



華新科技股份有限公司

WALSIN TECHNOLOGY CORPORATION

# 2023 ESG Report

Walsin Technology Corporation 2023 ESG Report

# About This Report

With our global and one-stop supply platform and going deep into the lives of consumers through various consumer electronics products, Walsin Technology Corporation (hereinafter referred to as Walsin Technology) has become the most reliable passive component supplier in the eyes of world-class enterprises.

In order to make “Walsin Always Around You” more than just a slogan, we not only actively enhance our competitiveness in the industry, but also hope to communicate with a wide range of stakeholders through the “ESG Report”. Our understanding of and commitment to ESG issues will also strengthen the direction of our sustainable development.

- Basis of This Report**
- This report is compiled based on the GRI Standards published by the Global Sustainability Standards Board (GSSB).
  - The data disclosed in this report comes from the Company's own statistics and investigation results, and some have been verified by third-party impartial units.

- Reporting scope**
- The reporting period of this report is from January 1 to December 31, 2023. The scope of disclosure covers the Taiwan headquarters and its overseas subsidiaries with more than 50% holding, including Dongguan WTC (Dalang Plant), Suzhou WTC (Suzhou Plant), Guangzhou Pyramid Logistics (Guangzhou Plant), and Kamaya Electric (Malaysia Plant). The scope of disclosure covers 100% the Group's production sites. The report will be restated every year according to the Company's development status. For the Company's organizational scale, structure, ownership, or supply chain, a supplementary explanation will be provided in the report if some plants are excluded or if other areas are involved. No explanation provided is regarded as coverage of all plants.

- Release time**
- This report is issued annually, and is also posted on the Company's website.
- Date of previous issue: June 2023

Date of this issue: August 2024

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The financial data is publicly disclosed information verified by Deloitte Taiwan (unless otherwise specified, all calculations are in New Taiwan dollars).



Our ISO 14001 and ISO 45001 qualifications have been certified by DQS Taiwan Inc.



This report is verified by BSI Pacific Limited, Taiwan Branch.

Walsin Technology was selected for inclusion as a constituent of the "Taiwan Sustainability Index" in June 2024.



### Internalizing ESG as PSA's DNA - Equal Emphasis on Shareholders, Employees, and Society

In the past year, under the influence of changes in the economic and trade situation, monetary policies, and geopolitical conflicts around the world, the business of PSA grew steadily and gradually expanded its territory. As of 2023, the Group has 11 listed and OTC companies and over 36,000 employees domestically and internationally, with a total revenue of approximately NTD 105 billion. Both the support of shareholders and the efforts of our employees are important keys for growth. Therefore, at PSA, we attach great importance to the concept of "balancing shareholder value, employee welfare and social responsibility" in our seven major business concepts, hoping that while seeking profits for the company and a reasonable return to shareholders, we can further fulfill our corporate social responsibility, create a high-quality work environment to coexist and thrive with our employees, and strengthen the Company's operational performance to further give back to shareholders and the environment, in order to achieve a multiple-win cycle of business management. We continue to take ESG (Environmental, Social Responsibility, and Governance) actions to build a solid foundation for the Group's sustainability.

In terms of environmental protection, Walsin Technology continues to take multiple actions in green energy products and supplier management. We strictly abide by environmental protection laws and regulations, and actively develop green energy products that meet international environmental standards for customers. In 2023, we also invested in the establishment of Bo-De Renewable Energy Co., Ltd. to engage in the investment development, construction, operation and maintenance of renewable energy, as well as the construction of energy storage equipment, in order to start the green transformation in all aspects and hope to gradually increase the proportion of renewable energy use. It is our duty to protect the environment and ensure the sustainability of the planet.

In terms of social responsibility and employee welfare, PSA Group referred to relevant codes of conduct and regulations and established systematic human resources regulations and policies for human rights protection, appointment, salary, training, promotion and retirement. We start from the aspects of talent cultivation and retention, communication, and life assistance to showcase our care for employees and emphasis on talents, in order to lead various companies in the Group to become social enterprises.

We attach great importance to employee health and occupational safety, comply with occupational health and safety laws and regulations, and conduct regular health and safety education and training for all employees. We have created a smoke-free and pregnant-friendly working environment, and provide health examinations, set up health stations in the factory, and organize health seminars, etc. .

In terms of talent cultivation and retention, in response to the Group's move towards globalization and in order to increase operational efficiency and growth momentum, we have not only opened up employees' applications for external assignments, but also continued cultivating local talents in various operating sites. Currently, a considerable proportion of the management team comes from local talents. In addition, we have designed annual training courses and established an online learning system according to departmental needs to provide employees with convenient and effective learning tools to enhance their growth and industrial competitiveness. We have also started cultivating the new generation of outstanding professionals in various fields as early as possible. The Group has planned a comprehensive performance and job competence evaluation, and referred to the reasonable salary level in the talent market to implement a dividend and incentive bonus system based on employees' annual performance evaluation, so that employees can settle down in their jobs, continuously contribute their expertise, and grow together with the Company.

In order to achieve the purpose of smooth communication upward and transparent communication, each company of the Group has established mechanisms such as the system for improvement proposals and the opinion box to understand the thoughts and suggestions of our employees on corporate governance and workflow optimization, in order to respond, reward or adjust in a timely manner, and better promote horizontal communication within the Company.

### Internalizing ESG as PSA's DNA - Equal Emphasis on Shareholders, Employees, and Society

PSA Charitable Foundation, which belongs to the same group, has a unique EAP (Employee Assistance Program). Its experts provide employee confidentiality and professional consulting services to assist employees in solving work, physiology and psychology related emotions and stress, health, family, financial and legal issues. In addition, new employees are interviewed through the "Employee Assistance Programs" to help them quickly adjust themselves to the company culture and solve the physical and mental issues that affect employee performance. Currently, more than 7,500 group employees have added the official Line@ account of Employee Assistance Programs, which assist employees in handling various issues in the workplace and life through bilateral communication while maintaining their privacy.

Continuing the concept of giving back to the society, PSA Foundation continues to promote five major types of public welfare activities: auditory care, volunteer participation, newspaper reading for education, caregiver break and friendly workplace. As of now, it has invested over NTD 100 million and nearly 5,500 person-time manpower, including 300 cases of hearing aid subsidies, with an amount exceeding NTD 10 million and training of 3,500 volunteers, recruitment to test the hearing health of over 25,000 elderly people, coaching over 1,800 hearing impaired individuals to use free hearing aids for banking services and recruiting 3,500 volunteers, making it the foundation that provides the most hearing care to community care centers across Taiwan. Our ongoing newspaper reading program at primary and secondary schools in Pingtung and Taoyuan regions has also involved a total of 4,449 classes and 86,558 students. Through providing stress relief courses, we were able to give a break to more than 1,000 caregivers. It is hoped that through our continuously promotion of the CSR concept, we can make more people feel its importance and enhance their awareness.

The Passive System Alliance employees also spontaneously established public welfare organizations such as the WTC Charity Foundation for the care, cultivation and material supply of schools and children in rural areas with limited resources. For example, we provide long-term subsidies for transportation vehicles, academic tutoring and talent learning, nutritious lunch, computer equipment and English passports.

In terms of corporate governance and shareholder value, we believe that good financial performance, maintenance of a healthy state of cash flow, and sustained growth of operating income and profitability are important keys to a company's sustainable operation, and the quality of financial performance also affects a company's investment value. Therefore, PSA Group has put forward clear quantitative financial performance objectives to enhance the understanding of the Group's long-term investment value by shareholders and investors, as well as their confidence in a good return on equity, in order to create a higher economic value for shareholders, investors, employees and partners in a long-term and stable manner.

As a part of the supply chain, Passive System Alliance will continue to practice ESG. We hope that with this , we can continue to see more concrete progress and spiritual continuity in all aspects of the Group, and work together with shareholders, employees and stakeholders to create a sustainable future!



**PSA** 華科事業群  
PASSIVE SYSTEM ALLIANCE

**Chairman, Chiao  
Yu-Heng**



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# 1-1 Core Business of Walsin Technology, Member of PSA Group

## Core Business of Walsin Technology, Member of PSA Group

### Passive components and electronic protection components

**Walsin Technology** [2492] TW

**Prosperity Dielectrics** [6173] TW

**INPAQ Technology** [6284 ] TW

**Kamaya Electric** JP

**Nitsuko Electronics** JP

**Soshin Electric** [6938] JP

**Matsuo Electric** [6969] JP

### PCB & EMS

**HannStar Board** [5469 ] TW

**Global Brands Manufacture** [6191 ] TW

**Career Technology (MFG.)** [6153 ] TW

**ELNA Printed Circuits** JP

**Info-Tek Corporation** [8183 ] TW

**Silitech Technology Corporation** [3311 ] TW

### Semiconductor packaging and testing

**Walton Advanced Engineering** [8110 ] TW

# 1-1 Core Business of Walsin Technology, Member of PSA Group

## PSA Performance and Layout



**11**  
listed and OTC  
companies



**NTD 105B**  
2023 Group revenue



**NTD 171B**  
Market value of the  
Group



**NTD 236B**  
total asset value



**~ 36,000**  
Employees



**50+**  
Production base



**17+**  
Distribution centers  
and distributors

### North America

Canada  
Mexico  
California, USA  
Indiana, USA,  
Texas, USA

### Europe

Australia  
Belgium  
Czechoslovakia  
Denmark  
Estonia  
Finland  
France  
Germany  
Hungary  
Ireland  
Israel  
Italy  
Latvia  
Lithuania  
Netherlands  
Norway  
Poland  
Russia  
Spain  
Sweden  
Switzerland  
Ukraine  
United Kingdom

### South America

Brazil  
Mexico  
Puerto Rico

### Africa

South  
Africa

### North Asia

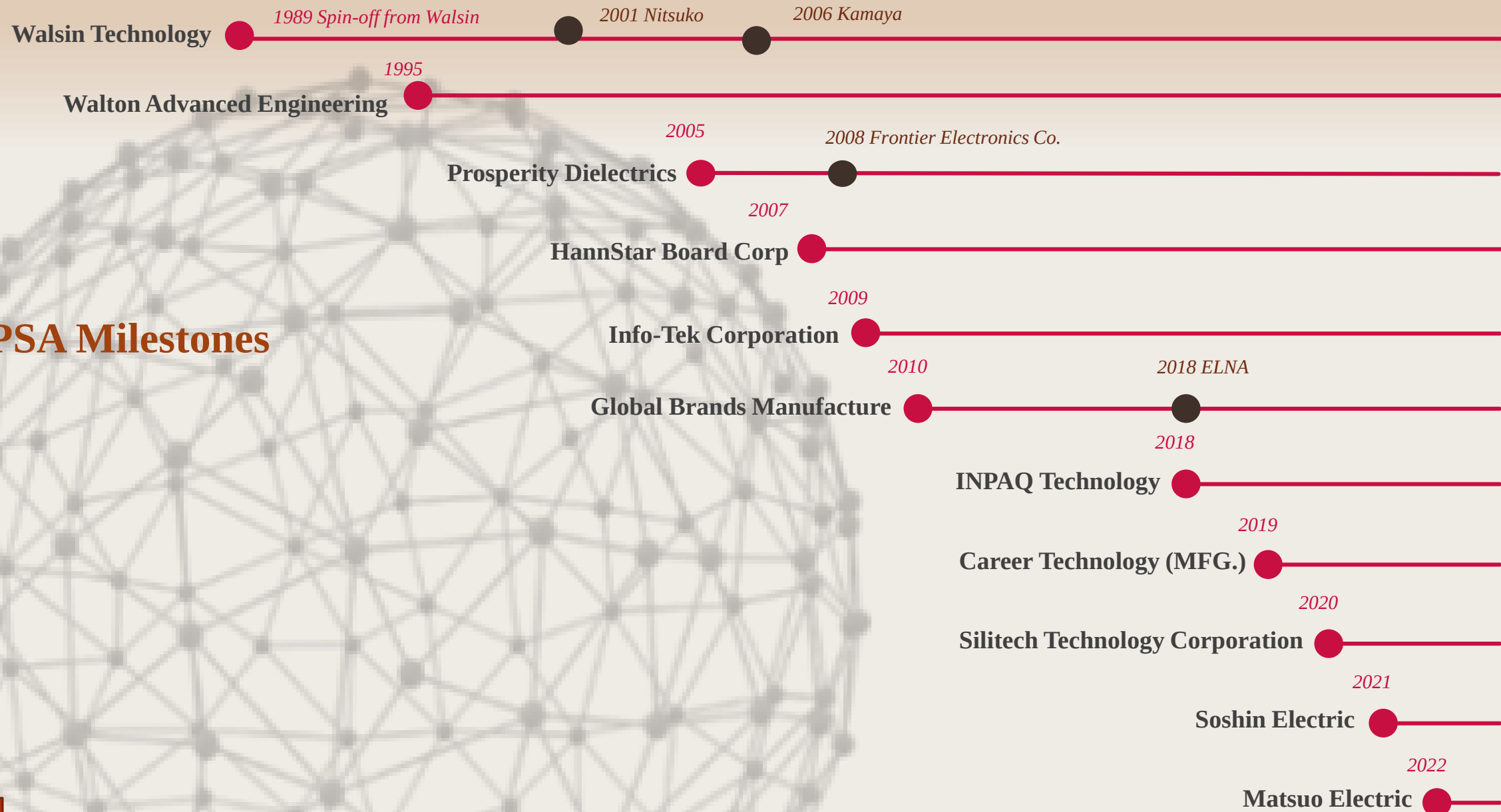
Dalang, China  
Huangjiang, China  
Shenzhen, China  
Guangzhou, China  
Jiangyin, China  
Kunshan, China  
Suzhou, China  
Wujiang, China  
Wuxi, China  
Wuhu, China  
Hefei, China  
Yuzhou, China  
Chongqing, China  
Hong Kong  
Hokkaido, Japan  
Nagano, Japan  
Osaka, Japan  
Shiga, Japan  
Kyoto, Japan  
Shimane, Japan  
Miyazaki, Japan  
Korea  
Taipei, Taiwan  
Taoyuan,  
Taiwan  
Yangmei,  
Taiwan  
Hsinchu, Taiwan  
Miaoli, Taiwan  
Taichung,  
Taiwan  
Kaohsiung,  
Taiwan

### South Asia

India  
Indonesia  
Ipoh, Malaysia  
Penang, Malaysia  
Malacca, Malaysia  
Negeri Sembilan,  
Malaysia  
Philippines  
Singapore  
Thailand  
Vietnam

# 1-1 Core Business of Walsin Technology, Member of PSA Group

## PSA Milestones



PSA Group Management Team

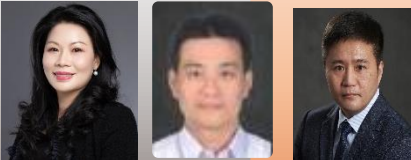
Chairman,  
Chiao Yu-Heng



Passive components and  
electronic protection  
components



PCB printed circuit board  
& EMS Electronic  
Manufacturing Service



Semiconductor  
packaging and testing



HQ Business Group Headquarters



Chief Financial  
Officer



Chief Strategy  
Officer



Chief Legal Officer



Chief Auditor



Chief of Human  
Resources Officer



Chief Information  
Officer



Chief Risk  
Officer

# 1-2 Company Profile

## About Walsin Technology



**4,858M TWD**  
Registered capital



**CRL+RF**  
Capacitance, resistance, inductance,  
RF antenna and protection devices



**153.31B TWD**  
consolidated sales for 2023



**6** R&D Center,  
continue to invest in R&D



**7,500**  
No. of employees



**2492**  
Listed companies



**600+**  
Direct customers, accounting  
for nearly 60% of revenue



**Quality-first**  
QMS quality management system  
inherited from the Japan experience

## Taiwan & Overseas



**Yang Mei, Taiwan**  
Since 1992 **Production space** 124,756 ft<sup>2</sup>  
**Products:** MLCC, Metal/Dipole antenna



**Kaohsiung, Taiwan (R&D HQ)**  
Since 1996 **Production Space:** 480,329 ft<sup>2</sup>  
**Products:** MLCC, Thin Film Chip-R, RF



**Suzhou Plant, China**  
Since 2000 **Production space:** 151,728 ft<sup>2</sup>  
**Products:** MLCC, Chip-R, antenna



**Dalang Plant, China**  
Since 2000 **Production Space:**  
512,018 ft<sup>2</sup>  
**Products:** MLCC, Chip-R, antenna



**Guangzhou Plant, China**  
Since 1991 **Production Space:** 238,832 ft<sup>2</sup>  
**Products:** Disc/Safety Cap, Varistor, MOV



**DongGuan, China**  
Since 1996  
**Products:**



**Ipoh Plant, Malaysia**  
Since 1991 **Production Space:**  
931,078 ft<sup>2</sup>  
**Products:** VDA 6.3/IATF Automotive  
Resistor/Fuse



**7** production centers are located in Malaysia, Taiwan and China

# 1-3 Brands and Products

Walsin Technology is in the electronic component manufacturing industry, with the main business of manufacturing, processing and sales of multilayer ceramic chip capacitors, chip resistors, high-frequency/RF components, disc capacitors, surge absorbers, zinc oxide varistors, protection components, chip fuses, dielectric ceramic powders, semiconducting Ceramic capacitors, ceramic chips, diodes and inductors. In addition, Walsin Technology makes good use of the combination of the industrial value chains, actively integrates the powder supplier Prosperity Dielectrics Co., Ltd. and the ultramicro resistance expert Kamaya, and establishes strategic alliance relations with international well-known electronic component distributors and agents to improve product specifications and services.

