management

Energy and electricity saving start from the purchase of green energy and electricity.

WT's total energy consumption was 16,271 GJ in 2022, with an increase due to the inclusion of operating bases in China and South Korea in the scope. The biggest source of energy was non-renewable electricity purchased from power companies, accounting for 95.27% of the total consumption, and the others were gasoline and diesel used by company fleet. As of the end of 2022, the non-renewable energy utilization rate was 100%, and no renewable energy has been used. The Shanghai Office is planned to be equipped with solar power generation systems in 2023 to increase the utilization rate of renewables.

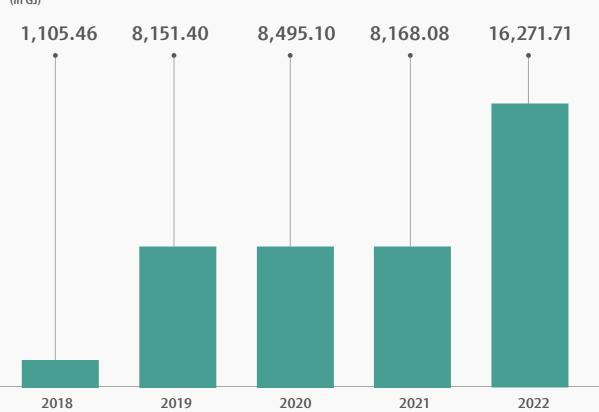
The total electricity consumption was 4.3061 MWh in 2022, of which the total electricity consumption in the areas where the GHG emissions inventory was verified (logistics centers in Taiwan, Hong Kong and Singapore) was 3.0889 MWh. The electricity consumption intensity was 76.88 kWh/m², down 0.63% compared to 2021.

As fuel consumption is closely related to the operating activities, the combined energy intensity of gasoline and diesel was therefore measured by revenue. In 2022, the energy intensity of gasoline and diesel was 0.0013 GJ/million NTD-revenue, significantly down 18.75% from 2021.

Energy Consumption of WT Operation Sites in Taiwan and Hong Kong

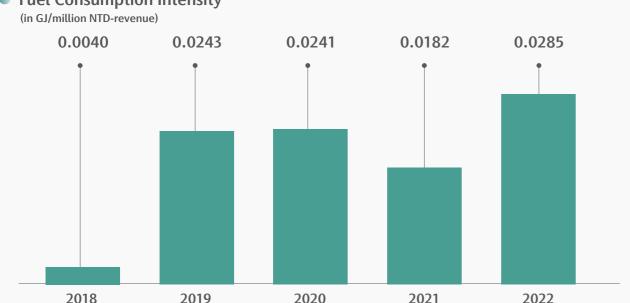
Energy consumption raw data	Energy source	2018	2019	2020	2021	2022
Non-renewable fuel	Motor gasoline (L)	32,905.00	37,766.00	38,444.59	22,063.51	18,788.63
Non-renewable ruet	Diesel (L)	833.94	1,797.95	1,735.89	-	4494.37

Energy Consumption (in GJ)



Fuel Consumption Intensity

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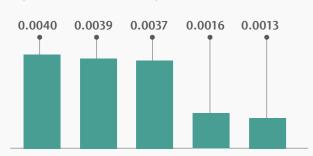


Annual Electricity Consumption, 2018-2022



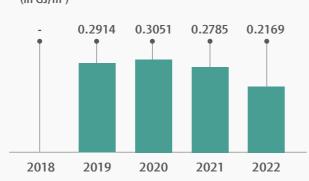
Fuel Consumption Intensity (in GJ/million NTD-revenue)

2019



2020

• Electricity Consumption Intensity (in GJ/m²)



Note 1:See 6-5 GHG Inventory and Verification Situations for organizational boundaries.

2021

2022

Note 2:In 2022, the operating bases in China, Hong Kong, South Korea, and Singapore were newly-included in the voluntary inventory scope. Due to the nature of electricity consumption in which form the majority of the energy was consumed by WT, the energy consumption intensity was measured by floor area, and the coverage rate of the energy disclose scope was 99.06% in 2022.

Note 3:The electricity data were taken from the electricity bills of each bases, and the gasoline and diesel data were taken from the record on the CPC Electronic Billing and Collection System (EBCS) and the fuel invoices.

Note 4:Thermal conversion factor for electricity: 1 kWh purchased electricity = 0.0036 GJ;

Note 5:Thermal conversion factors for fuels were taken from the Annual Energy Report of the Bureau of Energy, Ministry of Economic Affairs, which were 1 liter of motor gasoline = 7,800 kcal, and 1 liter of diesel oil = 8,400 kcal.

Note 6:1 kcal = 4,186 joules

Note 7:The electricity intensity was measured by floor area, see Note 7 for GHG Emissions Intensity; the gasoline and diesel combined intensity was measured by annual revenue, see 2-2 Stable Financial Performance for operating incomes of the years.

4.2.5 Water Resource Management

Active implementation and education have achieved remarkable results in water conservation.

The water intake at WT's operating bases in Taiwan are mainly used for circulated water of air conditioners and daily-life water consumed by employees in office areas. The water is entirely sourced from the local water companies (fresh water) where each operating base is located, and no water is taken from sea water, surface water, ground water or water generated by other organizations. In order to ensure drinking water safety for employees, the water dispenser filters are replaced every month to effectively remove harmful substances in the water. Taiwan SGS is commissioned to regularly test the water every year to ensure safe and healthy water quality. Except for the evaporation and drift losses from air-conditioners, all the water used by employees in the daily life is discharged into local public sewage systems through the sewage pipes of the building. An assessment conducted by WT following the Water Risk Atlas of the World Resources Institute (WRI) found that the operating bases in Taiwan, Hong Kong, and Singapore are not in areas with water stress (high or extremely high).

Water-saving measures in the park where the Taiwan Headquarters are located





Phase in watersaving devices



Water switch spot inspection and water use patrol inspection, implement improvement plan for abnormalities

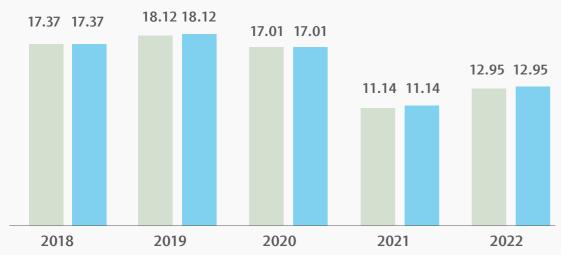


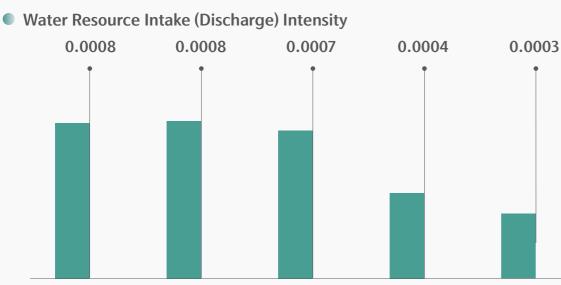
Strengthen the awareness campaign on water conservation to avoid unintentional waste.

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The water intake was 12.95 million liters (ML) in 2022, an increase of 1.81 ML compared to 2021, mainly due to the inclusion of the Hong Kong logistics center, and the surging number of employees returning to the office from working-from-home after the COVID-19 pandemic peak. As the evaporation and drift losses of circulated water in air-conditioners are impossible to measure effectively, they were ignored as consumption in the reported discharge. The amount of water discharged was also 12.95 ML in 2022, and the water consumption was 0 ML excluding the losses that were impossible to measure. In 2022, the Taiwan headquarters continued to communicate with the management committee of the park where the offices are located to implement relevant water-saving measures.

Overview of Water Resource Management





Note 1: The organizations covered in the report were WT Technology Co., Ltd., Morrihan International Corp., Techmosa International Inc., Maxtek Technology Co., Ltd, Hongtech Electronics Co., Ltd., NuVision Technologies Inc., Brillnics Inc. and WT Group's Joint Employee Welfare Committee, the 12 offices in Taiwan including Zhonghe and Hsinchu, and, newly-added in 2022, Hong Kong Logistics Center. Due to the nature of daily-life waster usage which account for the majority of WT's water intake usage, the coverage rate of water resources disclosure was measured by number of employees, and the coverage rate was 38.17% in 2022.

2020

2021

2022

Note 2: For better-informed water resources management, since 2021, the water intake amount has been taken directly from the statement on the water bills, while before 2020, an estimate was made based on water charges and unit prices. The water charges for the Taichung Office is allocated according to the proportion of the management fee collected by the management committee of the building where the office is located. It is therefore impossible to get the actual water consumption in Taichung Office in a reasonable way. As it accounts for a very low proportion of the total water intake, it was not included in the report.

Note 3: The water intake intensity was measured by floor area, see Note 7 of GHG Emissions Intensity.

2019

2018

Overview of Water Intake

Overview of V	Vater Intake					
Int	2018	2019	2020	2021	2022	
Surface water - freshwater		-	-	-	-	-
	Surface water - others	-	-	-	-	-
	Groundwater - freshwater	-	-	-	-	-
	Groundwater - others	-	-	-	-	-
0 111	Seawater - freshwater	-	-	-	-	-
Overall intake	Seawater - others	-	-	-	-	-
	Produced water - freshwater	-	-	-	-	-
	Produced Water - others	-	-	-	-	-
	Third-party - freshwater	17.37	18.12	17.01	11.14	12.95
	Third-party - others	-	-	-	-	-
	Surface water - freshwater	-	-	-	-	-
	Surface water - others	-	-	-	-	-
	Groundwater - freshwater	-	-	-	-	-
	Groundwater - others	-	-	-	-	-
Overall intake	Seawater - freshwater	-	-	-	-	-
from water stressed areas	Seawater - others	-	-	-	-	-
	Produced water - freshwater	-	-	-	-	-
	Produced Water - others	-	-	-	-	-
	Third-party - freshwater	-	-	-	-	-
	Third-party - others	-	-	-	-	-
Overview of Water Discharge Discharge by destination Discharge destination		2018	2019	2020	2021	2022
	Surface water	-	-	-	-	-
	Ground water	-	-	-	-	-
Discharge by	Sea water	-	-	-	-	-
destination (in N		17.37	18.12	17.01	11.14	12.95
	or use by another organization	-	-	-	-	-

2022 Sustainability Report

chapter 4.3

Shaping a Happy Enterprise

A mutual healthy growth with employees is sought by offering care and talent cultivation.

Talent Attraction and Retention / Human Capital Development

Policy and commitment

- ▶ Offer a fair and competitive welfare and pension scheme to attract and retain talents;
- ▶ Develop a training and promotion system to assist employees in personal career development and work-life balance:
- ▶ Shape a corporate culture of equal emphasis on individuals and groups, and a diverse, inclusive and equitable work environment.

2022

Goals and targets

▶ Offer a competitive remuneration scheme;

- ▶ Offer appropriate training and development opportunities for employees;
- ▶ Support a diverse and inclusive workplace culture.

Responsible department / top executive

▶ Human Resources Division / Chief Human Resources Officer

Action plan

- ▶ Continue to roll out the career shadowing plan of the Want Talent Program;
- ▶ Improve the digital learning platform WT e-Learning Academy;
- ▶ Adopt measures to promote a diverse workplace and equatable career pathways.

Tracking mechanism

- ▶ The annual recruitment plan effectiveness are reviewed by the Chief Human Resources Officer and department senior executives before the following year's plan is implemented.
- ▶ The number of trainees and hours are assessed in the fourth quarter, and the training results are reviewed and demand surveyed with department executives.

2022

Performance measurement results

- ▶ WT is included in the TWSE RAFI® Taiwan High Compensation 100 Index.
- ▶ The Group's annual training hours reached 25,522 hours, and training funds reached NT\$ 4.59 million, a record high.
- ▶ Women accounted for 30.1% of executive positions, empowering women in a friendly workplace.

2023

Goals and targets

- ▶ Stay in the TWSE RAFI® Taiwan High Compensation 100 Index.
- ▶ Continue with the measures to promote a diverse workplace and equatable career pathways, maintain the proportion of female executives at 30%, and implent personal career development

4.3.1 Recruitment

Devoted employees are the biggest push behind the people-oriented company.

WT understands that PEOPLE are the most important asset of an enterprise, and the biggest push for the company comes from devoted employees. In order to create a better work environment for employees and attract professional talents to join the company, WT follows the laws and regulations of the countries where its business bases are located, as well as the Social Policy and Code of Conduct formulated to meet its commitment to safeguard labor rights. Recruitment-related activities have been planned and executed according to the annual headcount plan of each department.

As of the end of 2022, all the employees across WT's operating sites are permanent and full-time hires. There are no employees on fixed-term, part-time, hourly paid, or zero-hour contracts. In Taiwan, there are eleven cleaning workers who are dispatched by the cleaning contractor and not employed by WT, and no nonemployee workers of other nature. A goal was set for 2023 to collect complete information on the number of non-employee workers and the nature of their work across all the overseas bases, so as to improve the manpower statistic.

WT's four core people-oriented concepts



Talents are sought through diversified channels and provided with complete education and training.

WT recruits talents aligned with WT's core values via multiple channels including job bank websites, online platforms (such as LinkedIn, CakeResume, Blink, etc.), campus career centers, partnerships with universities, colleges, departments, as well as internal referrals. A complete training and development plan is provided to ensure talents translate learning into performance effectively, and thereupon build a talent pool ready for a rapidly-changing future.

In 2022, WT Group's recruitment practices were adapted to the COVID-19 pandemic. In addition to strengthened publicity through various recruitment platforms, further efforts were also made on-line include:



84 college and university departments were approached and provided with electronic direct mail (EDM) materials to inform students of the job openings;



WT Group's official Recruitment Line account was launched



In May 2022, WT Group's online talent recruitment briefing were held for the first

In 2023, WT Group will continue to advertise job vacancies to students via both on-campus and online recruitment presentations, and EDM recruitment materials provided to colleges and universities. It will also outreach to students by getting involved with student associations, clubs and events.

(CONCEPT 2) Out standing young talents are recruited to maintain corporate vitality.

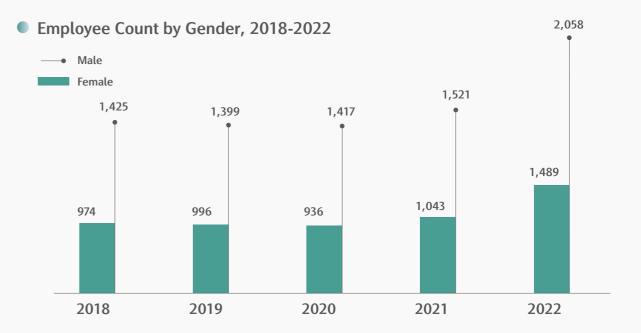
In response to the rapid development, WT secures a competitive edge for the future by keeping a talent pool in line with the group's long-term development strategy, and an optimized array in terms of level, number and structure. By the end of 2022, after the acquisition of one subsidiary, the number of WT Group employees has grown to 3,547, an increase of 983 employees, or 38.34%, compared to 2021, of which women accounted for 41.98%. Women accounted for 30.07% of managers, 28.05% of mid-level managers or above, 23.50% of business supervisors, and 45.15% of non-executive personnel. Women also accounted for 15.85% of STEM employees (science, technology, engineering, or mathematics). Overall, the proportions of females in all employees and management were both slightly higher in 2022 than that in 2021.

To ensure equitable employment opportunities, WT does not require job applicants or new hires to give information of their race or ethnicity when applying for a job and on-boarding. Regarding the talent diversity indicators required by the Sustainability Accounting Disclosure Index (SASB), WT will keep a close eye on any revision direction and results of the International Sustainability Standards Board (ISSB) before further disclosing information relating to employee ethnicity or nation. After the acquisition of Singapore subsidiary, as of the end of 2022, the number of employee countries were increased to seven countries. In 2022, a mentorship system and a new hire training program were introduced for new hires to strengthen the education and training on new hires. See "4-3-2 Talent Development" for details.

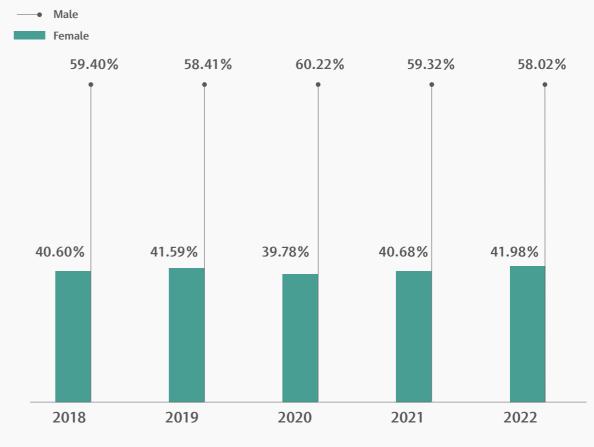
Position	Taiwan	Hong Kong	China	Singapore	India	Thailand
Mid-level manager and above	44.97%	3.20%	33.54%	7.32%	2.29%	0.30%
Others	32.69%	4.53%	44.14%	4.50%	3.60%	0.69%
Position	Malaysia	Vietnam	Philippine	Myanmar	Indonesia	Turkey
Mid-level manager and above	0.91%	0.46%	0.00%	0.00%	0.00%	0.00%
Others	1.52%	0.97%	0.14%	0.07%	0.07%	0.03%
Position	Pakistan	Korea	Japan	USA	Australia	New Zealand
Mid-level manager and above	0.00%	4.88%	1.52%	0.30%	0.15%	0.15%
Others	0.03%	5.57%	1.14%	0.03%	0.21%	0.07%

The average turnover rate was 11.67% in the past three years, which has been kept healthy and stable. In 2022, the turnover rate was 9.64%, or 342 employees, a new low in the past four years; and the voluntary turnover rate was 9.59%, or 340 employees. By gender, there was a merely 1.80 percentage point difference between the turnover rates of men and women; by age, the turnover rate was only 7.84% among those aged 50 and over, and a higher 12.17% among those under 30 years old.

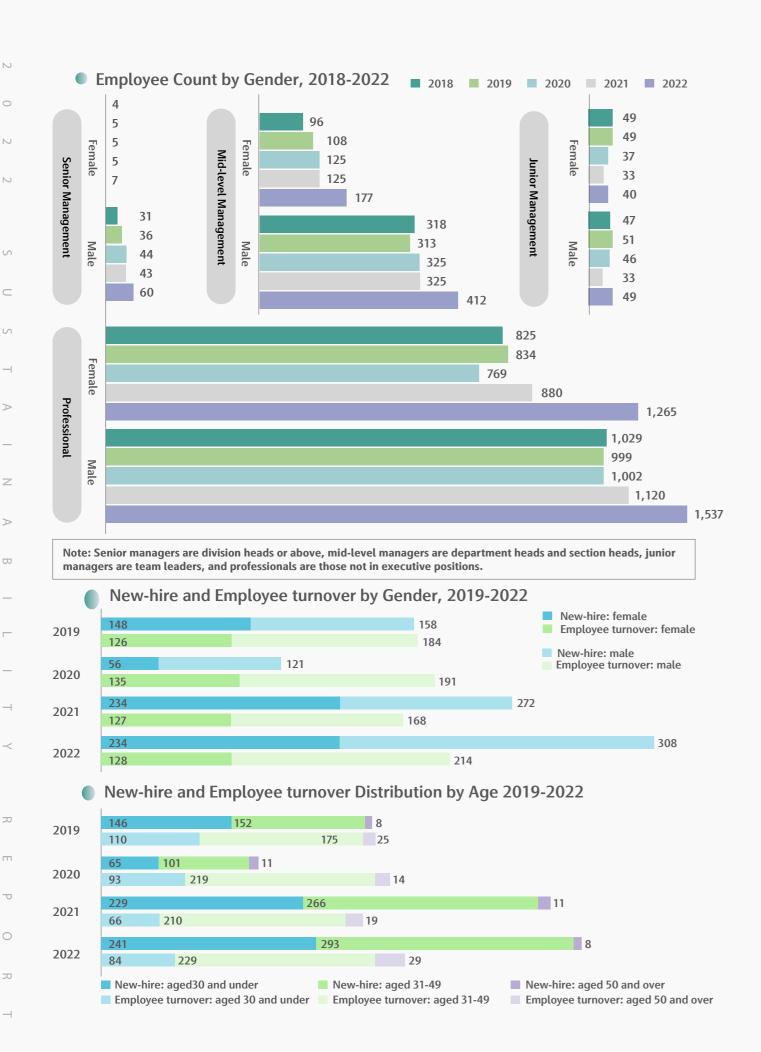
In response to the stable turnover rate and the company's operational growth needs, the employment rate was 15.28%, or 542 new hires, in 2022. By gender, there is a merely 0.75 percentage point difference between the employments rates of men and women; by age, as the operation expansion require a higher demand for young talents, the employment rate was a higher 34.93% among those under 30, but still some 2.16% among those aged 50 and over.

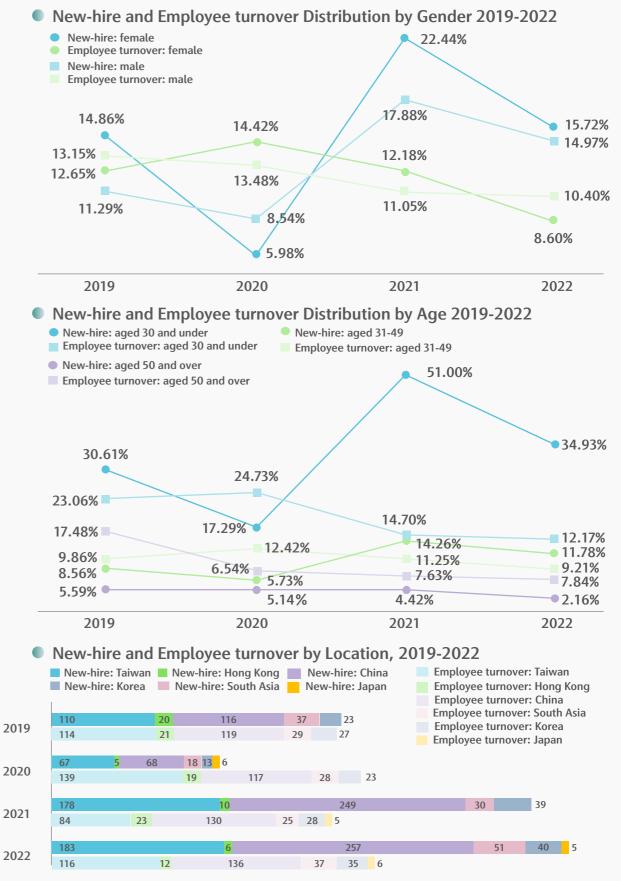


Employee Distribution by Gender, 2018-2022









Note 1: Employment rate = the number of new hires of the category in the year ÷ the total number of employees in the category at the

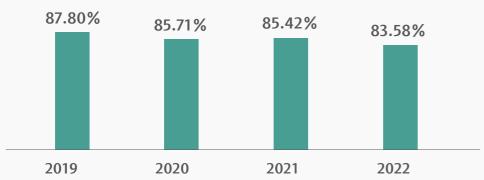
Note 2: Turnover rate = the number of separating employees of the category in the year \div the total number of employees in the category at the end of the year

Note 3: The numbers of new and departing employees both exclude those who were newly hired and departing in the same year.

CONCEPT 3 Professionals are respected, and team is led with experience.

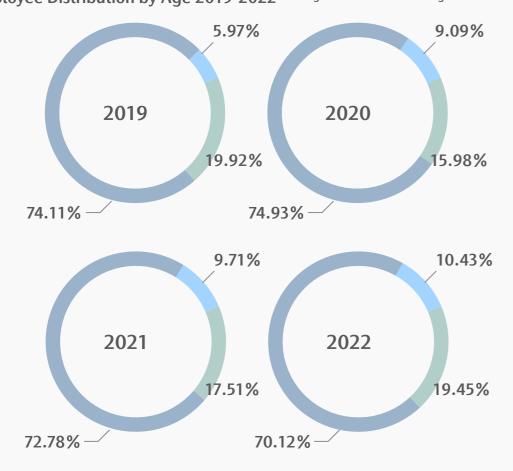
WT's management is mainly made of professionals in the electronic information industry. The marketing personnel at the front line have years of experience in trade marketing. The professional logistics support and technology R&D personnel, who are the proud of WT, promote existing products, strive for new agency lines and solve customer needs externally, and continuously improve the financial business system internally. The major managers have more than 10 years of experience in the semiconductor trade industry. The accumulated agency business and insight of market development trends gained over the years help them develop businesses and visions, and continue to run the operations towards prosperity.

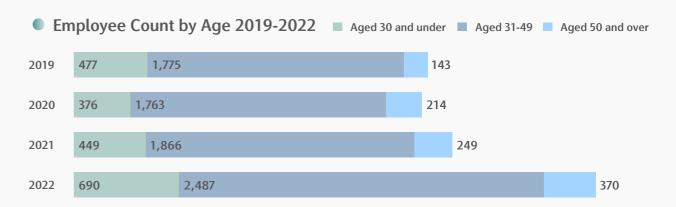
Proportion of Local Hire in Senior Management, 2019-2022



Note 1:Senior managers refer to division heads or above. Note 2:Local hires are defined as citizens of the nationality of the place where the operating base is located.