## Main brands

## Products and revenue proportions

WALSIN

KAMAYA

PDC

INPAQ

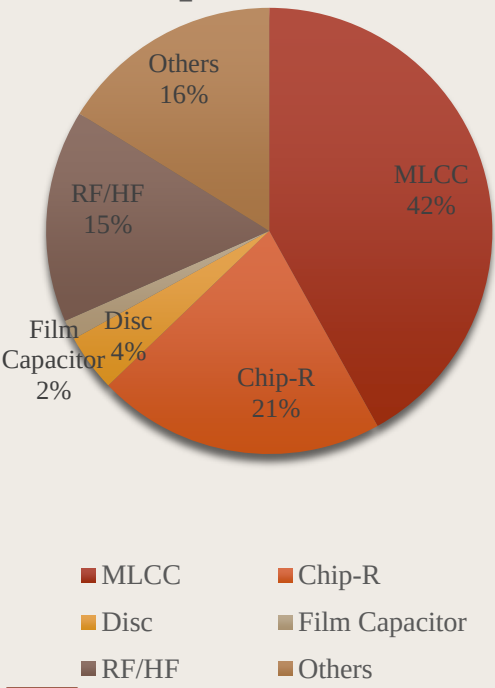
SOSHIN

Nitsuko

JOYIN

MATSUO

2023 proportion of products





MLCC



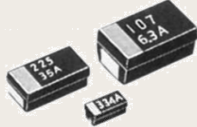
Disc Capacitors



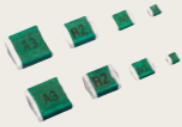
SMD Capacitors



Film Capacitors



Tantalum Capacitor



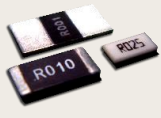
Mica Capacitors



Chip Resistors



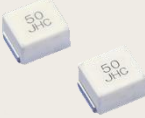
Thin-Film Chip Resistors



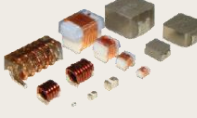
Metal/ Metal Foil Current Sense



Chip Fuse



Current Fuse



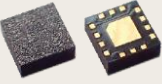
Inductors



Power Inductors



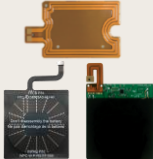
RF LTCC Components



Antenna Switch & Module



GPS Antennas



NFC/WPC



MOV/MLV



Thermistor



Diode & TVS

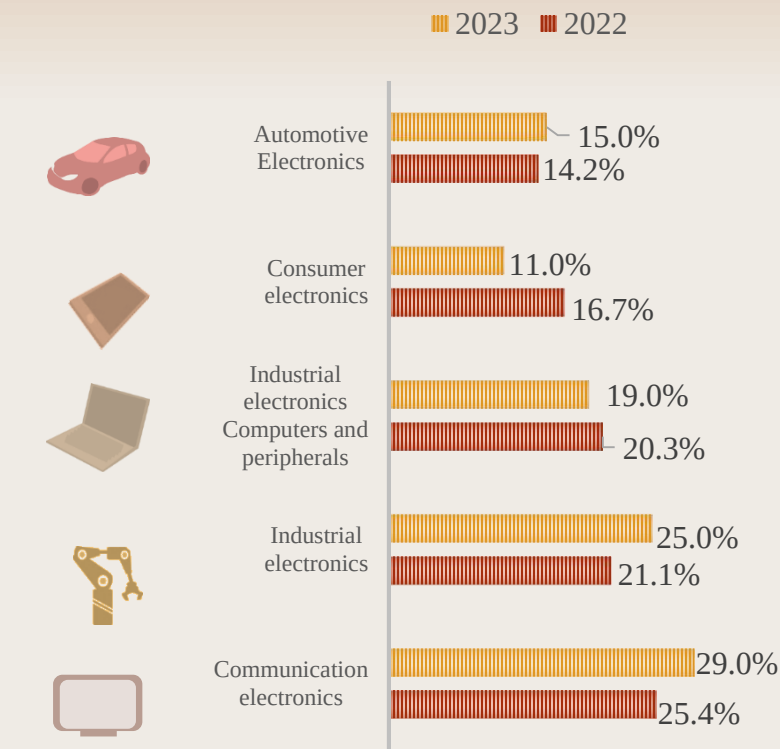


EMI Filters

Customized Antennas also available

Note: The data above is calculated by the proportion of the revenue of each of the company’s product line to the turnover in the consolidated statements (including Walsin Technology, Prosperity Dielectrics Co., Ltd., Kamaya and Inpaq Technology).

Applications



R&D and innovation

Walsin Technology firmly believes that R&D is the foundation of future core competitiveness and the strengthening of product portfolio and profitability. Therefore, in addition to establishing a R&D Center and experimental plant in Japan, in the past few years, we have invested an average of nearly 3% annually in technology research and innovation, been committed to miniaturization, cost-effectiveness, green environmental protection, protection of components, and the development of various special products. At the same time, we have established a R&D project system to have a solid grasp of project performance and quality, and have constructed multiple leading core technologies in the industry, including material development in MLCC production, stacking and thin film technology, various self-developed main process equipment, 3D design of RF components, and RF component measurement technology and equipment. The Company is able to lead domestic passive component factories in product development speed, and has modular integration technology capabilities. At the same time, in order to follow the trend of terminal applications and the rapid growth of automotive electronics, the Company planned the expansion of the RF SAW and antenna switch module in the RF product line in 2016, as well as the expansion of product specifications of protective components in 2018.

In terms of industry-academia cooperation, in addition to cultivating domestic talents in materials science, we also established an excellent R&D reward system to encourage the R&D of processes, materials and technologies, and established long-term cooperation plans with Japanese passive component material and equipment manufacturers to acquire the latest raw materials and process technologies. In response to market product development trends, we established clear product R&D blueprints and continuously strive for the R&D of new products and processes to meet the needs of new customers.



## Global supply platform and local service

Walsin Technology has Taiwan as its global marketing center. In 1997, it established a US branch to actively explore the American market. In 2001, it acquired NEC's Nikko Electronics to gain access to the Japanese market. From 2005 to 2015, it successively established branches in Munich of Germany, Japan, South Korea, Singapore and Malaysia to serve nearby heavyweight customers such as EMS and IT. In addition, it has established a strategic alliance relationship with internationally renowned electronic component distributors and agents to expand the local market with Walsin Technology's private label. Up to now, Walsin Technology has a distribution agency channel and hubs for global distribution. Through extensive integration with local communication terminals, we indirectly service customers with smaller demands or B2C customers. Walsin Technology has become the most reliable passive component supplier in the eyes of international first-class enterprises with its high-quality product quality, complete product specifications, global supply platforms and proud market share.



### • WTC Sales Offices

### • WTC Sales Offices + Warehousing

### Distributor

#### North Asia

- Donguan, China
- Suzhou, China
- Hong Kong
- Kanagawa, Japan
- Korea
- Yangmei, Taiwan

#### South Asia

- Ipoh, Malaysia
- India
- Indonesia
- Philippine
- Singapore
- Thailand
- Vietnam

#### N. America

- Canada
- Mexico
- California, USA
- Indiana, USA
- Texas, USA

#### S. America

- Brazil
- Mexico
- Puerto Rico

#### Europe

- Austria
- Belgium
- Czech-Slovak
- Denmark
- Estonia
- Finland
- France
- Munich, Germany

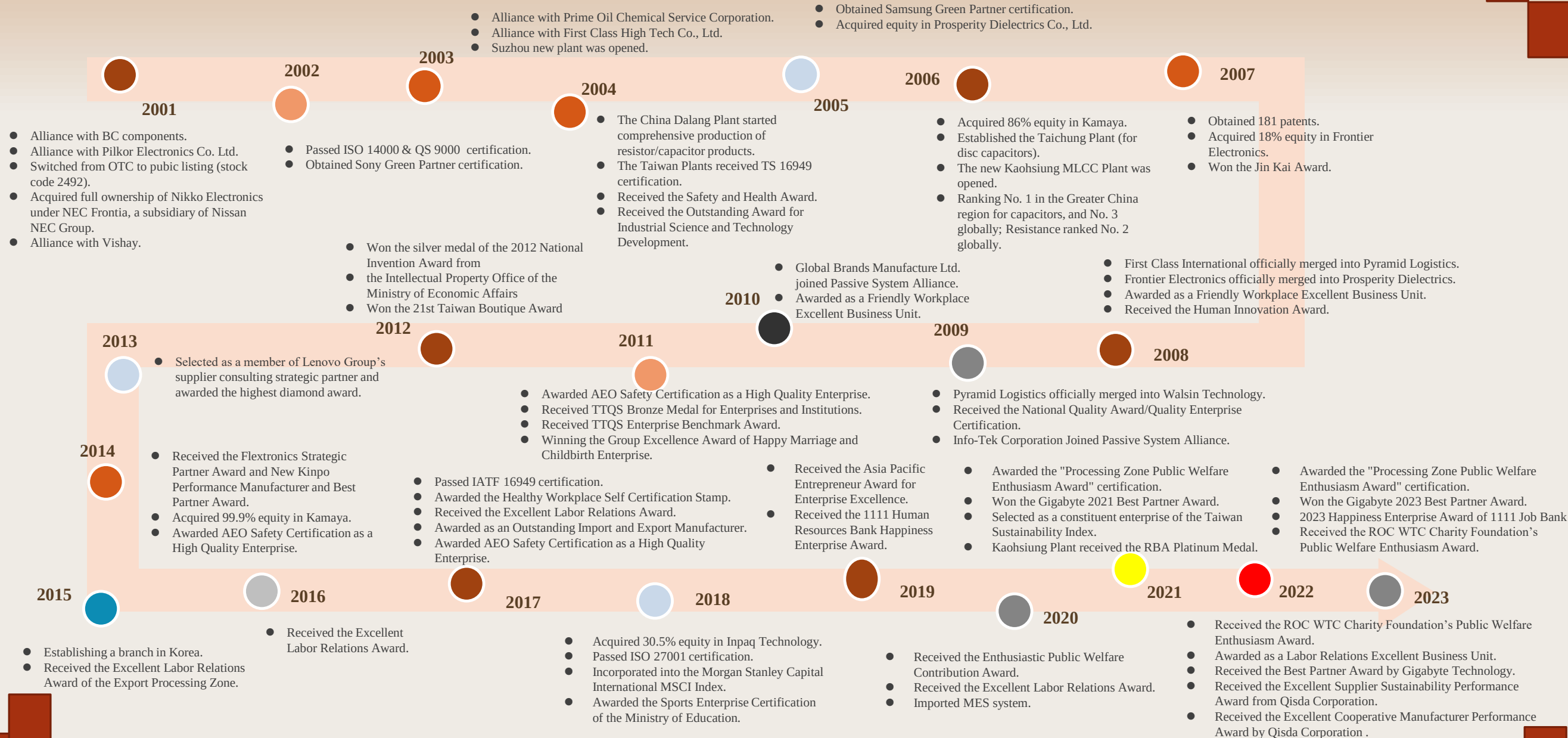
- Hungary
- Ireland
- Israel
- Italy
- Latvia
- Lithuania
- Netherland
- United Kingdom

- Norway
- Poland
- Russia
- Spain
- Sweden
- Switzerland
- Ukraine

#### Africa

South Africa

# 1-6 Chronicles of Important Events



## 2

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- 2-2 Identification of Material Topics P18
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- 2-4 SDGs Response and Management Policies P20-P27

## 2-1 Stakeholder Identification and Communication

Based on the five principles of GRI Standards and AA 1000 SES: dependence, responsibility, influence, tension, and diverse perspectives, Walsin Technology identifies the main stakeholders, including shareholders/investors, employees, suppliers/contractors, corporate customers/distributors, media/government agencies, and other non-profit organizations (general consumers are not included as Walsin Technology adopts the B2B business model). For the different stakeholders mentioned above, we have established various communication channels, which not only enable stakeholders who care about us to obtain the necessary information, but also allows us to obtain suggestions and future planning directions from their feedback, thus achieving good bilateral communication and being able to negotiate and solve relevant impacts through various communication platforms.

### Grievance Channels

Pursuant to the Company's "Ethical Corporate Management Best Practice Principles and Operating Procedures", the Company encourages internal and external personnel to report unethical or improper conducts. Please submit your real name, what you have experienced, evidence, clues, and contact information and let us know through the following means. The complaint and response email are as follows:

E-MAIL: [audit@passivecomponent.com](mailto:audit@passivecomponent.com)



### Employees

Employees are the most important stakeholders of Walsin Technology, and we become a good employer in their minds by cultivating their professional skills and providing a good workplace.

- Strategic planning meeting (yearly): Planning for the Company's strategic objectives and their execution.
- Management bilateral communication (monthly): Communication meeting between senior executives and senior management.
- Labor-management meeting (quarterly) and welfare committee meeting (quarterly): Providing suggestions to and negotiating with the Company.
- Trade union congress (irregular).
- Employee opinion survey (regular): Internal surveys are conducted on issues such as employee satisfaction, employee opinions, and company management measures.
- Various questionnaires (year), including stakeholder surveys of ESG reports.
- Electronic bulletin board/flat bulletin board (at any time): Publishing various types of information.
- Complaint hotline (at any time): Once a complaint is received, it will be immediately filed and handled by dedicated personnel.
- Employee opinion box (at any time).
- Employee Assistance Programs: Consulting services are provided by professionals from the Passive System Alliance Foundation to listen to employees' voices and providing relevant feedback to the Company.
- Symposium with the President (irregular): Direct face-to-face communication with employees.



### Media/government agencies and other non-profit organizations

Walsin Technology adheres to regulations and complies with policies to drive industrial upgrading; we actively fulfill corporate social responsibility, regard social feedback as the core of its operations, and are committed to solving environmental and social problems and creating positive influences.

- Active participation in public hearings (irregular) and law advocacy meetings organized by the competent authority.
- Official correspondence, project seminars, and compliance with the requirements of the competent authority.
- Comply with regulations.
- Various questionnaires (year), including stakeholder surveys of ESG reports.
- Maintaining good interactive relationships with local community leaders and residents.
- Enhancing the learning, health and capabilities of disadvantaged students through the WTC Charity Foundation.
- Working with the Walsin Technology Foundation to organize listening care activities in the community and assist weaker social welfare units.



### Corporate customers/distributors

Walsin Technology aims to be the most reliable supplier of passive components, adheres to the principle of customer first, and is committed to providing excellent digital life experiences.

- Customer satisfaction survey (yearly).
- Various questionnaires (year), including stakeholder surveys of ESG reports.
- Company official website.
- Customer service Internet mail box (around the clock).
- Exhibitions and customer visits: Understanding customers and market development direction (irregular).
- Key customer product promotion conference (half yearly).



### Suppliers/contractors

Walsin Technology has established a mutually beneficial value chain with business partners to strengthen cooperative relationships, create new business models, improve ESG cooperative relationships, and together enhance sustainable competitiveness.

- Supplier audits and interviews (regular).
- Various questionnaires (year), including stakeholder surveys of ESG reports.
- Organization meeting for contractors' agreement (irregular).



### Shareholders/Investors

Walsin Technology creates stable profits and investment returns, and demonstrates excellent sustainable governance performance.

- Briefing to corporate investors (irregular).
- Market Observation Post System: Regularly publication of general operational information (monthly/quarterly).
- Shareholders' meeting (yearly): Preparing and disclosing financial reports and annual reports in accordance with regulations.
- Company official website: Relevant information can be accessed from the investor section, and a contact window is set up.
- Various questionnaires (year), including stakeholder surveys of ESG reports.

## 2-2 Identification of Material Topics

External sources for collecting material corporate topics include GRI Standards issued by the Global Sustainability Standards Board (GSSB); the internal sources include feedback from stakeholders through various channels.

To identify material topics, Walsin Technology adopts a risk-oriented substantive analysis model and follows three evaluation criteria: "stakeholders to whom the issue is to be communicated with", "degree of interest of stakeholders on the issue" and "degree of impact of the issue on the Company's strategic goals" to ensure that the information disclosed in this report meets the needs of both the Company and stakeholders.

Walsin Technology distributed survey questionnaires to different stakeholder groups and internal management on the level of attention of the topics and impact on the Company. Based on the collected questionnaires, a cross analysis was conducted to select the top 25% high-risk items (with high attention and impact), and the Sustainable Development Committee's responsible person confirmed them as material topics in this report. However, based on the principle of prudence, only information within the organization is disclosed for each material topic, and no disclosure is made to external units for the time being.