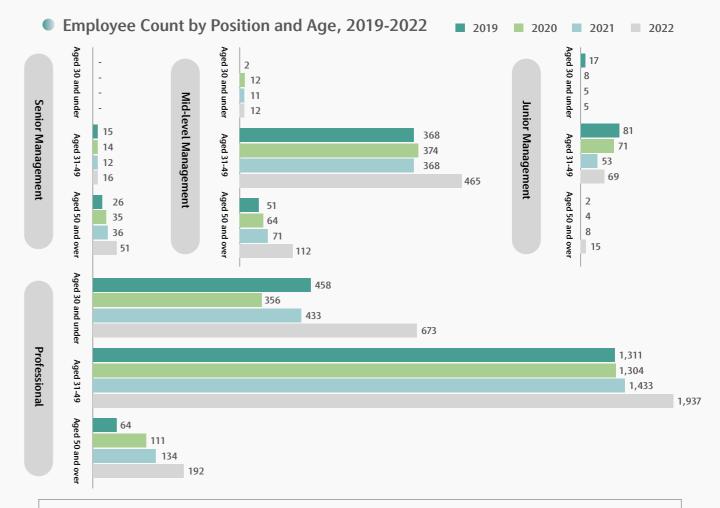
■ Employee Distribution by Age 2019-2022
■ Aged 30 and under
■ Aged 31-49
■ Aged 50 and over





CONCEPT 4 Right talents are assigned the right jobs to give full play to their skills.

WT has been able to grow steadily and continues to pursue excellence in performance thanks to its professional service team. WT develops, maintains and utilizes all human resources in the organization in the most appropriate manner so that our people and pursuits can be most appropriately coordinated. In order to give full play to the most effective use of human resources and promote organizational development, WT has made every effort to develop human resources management, with a view to achieving the goal of "To delegate the right tasks to the right people to unlock their full potential."



Note: Senior managers are division heads or above, mid-level managers are department heads and section heads, junior managers are team leaders, and professionals are those not in executive positions.

2022 Sustainability Report

4.3.2 Talent Development

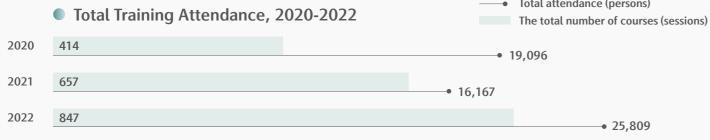
Complete career planning is offered with a blueprint for sustainable development of talents.

An enterprise's development stems from its belief in talent cultivation. WT group values the comprehensive development of employees and creates a work environment suitable for the right people. In a fast-changing environment, in order to equip the talent pool with the capacity to adapt to future changes, WT has established a training and development plan to effectively translate learning into performance.





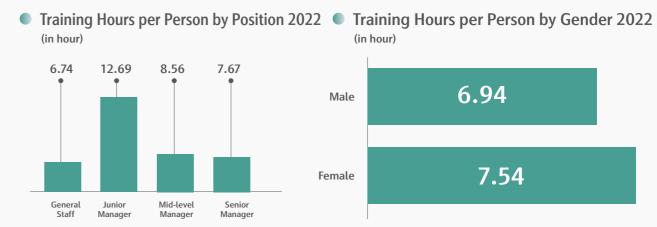




Note:In 2020, only the actual training results of the operating bases in Taiwan were counted. From 2021, the training-related execution statistics began to include all bases in Taiwan, China, Hong Kong, South Asia, and South Korea.

In 2022, a total of NTD 4.5939 million were invested in education and training, and a total of 25,522 hours, and 847 sessions, of training were given to 25,809 person-times.

By position, junior managers received more hours of education and training than those of other positions, while the average education and training hours of other positions are similar. The average education and training hours of all employees were 7.20 hours in 2022. There was no significant gender difference in average training hours.



Talent Development Optimization Policy for 2022

Improve departmental On-the-Job Training awareness: In addition to the company's common training, each department in Taiwan designs a department-specific product technology course according to the product and customer attributes it is responsible for, covering product knowledge, technical connotation, experience sharing, etc. The total hours was 3,354 hours in 2022.

Strengthen process optimization training: The company is committed to improving the work efficiency of each operation procedures, promoting digital optimization, and strengthening education and training after the system goes online. In 2022, a total of 1,687 hours of physical and digital learning were given to a total of 7,662 persontimes in Taiwan.

Want Talent program, an all-round career development plan for elites

To provide a better career pathway program, WT launched the "Want Talent" elite training program and recruited selected new graduates for the program. In addition to soft skills and technical courses, job rotation training and participation in important projects and large-scale conferences are organized for them to gain a comprehensive understanding of the core concepts of the company's operation. Furthermore, senior executives and the human resources department will regularly show care for employees, provide career guidance, and plan individual advancement goals and development, so that they may be in a changing and challenging work environment. At the same time, salary adjustment and rank promotion has been made according to performance and market standard of the individual, providing market competitive salary and fair benefits. As of the end of 2022, a total of 28 employees have been trained in the program.

Want Talent Program Development Process



Enhanced New Hire Training Program





Mentorship system

Supervisors or senior employees are appointed as mentors to help the new hires to fit into the company culture and work environment.



New hire training program

The new hire training starts from the on-board date, and provides courses on functional skills in basic stage (1-3 months) and advanced stage (after 6 months) to familiarize new hires with corporation processes and key policies.



Blended learning model

The program adopts on-the-job training method and is conducted in online and offline blended learning mode in a step-by-step manner to help new hires to develop relevant functional skills.

New Hire Training Program

	Dec. to Jan. every year	On-board Date	1 ∼ 3mth	6mth~
Functional Expertise	Lecturers are notified	New	Technology/Application for Sales & FAE Operation roadmap for CRS/IS Operation course > The supervisor may determine this to be mandatory according to the degree of proficiency	Electronics course Sales course Each BU's customized course
Corp. process/ Common curriculum	to finalize curriculum & updates	Empolyee Orientation	Corporate Process course Code of conduct (within the 1st week) Information security training (within the 1st month) New hire cross training (within the first 3 months)	• Excel course (mandatory for operation)

Employees are provided with diverse online and offline learning resources

With the advent of the digital era, WT introduced the WT e-Learning Academy, a digital learning platform that combines online and in-person learning. Over the past three years, due to the pandemic, learning styles have changed and the proportion of digital learning has increased. Based on WT's training and development plan, WT e-Learning Academy has established courses in five categories, combining e-newsletters, knowledge center, and online courses to integrate internal and external resources and enrich the platform's contents, while becoming a platform for linking WT's knowledge transmission and communication. WT will continue to refine and hold regular course planning workshops in the hope of providing richer training resources to all employees through continuous innovation.

4.3.3 Inclusive Workplace

A work environment of mutual trust and respect between employers and employees is created through communication and trust.

WT values the welfare and rights of its employees and actively promotes harmonious relations between management and labors. Work rules and various management regulations have been formulated in accordance with the Labor Standards Act and relevant laws and regulations, and the Code of Practice for Sustainable Development has also been formulated to specify the rights and obligations of both employers and employees in management matters, so that employees can fully understand, comply with, and protect their legitimate rights and interests. In the case of any major changes in the operating conditions that may affect employees' rights and interests or work environment, WT informs employees within the statutory minimum notification period in order to protect employees' rights and interests.

People-oriented management philosophy

Human rights risk assessment is implemented to create a suitable work environment

WT follows international human rights conventions and initiatives such as the Universal Declaration of Human Rights, the United Nations Global Compact (UNGC) and the Declaration of Fundamental Principles and Rights at Work issued by the International Labor Organization (ILO). We have formulated a Social Policy and Code of Conduct, which was signed by the Chairman and published on the company's official website as a standard for all employees, clients, suppliers and other stakeholders to follow.

In 2022, a human rights risk assessment covering 13 items in five categories was carried out at WT headquarters in Taiwan and found no high-risk employees. In addition, WT continues to raise the awareness of human rights issues for all employees through various education and training mechanisms, including education in pre-employment orientation for new employees, and through the WT e-Learning Academy, where employees can browse relevant online courses at any time. A total of one human rights education and training was offered to new hires in 2022, and 206 of the 206 employees required to take the training have completed the training.

Implementation policy	Assessment Items	Affected group	High risk population
Provide a safe and healthy work environment	Employee occupational safety and health Physical workplace safety Employee health management and medical consultation Health care and emergency notification	Employees	0
Eliminate unlawful discrimination and ensure fairness in job opportunities and pay	Diversity and equality in recruitment, promotion and rewards Promotion is evaluated based on employee performance and professional skills	Employees	0
Prohibit child labor	No child labor Identity certificates are checked upon employment. Those who do not comply with the legal norms will not be hired.	Employees	0
Prohibit forced labor and human trafficking	No slavery or forced labor Regulations and practices on overtime work and women's night work Effective controls on attendance and overtime	Employees	0
Assist employees in maintaining physical and mental health and work-life balance	Provision of breastfeeding related facilities for nursing employees Provision of diverse clubs and company activities to establish a work-life balance.	Employees	0

Multiple channels are put in place for smooth communication

WT provides a good platform for communication so that all relevant parties can access the stakeholders' section on the company's official website. Employees may express their opinions to HR via email, telephone calls or in writing to communicate with the company in two-way with regard to problems or concerns they encounter in work systems and environments. Each responsible unit will properly handle and provide feedback or improvement solutions to achieve effective communication.

In addition, regular executive and departmental meetings are held, and employees are kept informed of operational changes that may have a significant impact on them by means of announcements. As of now, employees' rights and interests are well protected and there have been no major employer-employee disputes or negotiations. With good communication and interaction between the two parties, it is believed that a harmonious labor relations in the future will sustain.

Excellent incentive system is in place to maximize value of talents

Gender equality is ensured and gender distribution by function optimized in workplace.

WT respects gender fairness and equality in pay. Nevertheless, an analysis of the existing employee makeup found that male employees are mostly in business positions, which have a reward system for performance bonuses, or in application engineering related positions, which also have a higher pay due to the external salary benchmark; while female employees are mostly in logistics positions providing support for operations. The gender difference in salary is mainly caused thus by different reunification structures for different functions. WT will continue to improve the gender ratio of STEM (technology, engineering and other occupations) and optimize the gender makeup of all functions to close the gender pay gap.

Pay by Gender in Taiwan in 2022

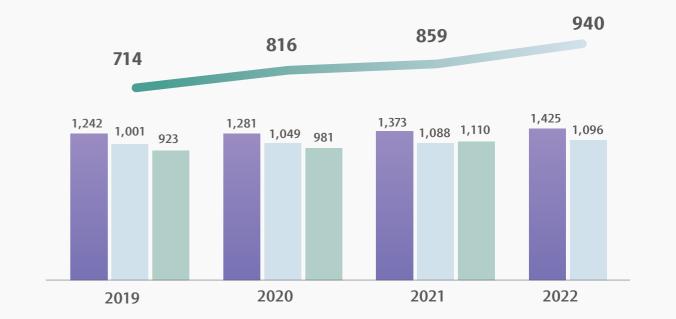
	Basic S	Salary	Annual T	otal Pay
Position	Female	Male	Female	Male
Senior manager	1	1.22	1	1.18
Junior manager	1	1.15	1	1.20
Non-executive	1	1.11	1	1.15

Note: Senior managers refer to division heads or above, junior managers refer to assistant managers or other executives, and non-executives refer to all other employees.

Variable performance bonuses are distributed to share surplus results.

In addition to providing employees with market-competitive fixed salaries, WT designs quarterly (or annual) variable performance bonuses based on the overall operation profile, the achievement of departmental goals, individual performance and the nature of duties under consideration, so as to share operational achievements with employees and motivate them. WT also offers long-term incentives, with deferred compensation linked to the company's long-term performance, to senior managers and key personnel. In the past four years, the average salary of full-time employees who were not in executive positions has increased over the years. The average salary was NTD 1.425 million in 2022, 3.79% up compared to 2021. The reason for the increase is the normal salary adjustment, and there is no special adjustment. In addition, the ratio of the standard starting salary of entry-level personnel (regardless of gender) at the Taiwan headquarters to the local minimum salary is 1.15:1.





Employee Stock Ownership Trust is established with 100% Company Incentive

In September 2020, WT established an Employee Stock Ownership Trust, with employees (members) jointly organizing the Employee Stock Ownership Trust Management Committee. Employees contribute a fixed amount from their monthly salaries, while the company also contributes 100% of the incentive money to the Trust's dedicated account. By allowing employees share operational growth, the trust does not only retain talents as intended, but also help employees to accumulate wealth through small savings and secure their pension in the

Full contribution is made to the pension fund to fully protect employees' retirement life

People-oriented WT not only values benefits for its employees during their employment but also actively takes care of their lives after retirement. The Supervisory Committee of Employee Retirement Reserve Fund was established for employees who choose to stay in the pension scheme of the Labor Standards Act. The Committee is composed of nine members, of whom three represent the employers and six represent the employees, and is re-elected once every four years. The Committee reviews and approves the amount of the employee pension fund and its deposits and payments to ensure labor rights and interest. The pension reserve is set aside at 2% of monthly wages and deposited in a special account in the Bank of Taiwan. An actuary was appointed to issue an actuarial report on the employees' pension fund for 2022, which shows that the present value of the defined benefit obligation is NTD219,430,000 and the fair value of plan assets is NTD160,589,000, which met the requirements of a full provision by government decree. In addition, for employees who choose to apply for the labor pension plan under the Labor Pension Act, a monthly contribution of not less than 6% of salaries and wages is made to the employees' personal accounts at the Bureau of Labor Insurance.

WT believes that only by providing employees with a secure work environment and a fair welfare system can employees fully contribute their talents without any worries and thus create maximum value. The benefits provided to the entire Group's full-time employees in 2022 included group insurance, wedding gift money, maternity allowance, consolation money, health checkups, holiday gifts, company outings, departmental and club activities, seminars, and welfare items. The spending on these benefits was approximately NTD101.54 million.

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Туре	Project
	1. Year-end bonus
Danuaca/Cifta	2. 3 Festival Bonus/Gifts
Bonuses/Gifts	3. Holiday Gifts
	4. Gifts for long-term
Incurance	1. Labor insurance/health insurance/Labor Pension
Insurance	2. Group Insurance
	1.Domestic trips
	2. Departmental dinners, team building activities
Leisure	3. Club activities (basketball, badminton, hiking, running, floral arrangement, cooking, board games, etc.), and all colleagues are invited to participate in various sports competitions.
	4. Volunteer activities
	5. Holiday activities
	6. Fitness classes (boxing cardio, spinning bike, aerial yoga, etc.)
	1. Performance Bonus
	2. Training
Systematic	3. Regular promotion assessment
	4. Employee Stock Ownership Trust
	1. Wedding gift
	2. Maternity allowance
Subsidies	3. Hospitalization allowance
Subsidies	4. Funeral Consolation money / Funeral Arrangement Fee
	5. Business airline call subsidy for field staff
	6. Parking fees and fuel subsidy for field staff
	1. 2 days off per week
Leave of Absence/	2. Pre-emptive annual leave system superior to the Labor Standards Act (new employees are entitled to 10.5 days in the first year, and annual leave is granted in proportion to the current year of employment)
Vacation	3. Flexible working hours
	4. Parental leave
	1. Regular staff health check-ups, doctor's visits and occasional health forums
	2. Breastfeeding room
	3. Appointed stores
	4. Library resources
Other	5. Free coffee, herbal tea, fresh milk, soy milk, cereal
	6. Provide nutritious fruit and vegetable lunch boxes
	7. Movie tickets
	8. massage service for charity
	9. Year-end Gala





Ninety percent retention rate after one year of reinstatement from parental leave on average in the last four years

In accordance with the "Gender Equality in Work Act", WT Taiwan employees are entitled to apply for parental leave before their children reach the age of three. In 2022, 14 of the 15 employees scheduled to return from the parental leave actually reinstated, and the retention rate at reinstatement anniversary of the five female employees returning from paternal leave in 2021 was 80 percent. The average retention rate in the past three years was nearly 90%, showing that they managed to reintegrate to work and have a balance between work and family life.

Number of female employees taking parental leave

	2019	2020	2021	2022
Number of persons eligible for parental leave (A)	66	63	69	56
Number of applicants for parental leave (B)	20	16	9	8
Estimated number of persons to be reinstated in the year (C)	26	13	7	13
Actual number of persons reinstated (D)	22	10	5	12
Number of persons still employed 12 months after reinstatement (E)	10	19	10	4
Reinstatement rate after completed leave (D)/(C)	84.62%	76.92%	71.43%	92.31%
Retention rate at reinstatement anniversary (E)/previous year (D)	100.00%	86.36%	100.00%	80.00%

Number of male employees taking parental leave

	2019	2020	2021	2022
Number of persons eligible for parental leave (A)	105	114	108	92
Number of applicants for parental leave (B)	0	0	1	2
Estimated number of persons to be reinstated in the year (C)	-	-	-	2
Actual number of persons reinstated (D)	-	-	-	2
Number of persons still employed 12 months after reinstatement (E)	1	-	-	-
Reinstatement rate after completed leave (D)/(C)	-	-	-	100%
Retention rate at reinstatement anniversary (E)/previous year (D)	100.00%	-	-	-

Note: The number of people "-" indicates that there is no scheduled reinstatement or actual reinstatement; the ratio "-" indicates that the denominator of the calculation is 0, and the reinstatement rate or turnover rate is not calculated.

4.3.4 Health Management

2022 Sustainability Report

Health of every employee is valued with prevention and promotion measures.

WT currently has a full-time health manager in Taiwan to plan and promote employee health management. In addition to providing health check consultation and advice to employees, doctors are also invited to the company every month for medical consultation services. Employees are entitled to a health check expense subsidy once every year, which is better than required by the laws and regulations. There is also a flexible accumulation system, allowing employees to choose from a wider range of checkup items with the amount accumulated for up to two years. In the middle of 2021, due to a severe COVID-19 outbreak, the annual health checkup program was suspended in order to protect the safety of employees, so the annual health checkup rate was a relatively low of 28%. In 2022, as the COVID-19 situation improved, it was resumed after evaluating and considering a number of matters, and the checkup rate was as high as 83%.

Four ways to maintain staff health at WT





Managers





A variety of health checkup packages (such as cardiovascular programs, gastroenteroscopy programs, etc.) were planned and provided to employees to choose from. After the health checkup, a professional team will analyze and explain the report, define management standard by health checkup result levels, and give appropriate treatment accordingly; Level 1 is normal, Level 2 will be given occupational health education guidance, Level 3 be given occupational medical consultation and health education, and Level 4 be referred to specialized medical attention or treatment after an occupational medical interview.

The epidemic situation in 2022 was still not taken lightly. Continuous environmental disinfection operations and epidemic prevention safety and health management were still the top priorities. In addition, free Oriental Influenza Cell Culture Vaccines were offered to 323 individuals. The health lectures which used to be held inperson were video-recorded and put on the online education and training platform for employees to learn healthcare and well-being knowledge. To assist employees who were ill with COVID-19 or under inconvenient quarantine, care boxes were offered, and a dedicated person was appointed to provide necessary assistance during the period. Since June 2022, 448 boxes have been sent out (as of February 2023). Each office has an emergency contact person, who was appointed to provide effective first aid instructions in case of emergency. Otherwise, there are blood pressure gauges available at designated locations to look after the health of employees at any time. WT also put in place multi-functional classrooms exclusively accessible by employees, and organizes various sports courses to encourage employees to develop good exercise habits, and enhances their awareness of self-health management.

In 2023, physical therapists are planned to be invited on-site every quarter to provide guidance on the prevention of ergonomic hazards, dress and bandage in the case of muscle soreness and discomfort after exercise, and give advice on how to exercise correctly. The frequency of on-site visits will be increased subject to the needs of employees.

Four major plans for employee health protection

Maternal health protection program

WT Taiwan employees, including cleaning and other contractors, are all eligible for WT's four major health protection plans. There is no shift or night work. In addition to maternity inspection leave, employees are entitled to maternity leave and parental leave as specified by the laws and regulations. The Maternal Health Protection Plan was introduced to ensure the childcare-work balance for female employees. The Plan provides dedicated nursing rooms, professional health and safety consultations during pregnancy, postpartum and lactation periods during maternal health protection, as well as priority parking spaces and other maternity-friendly work environment measures. In addition, related publications in the reading area are available for borrowing, such as Mombaby, Parenting magazines, etc..



Deluxe nursing room

To accommodate female employees' breastfeeding needs, WT has created a cozy and comfortable breastfeeding space exclusively for mothers. The temperature in the nursing room is maintained at a comfortable level. There is access control and surveillance camera at the entrance. The interior is fully equipped with adequate fire protection equipment to ensure safety, and all facilities are in compliance with the laws and regulations. We provide a wide range of amenities such as breast milk storage refrigerators, freezers and bottle sterilizers.

Prevention of abnormal workload-triggered diseases

In order to avoid abnormal workloads, supervisors at all levels are required to take the initiative to care for the labor conditions of employees. Any health problems may be reported to the health manager for assistance and care. Health consultation and abnormal workload assessment are available during the monthly doctor consultation service.

Illegal infringement prevention

WT posts related announcements in the workplace, and clearly stipulates the complaint hotline and dedicated e-mail in the work rules. If an employee is sexually harassed, stalked or illegally violated in the performance of duties, a complain may be filed. In order to protect the rights and interests of the complainant, the person who accepts the complaint will handle it in a confidential manner, and will not disclose the name of the complainant or other relevant information sufficient to identify the complainant. the person receiving the complaint shall make a written record of the handling of the case, and follow the guidelines for the prevention of illegal infringement in the performance of his or her duties. The relevant proceeding records shall be kept for three years.

Prevention of ergonomic hazards

The nature of WT's work is mainly static work in the office area for a long time, which may have impacts on chronic muscle, fascia, and intervertebral discs. WT provides employees with adjustable desks and chairs to reduce the risk of such ergonomic hazards. The workstation can be adjusted according to individual needs, so that workers can work according to correct vision and healthy posture. There are also standing rest office areas to reduce sitting time. In addition, seven robot vacuum cleaners were purchased for the cleaning staff to reduce repetitive gestures.

Relevant awareness posters have been posted on the health bulletin board on each floor. Professional physical therapists are planned to be invited to provide one-on-one consultation and health education in 2023 to adjust incorrect posture, relieve discomfort, and provide treatment when necessary, such as fastening to relieve pain from carpal tunnel syndrome.

Health promotion

2022 Sustainability Report

WT organized a weight loss game from March to May 2017 which was participated enthusiastically by a total of 197 individuals and 46 groups. The game lasted for three months and saw a total of 534 kilograms lost. Encouraged by the success in 2017 and in response to the impact of the epidemic on lifestyle and pace in recent years, WT decided to organize another weight loss game and offer more competitions and prizes, so that employees can improve their health and physical fitness through the weight loss event.

A series of weight loss activities were held from October 2022 to January 2023. During the 15-week game period, weekly challenge tasks were offered with point collection activities, healthy exercise courses. Those who achieve good results every week received healthy meals for one week, and those who achieve the goals will receive points to be collected.



During the weight loss, due to the gradually increased difficulty of the task challenges, many contestants had the idea of giving up. However, every time they gathered for weighing, they cheered each other up, shared experiences, and exchanged weight loss tips. Heartwarming and vying at the same time, the game increased interaction and communication among employees. The contestants hung on in until they saw the amount of weight lost from the weighing scale with a sense of achievement. Some people were moved to tears when they saw their own photos before and after weight loss on the results day. The weight loss game came to a perfect ending with vigorous rounds of applause.

The game strives for healthy weight loss and effective fat loss. In order to allow employees to lose weight and fat step by step, professional coaches were commissioned to design exercise courses, which include systematic aerobic exercise and muscle strength training for muscle gain and fat loss. The contestants were also provided dietary advice and physical sculpture guidance in accordance with personal physical conditions.

Several award winners mentioned in their testimonials that they successfully lost weight thanks to their own willpower and perseverance, as well as mutual encouragement among employees, and that healthy diet and proper exercise are the only ways to lose weight. Apparently, the weight loss game not only achieved the goal of health promotion, but also enhanced the revolutionary sentiment among employees. Health is more than the decreasing readings on the scale at the end of the game, but a matter of long-term struggle. Therefore, a "Persistence Award" was put in place for those who maintained health without regaining weight. The game had a limited time and incentives, but it is WT's relentless pursuit to keep every employee healthy. The game was participated by a total of 423 individuals and 85 groups from the Taiwan headquarters. By the end of the game, the total weight loss was 890 kg. The number of participants and total weight loss have both increased significantly compared to 2017.



The number of participants was 423, accounting for 37.17% of the total number of employees in the Taiwan headquarters.

The total weight loss was 890 kg, an increase of 356 kg compared to the game in 2017.





4.3.5 Employee Relations

2022 Sustainability Report

Employees are brought closer with diversified community activities.