Comparison Table of Material Topics Between 2022 and 2023

| 2022 Material Topics           |                            | 2023 Material Topics |                                |
|--------------------------------|----------------------------|----------------------|--------------------------------|
| Economic performance           | Market position            | Economic performance | Occupational safety and health |
| Waste                          | Customer privacy           | Discharge            | Indirect economic impact       |
| Occupational safety and health | Anti-competitive behavior  | Customer privacy     | Waste                          |
| Indirect economic impact       | Customer health and safety | Market position      | Anti-competitive behavior      |



## 2-3 Major Issue Impact Boundary

| Major issue                    | Corresponding chapters and sections                                                  | Impact (positive/negative)                                                                                               | Impact description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Economic performance           | 3-3 External Participation<br>3-7 Operational Performance<br>5-5 Salary and Benefits | Positive: The Company continues to provide employment opportunities<br>Negative: Cause job losses and losing brand image | Economic aspect: Economic performance is one of the keys to the sustainable operation of an enterprise. Walsin Technology adheres to providing high-quality professional services and is committed to improving service quality and business performance, in order to strengthen the Company's operational capability and lay the foundation for sustainable operation.                                                                                                                                                                                                                                                                          |
| Anti-competitive behavior      | 3-1 Business Philosophy and Regulatory Compliance                                    | Positive: Enhance the positive image of the brand<br>Negative: Sanctions imposed results in loss of goodwill             | Economic aspect: In order to avoid losing customers due to fines or penalties for violation of regulations, Walsin Technology follows antitrust measures and regularly organizes relevant practical courses to deeply root important concepts to every employee.                                                                                                                                                                                                                                                                                                                                                                                 |
| Customer privacy               | 3-9 Information Security and Privacy Protection                                      | Positive: Maintain long-term cooperation with customers or suppliers<br>Negative: Loss of customers or suppliers         | Economic aspect: Leakage, theft or loss of customer or supplier data will seriously affect customer trust, leading to an increase in the churn rate. Therefore, Walsin Technology has formulated information security strategies and standards, and established a security team to continuously evaluate the effectiveness and appropriateness of security, in order to minimize information security risks.                                                                                                                                                                                                                                     |
| Waste                          | 4-2 Waste Management                                                                 | Positive: Reduce pollution, protect ecology<br>Negative: Waste of resources, environmental pollution                     | Economic and environmental aspects: If the raw materials and waste of the product are not properly managed, it will lead to an excessive waste of resources and environmental pollution, and the punishment by the competent authority. Therefore, Walsin Technology introduces the management concepts of environment friendliness and circular economy in the stages of material selection, design, use and disposal.                                                                                                                                                                                                                          |
| Market position                | 5-5 Salary and Benefits<br>5-1 Human Resources Policy                                | Positive: Help to recruit outstanding talent<br>Negative: Increase in turnover of talent                                 | Economic aspect: Competitive salaries help attract and retain excellent talents. In addition to setting reasonable and competitive salary levels, Walsin Technology designs incentive and bonus systems to reduce the employee turnover rate. Eliminating concerns about inequality in salary distribution, formulating human rights policies, and complying with relevant international human rights conventions.                                                                                                                                                                                                                               |
| Occupational safety and health | 5-8 Safe and Healthy Work Environment<br>5-7 Employee Health and Care                | Positive: Fewer work-related injuries and increased retention<br>Negative: Increase in turnover of talent                | Environmental and demographic aspects: A good work environment enables workers to enjoy a safe, secure and comfortable work environment, thereby maintaining a good company image, increasing job application rates, and reducing personnel turnover.                                                                                                                                                                                                                                                                                                                                                                                            |
| Indirect economic impact       | 6-1 Internal Public Welfare Organizations                                            | Positive: Enhance the positive image of the brand<br>Negative: None                                                      | Economic and demographic aspects: In addition to pursuing operational performance, Walsin Technology has not forgotten to fulfill its social responsibility. The WTC Charity Foundation provides long-term subsidies to remote and disadvantaged schools and children in Taiwan to enhance employer branding and increase the job application rate.                                                                                                                                                                                                                                                                                              |
| Discharge                      | 4-1 Climate-related Issues                                                           | Positive: Environmental improvement, mitigation of climate change<br>Negative: Transition challenge                      | Economic and environmental aspects: The Company is committed to environmental protection and the sustainability of the planet. We have made "Fulfilling Citizenship Responsibility for a Green Planet" one of our core corporate values. Monthly senior management meetings review the progress of relevant environmental protection projects and the effectiveness of implementation. In the changing climate environment, the Company is committed to turning challenges into opportunities, actively seeking innovative solutions for low-carbon energy, and striving to promote these low-carbon products and services to the entire market. |

| Economic performance | Corresponding chapters and sections                                                  | Corresponding SDGs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Corresponding SDGs details                                                          |
|----------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|                      | 3-3 External Participation<br>3-7 Operational Performance<br>5-5 Salary and Benefits |   <br>   | 1.1, 1.2, 1.4, 1.b, 5.1,<br>8.2, 8.3, 8.5, 10.2, 10.3,<br>10.4, 12.6, 16.6 and 16.b |

| Impact and degree of involvement |         |            | Management policies and elements                                                                                      |                                                  |                                                |                                                                                              |                                                                   |                                             | Evaluation of management policies           |                         |                              |
|----------------------------------|---------|------------|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|------------------------------------------------|----------------------------------------------------------------------------------------------|-------------------------------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------|------------------------------|
| Upstream                         | Company | Downstream | Policies and commitments                                                                                              | Responsibility                                   | Sustainable goals                              | Action plan                                                                                  | Resource                                                          | Grievance mechanism                         | Evaluation mechanism                        | 2023 Evaluation results | Management policy adjustment |
| Indirect                         | Direct  | Indirect   | Valuing the rights and interests of employees and stakeholders, and maintaining a stable return on shareholder equity | Stable long-term performance and dividend policy | Creating long-term stable business performance | Improve technical capabilities and optimize product portfolios; stably increase market share | Continuously investing in capital expenditure and R&D expenditure | Investor hotline and spokesperson mechanism | Continuous optimization of financial ratios | Return on equity 4.36%  | None                         |

| Market position | Corresponding chapters and sections                   | Corresponding SDGs                                                                                                                                                                                                                                                                                                                              | Corresponding SDGs details                     |
|-----------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
|                 | 5-1 Human Resources Policy<br>5-5 Salary and Benefits |     | 1.1, 1.4, 8.5, 10.3, 10.4, 16.6, 16.7 and 16.b |

| Impact and degree of involvement |         |            | Management policies and elements                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                      |                                                                                                                                                       |                                                                                                                                                                                                                |                                      |                                                                                                    | Evaluation of management policies                                                                                                         |                                                       |                                         |
|----------------------------------|---------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|-----------------------------------------|
| Upstream                         | Company | Downstream | Policies and commitments                                                                                                                                                                                                                                                                                                                                                                                                  | Responsibility                                                                       | Sustainable goals                                                                                                                                     | Action plan                                                                                                                                                                                                    | Resource                             | Grievance mechanism                                                                                | Evaluation mechanism                                                                                                                      | 20223 Evaluation results                              | Management policy adjustment            |
| Indirect                         | Direct  | Indirect   | Cherish the rights and interests of employees, and the salary standards are based on the educational background, expertise, and professional experience, without discrimination due to race, skin color, age, gender, sexual orientation, gender identity, race or ethnicity, disabilities or illnesses, pregnancy, religious beliefs, political factions, club membership, marriage or physical and mental disabilities. | Comply with the government's minimum wage standards and conduct regular evaluations. | Attract talents to join, motivate employees to invest on a long-term basis, and grow together with the Company through fair and competitive salaries. | In addition to establishing a reasonable compensation system, refer to local laws and regulations, industry practices and the operational performance of each subsidiary to design the incentive bonus system. | Management level and human resources | Labor-management meeting, union representative meeting, employee opinion box and complaint hotline | Regularly review the legality and rationality of the salary system, and conduct evaluation based on the level of external salary surveys. | Compliance with government required salary standards. | Continuous evaluation and optimization. |

| Anti-competitive behavior | Corresponding chapters and sections               | Corresponding SDGs                                                                                                                                                      | Corresponding SDGs details |
|---------------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
|                           | 3-1 Business Philosophy and Regulatory Compliance |   | 1.4, 10.2, 10.3 and 10.4   |

| Impact and degree of involvement |         |              | Management policies and elements                                                      |                                                        |                                                                                                                          |                                                   |                  |                            | Evaluation of management policies             |                         |                                             |
|----------------------------------|---------|--------------|---------------------------------------------------------------------------------------|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------|----------------------------|-----------------------------------------------|-------------------------|---------------------------------------------|
| Upstream                         | Company | Downstream   | Policies and commitments                                                              | Responsibility                                         | Sustainable goals                                                                                                        | Action plan                                       | Resource         | Grievance mechanism        | Evaluation mechanism                          | 2023 Evaluation results | Management policy adjustment                |
| Indirect                         | Direct  | Facilitation | Participate in industrial competition based on the principles of ethics and fairness. | Prevent and avoid violations of antitrust regulations. | Create a corporate culture of compliance with regulations, and establish a trustworthy and respected company reputation. | GD-04075 Code of Conduct for Antitrust Compliance | Management level | Official website "Contact" | Are there any violations in the current year? | No major violation.     | Continuously maintain zero major violation. |

| Waste | Corresponding chapters and sections | Corresponding SDGs                                                                                                                                                                                                                                          | Corresponding SDGs details     |
|-------|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
|       | 4-2 Waste Management                |    | 6.3, 11.6, 12.4, 12.5 and 12.6 |

| Impact and degree of involvement |         |              | Management policies and elements                                                                                                                                                                                                                                                                                              |                                                                                                                                                        |                                                                                                                                            |                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                 |                                                                                                                                                                                                | Evaluation of management policies                                                                                                                  |                                                                                                                                                                                                                                                                                                                    |                                             |
|----------------------------------|---------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| Upstream                         | Company | Downstream   | Policies and commitments                                                                                                                                                                                                                                                                                                      | Responsibility                                                                                                                                         | Sustainable goals                                                                                                                          | Action plan                                                                                                                                                                                                                                                                                                               | Resource                                                                                                                                                                        | Grievance mechanism                                                                                                                                                                            | Evaluation mechanism                                                                                                                               | 2023 Evaluation results                                                                                                                                                                                                                                                                                            | Management policy adjustment                |
| Indirect                         | Direct  | Facilitation | 1. Prevent pollution and be committed to feasible and sustainable operation.<br>2. Continuously improve the environmental management system and environmental performance.<br>3. Comply with environmental regulations and other requirements.<br>4. Use PDIP as the framework for setting and reviewing environmental goals. | 1. Comply with relevant laws and regulations<br>2. Protect the environment and minimize the negative impact of business operations on the environment. | 1. Adhere to government regulations and continue to pass ISO14001.<br>2. No major violations of environmental protection items every year. | 1. Implement various waste management measures in accordance with waste regulations, including classification and storage, on-site posting of corresponding labels, selection of qualified disposal companies, and regular filing.<br>2. Regularly visit cooperative cleaners to understand the waste disposal situation. | 1. Implement monthly compliance verification of regulations, and confirm the latest regulatory changes.<br>2. Continuously seek the evolving recycling and cleaning technology. | Explain major environmental regulations and requirements in the monthly plant manager meeting, report abnormal incidents, coordinate improvement measures, and explain implementation results. | 1. Regularly file the records on the inspection form.<br>2. Regularly process manufacturer visit records.<br>3. No major violations have occurred. | No major violations (referring to the work suspension, business suspension, business closure, or revocation or cancellation of pollution related permits ordered by relevant authorities, or a cumulative fine of NTD1 million or more for a single incident), or other violations (already immediately improved). | Continuously maintain zero major violation. |

| Customer privacy | Corresponding chapters and sections             | Corresponding SDGs                                                                                                                                                      | Corresponding SDGs details |
|------------------|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
|                  | 3-9 Information Security and Privacy Protection |   | 9 、 17                     |

| Impact and degree of involvement |         |            | Management policies and elements                                                                                                                                                        |                                                                                                    |                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                         |                            | Evaluation of management policies                                                                                                                                  |                                                                                             |                                       |
|----------------------------------|---------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------|
| Upstream                         | Company | Downstream | Policies and commitments                                                                                                                                                                | Responsibility                                                                                     | Sustainable goals                                                              | Action plan                                                                                                                                                                                                                                                                                                                                                                                                          | Resource                                                                | Grievance mechanism        | Evaluation mechanism                                                                                                                                               | 2023 Evaluation results                                                                     | Management policy adjustment          |
| Indirect                         | Direct  | direct     | Strictly control the Company's business secrets and undisclosed confidential information to ensure the best interests of customers, the Company, shareholders, suppliers and employees. | 1. Comply with relevant laws and regulations.<br>2. Continue the controls and effectively execute. | No infringement, leakage, theft or loss of customer information or complaints. | 1. An information security execution team has been established to list six major management measures to continuously monitor the Company's information security.<br>2. An appropriate network architecture has been established to prevent the spread of computer viruses among plants. 3. Regularly perform computer vulnerability scans and software updates every year. 4. Strengthen employee security training. | Information Security Committee and Information Security Execution Group | Official website "Contact" | Six management measures: equipment management, system management, communication management, information management, personnel management, and document management. | No incidents of infringement, leakage, theft or loss of customer information or complaints. | Continuously maintain zero violation. |

| Occupational safety and health | Corresponding chapters and sections                                   | Corresponding SDGs                                                                  | Corresponding SDGs details |
|--------------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------|
|                                | 5-7 Employee Health and Care<br>5-8 Safe and Healthy Work Environment |  | 3.3, 3.4 and 3.8           |

| Impact and degree of involvement |         |              | Management policies and elements                                                                                                                                                                                                                    |                                                                                                     |                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                     |                                                                                              | Evaluation of management policies             |                                         |                                                                                                                                                                                                                  |
|----------------------------------|---------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Upstream                         | Company | Downstream   | Policies and commitments                                                                                                                                                                                                                            | Responsibility                                                                                      | Sustainable goals                                                                                                                                                                                                                | Action plan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Resource                                            | Grievance mechanism                                                                          | Evaluation mechanism                          | 2023 Evaluation results                 | Management policy adjustment                                                                                                                                                                                     |
| Indirect                         | Direct  | Facilitation | 1. Prevention of occupational injuries and diseases.<br>2. Continuously improve the occupational safety management system and occupational safety performance.<br>4. Use PDIP as the framework for setting and reviewing occupational safety goals. | 1. Comply with relevant laws and regulations..<br>2. Continue the controls and effectively execute. | 1. Zero fatal accidents.<br>2. Comply with government regulations and customer requirements.<br>3. Zero penalty.<br>4. Improve the management system and facilities for the sustainable development direction of the enterprise. | According to ISO standards, integrate regulatory requirements and company systems, establish an environmental safety and health management system, effectively control the legality of various operations, and improve the implementation, including safety and health advocacy and training, mechanical equipment safety, work environment monitoring, health management, chemical and personal protective equipment management, and accident investigation and analysis to ensure the work environment and personal safety. | Manpower: Environmental safety and health personnel | “Contact Window” on the official website, human resources unit and environmental safety unit | Internal audit and management review meeting. | No occupational injuries have occurred. | 1. Inventory and improve the safety device of the stacking machine, and install a light blocking device with horizontal expansion.<br>2. Safety operation standards and re-training for operators in each shift. |

| Indirect economic impact | Corresponding chapters and sections       | Corresponding SDGs                                                                                                                                                                                                                                          | Corresponding SDGs details                          |
|--------------------------|-------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
|                          | 6-1 Internal Public Welfare Organizations |    | 1.1, 1.2, 1.5, 2.1, 2.2, 4.2, 4.5, 4.6, 4.7 and 4.a |

| Impact and degree of involvement |         |            | Management policies and elements                                                                                                                                                                                                                                                   |                                                                  |                                                                                                    |                                                                                                                                                                                  |                        |                                                       | Evaluation of management policies                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                           |                                                                                 |
|----------------------------------|---------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Upstream                         | Company | Downstream | Policies and commitments                                                                                                                                                                                                                                                           | Responsibility                                                   | Sustainable goals                                                                                  | Action plan                                                                                                                                                                      | Resource               | Grievance mechanism                                   | Evaluation mechanism                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2023 Evaluation results                                                                                   | Management policy adjustment                                                    |
| Indirect                         | Direct  | Indirect   | With the continuous profitability of the Company, the same amount of employee salary donation is allocated to double the donation amount to help disadvantaged students in remote areas. 100% of the funds are used as donations without any administrative or personnel expenses. | Fulfill social responsibilities and help disadvantaged children. | Continuously provide long-term assistance to disadvantaged children in remote areas across Taiwan. | Provide assistance in nutritional meals, after-school tutoring, book supplementation, repair of teaching equipment, transportation, and sports shoes for disadvantaged students. | WTC Charity Foundation | WTC Charity Foundation and Human Resources Department | Review the financial situation of the WTC Charity Foundation every semester for any deficits and compliance with regulatory requirements. The short-term goal is to maintain the number of existing adopted schools and the existing counties and cities covered, while the medium to long-term goal is to increase the number of adopted schools by more than two every three years and increase the number of counties and cities not covered by one every three years. | 100% implementation rate of each school, and the financial health of the WTC Charity Foundation is sound. | Continuously increase the scope of subsidies under a sound financial condition. |

| Discharge | Corresponding chapters and sections   | Corresponding SDGs                                                                  | Corresponding SDGs details |
|-----------|---------------------------------------|-------------------------------------------------------------------------------------|----------------------------|
|           | 4-1 Climate-related Leading Practices |  | 4-1-2,4-2,4-3,4-4          |

| Impact and degree of involvement |         |            | Management policies and elements                                                                                                                                                                                                                                                                                                   |                                                                                            |                                                                                                            |                                                                                                                   |                                                                                                                                                                        |                                   | Evaluation of management policies                                                         |                                                                                                                                                                             |                                                                                                                                                                                                                                                         |
|----------------------------------|---------|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Upstream                         | Company | Downstream | Policies and commitments                                                                                                                                                                                                                                                                                                           | Responsibility                                                                             | Sustainable goals                                                                                          | Action plan                                                                                                       | Resource                                                                                                                                                               | Grievance mechanism               | Evaluation mechanism                                                                      | 2023 Evaluation results                                                                                                                                                     | Management policy adjustment                                                                                                                                                                                                                            |
| Indirect                         | Direct  | Indirect   | Since its inception, Walsin Technology Group has always attached great importance to environmental protection, and has even made "Fulfilling the Responsibility of a Green Earth Citizen" as one of the corporate missions. The effectiveness of the implementation of its projects is reviewed at the monthly executive meetings. | Reduce the waste of resources and establish the main focus of a clear low-carbon strategy. | Aim to reduce power consumption by 1% each year, in line with the international trend of net zero by 2050. | Conduct annual GHG inventories and hire third-party verification companies to identify carbon reduction hotspots. | Continue to collect relevant domestic and foreign technologies for carbon reduction, gradually move towards a low-carbon transformation, and build climate resilience. | Sustainable Development Committee | Carbon reduction conferences are held every two weeks to discuss carbon reduction topics. | Walsin Technology Group calculated Scope 1 and Scope 2 GHG inventory on a market-by-market basis in 2023, with a total carbon emission of about 220,000 tCO <sub>2</sub> e. | 1. Continue to track and discuss carbon reduction issues, such as planning and promoting supplier carbon inventory (ISO 14064 and ISO 14067) Consultation on counseling and reduction. 2. Strengthen the promotion of the importance of sustainability. |