WT has seven major clubs. They offer exclusive courses and activities for their members, as well as a wide range of activities with different themes, large and small, for all employees to join. A variety of public interest activities are organized to advocate environmental protection and social care, during which employees may relax and have fun through meaningful club activities, and build family and parent-child relations. The club general assembly held at the beginning of each year allow new employees to know and choose their favorite clubs to join. The company makes continuous efforts to seek breakthroughs and set up more different types of clubs for a diversified all-round development, so that employees may enjoy hobbies and physical and mental relaxation after work.

Club activities are actively promoted to foster chemistry between colleagues.

Annual WT Cup badminton and basketball games were held to promote health and sports.

Annual WT Cup badminton and basketball games were organized to enhance communication and entertainment among employees through competitions. The company provides prize money, trophies, medals and a fully-equipped venue, so that employees can experience the atmosphere of a formal competition. Customers and manufacturers are widely invited to team up and participate in the games, so as to build friendship in the court or field, enhance interaction, letting go of work pressure, and share pure enthusiasm for sports. In order to promote ball games, WT Cup Friendship Games are planned to be held in 2023. The match format and scale will be adjusted and partner companies invited to form teams for round-robin matches. WT values and promotes health and sports to a broader extent.







Marathon Club: Challenging self limits

The club participated in five marathon competitions in 2022, including Sanchong National Marathon, Alishan Cloud Road Run, New Taipei City Railway Marathon Relay, Far East New Century Classic Marathon, and Suhua Marathon Road Race. The club has two boss-level runners. The club president Chang Jiajun won the seventh place in the Soochow International Ultra-marathon 2022, and the club member Lu Shimiao, ranked 86th among the top 100 women Marathon runners in Taiwan, won the championship in the Sanchong National Marathon in District.

Many employees who have long been fond of road running often participate in large and small competitions, encourage each other to finish the competition, and exchange health care and sports information with each other. It is their enthusiasm after work. The company also provides subsidies and publicity to invite more employees to participate, in hope to make sports-loving one of its key elements and a part of WT spirits.





Physical and mental health of employees are cared for with flower arrangements and low-carbon diet cooking

The flower arrangement club holds flower arrangement courses from time to time. The extensive courses provide a variety of plant knowledge, and increase the awareness of the crucial role of green plants in slowing down global warming and effectively improving the green atmosphere in the office. Green life is contributed by practices in all aspects. When employees brought their own pots to redecorate, they did not only give the pots a new chance, but also put the concept of recycling and reuse into practice. On the occasion of Thanksgiving, a pressed flower plate making session was organized from the perspective of "food". Through plate making, gratitude and respect were expressed for the food and everyone of us who have worked so hard for it. Not wasting food is an act of conservation, as it eventually reduces carbon emissions. The Cooking Club has a series of courses centered around the theme of eating vegetables for better health. With healthy low-carbon diet as the main orientation, it advocates healthy diet among employees. The employees are taught to select seasonal and local ingredients, get a variety of whole food whenever possible, and purchase and eat in moderation without wasting, as keeping a healthy lowcarbon diet contribute to the protection of earth as well as the health of the employees and their own families.





Weekly Fruit Day is offered for employees' health and diet in partnership with small farmers.







Selected fresh delicious drinks without safety concerns are provided. Coffees are prepared with top Swiss automatic coffee machines using carefully selected quality coffee beans that have passed SGS toxin tests. Tea drinks are brewed from organic tea from a non-toxic natural farming plantation in Ruisui, Hualien. High-quality fresh milk drinks certified with FSSC 22000 Food Safety Management System are strictly checked for impurities and expiration date upon arrival to ensure that employees enjoy the safest and healthiest fresh milk.

WT is committed to advocating the importance of balanced meals and breakfast. Breakfast bar events were organized to provide a variety of healthy and balanced meals. With the concept of "eat less meat and more vegetables; reduce carbon and increase health", plant-based diet activities were held to promote low carbon diet and serve the purpose of energy saving, carbon reduction, health enhancement, and physical burden alleviation. This year, an elaborate breakfast bar was arranged for Christmas. While senior executives dressed in Santa Claus served meals, employees enjoyed a delicious breakfast and received Christmas gifts, making it an unforgettable Christmas with a double surprise.

On the weekly Fruit Day, healthy and safe fresh fruits from our small long-term partner farmers in central Taiwan are offered to the employees. The direct fruit procurement from the place of origin improve the farmers' income, so that they can focus on growing healthier and more delicious fruits, reduce the use of pesticides and allow the land rest. Direct delivery from the place of origin also reduces food carbon footprint.

While the fruits are distributed, their grower's story is told and words shared. The transparent production and marketing creates an emotional bond between employees and the fruits in their hands. In 2022, a total of 16.13 metric tons of fresh fruit were purchased. From the launch of Fruit Day to the end of 2022, a total of 74.18 metric tons of fruit have been purchased to benefit 20 fruit farmers.

Mutual benefits are reached from the partnership with 20 fruit farmers.

Farmer	Fruit	Origin
Yang, Shih-Feng	Banana	Taiping District, Taichung City
Liu, Wen-Pin Ganglu pear		Juolan Town, Miaoli County
Lin, Chi-Wei	Persimmon	Kunglungshan, Nanshi Village, Heping District, Taichung City (700m of altitude)
Ku, Chen-Hsiung	Grape, star fruit	Neiwan Village, Juolan Township, Miaoli County (Chenhsiung Farm)
Lin, Shu-mei	Hongyu peach, ponkan, fremont	Nanshi Village, Heping District, Taichung City (at 16 km on Central Cross-Island Highway)
Chan, Yu-Hua	Ganglu pear	Dapingding, Neiwan Village, Juolan Town, Miaoli County
Chen, Sheng-Te	Red dragon fruit	Yuanlin City, Changhua County
Ku, Jui-Yu	Honey apple, watermelon plum	Fushoushan, Taichung City
Chung, Chang-Wen	Gold sweet cherry tomato	Meinong District, Kaohsiung City
Lin, Mei-Ling	Cherry tomato	Meinong District, Kaohsiung City
Shih, Kun-Hsin	Cherry tomato, melon	Mailiao Township, Yunlin County
Lin, Fang-Ying	Strawberry Daifuku	Dahu Township, Miaoli County
Miu, Ya-Chuan	Emperor guava	Dongbian Village, Taiping District, Taichung City
Tseng, Man-Jung	Emperor guava	Heping District, Taichung City
Chang, Chia-Liang	Pomelo	Douliu City, Yunlin County
Lin, Chang-Jung	Persimmon	Heping District, Taichung City
Fu, Wen-Ta	Fu pear	Lishan Village, Heping District, Taichung City
Liu, Hsing-Lung	Maogu tangerine, Wangchiu pear	Dongshi District, Taichung City
Wen, Yin-Hsing	Hsinhsing pear	Juolan Town, Miaoli County
Tsou, Hsiu-Yueh	Grape	Juolan Town, Miaoli County

Arts and culture are promoted to cultivate multicultural literacy

Reading motivates advancement!

2022 Sustainability Report

WT Library focuses on promoting the development of reading habits, and regularly adds books in various fields every month, so that employees can cultivate humanistic qualities, relax their body and mind, and broaden relevant knowledge in their spare time. The company has a spacious, bright and comfortable rest space, where employees may take a break from work, enjoy a free cup of coffee or other drinks, read a magazine, so as to open their mind to new ideas.

Concerts were organized for public interests and arts promotion.

The 2222 - Future Choice original sustainable concept exhibition tickets were given out for employees to acquire knowledge from different sources, and improve interaction with their families. Supports were given to both arts and charity through the World Citizen Academy Concert, Tribute to the Giants Concert, and WT x DBS Chinese New Year Public Welfare Group Promotion Concert.



Sense of celebration and ritual was created to surprise the employees.

In addition to the year-end bonus, a series of festivities were organized to celebrate the Mid-Autumn Festival in 2022, one of which involved a team challenge requiring timely accomplishment of a mission. It was an efficient team building exercise, and effective training for concentration and calmness. Another activity was Spin the Luck. Employees can scan the QR Code with their mobile phones to play lucky wheel and win charity products and practical gifts. The generous prizes, convenient access, and festive surprises attracted a lot of participation.





4.3.6 Workplace Safety

Hazards are prevented to create a safe and safe workplace for employees.

WT adheres to the occupational safety and health (OSH) policy of "protecting employees and preventing hazards". It put in place an OSH system pursuant to the provisions of the Occupational Safety and Health Law, and appoints OSH managers, fire protection administrators, first-aid personnel, etc. In addition, an OSH Committee was established in accordance with the laws and regulations with members including OSH managers, heads of departments, supervisors, command personnel, OSH-related technical personnel, medical personnel engaged in labor health services, and labor representatives. The employee representatives account for 30% of the Committee members, and four meetings in total were held in 2022. Regular analyses are performed to identify potential risks and possible hazards of operations in the work environment. The work safety operation flow chart is reviewed for hazard causes, in order to classify possible hazards and prevent them so as to achieve the goal of zero disasters.

Facilities can not be activated until passing strict safety compliance assessment.

Before construction starts, WT always conducts a complete safety assessment, requires the signing of a safety and health commitment letter, and plans emergency exit routes instructions and indicators, fire protection facilities, surveillance equipment, fire and security alarm systems. User license will not be issued until all the specifications are met.

Zero accidents were recorded for three consecutive years.

In 2022, no disabling injuries were reported from any of WT's operating bases in Taiwan. Therefore, the occupational injury deaths, disabling injuries, total case incident rate (TRIR), and lost time injury rate (LTIR) were all zero. No work-related injuries were reported among suppliers and contractors who worked in WT's offices or logistics centers either, with thus 0 TRIR and LTIR.

Regular drills and training are held to strengthen employees' safety awareness and crisis management.

In order to ensure that all employees are familiar with OSH laws and regulations and the company's safety and health management mechanism, WT Taiwan regularly conducts safety-related training and drills. Refresher training is scheduled for OSH managers, fire protection administrators, and first-aid personnel in accordance with the laws and regulations.

Course	Total Hours of Course	No. of trainees
Occupational Safety and Health Management personnel	12	1
Occupational Safety and Health Affair managers	6	5
Nursing skills	4	1
Nursing Laws and Regulations	1	1
Nursing ethics	1	1
Labor Health Service Personnel - Occupational Safety and Health Laws and Regulations	1	1



Risk prevention has been properly planned with adequate security inspection measures.

Pursuant to fire protection laws and regulations, WT has installed adequate protective facilities in the workplace, divided fire prevention management into zones, and appointed responsible employees on each floor to conduct a periodic key-point inspection every month to prevent accidents from happening. Relevant persons are sent to participate in the fire drill and training held by the management committee every year to be informed of the Park's emergency exit and evacuation plan. A third-party fire protection institute is commissioned to carry out maintenance and reporting, and a fire protection job assignment and drill is organized in March and July every year to strengthen all employees' emergency evacuation and response capabilities. In 2022, a night-time security patrol routine by dedicated personnel was introduced to check that unnecessary power supplies and lights in the office are turned off at night. The three logistics centers (Taiwan, Hong Kong, and Shenzhen) have all completed the fire extinguisher demonstration and hands-on training, and conducted fire drills.

WT's routine OSH management inspection measures

Dail	. ,
Dail	y

- Implement access control system management, and require visitors to use temporary visitor identification badge and register upon entering and exiting restricted areas
- · Clean and sanitize meeting rooms and public areas
- · Require employees to take temperature and fill out health declaration questionnaire
- Conduct daily fire inspections
- Have night-time security patrols by dedicated personnel

Monthly

Provide on-site physician services • Implement vehicle safety inspection

- · Inspect emergency evacuation facilities
- · Conduct inspections of fire safety equipment

Quarterly

· Convene the OSH Committee to review the implementation progress of relevant strategies and

Semiannually

- · Conduct fire drills
- · Have carpets and environment cleaned

Annually

- · Test and maintain fire safety equipment
- · Convene an OSH meeting to review, coordinate and advise employees on safety and health matters, and formulate an annual safety and health plan
- · Have air conditioner maintenance
- · Sanitize the entire office area

Biennial

Check buildings for public safety











In 2022, WT Education Foundation launched the One on One online reading program.

This project uses Internet technology to overcome the limitations of geographical barriers. Volunteers are committed to weekly one-on-one sessions for school children in rural areas with aim to open up their horizons and provide them warm support.

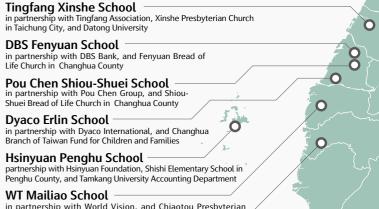
The effort of WT Education Foundation is joined by DBS Bank, Bao Chen Group, Dyaco, Puyong Archiland, Tingfang Charity Care Association, and Hsinyuan Foundation to establish online reading partnership in rural areas in Taiwan where resources are scarce.

At the beginning, the Program worked with seven schools located in Yunlin, Chiayi, Changhua, Taichung and the outer island of Penghu. A total of 250 schoolchildren and volunteers participated in the Program. From the beginning of the school term in September to the end of the first semester, the Program served as many as 4,358 person-times. In addition, more than 500 reading partners attended the reading partner meetup activities, volunteer training, and DIY activities for schoolchildren in the Program.

The social welfare units that cooperate with the school children in this program include World Vision Taiwan, Taiwan Fund for Children and Families, and the local churches. They provide venue and identify the school children in need of help, while WT Technology and the adopters contribute funds and donate books and computer equipment. The volunteer reading partners are employees of adopting companies, college students, and mothers.

The online reading program involves volunteers' long-term stable engagement as the disadvantaged children's company, tutors and role models, of which the children is deprived with their families. On the other hand, it also assists enterprises to establish a model of giving back to the society, and provides opportunities for volunteers to show their enthusiasm and participate in social welfare. For the volunteers, participating in the Program is not only an act of charity and altruism, but also a chance to learn and grow out of the interactions and mutual influence.

One-on-one online reading program sites



in partnership with World Vision, and Chiaotou Presbyteriar Church in Mailiao, Yulin County

Puyong Yitzu School

in partnership Puyong Archiland, Yizhu Presbyterian Church in Jiayi County, and Grimm Press

"We light up the children now, and the

children will light up the world in the future."

- Program Manager Jay Hsu



SHINING HOP

A PHOTOGRAPHY-INSPIRED **LEARNING PROGRAM BY WT**

FOUNDATION





Passionate volunteers Reflect lens with lens, influence lives with lives

"To me, the nearly 55 volunteers in Shining Hope are all chosen ones. We have a tacit understanding! We are all similar, willing to give, taking the initiative to help, keeping a low profile, and always thinking about others first!" - Wu Yingchi, volunteer and leading instructor at Gongliao Elementary School

"I am very grateful to every volunteer. They are not only teaching photography, but affecting lives with lives. Children always ask me why the volunteers are so elegant and low-key every time they come. The children say they want to be a photographer when they grow up!" - Su Yuhua, teacher of Lunshan Elementary School, Hualien

In addition to the support of the Foundation and the full cooperation of the schools, the success of the Shining Hope Photography Project is also due to the photography volunteers who have become the main backbone of the project. Without the support of volunteers, the implementation of the project would have been greatly undermined and hindered. It seems sometimes that, instead of volunteers, they are more like full-time professionals who apply the professional knowledge and valuable experience gained in the workplace and from parent-child education to the project; sometimes they are more like parents, brothers or sisters, or role models to the parentless children in rural areas, offering them warm company and affections.

The most invaluable aspect of the photography project is relationship building and companionship. What the project offers is not only photography classes, but also occasions for language exchange, exposure, exploration, aesthetic layout learning, and emotional education. "Photography project allows me to be a child again," "It's not about what we give to the children, but what the children give to us," "Whenever a volunteer doesn't show, the children will ask how come so and so didn't come," "What the photography volunteers bring is not just photography, but love!" I have heard many feedbacks from volunteers and comments of others on the volunteers. They are indeed a group of angels who reflect lens with lens and influence children's lives with lives.

Number of schools

Eleven in total, of which four in New Taipei, three in Yilan, two in Hualien, and two non-profit institutions

Hemei Elementary School, Gongliao, New Taipei; Bitou Elementary School, Ruifang, New Taipei; Gongliao Elementary School, New Taipei; Pingsi Elementary School, New Taipei; Nanshan Elementary School, Datong, Yilan; Dajou Elementary School, Sansing, Yilan; Sanmin Elementary School, Jiaosi, Yilan; Lunshan Elementary School, Chuohsi, Hualien; Sanmin Elementary School, Chuohsi, Hualien; Dream House, Yilan; and Orphan Welfare Foundation, Neili, Taoyuan

Number of children 160

Number of volunteers

An accumulated total of 55 volunteers have participated in volunteer photography services. As of now, five fully trained lead instructors are responsible for curriculum planning of individual schools.

Volunteer background

They come from Taipei City, New Taipei City, Yilan, Taichung, Hualien and other areas, and they are professional photography, psychologist, medical examiner, retired teacher and other education-related industries

Hours of instruction

16,200 hours in total (nine 90-minute classes per semester per school) with an overall volunteer attendance rate of 89%



Huaren Elementary School is located in the Liou Tribe of Dongchang Village, Jian Township, Hualien County. It is located in the vast alluvial plain of the lower reaches of the Jian River, and geographically suitable for planting. Beginning in 2021, WT was invited by Lovely Taiwan Foundation's Operation Shennong to co-organize the school-field life class at Huaren Elementary School for a period of 5 years.

Operation Shennong takes "organic diet", "land education" and "hometown identity" as the three cores, aiming for children to eat locally produced organic fruits and vegetables, develop good dietary habits, and remember the taste of hometown. The Project started with "one acre at one school", turning farms into classrooms. The children practice organic farming without spraying pesticides. They get close to the land in the farming practice, and learn to respect life, and coexist with nature. A benign cycle and environmental sustainability start from the education and one acre of land.

The organic fruits enjoyed by children during the semester all come from local organic farms in Hualien. While enjoying the taste of organic seasonal highquality fruits sourced from local partner farms, children learn about the growth time, production period, variety characteristics, and farming methods. The knowledge of agricultural production and local hydrology enhances children's understanding of agriculture.





Operation Shennong, by turning fields into classrooms, intends to enhance and enrich children's understanding of agriculture through farming practices.

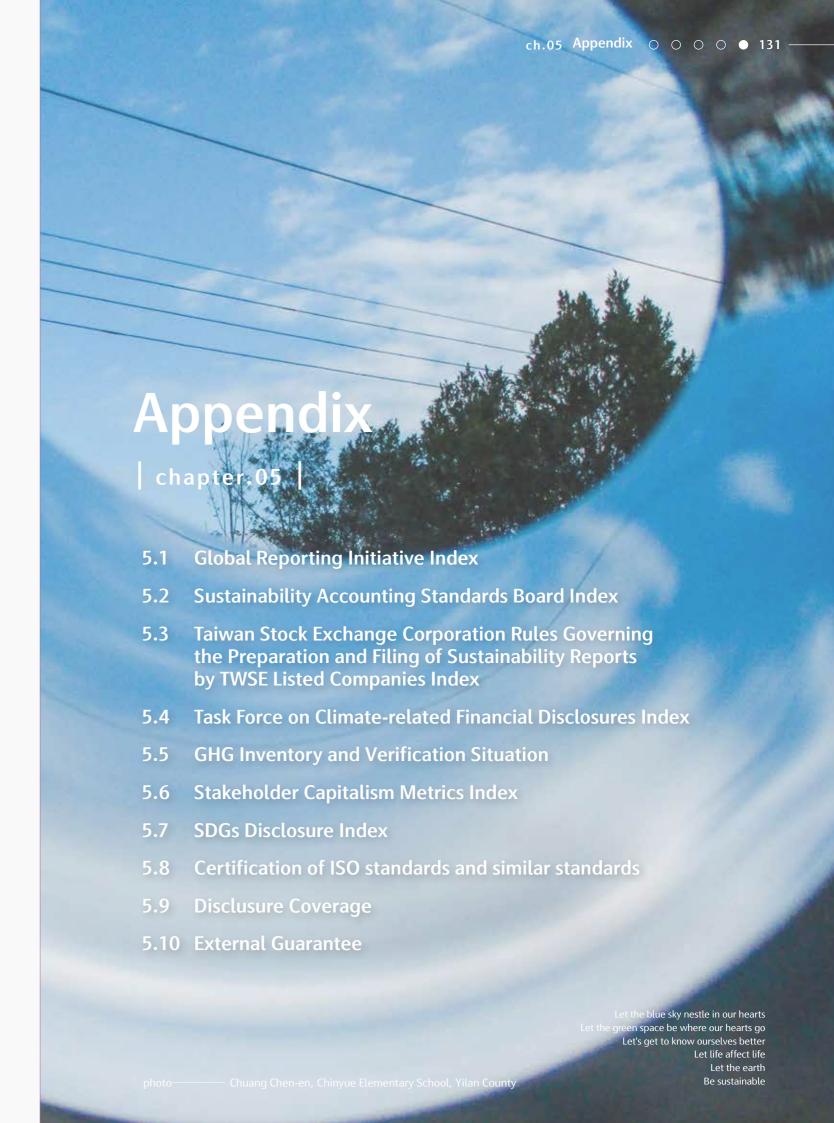
The land education course is carried out in a dual-track way of concept teaching and school field practice. The professional agricultural teaching team composed of local youths and farmers in Hualien, give lectures on the entire farming procedures, from seedling cultivation to harvesting, together with concepts covering soil, diseases, pests, and eco-friendly farming. Professional agricultural knowledge is systematically given to teachers and students to revive the teaching and lay the cornerstone for the development of food and agriculture theme with school characteristics. The school fields mainly grow seasonal vegetables and local characteristic crops. The rotation of seasonal vegetables in spring, summer, autumn and winter allows children to learn solar terms and agricultural community culture; while the rotation of Jian's characteristic crops such as chayote and taro permits a coherent and locally relevant education for children of different grades.

For every semester, age-appropriate syllabus of the four sessions are developed for different age groups, the teaching content are updated according to the school field status, and the school field hardware renewed. Every September, the school fields are affected by the typhoon season. The agricultural teacher integrates the natural disaster topic into the curriculum and guides the students to explore the relationship between agriculture and climate and the importance of water resources; takes the children to do leaf mulching and composting, introduces the concept of natural circulation in the class, and shows them how to cooperate with nature; allows children to participate in the process from the place of origin to the table and establish a deep connection with food in the hands-on session of post-harvest cooking.

In 2022, a total of NTD11.06 million were donated to shine a warm light to every corner of the rural areas.

Key activity name	Donation amount (NTD)	Contet	Input and results
Public Welfare Foundation's Junyi International Education Experimental School Experimental Course Plan of (2015 to present)	\$2,000,000	In order to expand students' international vision and respective, and cultivate children's ability to improve listening, speaking, reading, and writing in a natural environment, and apply them in daily life, Junyi is committed to creating an environment in which English is used lively both in campus courses and dormitory life.	Benefiting 460 individuals
KIST's (KIPP Inspired School in Taiwan) Jeeng-min Elementary School Private Sponsorship Program (2017 to present)	\$1,660,000	Since the reform and transformation, the number of students has increased from 27 to 150 (estimated in August 2022) with a growth rate of 455%. The academic ability test results, including Mandarin, English, Mathematics, of students in all grades are better than other schools in Yunlin County. It became Chengzhi Foundation's KIST demonstration school. In total, 50 institutions visited the school, teachers share in 60 external occasions, and there were 35 parents and family days.	Benefiting 150 individuals
Premature Baby Foundation of Taiwan's Support with Heart · Hug with Love: Integral Care for Premature Babies Project (2015~2022)	\$800,434	WT attaches great importance to the medical environment. Through various publicity, it increases awareness of premature babies, so that the public pay attention to and understand the issues of premature infants, better their knowledge and skills of nursing care, and improve home care capability of families with premature infants.	Communicating with 469,151 person-times
Vox Nativa Taiwan's Distance Learning Project (2015 to 2022)	\$500,000	Care is offered through remote companionship through video for rural areas, and universities and enterprises are also invited to develop USR and CSR through digital tutoring and study pals.	Benefiting 135 individuals
PTWA's (Program the World Association) PAIA Machine Learning Platform Development Project (2020 to 2022)	\$500,000	PAIA, a competition event for the 2022 National Bicycle Competition, was held in Taitung in July 2022. A total of 136 teams from 7 counties and cities across the country and about 300 teachers and students signed up for the competition.	Nearly 3,200 people registered on the platform PAIA Machine Learning Platform accessed by 4102 teachers and students
ROC Foundation for Autistic Children and Adults in Taiwan WHO CST Taiwan Conference (2020 to 2022)	and Adults in and hospitals, trained lead trainers, and tried out the Samuel Sa		Benefiting 352 families
Good Liver Foundation (2021 to 2022)	\$1,000,000	The death of people suffering from liver disease is listed as one of the top ten causes of death in Taiwan. In order to improve the prevention mechanism of early detection and early treatment, Professor Hsu Ching-chuan, chairman of the Good Liver Foundation, made great effort to set up a liver disease medical center. It is the first public interest health examination center donated by the public in Taiwan, providing more advanced medical equipment, better quality and warm care, and benefiting the health of people in Taiwan.	More than 600,000 individuals received the free screenings Thousands of health education sessions
Chang Yan-Hu Foundation Taipei Medical University Charity Bazaar for Stone Soup Integrated Care Services (2022)	\$240,000	The Chang Yan-Hu Foundation has been supporting stone soup integrated care service providers for many years, and taking care of the elderly in Wenshan District who need long-term care. WT supports the TMU Charity Bazaar, and used the revenue exclusively to assist stone soup integrated nursing service providers in Wenshan District to acquire adequate software and hardware.	Dozens of individuals