# 3

## Corporate Governance

**3-1 Business Philosophy and Regulatory Compliance P29**

**3-2 Governance Organization P30-33**

**3-3 External Participation P34-P35**

**3-4 Supply Chain Management P36-38**

**3-5 Quality Management P39**

**3-6 Risk Management P40-42**

**3-7 Operational Performance P43-44**

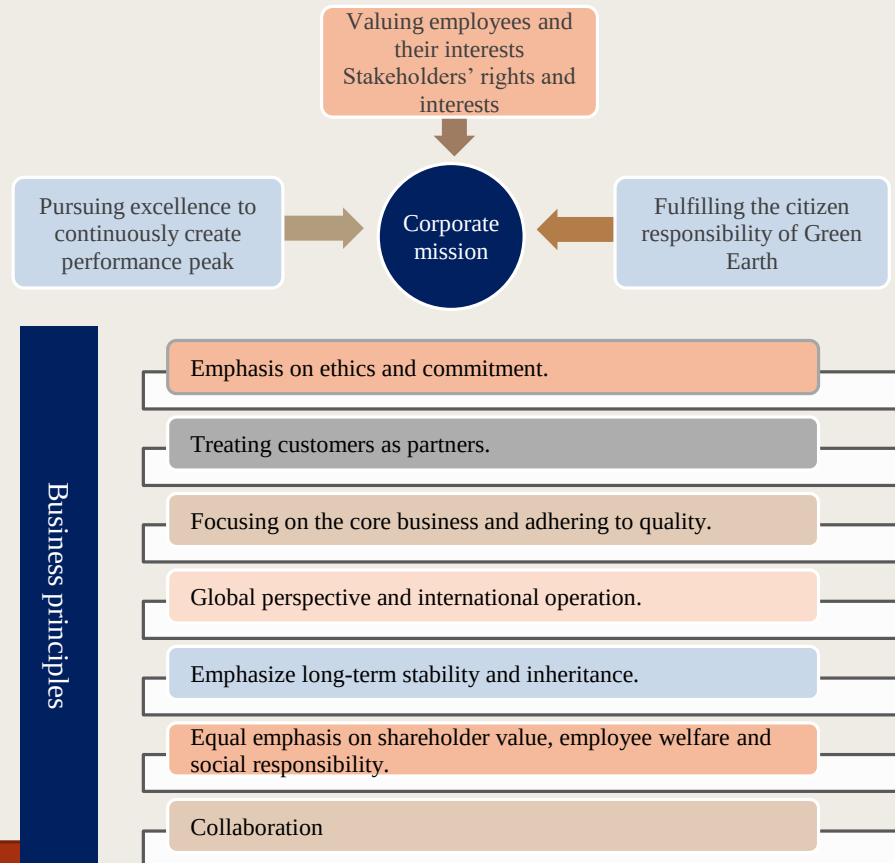
**3-8 Customer Relations P45**

**3-9 Information Security and Privacy Protection P46**

# 3-1 Business Philosophy and Regulatory Compliance

[Ethics] Walsin Technology regards "ethics" as the fundamental core value and business philosophy, and specifically implements it in the Company's requirements for professional ethics and compliance with regulations, and even regards it as the highest principle in executing all business operations.

[Professional] Walsin Technology adheres to providing high-quality professional services and is committed to improving service quality and business performance, in order to strengthen the Company's operational capability and lay the foundation for sustainable operation.



The Company holds internal propaganda once a year to arrange for the Chairman, President or senior management to convey the importance of ethics to directors, employees and appointees. In addition, annual reporting is made to the board of directors on the effectiveness of the preventive measures established based on the management's verification and evaluation of the implementation of ethical corporate management, and the evaluation of the compliance with relevant business processes.

The Company strictly abides by the labor related laws and regulations of the locations of the global operating sites, protects the legitimate rights and interests of employees, and follows the spirit and basic principles of human rights protection in various international human rights conventions, such as the "United Nations Global Covenant", the "United Nations Universal Declaration of Human Rights", the "Declaration on the Fundamental Principles and Rights of the International Labour Organization" and the "RBA Code of Conduct", and formulated the Company's human resources and human rights policies (which can be connected to the Company's official website).

The Company conducts annual risk assessments of various departments in accordance with the internal regulations - RBA Management Manual by the Risk Control Office, focusing on labor, health and safety, environment, ethics and management systems; in addition, each plant conducts regular RBA internal audits and plans third-party audits every year to implement continuous compliance with RBA code of conduct. The Kaohsiung Plant conducted a third-party RBA audit in 2021 and won a platinum medal. The Suzhou Plant passed the SMETA 4P audit in December 2022, and the Dalang Plant completed the RBA third-party initial audit in March 2023 and won a silver medal.

## Compliance with the code of ethical conduct

Walsin Technology provides guidance for all employees of the Company in carrying out company operations. All employees of the Company, branches and subsidiaries, regardless of their position, rank or location, should comply with the "Code of Ethical Conduct for Employees", which includes work environment guidelines, equal opportunities, confidentiality clauses, prohibition of part-time work and avoidance of conflicts of interest, gift giving or receiving and business etiquette, respect for employees and customers, whistleblowing, protection and exemption, in order to gain public trust, enhance corporate image, and ensure the sustainable operation and development of the Company.

## Anti-corruption

To implement the concept of ethical corporate management, Walsin Technology strictly prohibits any acts of corruption, bribery or extortion. Internally, employees are required to adhere to the principles of ethics and fairness at all times, and the punishments for receiving improper benefits are stipulated in documents such as work rules and reward and punishment measures. Employees are also required to receive relevant training to ensure understanding of relevant rules. Externally, it is strictly prohibited for cooperating manufacturers to engage in unfair commercial competition and bribery, and suppliers are required to sign a letter of commitment to integrity. All business offices of Walsin Technology manage related risks through audits, whistleblowing or complaints, and there have been no lawsuits or investigated cases related to corruption over the years.

## Anti-competitive Behavior, Antitrust and Anti-monopoly

Walsin Technology announces and follows antitrust measures, and regularly holds relevant practical courses, hoping to deeply ingrain important concepts into every employee of the Company through continuous cultivation. Walsin Technology has not been involved in legal proceedings related to anti-competitive behavior, antitrust or anti-monopoly measures over the years.

## Legitimacy of Health, Safety and Marketing Labeling

Walsin Technology has not violated any regulations or voluntary guidelines regarding the health and safety impact of products and services, product and service information, and marketing (including advertising, promotion and sponsorship) over the years. There were no recalls due to product safety incidents in 2023.

# 3-2 Governance Organization

## Organization Structure

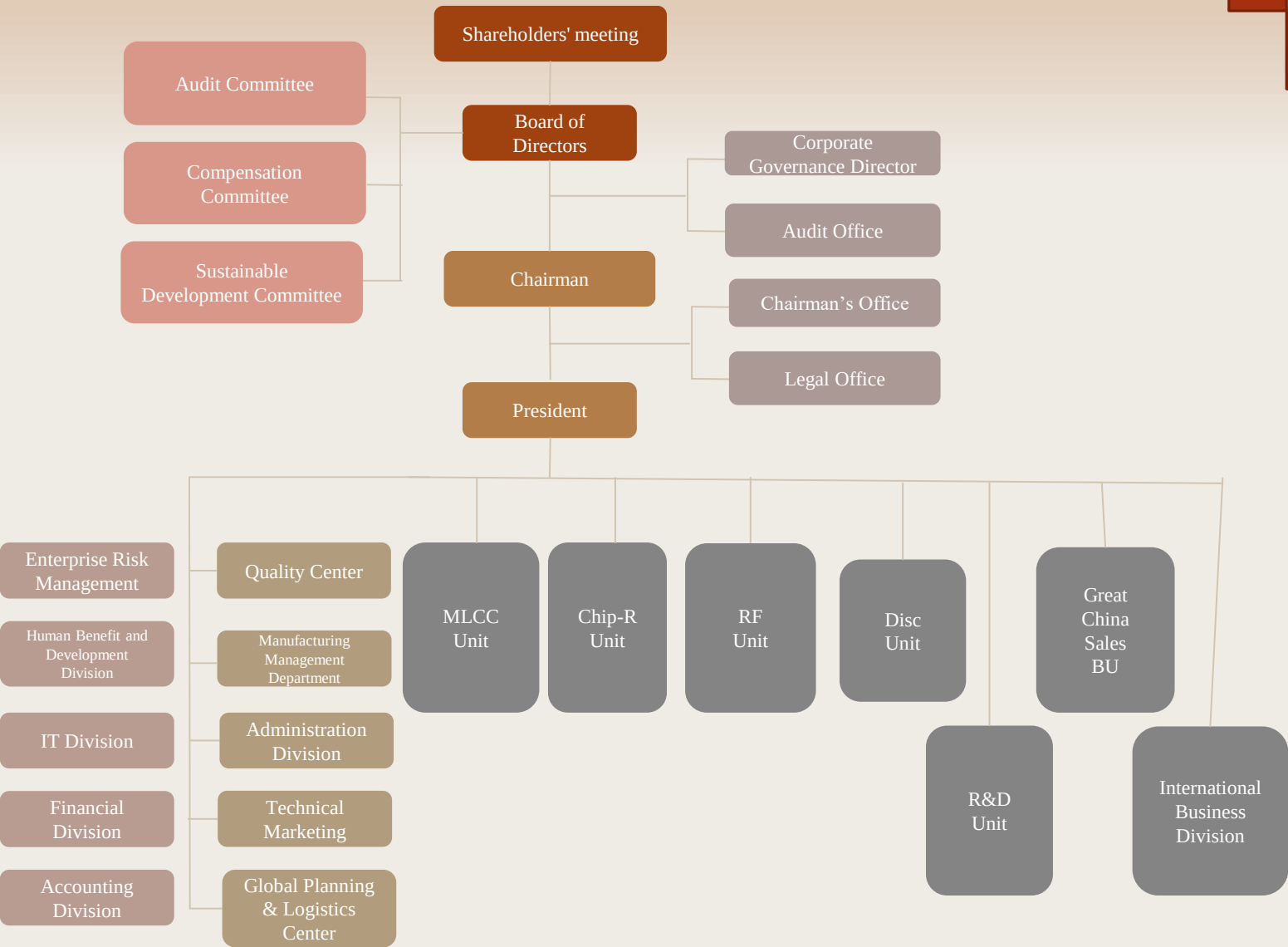
The governance policies of Walsin Technology are mainly handled in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and relevant laws and regulations. The President is responsible for the overall operation and decision-making of Walsin Technology and all related enterprises. Walsin Technology believes that good corporate governance can establish a solid foundation for operational development, provide high-quality products and services to the market, and enhance long-term company value.

Under the principle of adhering to operational transparency, emphasizing shareholder equity, and believing that a sound and effective board of directors is the foundation of good corporate governance, the board of directors of Walsin Technology authorizes the Audit Committee and Compensation Committee established under it to assist the board in fulfilling its supervisory responsibilities, and the chairpersons of each committee regularly report their activities and resolutions to the board of directors.

In promoting the Company's sustainable management strategy as a whole, the board of directors also plays a supervisory and guiding role. Every year, the chairman of the Sustainable Development Committee reports to the board of directors on the annual execution results and future work plans. If a negative event occurs that affects stakeholders, the responsible unit will report the cause of the event and the countermeasure to the board of directors.

At present, Walsin Technology's operating sites that have conducted corruption risk assessment for risk assessment on anti-corruption issues include existing sites in Taiwan mainland China and Kamaya Electric (Malaysia Plant). Subsidiaries Dongguan WTC, Suzhou WTC and Pan Overseas (Guangzhou) Electronic Co., Ltd. were also included in the scope.

The Company conducts annual risk assessment operations on a regular basis every year, covering major topics such as anti-corruption and "future company operations", "continuous tracking of early risk assessment", "international economic and political situation", "environmental protection and climate change", etc. After completion, the risk assessment report is submitted to the President for approval, and to the Audit Committee (Risk Management Committee) and the board of directors to report on the operation of risk management for their final approval.



## 3-2 Governance Organization

### Board of Directors

The board of directors of Walsin Technology values efficiency, transparency, diversity and professionalism in order to strengthen corporate governance. The board of directors examines the professional abilities required to execute business, including operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market observation, leadership and decision-making ability, in order to avoid blind spots in decision-making.

The board of directors is the center of Walsin Technology for major business decisions, and its responsibilities include appointing and supervising the Company's management, and being responsible for the overall operational status of the Company. In order to establish a good governance system for the board of directors, improve its supervisory functions and strengthen its management functions, the Company has formulated the Rules of Procedure for Board Meetings in accordance with paragraph 8, Article 26-3 of the Securities and Exchange Act and the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" for compliance.

The board of directors of Walsin Technology regularly listens to the briefing of the management team before each quarterly board meeting, and the topics also include the economy, environmental protection, and corporate social responsibility (including the evaluation of relevant risks and opportunities, compliance with international standards, and the code of professional ethics). The management team must propose company strategies to the board; the board must evaluate their feasibility, regularly review the progress of such strategies, and urge the management team to make adjustments when necessary.

Walsin Technology purchases liability insurance for all directors and important employees every year, and discloses the attendance rate of board directors in the annual report to strengthen the requirements on directors for their own responsibilities and obligations, in order for them to play the role of supervision and management.



For relevant data on the Audit Committee and Compensation Committee members of Walsin Technology, as well as the operation of the board of directors, please refer to Walsin Technology's 2024 annual report: "Three. Corporate Governance Report".



<http://www.passivecomponent.com/zh-hant/investor-relations/annual-reports/>

### Board Performance Evaluation

An internal performance evaluation is conducted by the Board of Directors once every year and a performance evaluation is conducted by an external professional and independent institution once every three years. The evaluation items include the following five aspects, and we plan to incorporate ESG-related topics such as the Company's economics, environment, and demographic impact into performance evaluations in the future.

(1) Level of participation in company operations. (2) Improvement of the quality of Board decision-making. (3) Composition and structure of the Board of directors. (4) Election and continuing study of directors. (5) Internal control. Please refer [to the relevant information of the Board of Directors on the Company's website](#) for the results of the 2023 performance evaluation.

### Director's remuneration

The Company and companies in the consolidated financial statements refer to director's remuneration, including transportation fees and director's remuneration from profit distribution. In terms of transportation fees, the individual compensation amount is determined by referring to those of the same industry peer levels and is reviewed and determined by the Compensation Committee. The remuneration from earnings distribution shall be handled in accordance with the articles of association of the Company and the companies in the consolidated financial statements; the board of directors shall prepare a distribution plan and submit it to the shareholders' meeting for approval. The remuneration of the President and Vice Presidents, including salary, bonus and employees' remuneration, is based on the position held and the responsibilities assumed, with reference to the level of similar positions of industry peers and the results of business performance, and submitted to the Compensation Committee for review and determination.

### Avoidance of Conflicts of Interest

Walsin Technology has provisions in the Rules of Procedure for Board Meetings and the Organizational Rules of the Audit Committee regarding the avoidance of directors' interests. For meeting proposals that the directors or the legal persons they represent have personal interests in, they should explain the important content of their interests at the current board meeting. If there is a risk of harm to the Company's interests, they should not participate in the discussion and voting, and must avoid discussing and voting, nor should they exercise their voting rights on behalf of other directors. For the directors who are not allowed to exercise their voting rights on the resolutions of the board meeting per the preceding paragraph, the situation shall be handled in accordance with the provisions of paragraph 4, Article 206 of the Company Act, with the application of paragraph 2, Article 180 mutatis mutandis. In addition, Walsin Technology has independent directors who provide suggestions based on their expertise and experience by taking an objective and impartial stance. When discussing any proposal, the board of directors should fully examine the opinions of independent directors and include their reasons or opinions for agreement or opposition in the meeting minutes, taking into account the principle of avoiding interests and effectively protecting the interests of the Company. In addition, none of the board members have cross shareholding with major suppliers.

### Senior Managers' Remuneration

The performance evaluation and compensation policies, systems, structures and standards for directors and managers are formulated and reviewed by the Compensation Committee based on the Company's long-term and short-term development plans, as well as industry standards. The Committee has independent directors to provide external compensation advice, and holds at least two meetings annually to regularly review and ensure the competitiveness and rationality of salaries.

## 3-2 Governance Organization

### Senior Managers' Remuneration

The performance evaluation and compensation policies, systems, structures and standards for directors and managers are formulated and reviewed by the Compensation Committee based on the Company's long-term and short-term development plans, as well as industry standards. The Committee has independent directors to provide external compensation advice, and holds at least two meetings annually to regularly review and ensure the competitiveness and rationality of salaries.

### Audit Committee

The Audit Committee is responsible for assisting the board of directors in carrying out its supervisory duties and exercising its powers under the Securities and Exchange Act, the Company Act and other laws and regulations. The Audit Committee regularly communicates with the Company's certifying CPAs and reviews their selection, independence and performance. At the same time, the Company's internal auditors regularly submits an audit summary report to the Audit Committee based on the annual audit plan. The Audit Committee also regularly evaluates the Company's internal control system and internal auditors and their work.



For relevant data on the Audit Committee and Compensation Committee members of Walsin Technology, as well as the operation of the board of directors, please refer to Walsin Technology's 2023 annual report: "Three. Corporate Governance Report".