Note: In 2022, WT Technology and WT Education Foundation donated a combined total of NTD11.06 million to fund the eight projects presented here and other small public interest activities.



chapter 5.1

Global Reporting Initiative Index

Statement of Use

Statement of Use	WT Microelectronics Co., Ltd. has reported in accordance with the GRI Standards for the period 2022/01/01 to 2022/12/31
GRI 1	Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

• GRI 2: General Disclosure 2021

	The organization and its reporting practices							
Disclosure Number	Disclosure Litle Report Contents				Explanation			
2-1	Organizational Details	1-2	A Global Presence With Deep Roots in Taiwan	12				
2-2	Entities included in the organization's sustainability reporting	1-1	About this Report	10				
2-3	Reporting period, frequency and contact point	1-1	About this Report	10				
2-4	Restatements of information		本		There are no restatements of information in the report.			
2-5	External assurance	5-10	External Guarantee	144				

Activities and workers							
2-6	Activities, value chain and other business relationships		Sustainable Value Chain Committed by WT	16			
2-7	Employees	4-3	Shaping a Happy Enterprise	98			
2-8	Workers who are not employees	4-3	Shaping a Happy Enterprise	97			

	Goverance						
2-9	Governance structure and composition	2-1	Improved Corporate Governance	25			
2-10	Nomination and selection of the highest governance body	2-1	Improved Corporate Governance	26			
2-11	Chair of the highest governance body	2-1	Improved Corporate Governance	26			
2-12	Role of the highest governance body in overseeing the management of impacts	3-1	Action Guidelines for Sustainable Management	52			
2-13	Delegation of responsibility for managing impacts				See management guidelines of each issue for details.		
2-14	Role of the highest governance body in sustainability reporting	3-1	Action Guidelines for Sustainable Management	52			
2-15	Conflicts of interest	3-1	Action Guidelines for Sustainable Management	54			
2-16	Communication of critical concerns	3-1	Action Guidelines for Sustainable Management	54			
2-17	Collective knowledge of the highest governance body	2-1	Improved Corporate Governance	26			
2-18	Evaluation of the performance of the highest governance body	2-1	Improved Corporate Governance	29			
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Goverance					
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Strategy, policies and practices						
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2-23	Policy commitments (responsible business practices, respect for human rights)	2-7	Commitment to Ethical Corporate Management	46		
2-24	Embedding policy commitments				See management guidelines of each issue for details.	
2-25	Processes to remediate negative impacts	2-7	Commitment to Ethical Corporate Management	47		
2-26	Mechanisms for seeking advice and raising concerns	2-7	Commitment to Ethical Corporate Management	47		
2-27	Compliance with laws and regulations	2-7	Commitment to Ethical Corporate Management	48		
2-28	Membership associations	1-2	A Global Presence With Deep Roots in Taiwan	12		

	Stakeholder engagement							
2-29	Approach to stakeholder engagement	3-2	Identification of Stakeholders	55				
2-30	Collective bargaining agreements				No collective bargaining agreements have been signed as there are no employee associations.			

GRI 3: Material Topic Disclosure 2021

	The orgar	ization	and its reporting prac	tices		
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3-2	List of material topics	3-3	Analysis of material issues	60		
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3-3	Management of material topics	2-6	Enhanced Information Security	40		
Self-defined topic						
IS-1	Incidents of external intrusion stealing data or interrupted information services	2-6	Enhanced Information Security	44		
IS-2	The number and percentage of people receiving information security education and training	2-6	Enhanced Information Security	42		
	Materia	l Topic 2: E	thical Corporate Management			
3-3	Management of material topics	2-7	Commitment to Ethical Corporate Management	46		
		GRI 205:	Anti-corruption 2016			
205-3	Confirmed incidents of corruption and actions taken	2-7	Commitment to Ethical Corporate Management	48		



Disclosure Number	Disclosure Title	Report Con	tents	Page	Explanation
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414-1	New suppliers that were screened using social criteria	4-1-2	Sustainable Supply Chain	72	
	Material To	pic 4: Tale	nt Attraction and Retention		
3-3	Management of material topics	4-3	Shaping a Happy Enterprise	96	
	GF	RI 202 : Mar	rket Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4-3-3	Inclusive Workplace	108	
202-2	Proportion of senior management hired from the local community	4-3-1	Recruitment	102	
		GRI 401 : Eı	mployment 2016		
401-1	New employee hires and employee turnover	4-3-1	Recruitment	98	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4-3-3	Inclusive Workplace	107	
401-3	Parental leave	4-3-3	Inclusive Workplace	111	
	GRI 402 :	Labor/Mai	nagement Relations 2016		
402-1	Minimum notice periods regarding operational changes	4-3-3	Inclusive Workplace	107	
	GRI 405 :	Diversity ar	nd Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	2-1 4-3-1	Improved Corporate Governance Recruitment	26 98	
405-2	Ratio of basic salary and remuneration of women to men	4-3-3	Inclusive Workplace	108	
	Mat	terial Topic	5: Economic impact		
3-3	Management of material topics	2	Operation Cornerstone	24	
	GRI 2	01 : Econor	nic Performance 2016		
201-1	Direct economic value generated and distributed	2-2	Stable Financial Performance	31	
201-3	Defined benefit plan obligations and other retirement plans	4-3-3	Inclusive Workplace	109	
	Materia	ıl Topic 6: Iı	nnovation Management		
3-3	Management of material topics	4	Sustainability Efforts	66	
		Self-de	efined topic		
IM-1	Proportion of revenue in line with forward-looking economic activities	4-1-1	Green Design	71	
	Material To	opic 7: Tale	nt attraction and retention		
3-3	Management of material topics	4-3	Shaping a Happy Enterprise	96	

Disclosure Number	Disclosure Title	Report Contents			Explanation		
GRI 404 : Training and Education 2016							
404-1	Average hours of training per year per employee	4-3-2	Talent Development	104			
	Material Top	ic 8: Produ	ıct responsibility				
3-3	Management of material topics	4	Sustainability Efforts	66			
GRI 416 : Customer Health and Safety 2016							
416-1	Assessment of the health and safety impacts of product and service categories	4-1-2	Sustainable Supply Chain	73			
Material Topic 1: Climate Strategy							
3-3	Management of material topics	4-2	Fulfilling the responsibility of protecting the earth	79			
	GRI	302 : Ener	gy 2016				
302-1	Energy consumption within the organization	4-2-4	Energy Management	91			
302-3	Energy intensity	4-2-4	Energy Management	92			
	GRI 30	05 : Emissi	ons 2016				
305-1	Direct (Scope 1) GHG emissions	4-2-3	Greenhouse Gases	89			
305-2	Energy indirect (Scope 2) GHG emissions	4-2-3	Greenhouse Gases	89			
305-3	Other indirect (Scope 3) GHG emissions	4-2-3	Greenhouse Gases	89			
305-4	GHG emissions intensity	4-2-3	Greenhouse Gases	90			

Voluntary GRI Disclosure Topics

GRI 303 : Water and Effluents 2018							
Disclosure Number	Disclosure Title	Report Co	ontents	Page	Explanation		
303-3	Water withdrawal	4-2-5	Water Resource Management	95			
303-4	Water discharge	4-2-5	Water Resource Management	95			
303-5	Water consumption	4-2-5	Water Resource Management	95			
GRI 403 : Occupational Health and Safety 2018							
403-3	Occupational health services	4-3-4	Health Management	112			
403-5	Worker training on occupational health and safety	4-3-6	Workplace Safety	121			
403-6	Promotion of worker health	4-3-4	Health Management	112			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4-3-6	Workplace Safety	121			
403-9	Work-related injuries	4-3-6	Workplace Safety	121			



| chapter 5.2 |

Sustainability Accounting Standards Board Index

"Consumer Goods - Multiline and Specialty Retailers & Distributors " Disclosure Code

Accounting Metric	Code	Report Contents or Explanation
(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	CG-MR-130a.1	See 4-2-4 Energy Management for details.
Description of approach to identifying and addressing data security risks	CG-MR-230a.1	See 2-6 Enhanced Information Security for details.
(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	CG-MR-230a.2	See 2-6 Enhanced Information Security for details. WT does not handle personally identifiable information as it is a B2B business. The disclosure of the number of affected customers is not applicable, either.
(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	CG-MR-310a.1	The code is not applicable, as WT's employees are all paid monthly with no one paid hourly, and it does not operate physical wholesale or retail stores.
(1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2	Not applicable.
Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a.3	There were no labor law violations in 2022.
Percentage of gender and racial/ethnic group representation for (1) management, and (2) all other employees.	CG-MR-330a.1	See 4-3-1 Recruitment for details.
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	There were no employment discrimination complaints in 2022.
Revenue from products third-party certified to environmental and/or social sustainability standards	CG-MR-410a.1	The code is not applicable, as WT cannot verify the customers' end uses of the products and whether they have passed the relevant verification.
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a.2	See 4-1-2 Sustainable Supply Chain for details.
Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	See 4-1-3 Green Logistics for details.
Number of (1) retail locations and (2) distribution centers	CG-MR-000.A	WT has no retail locations, and has a total of five distribution centers in Taiwan, Hong Kong, China (Shenzhen), Singapore and South Korea.
Total area of (1) retail locations and (2) distribution centers	CG-MR-000.B	(1) Retail locations: 0 m ² (2) Distribution centers: 28,584 m ²

| chapter 5.3 |

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Index

"Electronic Access Industry" Disclosure Index

	_				
No.	Metric	Report Contents or Explanation			
1	(1)Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	See 4-2-4 Energy Management for details			
2	(1) Total water withdrawn, (2) total water consumed	See 4-2-5 Water Resource Management for details			
3	Amount of hazardous waste, percentage recycled	See 4-1-4 Waste Reduction Strategy for details.			
4	(1) Amount of incident catalog and employees, (2)total recordable incident rate	There is no recordable work-related incident in 2022.			
5	Weight of end-of-life products and e-waste; percentage recycled (Note 1)	See 4-1-4 Waste Reduction Strategy for details.			
6	Description of the management of risks associated with the use of critical materials	As a semiconductor agent, WT keeps the product inventory level under `continuous monitoring`. Inventory management has been improved through digital optimization in recent years. See 2-3 Further Digital Optimization for details.			
7	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	There were no such cases.			
8	Number of units by product category	See 1-2 A Global Presence With Deep Roots in Taiwan for details.			
Note	Note 1: Including the sale of leftovers or other recycling, relevant instructions should be provided.				

| chapter 5.4 | Task Force on Climate-related Financial Disclosures Index

Category	Suggested Disclosure	Report C	ontents	Page
	Describe the board's oversight of climate-related risks and opportunities			
Governance	Describe management's role in assessing and managing climate-related risks and opportunities.	3-1	Action Guidelines for Sustainable Management	53
	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	4-2-2	Response to Climate Change	85
Strategies	Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	4-1-1 4-2-2	Green Design Response to Climate Change	69 87
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	4-2-2	Response to Climate Change	86
	Describe the organization's processes for identifying and assessing climate-related risks.	4-2-2	Response to Climate Change	85
Risk Management	Describe the organization's processes for managing climate-related risks.	4-2-2	Response to Climate Change	85
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	4-2-2	Response to Climate Change	85
	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	4-2-2	Response to Climate Change	87
Metrics and Targets	Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions and the related risks.	4-2-2	Response to Climate Change	87
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	4-2-2	Response to Climate Change	86

| chapter 5.5 |

GHG Inventory and Verification Situation

WT, with a capital of more than NTD 10 billion, is required by the Roadmap for the Sustainable Development of Listed Companies to disclose at least the GHG emissions of the parent company in 2022.BSI conducted verification procedures with reasonable assurance for scopes 1 and 2 and limited assurance levels for scope 3. The organizational boundaries are set by the operational control method. See the table Description of Organizational Boundaries below for details.