<http://www.passivecomponent.com/zh-hant/investor-relations/annual-reports/>

### Compensation Committee

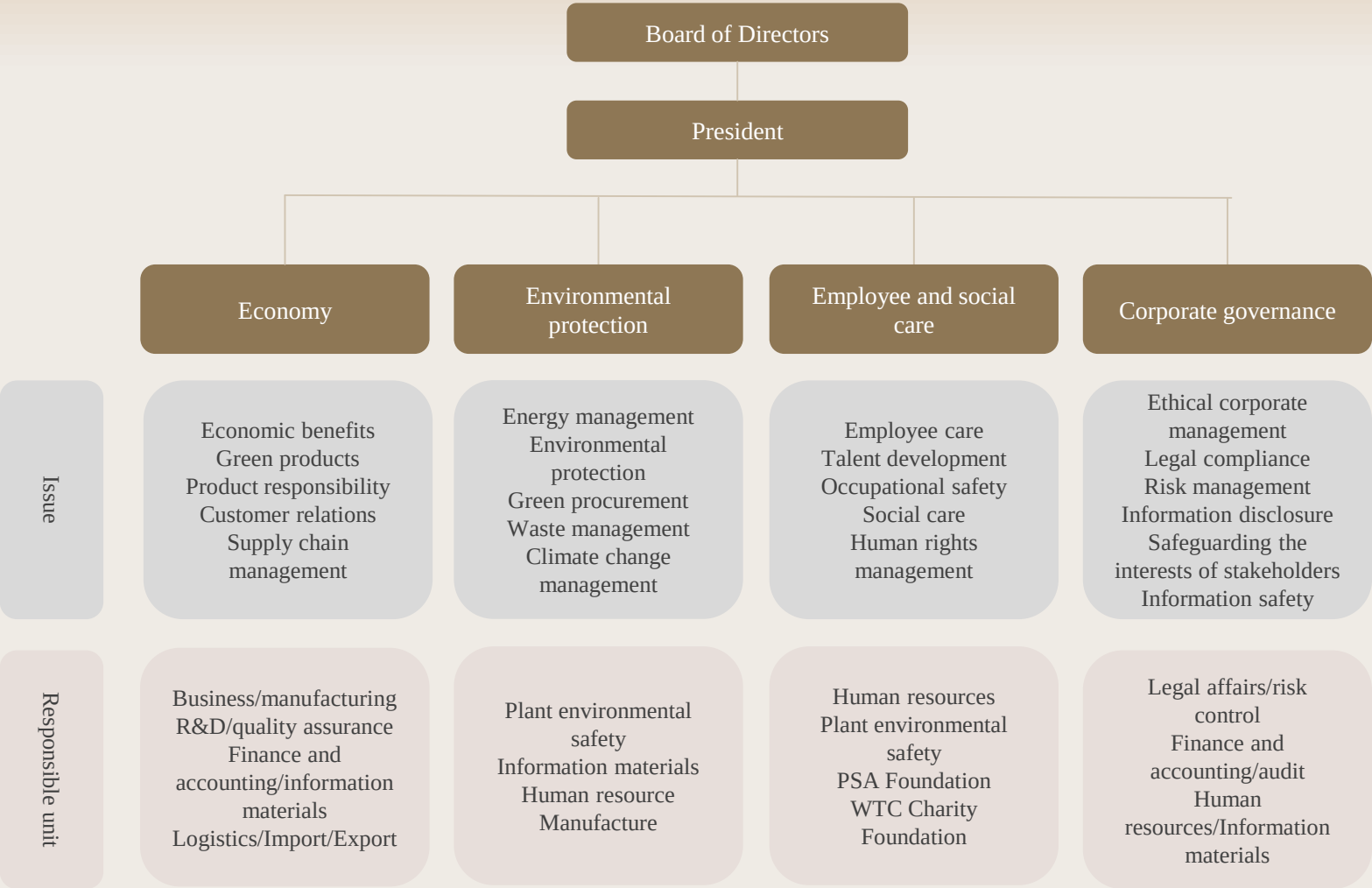
On December 29, 2011, Walsin Technology established the "Compensation Committee" and established the "Compensation Committee Organizational Regulations" (hereinafter referred to as the "Organizational Regulations") in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange", with the aim of assisting the board of directors in formulating policies, systems, standards and structures for the performance evaluation and compensation of directors, supervisors and managers, and regular evaluation and review are performed. The organizational charter of the Compensation Committee has been approved by the board of directors, and all previous resolutions have been reviewed by the board of directors.

### Continuing education of the Board of Directors

In 2023, directors received a total of 70.5 hours of continuing education, with an average of about 10 hours of continuing education per director. The courses covered new global political and economic trends and prospects, response to the new global situation, and the use of policy resources and diversified strategies to connect Taiwan's local communities with corporate CSR and international net-zero new technologies. The diversified courses offered by Walsin fully demonstrate the concern for and in-depth learning of various topics. For details, please refer to the Corporate Governance Report on pages 63 and 64 of the annual report; in the future, we will gradually focus more on incorporating Walsin Technology's ESG material topics into the training courses of the Board of Directors to ensure that directors not only understand the latest global development trends, but also gain an in-depth understanding of and promote corporate responsibilities and development in environmental, social and governance aspects, achieving comprehensive and sustainable progress.

# 3-2 Governance Organization

## Sustainable Development Committee



# 3-3 External Participation

## Organizations participated in

| Membership                                                           | Identity | Plant/country |
|----------------------------------------------------------------------|----------|---------------|
| Chinese Society for Quality                                          | Member   | Taiwan        |
| Labor Relations Promotion Association for Export Processing Business | Member   | Taiwan        |
| Kaohsiung Export Processing Zone Motor Electronics Association       | Member   | Taiwan        |
| Taiwan Science Park Science Industry Association                     | Member   | Taiwan        |
| Taiwan Climate Partnership                                           | Member   | Taiwan        |
| Taiwan Electrical and Electronic Manufacturers' Association          | Member   | Taiwan        |
| EcoVadis (Global Corporate Sustainability Rating Platform)           | Member   | Taiwan        |
| Taiwan Enterprise Association of Guangzhou                           | Member   | Guangzhou     |
| Membership fee for Taiwan Enterprise Association of Suzhou           | Member   | Suzhou        |
| Taiwan Business Association Dongguan, Dalang Branch                  | Member   | Dalang Plant  |
| Dongguan Hi-Tech Industry Association                                | Member   | Dalang        |
| Dongguan Precursor Chemical Management Association                   | Member   | Dalang        |
| DOET (Dutch Organization for Electric Transport)                     | Member   | Netherlands   |
| TBA (Taiwan Business Association in the Netherlands)                 | Member   | Netherlands   |

## Political donation

Irregular donation amount  
For the use by non-specific political parties or figures on public affairs that contribute to the local community or society, such as assisting the people, organizing events, and rebuilding after disasters.

There were no political donations in 2023.



3-3 External Participation

Government subsidies

| Subsidized items                                                                                               | Amount (NTD) | Plant/country |
|----------------------------------------------------------------------------------------------------------------|--------------|---------------|
| 2023 Kaohsiung City Employee Health Service Promotion Plan (7-11 Commodity Card)                               | 1,000        | Taiwan        |
| Tax subsidy                                                                                                    | 11,935       | Hong Kong     |
| Hiring Incentive                                                                                               | 2,435,711    | Malaysia      |
| Career Stability Bureau Support Grant                                                                          | 11,945       | Japan         |
| Subsidies for specific job seekers from the Ministry of Health, Labor and Welfare                              | 66,360       | Japan         |
| Naganorodo Bureau support subsidy                                                                              | 11,089       | Japan         |
| Subsidies for specific job seekers from the Ministry of Health, Labor and Welfare                              | 66,360       | Japan         |
| Career Stability Bureau Support Grant                                                                          | 23,176       | Japan         |
| 2023 one-time job expansion subsidy                                                                            | 59,346       | Suzhou        |
| Financial subsidy - production value enhancement incentives - 2023                                             | 131,879      | Suzhou        |
| Guangdong Provincial Social Insurance Bureau one-time employment subsidy                                       | 13,737       | Dalang        |
| Subsidy for the disabled in Dalang Town, Dongguan                                                              | 10,550       | Dalang        |
| Electricity incentives for key industrial enterprises in Dalang Town to stabilize and promote production       | 624,395      | Dalang        |
| Subsidy for the disabled in Dalang Town, Dongguan                                                              | 10,550       | Dalang        |
| 2023 one-time job expansion subsidy                                                                            | 35,168       | Dalang        |
| 2023 Guangdong Province special fund for the development of advanced manufacturing industry                    | 7,510,516    | Dalang        |
| 2023 special funds for the transformation and upgrading of processing trade                                    | 4,395,971    | Dalang        |
| 2023 special funds for the transformation and upgrading of processing trade                                    | 4,395,971    | Dalang        |
| November 2022 subsidy for cross-border transportation granted by the Municipal Bureau of Commerce.             | 668,188      | Dalang        |
| December 2022 subsidy for cross-border transportation granted by the Municipal Bureau of Commerce.             | 676,979      | Dalang        |
| January 2022 subsidy for cross-border transportation granted by the Municipal Bureau of Commerce.              | 509,933      | Dalang        |
| February 2023 subsidy for cross-border transportation granted by the Municipal Bureau of Commerce.             | 580,268      | Dalang        |
| 2303-2306 subsidy for cross-border transportation for Hong Kong and Mainland China/Dongguan Bureau of Commerce | 472,567      | Dalang        |
| 2303-2306 subsidy for cross-border transportation for Hong Kong and Mainland China/Dongguan Bureau of Commerce | 703,355      | Dalang        |
| Subsidy for cross-border transportation by Dongguan Bureau of Commerce                                         | 474,765      | Dalang        |

Suppliers (including equipment, raw materials, spare parts, consumables, engineering, information, service, etc.) are important partners for the operation of Walsin Technology. Through close cooperation, we ensure that the quality and quality system provided by suppliers meet the needs of Walsin Technology.

| In 2023, there were a total of 1,268 raw material manufacturers.                          |       |
|-------------------------------------------------------------------------------------------|-------|
| Operating sites and suppliers with significant risks of forced or compulsory labor events | None. |
| Operating sites and suppliers with significant risks of using child labor                 | None. |
| Number of suppliers at risk due to forced or compulsory labor incidents                   | None. |

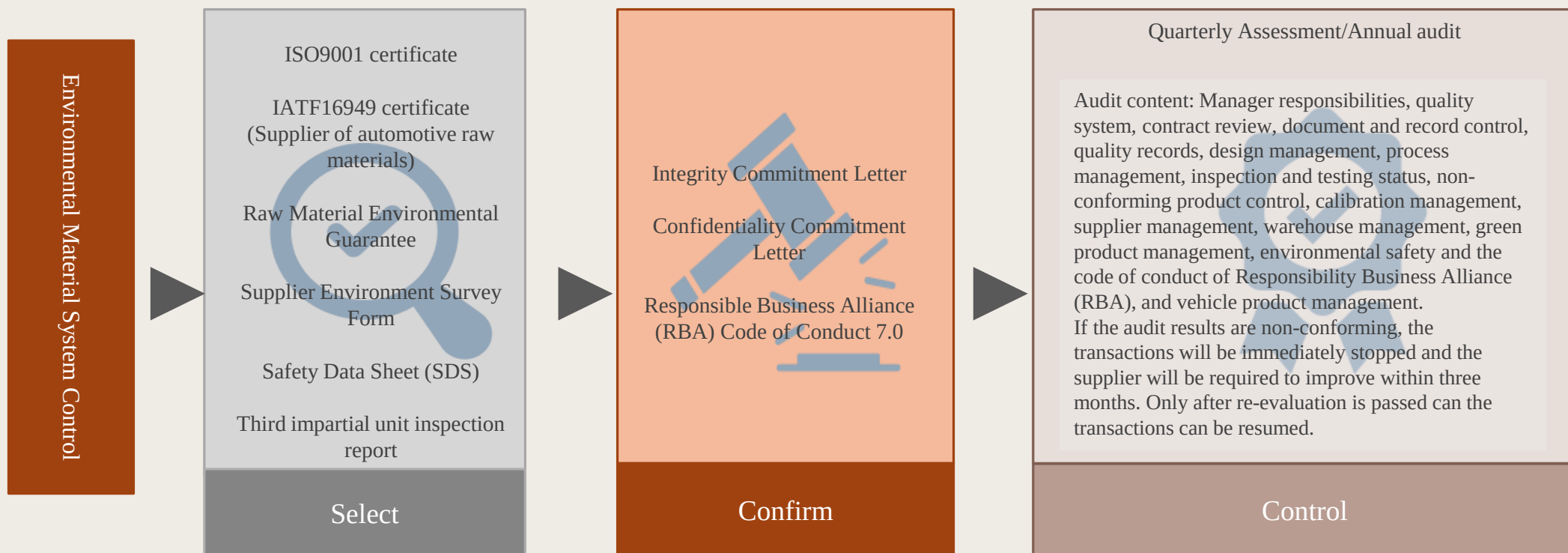


Note: In 2023, there were a total of 185 major raw material manufacturers, of which 143 (77%) were spot checked for social impact evaluation, and all of them passed.

## 3-4 Supply Chain Management

Suppliers are important partners in the operation of Walsin Technology. Through close cooperation, we ensure that the quality and quality system provided by suppliers meet the needs of Walsin Technology, jointly pursue sustainable business operation and growth, and advocate and urge continuous improvement in environmental protection, safety, health, human rights, conflict minerals and other aspects to achieve a green supply chain, in order to fulfill the corporate social responsibility and pursue sustainable business operation and growth together.

In 2023, both international raw materials and foreign exchange markets continued to fluctuate. In order to maintain stable supply and continuously reduce costs, in addition to maintaining long-term close cooperation with current qualified suppliers, improving existing raw materials and developing new ones, the Company continues to introduce new suppliers and independently develop key new raw materials to reduce the impact of raw material cost increase. The inventory level of the Company's raw materials is determined based on a comprehensive consideration of raw materials, exchange rate trends, funds and risks. At present, there are at least two qualified suppliers for the main raw materials, and the supply is stable.



# 3-4 Supply Chain Management

## Attention to the Human Rights of Suppliers' and Contractors' Labor

Walsin Technology informs suppliers and contractors of the Supplier Code of Conduct and conducts an annual audit and evaluation of human rights. We also stipulate in the Supplier Management Procedure and Safety and Health Management Measures that suppliers and contractors must comply with relevant human rights provisions of the Labor Act, including the prohibition of child labor and forced labor. In accordance with the effective Supplier Management Measures, gender, age, income and other related issues are included in the annual evaluation standards to control suppliers. At present, no supplier has any specific actual or potential negative human rights impact.



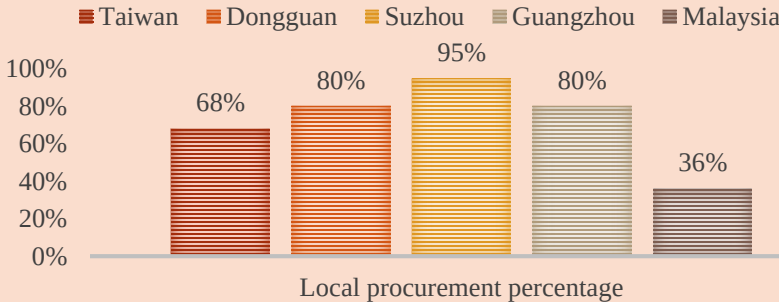
## Conflict Mineral Response

Walsin Technology Co., Ltd. has implemented policies on the sources of tantalum (Ta), tin (Sn), tungsten (W), gold (Au) and cobalt (Co) in its products, and conducted due diligence on procurement in "conflict affected and high-risk areas" to reasonably ensure that their sources comply with the responsible mineral supply chain of OECD's "Organization for Economic Cooperation and Development Due Diligence Guidelines", and the Responsible Minerals Certification Program (RMAP) of Responsible Minerals Initiative (RMI)'s to ensure that the mineral and metal supplies come from legitimate sources and comply with responsible procurement.



## Local Procurement Amount Ratio

Suppliers are important partners for Walsin Technology's sustainable operation. In terms of material procurement strategy, Walsin Technology prioritizes suppliers that have local production. This not only accelerates material supply efficiency and reduces carbon emissions, but also supports local economic stability and employment opportunities. 68% of the procurement expenditure in Taiwan comes from Taiwan; the procurement expenditure of Dongguan WTC comes from mainland China, accounting for 80%; the procurement expenditure of Suzhou WTC comes from mainland China, accounting for 95%; the procurement expenditure of Guangzhou WTC comes from China, accounting for 80%. The procurement expenditure of Malaysia comes from Malaysia, accounting for 36%.



# 3-5 Quality Management

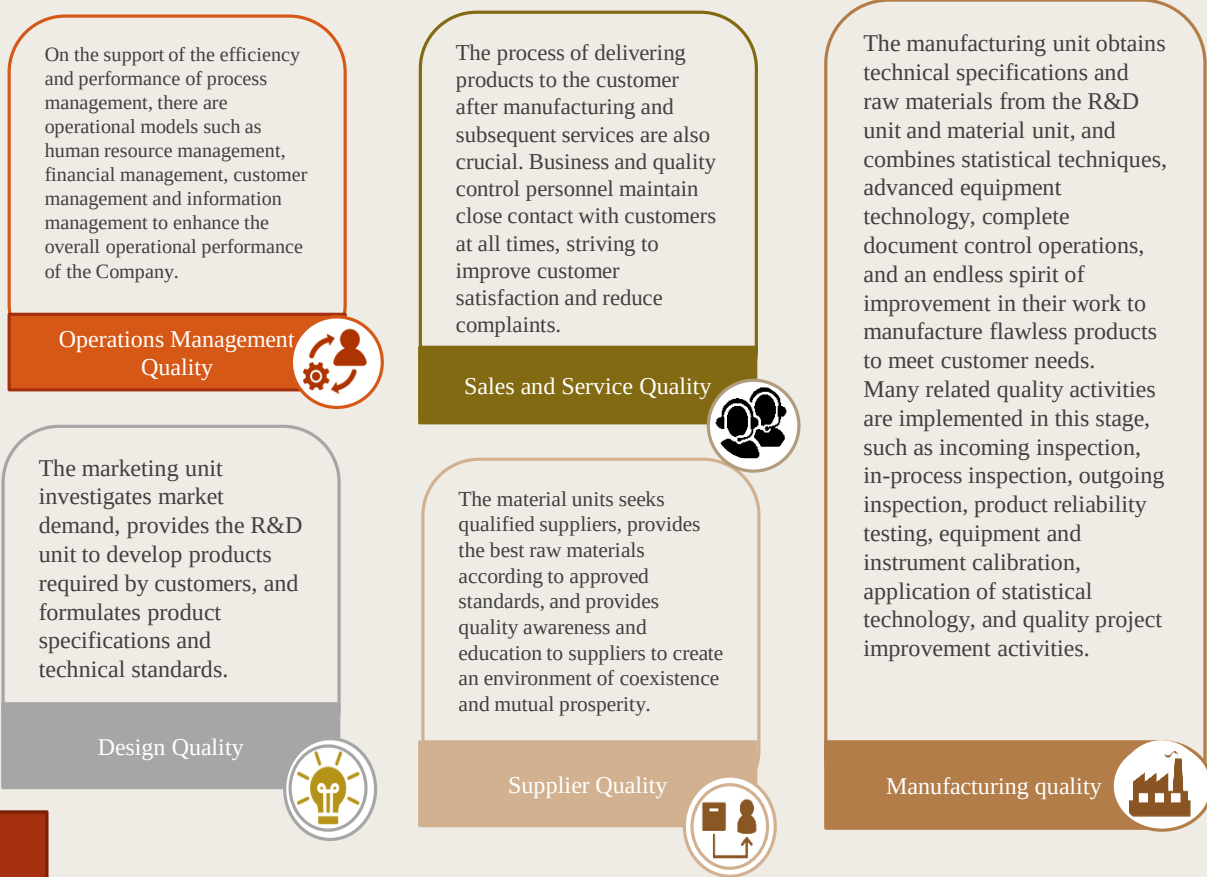
The top management of Walsin Technology is the President, and the Quality Center supervisor is assigned to supervise and promote the quality management system of the entire Company, ensuring the effective operation of the quality management system and hazardous substance management system, and the implementation of supervision and continuous improvement.

The progress of various management systems in 2023 achieved 100% customer quality management system certification, and the harmful substance testing results of products fully comply with international standards and customer requirements to protect the environment and ensure a safe and healthy environment.

## Quality policy



## Quality system and responsible unit



## Quality certification

| Management System Certification                             | Kaohsiung, Taiwan<br>MLCC / Chip-R / RF | Yangmei, Taiwan<br>Taping | Dongguan, China<br>MLCC / Chip-R | Kamaya Electric<br>Chip-R |
|-------------------------------------------------------------|-----------------------------------------|---------------------------|----------------------------------|---------------------------|
| ISO 9001 quality management system                          | ◎                                       | ◎                         | ◎                                | ◎                         |
| IATF 16949 Automobile Industry Quality Management System    | ◎                                       | ◎                         | ◎                                | ◎                         |
| IECQ QC080000 Hazardous Substance Process Management System | ◎                                       | ◎                         | ◎                                | -                         |
| ISO 14001                                                   | ◎                                       | ◎                         | ◎                                | ◎                         |
| ISO 45001                                                   | ◎                                       | ◎                         | ◎                                | ◎                         |
| ISO 14064                                                   | ◎                                       | ◎                         | ◎                                |                           |
| SONY GP Green Partner                                       | ◎                                       | ◎                         | ◎                                | ◎                         |
| RoHS Product Compliance                                     | ◎                                       | ◎                         | ◎                                | ◎                         |

3-6 Risk Management

According to the internal "Measures for Risk Management Policies and Procedures", the Risk Control Center of Walsin Technology formulates risk assessment issues annually based on the Company's goals and the domestic and international situation at that time, and provides them to relevant departments for response. The results are then consolidated into a risk assessment report, submitted to the President for approval, and the high-risk part is extracted for approval by the Board of Directors in accordance with relevant corporate governance regulations. The content of the risk assessment report is also provided to the Audit Office as a reference for the next year's audit plan.

| Risk item                                              | Responsible department                                                                                                                                    | Risky business matters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Strategy risk                                          | President's Office                                                                                                                                        | Constructing corporate values, principles and major operational policies, and prioritizing resources.                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Operations management and market risk                  | MLCC Unit, Chip-R Unit, RF Components Division, Safety Component Division, International Business Division, Great China BU and Product Marketing Division | Adhering to the Company's strategic goals, strategies and related high-level goals, carrying out product research and development, manufacturing, sales, and production technology improvement to improve quality and reduce costs.                                                                                                                                                                                                                                                                                                                     |
| Risk management operation                              | Business Management and Risk Control Division                                                                                                             | Assisting each operating unit in conducting regular risk identification and analysis, risk assessment and response planning and execution, and valuable waste management and bidding.                                                                                                                                                                                                                                                                                                                                                                   |
| Customer credit risk                                   | Business Management and Risk Control Division                                                                                                             | Customer credit line setting and review, management of accounts receivable collection, and commission fee review.                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Inventory risk                                         | Global Materials Division, Global Logistics Support Center                                                                                                | Raw material procurement, semi-finished product processing, and finished product outsourcing and inventory control.                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Managing information risk                              | Global Accounting Division                                                                                                                                | Correct accounting entries and business analysis of the Company.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Financial and liquidity risk                           | Finance Division                                                                                                                                          | Interest rate and exchange rate hedging, bank limit management and relationship maintenance, and monitoring of overseas funds.                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Supervision of subsidiaries                            | Global Accounting Division - Investment Management Department                                                                                             | Supervision of financial information and accounting systems of overseas subsidiaries.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Environmental safety and Plant management Risk         | Plant Affair and Environmental Safety and Health Department                                                                                               | Plant safety, control of hazardous materials and environmental safety, update of environmental regulations, and newcomer raining.                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Personnel risk                                         | Human Benefit and Development Division                                                                                                                    | Sensitive personnel should follow company regulations to reduce the risk of fraud.                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Legal risks                                            | Legal Affairs Head Office                                                                                                                                 | Reviewing contracts and company authorizations to reduce legal risks for the Company and safeguard its assets and goodwill.                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Information and data risk                              | Global Information Division                                                                                                                               | Developing regulations related to information security management, promoting information security related activities, and ensuring the accuracy, immediacy, integrity, access control, preservation, and system recovery mechanisms of information and data.                                                                                                                                                                                                                                                                                            |
| Customs affairs and transportation Management of risks | Import, Export and Bonded Department                                                                                                                      | Customs abnormal event control, customs declaration cost management, customs information update and personnel training, bonded goods control, cargo transportation management, and cost control.                                                                                                                                                                                                                                                                                                                                                        |
| Physical security of goods                             | AEO Quality Enterprise Certification Working Group                                                                                                        | Setting AEO Quality Enterprise Certification related matters according to customs requirements, and regularly inspecting the physical safety of goods at factories and transportation agents.                                                                                                                                                                                                                                                                                                                                                           |
| Sustainable enterprise management                      | Sustainable Development Committee                                                                                                                         | Setting the sustainable development vision and policies, holding regular management review meetings, re-examining the code of conduct, and adjusting the direction of implementation in response to the internal and external environment.                                                                                                                                                                                                                                                                                                              |
| Personal Data Management Risk                          | Data Security and Personal Data Protection and Execution Team                                                                                             | Assessment and management of privacy risks for personal data, inspection, review and assessment of the legality and suitability of the personal data management system, response, handling and notification of personal data security incidents, and planning and implementation of personal data protection management.                                                                                                                                                                                                                                |
| Information Management Risk                            | Information Security Committee                                                                                                                            | Complying with the 27001 Information Safety Management System, formulating information security management related specifications and promoting related activities, establishing and implementing the risk management system, establishing emergency response and recovery measures for security incidents, implementing audit improvement recommendations, planning and implementing corrective measures, studying new information security products or technologies, and identifying information security related laws and regulations and contracts. |

## 3-6 Risk Management

### Economy

- In response to global trade issues and the potential impact of tariff barriers implemented by various countries, timely adjustments should be made to the supply of raw materials, and evaluate setting up factories in countries with higher tariffs.
- Maintain stable electricity supply for the main facilities in each plant  
In response to future power shortages which may become a normal situation, each plant has preventive and contingency measures for power outages and power rationing, and measures such as installing generators for important equipment to strive to implement the energy-saving plan.

### Climate Change

- Implementation in accordance with the “Emergency Response Measures”.
- Regularly implement drills, inspections and disaster prevention organization training.
- During typhoons, earthquakes and heavy rain, duty personnel are stationed at the Plant to immediately inspect the condition of the Plant. Additionally, security personnel are available to take care of each other's safety.
- The environmental safety unit shall inspect and prepare sandbags in advance before the typhoon season.
- Pay attention to whether the customer's company or Plant is affected by typhoon, hurricane, earthquake or heavy rain. If any, the business management unit shall inquire about its trading volume and accounts receivable status, and notify the business unit to contact the customer immediately to understand its operation or disaster losses, so as to further reduce the risk of bad debts.

### Environmental Protection and Safety and Health

- Reducing greenhouse effects to reduce climate change effects  
At present, cardboard boxes and other packaging materials used in packaging are all recycled paper, and all suppliers provide SGS inspection reports to reduce tree felling and achieve the carbon reduction goal.
- Environmental regulations in various countries are becoming increasingly strict
  1. Pay attention to local legal requirements to avoid operational risks caused by penalties or suspension orders by local environmental protection agencies, or customer bans.
  2. Invest funds and labor costs to establish/maintain/improve air pollution and wastewater treatment equipment systems, so as to strive to meet local regulatory requirements.
- Strengthen the implementation of environmental protection policies
  1. In order to strengthen the supervision and implementation of environmental protection policies, factories at home and abroad conduct monthly reviews and implement hazardous material and environmental safety controls on potential pollution issues related to water, air, land and processes, and train professionals to obtain relevant certificates.
  2. The human resources unit cooperates with environmental safety unit to arrange training courses related to green products and the environment, and educate employees on the importance of environmental protection.
- The environmental safety unit arranges fire drill every year for employees to participate in the operation, and also irregularly arranges fire and earthquake escape drills.

# 3-6 Risk Management

## TCFD core indicators

| Core elements          | Description                                                                                                                                              | Disclosures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governance             | Disclose how the organization manages climate-related risks and opportunities                                                                            | The Company conducts or discloses climate-related information in accordance with the schedule specified by the government or relevant competent authorities, and reports the progress of GHG inventory to the Board of Directors on a quarterly basis. All relevant information on risk management and climate control are reported to the Sustainable Development Committee by the relevant departments according to the materiality of the issue, and are regularly reported to the Board of Directors together with the sustainability reports.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Strategy               | Disclose existing and potential climate-related risks and their possible impact on the organization's financial planning                                 | <p>Risks</p> <p>Short-term: The Company will need to adjust its production process to comply with the new environmental protection standards due to the improvement of international environmental protection standards, which will increase the cost. Carbon emissions and carbon tax: The Company is facing additional cost pressure.</p> <p>Mid-term: Rising raw material prices increase the Company's production costs.</p> <p>Long-term: Temperature rise will have a direct impact on the production facilities and supply chain of enterprises, thereby increasing operational risks and costs.</p> <p>Opportunities</p> <p>Short-term: Introduce a recycling program to reduce waste and costs by improving resource utilization efficiency. Participate in the green power program and adopt renewable energy to reduce carbon emissions, and may also be entitled to government subsidies or tax incentives. Seek and utilize renewable energy to reduce dependence on conventional energy.</p> <p>Mid-term: Select alternative materials, avoid dependence on only one supplier, reduce supply chain risks, and ensure the sustainability of product production.</p> <p>Long-term: Promote energy-saving and carbon-reducing production plans to reduce energy consumption and carbon emissions through technological innovation and equipment upgrades.</p> <p>Financial impact</p> <p>(1) Increase of costs: The investment and adjustment required to meet the new environmental protection standards and carbon emission requirements.</p> <p>(2) Promote supplier cooperation: May be necessary for the Company to work with suppliers to promote environmental protection measures, which may increase the coordination cost.</p> <p>(3) Increase of production cost: due to the increase of raw material cost and energy cost.</p> <p>(4) Regional restrictions on production expansion: Due to the impact of climate change, production expansion may need to be restricted in certain regions, increasing restrictions on production layout.</p> <p>(5) Increase of electricity cost: The introduction of green power plan may increase the initial investment cost.</p> | <p>Strategy and operation direction</p> <p>(1) Review the suppliers' documents related to green products to ensure the environmental compliance of the supply chain.</p> <p>(2) Evaluate the internal carbon reduction plan and green energy setup, and invest the corresponding resources to achieve the goal.</p> <p>(3) Increase the variety of alternative manufacturers and materials to reduce supply chain risks.</p> <p>(4) Optimize the production efficiency of production lines, reduce energy consumption and production costs through technology upgrades and production process improvements.</p> <p>(5) Expand high-performance equipment to improve product quality and production efficiency while reducing energy consumption.</p> <p>Extreme climate event resilience strategy</p> <p>Risks:</p> <p>(1) Flood/drought (operation, supply chain): Production is affected, resulting in an increase in related operating costs and a decrease in revenue.</p> <p>(2) Rise of temperature: Increase in electricity consumption, cost and carbon emission.</p> <p>Opportunities:</p> <p>(1) Improve the energy efficiency of plants: Reduce operating costs of water and electricity.</p> <p>(2) Enhance natural disaster defense capabilities: Strengthen climate resilience and reduce the probability of business interruption and possible losses.</p> |
| Risk management        | Disclosure of the organization's processes for reviewing, assessing, and managing climate-related risks                                                  | Climate change has triggered abnormal weather conditions such as global temperature rise, storms, snow, and drought, which have had an impact on business operations and production activities, as well as financial losses and threats to labor health and safety, and brought challenges to the sustainable development of enterprises.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Indicators and Targets | Disclosure of key indicators and goals of the organization's processes for reviewing, assessing, and managing of climate-related risks and opportunities | (1) Walsin Technology has set an annual carbon reduction target of 1%, and performs GHG inventory every year. Internal review meetings are held for plants with high total carbon emissions, and reduction plans (including but not limited to the installation of solar energy , energy conservation of plant equipment, lighting and air conditioning control, and equipment replacement with inverter models) to comply with the international 2050 net zero trend.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                        |                                                                                                                                                          | Calculated Scope 1 and Scope 2 GHG inventory on a market-by-market basis in 2023, and the total carbon emissions were about 220,000 tCO <sub>2</sub> e. For Scope 3 GHGs, currently, only inventories on fuel and energy-related activities, waste generated from operating activities, and employee commuting are inventoried. We have begun to plan for suppliers to conduct GHG and product carbon footprint inventories, hoping to find out hotspots for carbon reduction, and propose reduction and carbon reduction initiatives. (Please refer to 4-1-2 GHG Emission and Management for details)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

## 3-7 Operational Performance

Good financial performance is mainly reflected in the growth of operating revenue and the continuous improvement of profitability, which are the keys to the sustainable operation of the enterprise; the quality of financial performance directly affects the investment value of the Company, and is therefore more important for shareholders/investors. Walsin Technology pursues good financial performance, and proposes clear quantitative financial goals to allow investors to better understand the long-term investment value of the Company, and enhance investors' confidence that we can maintain profitable growth and a good return on equity. Through good financial performance, Walsin Technology has consistently created higher economic value and provided returns to all stakeholders, including shareholders/investors, employees, customers, suppliers, government and the society.

(NTD million)

| Key products              | Unit          | 2021                |         |           | 2022                |         |           | 2023                |         |           |
|---------------------------|---------------|---------------------|---------|-----------|---------------------|---------|-----------|---------------------|---------|-----------|
|                           |               | Production capacity | Yield   | Net sales | Production capacity | Yield   | Net sales | Production capacity | Yield   | Net sales |
| Capacitance               | million units | 642,521             | 527,236 | 22,906    | 654,656             | 298,867 | 15,542    | 655,989             | 327,913 | 14,512    |
| Chip resistance           | million units | 652,370             | 596,324 | 8,924     | 707,566             | 447,695 | 8,045     | 665,749             | 449,757 | 6,805     |
| RF components             | million units | 5,250               | 3,942   | 5,420     | 5,783               | 2,037   | 5,263     | 5,801               | 2,984   | 5,183     |
| Protective elements       | million units | 20,000              | 17,617  | 2,890     | 20,000              | 15,027  | 2,690     | 26,000              | 16,911  | 2,833     |
| Dielectric ceramic powder | Ton           | 4,862               | 4,716   | 333       | 4,862               | 2,324   | 289       | 5,370               | 2,377   | 257       |
| Others                    | million units | 401                 | 359     | 1,636     | 653                 | 432     | 3,468     | 512                 | 247     | 3,208     |

Note: Shuanghsin Company added in 2022

|                                            | 2021   | 2022   | 2023   |
|--------------------------------------------|--------|--------|--------|
| Operating revenue (NTD million)            | 42,109 | 35,297 | 32,798 |
| Gross profit from operations (NTD million) | 12,512 | 6,300  | 5,837  |
| Income net of tax (NTD million)            | 7,932  | 1,651  | 1,986  |



For the consolidated financial report of Walsin Technology, please refer to "Six. Financial Overview" of Walsin Technology's 2023 annual report.