GHG Emissions

Scope	Total emissions (tons CO2e)	Density (metric tons of CO2e/NTD)	Verified by	Verification Situation Explanation
Scope 1			BSI Pacific Limited,	BSI conducted inspection procedures for reasonable assurance levels for scopes
Taiwan	103.42	0.000247	- Taiwan Branch	1 and 2 and limited assurance levels for scope 3. The organizational boundaries
Scope 2				of the inspection procedures are set by the operational control method. See the table Description of Organizational Boundaries below for details.
Taiwan	1,494.32	0.003562	-	
Scope 1			Not verified by a third	
China, Hong Kong, and Korea	115.40		- party	
Scope 2				
China, Hong Kong, and Korea	868.58			

GHG Emissions (Scope 3)

	· ·		
Emission	Total emissions (tons CO2e)	Verified by	Verification Situation Explanation
Scope 3 in total	212.33		
Scope 3, category 4 Upstream transportation and distribution	212.33	BSI	Limited Warranty. See Verification Opinion Statement for details.

Description of Organizational Boundaries

	-		
Operating Location	Operating Location Description	Inventory	Verification
Consolidated financial reporting company	The emissions of the consolidated financial reporting companies in the above table are the total emissions of all the following operating locations of which the inventories have been developed. Not all the consolidated financial reporting companies were included.		
Taiwan	The organizations covered in the report were WT Technology Co., Ltd., WT Technology Co., Ltd. (Hong Kong Logistics Center), WT Technology Co., Ltd. (Singapore Logistics Center), Morrihan International Corp., Techmosa International Inc., Maxtek Technology Co., Ltd., Hongtech Electronics Co., Ltd., NuVision Technologies Inc., Brillnics Inc. and WT Group's Joint Employee Welfare Committee, etc. (Emissions of some subsidiaries using shared offices are consolidated as their electricity consumptions can not be separated.)	•	•
Hong Kong	All subsidiaries in Hong Kong (excluding Hong Kong Logistics Center)	•	
China	All subsidiaries in China (excluding Hong Kong)	•	
Korea	Wonchang Semiconductor Co., Ltd. \ WT Technology Korea Co., Ltd. \ Analog World Co., Ltd.	•	
Japan	Brillnics Japan Inc.		
South Asia	Including subsidiaries in Singapore, Vietnam, Thailand, Malaysia and India (excluding Singapore Logistics Center)	0	
Exclusion	Explanation		
Holding company	Holding companies without actual operating were excluded from the inventory		

O: Only the inventory of Singapore office was developed in 2022, while those of the operating sites in Vietnam, Thailand, India, and Malaysia have not yet been developed.

Verification Statement from Verification Agency



...making excellence a habit."







chapter 5.6

Stakeholder Capitalism Metrics Index

Торіс	Core Metrics and Disclosures	Report Contents
	Governance	
	Governing Purpose	
Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Letter from the CEO
	Quality of Governing Body	
Governance body composition	Composition of the highest governance body and its committees by: - competencies relating to economic, environmental and social topics; - executive or non-executive; - independence; - tenure on the governance body; - number of each individual's other significant positions and commitments, and the nature of the commitments; - gender; - membership of under-represented social groups; and - stakeholder representation.	2-1 Improved Corporate Governance See Annual Report for director information.
	Stakeholder Engagement	
Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged	3-2 Materiality Analysis andKey Stakeholders3-3 Analysis of Material Issues
	Ethical Behavior	
Anti corruption	. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region 2. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year 3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	There were no corruption incidents in 2021 and 2022. 2-7 Commitment to Ethical Corporate Management
Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for 1. Seeking advice about ethical and lawful behavior and organizational integrity; and 2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity	2-7 Commitment to Ethical Corporate Management
	Risk and Opportunity Oversight	
Integrating risk and opportunity into business process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	2-5 Proper Risk Management
	Planet	
	Climate Change	
Greenhouse gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	4-2-3 Greenhouse Gases
TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement - to limit global warming to well-below 2° C above pre-industrial levels and pursue efforts to limit warming to 1.5° C – and to achieve net-zero emissions before 2050.	4-2-2 Response to Climate Change
	Nature loss	
Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	Not applicable. None of the operating sites are in ecologically sensitive areas.

	Fresh water availability	
Water consumption and withdrawal in water stressed areas	Report for operations where material, megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool. Estimate and reported the same information for the full value chain (upstream and downstream)	None of the operating bases are in water stressed areas. 4-2-5 Water Resource

ch.05 Appendix ○ ○ ○ ○ ● 141

Employee

	Dignity & Equality			
Diversity and inclusion				
Pay equality	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas	4-3-3 Inclusive Workplace		
Wage level	Ratios of standard entry-level wage by gender compared to local minimum wage Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	2-1 Improved Corporate Governance		
Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk.	There were no incidents of human rights violations in 2022. Suppliers' commitments and self-assessments were signed and returned as required.		
	Health and Well-being			
Health and safety	 The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers. 	4-3-4 Health Management 4-3-6 Workplace Safety		
	Skills for the Future			
Training provided	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees) Average training and development expenditure per full time employee.	4-3-2 Talent Development		

	2.7 Werage training and development experiorate per rate time employee.				
Prosperity					
	Employment and Wealth Generation				
Absolute number and rate of employment	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region				
Economic Contribution	1. Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organization's global operations, ideally split out by: a. Revenue b. Operating costs c. Employee wages and benefits d. Payments to providers of capital e. Payments to government f. Community investment 2. Financial assistance received from the government - Total monetary value of financial assistance received by the organization from any government during the reporting period	2-2 Stable Financial Performance			
	Wealth Generation and Employment				
Financial investment contribution	Total capital expenditures (CapEx) - Depreciation supported by narrative to describe the company's investment strategy Share buybacks + Dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders	To be assessed and disclosed in coming year			
	Innovation of Better Products and Services				
Total R&D expenses	Total costs related to research and development	2-2 Stable Financial Performance			
	Community and Social Vitality				
Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	2-4 Refined Tax Policy			

Note: The metrics are based on the white paper Measuring Stakeholder Capitalism Towards Common Metrics and Consistent Reporting of Sustainable Value Creation released by the World Economic Forum in September 2020.

□ chapter 5.7 □

SDGs Disclosure Index

SDG	Target No.	Target Title	Report Contents
3 南部藩構物	3.3	End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	4-3-4 Health Management
- ₩ •	3.4	Reduce premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	4-3-4 Health Management
4 extr	4.3	Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4-3-2 Talent Development
	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	4-3-2 Talent Development
5 tsip#	5.1	End all forms of discrimination against all women and girls everywhere	4-3-1 Recruitment
(€)	5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	4-3-1 Recruitment
8 Marina Marina	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation	2-2 Stable Financial Performance 2-3 Further Digital Optimization
111	8.4	Improve progressively global resource efficiency in consumption and production	4-1-3 Green Logistics
	8.8	Protect labor rights and promote safe and secure working environments for all workers	4-3-6 Workplace Safety
13 marija	13.2	Integrate climate change measures into policies, strategies and planning	4-2-2 Response to Climate Change
16部本共産党	16.5	Substantially reduce corruption and bribery in all their forms	2-7 Commitment to Ethical Corporate Management

| chapter 5.8 |

Certification of ISO standards and similar standards

	Valid from	Valid until
ISO 14001:2015		
Taiwan Logistics Center	2021/10/15	2024/1014
Hong Kong Logistics Center	2016/12/06	2025/12/05
Shenzhen Logistics Center (Hong Kong Morrihan)	2016/12/07	2025/12/06
ISO/IEC 27001:2013 \ CNS 27001:2014		
Taiwan Headquarters	2022-12-13	2025-10-31

Note: Of WT's five logistics centers, Taiwan, Hong Kong and Shenzhen are ISO 14001-certified(60% coverage). In addition to annual internal audits, an audit by independent verification parties is conducted every six months to keep the management system certification valided.

| chapter 5.9 |

Disclusure Coverage

This Report covers all the entities included in WT's consolidated reports and is divided into operating regions of Taiwan, Hong Kong, China, Southeast Asia, Korea, Japan, and others. The scope of information disclosure for this year is slightly varied according to the differences in the management status of each issue and the difficulty of data collection. In the future, efforts will be made to continuously communicate with the Group's operating bases and establish an information collection mechanism to gradually improve the accuracy, completeness and timeliness.

Operating Region	Taiwan	Hong Kong	China	Southeast Asia	Korea	Japan	Others
		Governa	ance				
Financial performance	•	•	•	•	•	•	•
Ethic education and training	•	•	•	•	•	•	•
		Environi	ment				
Environmental management system	•	•	•				
GHG emissions	•	•	•	•	•		
Energy management	•	•	•		•		
Water management	•	•					
Logistics center - resource management	•	•	•	•	•		
Waste management	•	•		•			
		Socia	al				
Number of employees	•	•	•	•	•	•	•
Education and training	•	•	•	•	•		
Salary and benefits	•						
Occupational safety and health	•						

| chapter 5.10 |

External Guarantee

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文曄科技股份有限公司 2022 年永續報告書

英國標準協會與文禪科技股份有限公司(簡稱文禪)為相互稱立的公司·英國標準協會除了針對文禪科技股份有限公司 2022年永續報告書進行評估和查證外,與文禪並無任何財務上的關係。

2002 - 不明城功者之时,可由于近近",我人知业品世刊的经上的调路。 森蘭丘保险意见最明著之目的。僅作為對文解科技股份有限公司 2022 年本擴越者書所界交範圍內的報關華頂造行保 設定結論。而不作為其他之用造、恰對查謝華實技經額立路證意及聲明書於,對於其他由的之使用,或閱讀此獨立保 證意見聲明書的任何人,英國標準論會並不自有或承擔任何有關法律或其他之責任。

本獨立保證意見聲明書係英國標準協會審查文譯提供之相關資訊所作成之結論,因此審查範圍乃基於並獨限在這些 提供的資訊內容之內,英國標準協會認為這些資訊內容都是完整且準確的。

對於這份獨立保證意見聲明書所載內容或相關事項之任何疑問,將由文離一併回覆。

查避範圍

文學與英國標準結合協議的查閱範閱查結 1.本查證作業報時與文解科技股份有限公司 2022 年本積報告書掲露之報告範疇一故。 2.依照 A/1000 保證標準 以 30 頁 1 應用銀型計步文學連携 A/1000 含責性原則(2018)的本資和報度、不包括對於報告者揭露的實際,就基本可能與股份盈余。

意見聲明

我們應該文師科技股份有限公司 2022 年末續越告書內容、對於文輝之初關運作與末續被致制提供了一個公平的觀 點、基於保護範圍限制單項、文輝所提供資訊與數據以及抽樣之測減。此機合者並無重大之不實應述。我們相信有關 文階的環境、社會及治理等徵收資訊是被工場無調地並建。報告書所獨在之表傳續放資訊展現了文輝對識別對容關 核人物勢力。

~~~~3. 我们的工作是由一班具有依据 AA1000 保证指率 v3 查证他力之图库执行,以及某刻和执行这部分的工作,以及得必未之机总资村及迎州,我们场急收又解除或供之是同始旗,表明其符合 AA1000 保证指字 v3 的核合方法與自我要明依值 GBH,老债性每年申到债备公允。

#### 查證方法

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#### INDEPENDENT ASSURANCE OPINION STATEMENT

WT Microelectronics Co., Ltd. 2022 Sustainability Report

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to WT Microelectronics only.

The scope of engagement agreed upon with WT Microelectronics includes the followings:

1. The assurance scope is consistent with the description of WT Microelectronics Co., Ltd. 2022 Sustainability Report.

2. The evaluation of the nature and extent of the WT Microelectronics's adherence to A41000 Activational Principles (2018) in this report as conducted in accordance with type 1 of A47000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

#### Oninion Statement

Opinion Statement

We conclude that the WT Microelectronic, Co., Ltd. 2022 Sustainability Report provides a fair view of the WT Microelectronics sustainability programmes and performances during 2022. The sustainability proport subject to several control of the WT Microelectronic sustainability programmes and performance information of the source of the several below as the several proportion of the source of the several proportion of the sustainability performance information disclosed in the report demonstrate WT Microelectronics efforts recognized by its stakeholders.

- self-declaration in accordance with GRI Standards were fairly stated.

  Methodology

  Our work was designed to gather evidence on which its base our conclusion. We understook the following activities:

   provide a check on the appropriateness of statements made in the report.

   discussion with managers on approach to statements made in the report.

   discussion with managers on approach to statements made in the report.

   25 interviews with statements in worked in sustainability management, report preparation and provision of report information were carried out.

   25 interviews with statis involved in sustainability management, report preparation and provision of report information were carried out.

   review of the findings of internal suddis.

   review of the findings of internal suddis.

   review of the findings of internal suddis.

   an assessment of the originazion's reporting and management processes concerning this reporting against the principles of inclusivity, Materiality, Responsiveness and impact as described in the AA 100AP (2018).