<http://www.passivecomponent.com/zh-hant/investor-relations/annual-reports/>



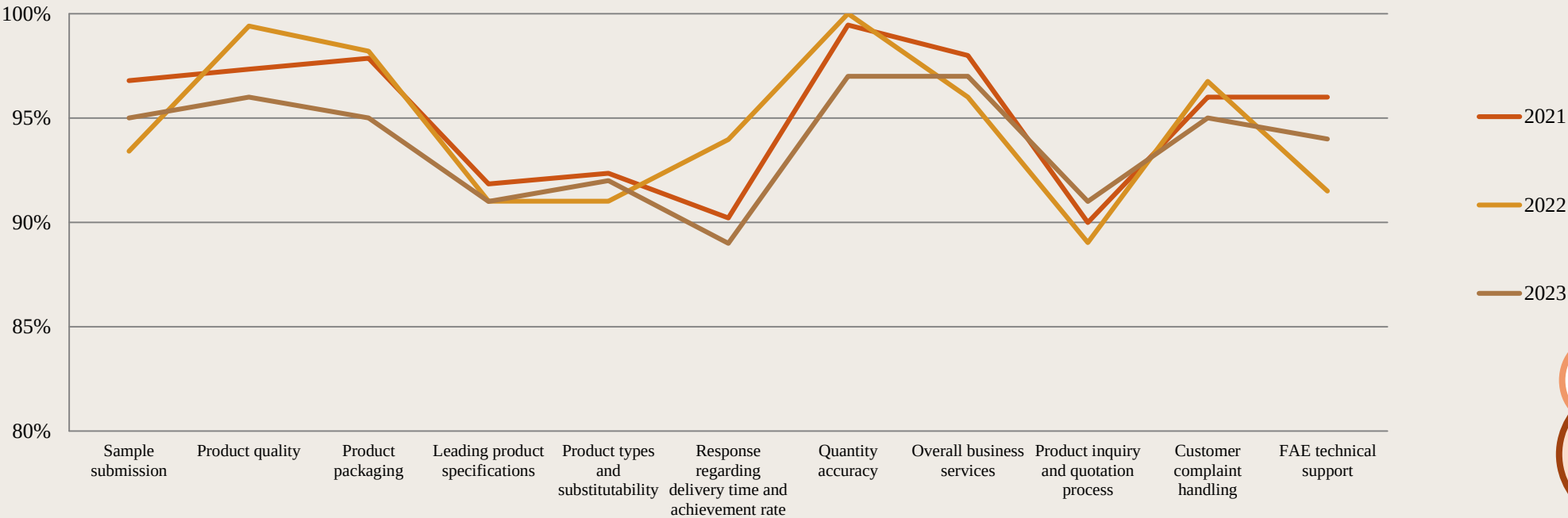
3-7 Operational Performance

Unit: NTD million

| Item                                                                                                                                                                                                                    | Amount   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Operating revenue<br>Please refer to the "Consolidated Statements of Comprehensive Income" of the annual report.                                                                                                        | \$32,798 |
| Non-operating revenue<br>Please refer to the "Consolidated Statements of Comprehensive Income" of the annual report.                                                                                                    | \$1,689  |
| Direct economic value generated (A)                                                                                                                                                                                     | \$34,487 |
| Operating cost (costs + expenses) - (employee salaries and benefits)<br>Please refer to the "Consolidated Statements of Comprehensive Income" of the annual report.                                                     | \$24,072 |
| Employee salaries and benefits (employee expenses)<br>Include salaries, employee remuneration, labor and health insurance, and pensions. Please refer to "Employee Benefits Occurred in the Year" of the annual report. | \$6,930  |
| Payment to investors (dividends to shareholders)<br>The 2023 dividend is NTD 2.15 per share                                                                                                                             | \$1,044  |
| Payment to the government (income tax expense)<br>Please refer to the "Consolidated Statements of Comprehensive Income" of the annual report.                                                                           | \$827    |
| Community investment                                                                                                                                                                                                    | \$1      |
| Direct economic value of distribution (B)                                                                                                                                                                               | \$32,874 |
| Retained economic value (A-B)                                                                                                                                                                                           | \$1,613  |

# 3-8 Customer Relations

Customer satisfaction evaluation and survey results are important foundations for the development and refinement of customer relations. In order to enhance its competitiveness and understand customer satisfaction with the Company's products and services, Walsin Technology has customer satisfaction survey procedures in its management system. Questionnaires and in-depth interaction with customers serve as a reference for the Company's strategic planning and continuous improvement. At the same time, the Company also conducts surveys on various dissatisfied responses, and urges responsible units to propose corrective and preventive measures. In the future, we will also strive to improve various satisfaction levels to better meet customer needs. In the future, we will continue to strive for technological leadership, excellent manufacturing and service performance, and establish a win-win cooperative relationship. Walsin Technology firmly believes that continuous innovation and the highest quality products and services are the keys to consolidating customer satisfaction. Good customer satisfaction can stabilize existing customers, attract new customers, and strengthen customer relationships, thereby achieving long-term profits for the Company.



Information security is one of the fundamental core competencies of enterprise competition. Walsin Technology fully protects its confidential business information and fully understands the its commitments and responsibilities to customers, shareholders and employees. Therefore, it is necessary to establish information security strategies and management standards, strictly control the Company's business secrets and undisclosed confidential information, in order to ensure the best interests of customers, the Company, shareholders, suppliers and employees.

Walsin Technology has established an Information Security Committee, with the Chief Information Officer serving as the convener, and the highest level supervisors of human resources, risk control, audit, legal affairs, materials, and R&D units serving as committee members. Regular meetings are held to review the information security policies and major internal and external material topics of the current year, establish an effective information security management mechanism, and continuously protect Walsin Technology's information security.

Walsin Technology has also established an Information Security Execution Group, listing six major management measures to continuously ensure the Company's information security.

In the face of various virus threats and network attack events, the Information Security Execution Team continues establishing blocking mechanisms and monitoring programs to prevent external attacks, and has also established appropriate network architectures to prevent the spread of computer viruses among plants. The security team also conducts regular computer vulnerability scans and software updates every year to prevent security vulnerabilities. In order to prevent employees' personal computers from creating security vulnerabilities, the security team continues strengthening spam filtering and employee security training. Regular disaster recovery drills are also held every year to ensure rapid recovery in the event of major security incidents. The Information Security Group is committed to minimizing the risks to information security by continuously evaluating the effectiveness and appropriateness of information security.



Customer privacy

| Infringement of customer privacy                                                                                                                                                                                                                                             | Complaints from regulatory authorities | Information leakage, theft, or loss of customer data incidents |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|----------------------------------------------------------------|
| No occurrence in 2023.                                                                                                                                                                                                                                                       | No occurrence in 2023.                 | No occurrence in 2023.                                         |
| Customer information has been properly protected, and there has been no data outflow so far. The Company has a dedicated file room to keep customer information with a locked file cabinet and password protection in the system, and there has been no information leakage. |                                        |                                                                |

2023 information security implementation results:

- Four plants have passed the ISO27001 re-audit and certificate renewal.
- Reconstructed the network architecture of the plants in Mainland China to strengthen the defense mechanism against hacker intrusions, implemented communication software management in the factories in mainland China, introduced file operation record management, and implemented social drills, among other information security projects.
- Completed revision to 7 information security specifications and 4 information security forms
- A total of 465 indirect personnel completed online training courses on information security.
- A total of 422 people completed 3 professional training courses in information security.
- A total of 616 people participated in the social engineering exercise
- Completed 6 disaster recovery drills
- 6 continuous information security policy promotion sessions
- Continued participation in 2 information security defense organizations

# 4

## **Environmental Protection**

**4-1 Climate-related Leading Practices P48- 51**

**4-2 Waste Management P52-53**

**4-3 Water Resources Management P54-55**

**4-4 Air Pollution Prevention and Management P56**

**4-5 Sustainability Costs P57**

**4-6 Biodiversity P58**

# 4-1 Climate-related Leading Practices

Walsin Technology deeply recognizes that it is its duty to protect the environment and ensure the sustainable development of the Earth at any stage of corporate activities. Therefore, since its establishment, the Company has always attached great importance to environmental protection. Despite having experienced financial storms, European debt crises, and even facing the ever-changing economic environment and increasingly stringent environmental safety laws and regulations, the Company still adhere to its original intention and lists “fulfilling the civic responsibility for a green planet” as one of the corporate missions, and reviews the implementation effectiveness of relevant projects at the monthly senior management meeting. In addition, the Company is also constantly turning the crisis into an opportunity. As the climate change becomes more and more dangerous, the company is looking for related low-carbon energy opportunities to provide low-carbon solutions to the entire market.

## 4-1-1 Related System Certification

Based on the social responsibility of caring for the earth, Walsin Technology also attaches great importance to related system certification. At Walsin Technology, we promote continuous improvement of related management plans with the PDCA management model. In addition to regulatory requirements, our GHG inventory is also better than domestic inventory requirements. We perform GHG inventories in accordance with the international requirements of the ISO 14064-1:2018 version, and also requires the other plants to set planning goals of certifying related systems to cater for the needs of domestic and foreign customers or compliance with regulations.

| Related System Certification      | ISO14001 Environmental Management System | ISO50001 Energy Management System | ISO46001 Water Efficiency Management System | ISO14064-1:2018 Greenhouse gas inventory | QC080000 Hazardous Substance Process Management System | ISO45001 Occupational Safety and Health Management System | ISO/IEC27001 Information Security Management System | ISO 9001 Quality Management System | IATF 16949 Quality Management System for the Automotive Industry |
|-----------------------------------|------------------------------------------|-----------------------------------|---------------------------------------------|------------------------------------------|--------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------|------------------------------------|------------------------------------------------------------------|
| Walsin Technology Taiwan Plant    | ★                                        | -                                 | -                                           | ★                                        | ★                                                      | ★                                                         | ★                                                   | ★                                  | ★                                                                |
| Walsin Technology Overseas Plants | ★                                        | -                                 | -                                           | -                                        | ★                                                      | ★                                                         | ★                                                   | ★                                  | ★                                                                |

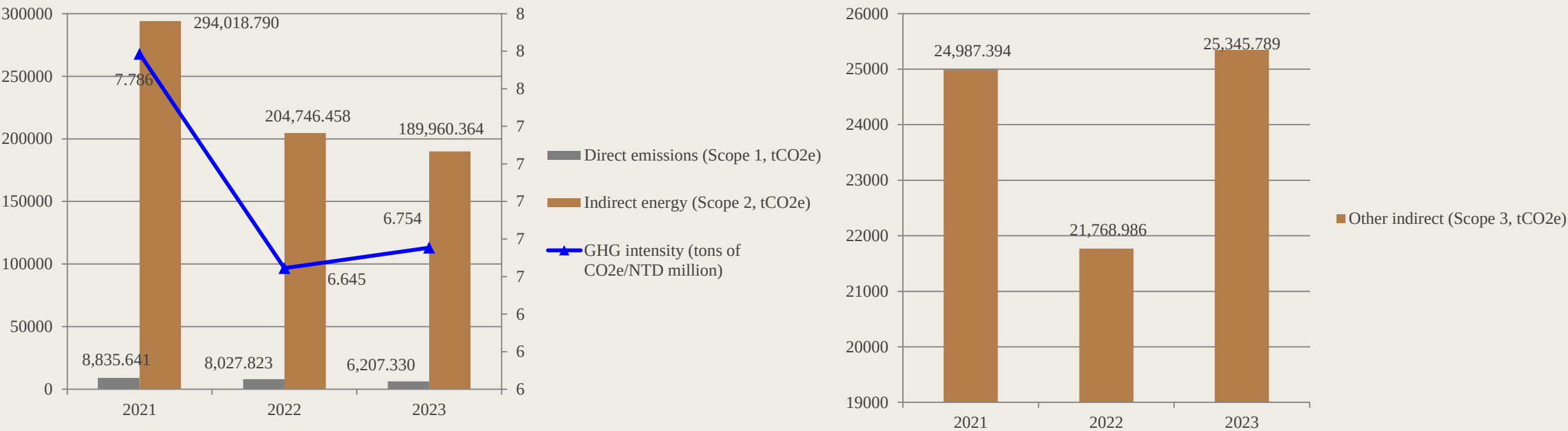
P.S. ★ certified, - under planning

## 4-1-2 Environmental Policy

- Walsin Technology is on the way to becoming the world's No. 1 brand of passive component manufacturing company. We are deeply aware that environmental protection and the sustainability of the planet are our vital mission in every aspect of corporate activities, such as R&D, production, marketing, customer service, etc. We are committed to:
1. Aim to reduce energy consumption by 1% each year, in line with the international trend of net zero by 2050.
  2. Waste reduction and zero pollution to reduce the impact of operations on the environment.
  3. Compliance with environmental regulations and other requirements and require zero fines.
  4. Continue to promote environmental management system certification and improve environmental performance to become a benchmark in the industry.

4-1-3 GHG emissions and management

The climate change caused by global warming has directly or indirectly affected the natural ecosystem, and governments around the world have also attached great importance to greenhouse gas control issues. Therefore, the increasingly stringent international carbon emission control conventions and regulations (e.g., carbon fees, CBAM) will indirectly form a barrier for enterprise trading. Only by comprehensively reviewing, assessing, and replacing green products that use low-energy consumption equipment and reduce GHG emissions can we win the support of the public. Walsin Technology has established a greenhouse gas inventory management system in 2009 and continues to carry out the system. In addition to meeting the requirements of ISO 14064-1:2018, the Company adheres to the principles of completeness, consistency, accuracy, relevance and transparency, and actively reduces greenhouse gas emissions in line with government policies to achieve the goal of reducing carbon dioxide emissions. Walsin Technology calculated Scope 1 and Scope 2<sup>Note 1</sup> GHG inventory on a market-by-market basis in 2023, with a total carbon emission of about 220,000 tCO<sub>2</sub>e.<sup>Note 2</sup> For Scope 3 GHGs, currently, only inventories on fuel and energy-related activities, waste generated from operating activities, and employee commuting are inventoried. We have begun to plan for suppliers to conduct GHG and product carbon footprint inventories, hoping to find out hotspots for carbon reduction, and propose reduction and carbon reduction initiatives.



- Remarks
- 1. The electricity emission factor is calculated based on the local electricity emission factor of each plant.
  - 2. The global warming potential (GWP) is quoted from IPCC AR6.
  - 3. As the first greenhouse gas inventory was conducted in 2021 in accordance with the new version of ISO14064-1:2018 standard, 2021 was set as the base year for greenhouse gas inventory.
  - 4. Calculated in accordance with Table 6.0.4 of the GHG Emission Coefficient Management published by the Climate Change Administration, Ministry of Environment.

# 4-1 Climate-related Leading Practices

## 4-1-4 Renewable Energy Panning

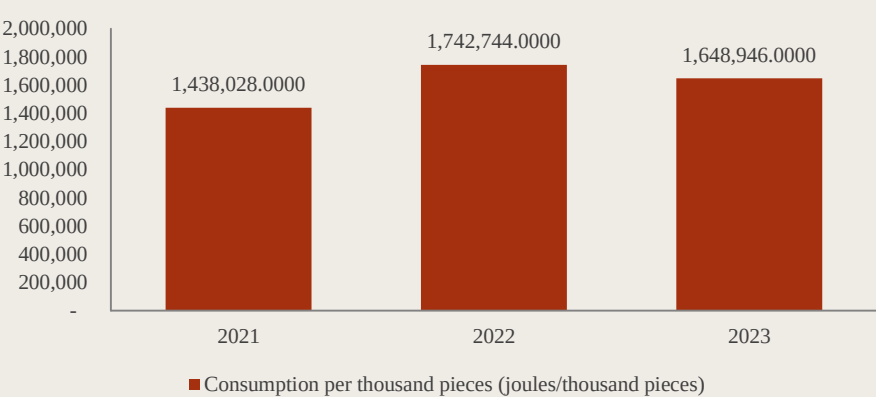
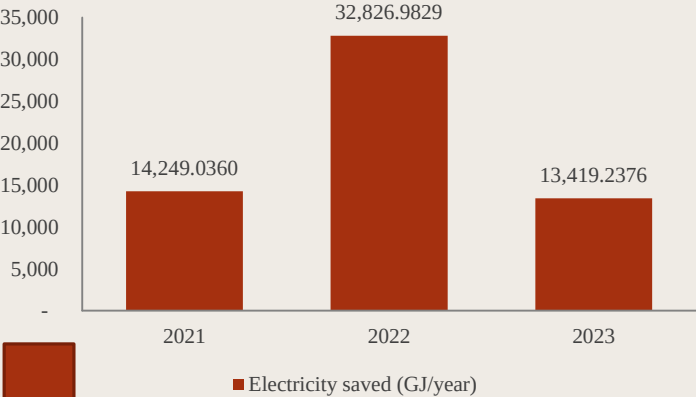
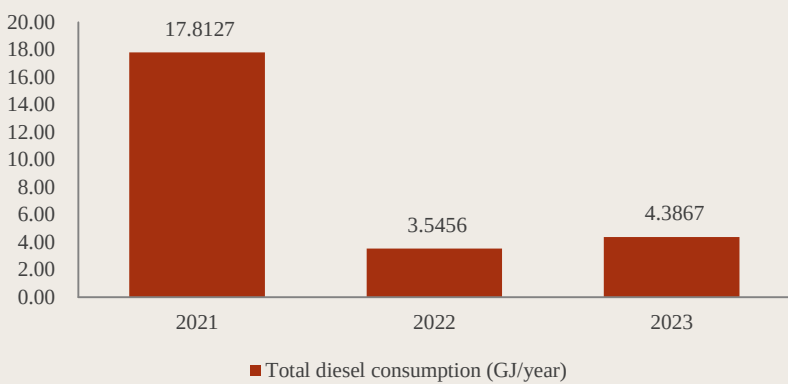
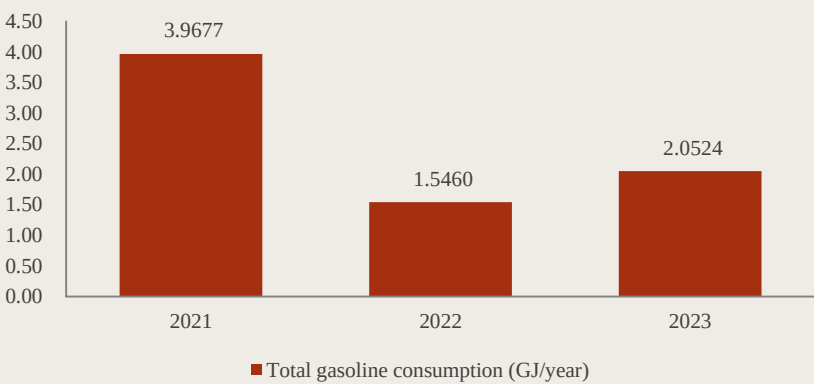
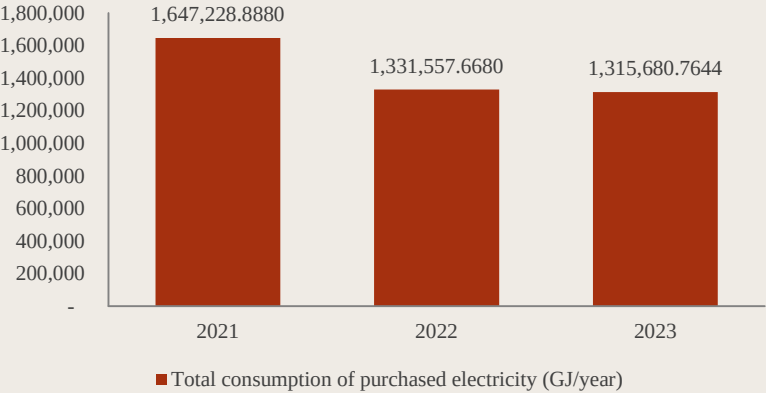
Due to the characteristics of the industry, the main source of emission comes from the use of electricity. In addition to continuing to improve energy efficiency, we invested in and establish Bo-De Renewable Energy Co., Ltd. in 2023 with the core values of sustainable development, net zero, and green renewable energy. With the goal of low-carbon and energy transformation as the goal, we plan to invest in the development, construction, operation and maintenance of renewable energy; evaluate and purchase through the green trading platform. Moreover, we further plan for the installation of energy storage equipment to enhance grid resilience, efficiency and safety, and a complete green transformation train to achieve 100% corporate use of renewable energy. We hope to gradually increase the proportion of renewable energy use through the market maturity of global operating bases. Currently, solar energy is expected to be installed in our KSP Branch, with the potential to generate 3,406 kWp of power.

## 4-1-5 Direct Energy

The direct energy used by Walsin Technology includes diesel and gasoline, mainly used for emergency generators, forklifts, trucks and automobiles. There is no combustion process in the production part, and direct energy only accounts for less than 3% of the overall energy consumption.

## 4-1-6 Indirect Energy

Walsin Technology’s indirect energy is the main source of purchased electricity, and the energy used in 2023 was all non-renewable energy.



Remarks

1. Energy calorific value: Electricity calorific value: 3.6 billion joules/kilowatt hour;

1-1. For the Taiwan Plants, according to the latest energy calorific value announced by the Energy Bureau, a calorific value of 7800 kcal/L is used for automotive gasoline, and 8400 kcal/L for diesel.

1-2. Reference for Plants in China

<General Principle for Calculation of Comprehensive Energy Consumption> (GB/T 2589-2020) A calorific value of 33,421,100 J/L is adopted for automotive gasoline, and 35,872,200 J/L for diesel.

2. Calculate at 4.1868 J per kcal.

3. The statistics of externally purchased electricity is based on the electricity bill; for gasoline and diesel the statistics is based on tank meter reading or purchase invoices.

4. Correction of the total electricity consumption in 2022 (the electricity kWh in 2022 was incorrect).

5. Correction of the power consumption per 1,000 units in 2021 and 2022 (the power consumption in 2021 and 2022 was incorrect).

6. The energy consumption statistics include electricity, gasoline, diesel, and the consumption per thousand units.

4-1-7 Management of Carbon Reduction Plans

A total of 23 projects were implemented in 2023, with carbon reduction benefits reaching 1,960.66 tCO<sub>2</sub>e. Walsin Technology Group also participated in technical seminars and brought related technologies back to the Company. By doing this, we hope to invest in energy conservation improvements for plants to comprehensively control and reduce operational carbon emissions.

| Type                        | Energy saved (Kwh) | Carbon Reduction (tCO <sub>2</sub> e ) | Scope of Reduction |
|-----------------------------|--------------------|----------------------------------------|--------------------|
| Process energy conservation | 455,328            | 259.54                                 | Scope2             |
| Factory energy conservation | 3,182,425          | 1,679.83                               |                    |
| Lighting equipment          | 43,013             | 21.29                                  |                    |



Plant Affairs

- ◆ Air conditioning control of the administrative center and clothing production line of Yangmei Plant
- ◆ Controlled air conditioning in the DC logistics area of Yangmei Plant
- ◆ Replacement of cooling water tower cooling fins in B9 Plant
- ◆ Adjusted A/C cabinet operating frequency from 60HZ to 45HZ on B1 of A2 Plant
- ◆ Adjusted the chiller temperature to 10 degrees on B1 of A2 Plant, to save energy
- ◆ Adjusted A/C cabinet operating frequency from 60HZ to 45HZ of AHU102 AHU104 Plant
- ◆ Adjusted the chiller temperature to 10 degrees on B1 of S1A Plant, to save energy
- ◆ Adjusted the chiller temperature of the chiller from 9 degrees to 10 degrees again on 7F of S1B Plant, to save energy
- ◆ Time-out of induced draft fan on B1 of S1B Plant, to save energy
- ◆ EF-107 variable frequency operation of exhaust fan on 1F of S1B Plant, to save energy
- ◆ PKEF101 variable frequency operation of exhaust fan on 1F of S1B Plant, to save energy
- ◆ Adjusted the chiller temperature to 10 degrees on B1 of A15 Plant, to save energy
- ◆ Adjusted frequency in A15 Plant
- ◆ Reduced the air compressor output pressure from 6.5 - 7.3 kg defined in the original SOP to 6.0 - 6.8 kg in Suzhou Plant
- ◆ Installed the lowest pressure air compressor as variable frequency auxiliary machine for variable frequency air compressor in Suzhou Plant, reducing the total investment of no-load energy consumption by about RMB 67,000, saving RMB 43,000 annually
- ◆ Replaced chillers in Suzhou Plant chillers by modular machines in winter, reducing no-load energy consumption and the energy consumption of auxiliary circulation system; a total monthly investment is NTD 13 million, saving NTD 660 thousand annually
- ◆ Reduces the contract capacity after making reasonable calculations in Guangzhou Plant
- ◆ Guangzhou Factory maintains capacitor power factor to over 95%



Lighting

- ◆ Fluorescent lamps replaced by LED lighting and removed part of the lighting tubes in Yangmei Plant
- ◆ Traditional light tubes replaced with LED light tubes in S4 Plant



Production process

- ◆ Constant frequency change frequency of four BBO electrostatic generators in Dongguan
- ◆ Process printing combined with drying/sintering operations in Dongguan



Others

- ◆ Changed dormitory hot water supply from 24 hours to scheduled supply in Guangzhou Plant

4-2 Waste Management

4-2-1 Waste Recovery

Each plant of Walsin Technology has established a quality balance process to control and manage process related waste. Every year, we also regularly purchase or repair pollution prevention equipment, add chemicals to wastewater treatment, and entrust environmental testing and waste handling. In addition, during the product manufacturing process, waste is classified according to the waste cleaning method, and is divided into hazardous and general (non-hazardous) waste. All of them are entrusted to qualified vendors for removal, treatment or output. In addition, regular audits are conducted at the waste disposal vendors every year to check whether the waste disposal is properly handled in accordance with regulations, and whether the cleaning and transportation documents, permits, proper disposal documents and derivative waste disposal methods are legal. The Company tracks the cleaning and transportation path of each waste via GPS internally to ensure that the waste cleaning and transportation location is correct and to avoid illegal or abnormal situations. In addition to the methods above, we actively seek treatment methods for waste reuse, so there is no significant impact on the environment.

(unit: ton/year)

| Year | Waste Category | Total output (Taiwan+overseas) | Total disposal volume ( Taiwan + overseas ) | Taiwan Plants         |                        |          |              |          |          |                | Dalang Plant, Guangzhou Plant and Suzhou Plant |                        |                                               |                               |                                 |                           |
|------|----------------|--------------------------------|---------------------------------------------|-----------------------|------------------------|----------|--------------|----------|----------|----------------|------------------------------------------------|------------------------|-----------------------------------------------|-------------------------------|---------------------------------|---------------------------|
|      |                |                                |                                             | Total disposal volume | Disposal method        |          |              |          |          |                | Disposal transfer volume                       | Direct disposal volume | Volume of waste directly disposed of          |                               |                                 |                           |
|      |                |                                |                                             |                       | Solidificati on burial | Reuse    | Incineration | Physical | Chemical | Heat treatment |                                                |                        | Recycling/reuse of metals and metal compounds | Solvent recovery/regeneration | Physical and chemical treatment | Other disposal operations |
| 2021 | Hazardous      | 5,201.1                        | 5,105.4                                     | 3,569.6               | 185.5                  | 1,793.2  | 454.3        | 593.1    | 548.4    | 23.7           | 0                                              | 1,535.8                | 949.8                                         | 257.5                         | 17.3                            | 311.3                     |
|      | Non-hazardous  | 7,776.8                        | 7,912.2                                     | 4,458                 | 0                      | 0        | 1,129.4      | 3,330.3  | 0        | 0              | 0                                              | 3,454.2                | 0                                             | 0                             | 0                               | 3,454.2                   |
| 2022 | Hazardous      | 3,667.99                       | 3,557.1                                     | 2,642.1               | 61.5                   | 1,314.8  | 155          | 417.74   | 577.1    | 115.9          | 2.2                                            | 915                    | 730.7                                         | 67.4                          | 6.4                             | 110.5                     |
|      | Non-hazardous  | 5,212.89                       | 6,407.6                                     | 4,225.9               | 0                      | 0        | 1,248        | 2,977.9  | 0        | 0              | 353.4                                          | 2,181.7                | 0                                             | 0                             | 0                               | 2,181.7                   |
| 2023 | Hazardous      | 3,463.33                       | 3,453.744                                   | 2,732.85              | 87.45                  | 1,433.37 | 68.88        | 390.73   | 646.80   | 105.62         | 1.27                                           | 720.89                 | 0                                             | 0                             | 0                               | 720.89                    |
|      | Non-hazardous  | 5,553.04                       | 5,358.751                                   | 3,207.47              | 0.00                   | 2.07     | 971.88       | 2,233.52 | 0.00     | 0.00           | 189.85                                         | 2,151.28               | 0                                             | 0                             | 0                               | 2,151.28                  |

- Note: 1. Taiwan Plants include Kaohsiung Plant, KSP Branch, and Yangmei Plant
2. Hazardous waste includes A-8801 electroplating filter core and sludge, C-0111 barium containing sludge, C-0202 waste nitric acid, C-0202 waste electroplating solution, C-0301 waste solvent, and E-0217 waste electronic components.
3. Non-hazardous waste includes D-0299 waste plastic mixture, D-0499 waste zirconium plate, D-1799 waste oil mixture, D-1801 household waste, D-2527 hardware waste, and H-0002 household waste.
4. The ultimate disposal methods for waste transferred overseas are incineration and recycling disposal (UPS lead-acid battery).

### Material Consumption and Recycling

The main raw materials of Walsin Technology are ceramic powder, inner electrode, end electrode, and alumina substrate. The Company has long been committed to process design and technological improvement, thereby reducing raw material consumption. Energy conservation resources are included in the annual PDIP goal to not only reduce pollution emissions from the source, but also reduce operating costs, resource consumption and environmental impact.

Recycled raw materials are not suitable for Walsin Technology's products due to the products' characteristics, and the products belong to B2B products. The sold products and packaging materials are for downstream enterprise customers to use, so there is currently no recycling plan.

Walsin Technology has prepared statistics on the use of raw materials and packaging materials in various plants, including Taiwan and overseas plants. In 2023, the cumulative use was 16,718,076 KG

### Control of Hazardous Substances

Walsin Technology is committed to significantly reducing the impact of its products on the environment, cooperating with the EU's promotion of green consumption, the Restriction of Hazardous Substances (RoHS), and the Waste Electronic and Electrical Equipment (WEEE) directive. Although the Company is not currently included in the IEC 62474 regulatory framework, it has made relevant regulations for the supply chain and has also formulated the "Environmental Management Substance Management Measures", and introduced in 2010 the Hazardous Substance Management System (IECQ QC 080000), including the establishment of the Hazardous Substance Free (HSF) policy for identification of customer needs, local regulations, and product and process risks, to manage the required processes and objectives, provide necessary resources, and understand product and management capabilities through products, processes and system monitoring to continuously improve for achievement of the goal of hazardous substance management, thereby reducing response risks. The Company also regularly arranges courses on RoHS environmental related prohibited substances and SDS hazardous substances every year to make employees realize the importance of reducing the use of hazardous substances and move towards this goal simultaneously; the R&D, procurement, property management, production, and human resources departments are also integrated into the quality management system and its established procedures to move towards meeting the goals of RoHS, WEEE and REACH.

All the products sold by Walsin Technology comply with relevant environmental regulations such as EU RoHS, EU REACH, SONY SS-00259, etc. and have also obtained SONY GP certification and certification from multiple partners such as Inventec, Flex and LITE-ON. In addition, the Company continues to actively research and develop green components, with a lead content of less than 100 mg/kg in capacitors and resistors. The Company not only leads the industry, but has also obtained green partner certification from all customers with on-site audits, indicating that the Company's efforts in environmental protection are deeply recognized. In addition, in response to RoHS exclusion clause 7C-1, the Company has established a plan to replace all lead containing raw materials still in use for chip resistors to comply with EU regulations, ensuring the Company's sustainable operation.

# 4-3 Water Resources Management

In recent years, influenced by global climate change, the development and allocation of water resources have become an important topic for various countries. Water resource management, water-saving and emergency response to water scarcity have also become an extremely important part of enterprise risk management and disaster adaptation. Realizing the limitations of water resources, Walsin Technology has always listed water conservation as one of the most important resource management items. In addition to improving facilities and equipment, the Company advocates the change of water use behavior within the Company to improve water conservation efficiency. Besides, with a significant increase in production, Walsin Technology invests a considerable amount of money in water resource recovery facilities every year, and has achieved significant results.

## 4-3-1 Water Intake Source

All plants of Walsin Technology are located in the processing export zones or industrial zones. The source of water for daily use and process water is through the tap water company. No surface water, groundwater, seawater, or produced water are used. No significant impact has been identified on the water source. According to the Water Risk Map of the World Resources Institute (WRI), the Suzhou Plant is located in an area with high water pressure, Dalang and Guangzhou Plants are located in areas with medium to high water pressure, and the rest of the plants are located in areas with low water pressure. The discharged water bodies are all fresh water ( $\leq 1000$  mg/L total dissolved solids).

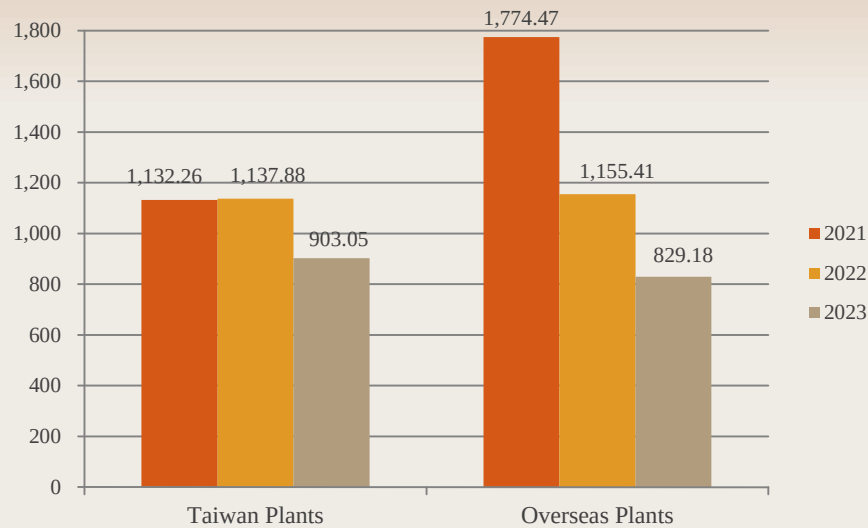
## 4-3-2 Wastewater Discharge

There is no process wastewater from Yangmei Plant, Suzhou Plant and Guangzhou Plant. Chemical sedimentation treatment is adopted at Kaohsiung Plant and KSP Branch before being discharged into the Kaohsiung Zhongzhou Sewage Treatment Plant and the KSP Sewage Treatment Plant. 60% of the wastewater from Dalang Plant is exchanged with resin and then reused in the production process, with PAC added to remove heavy metal ions. The rest of the wastewater from Dalang Plant is chemically sedimented up to the standard and then discharged into the Dalang Songshan Lake South Sewage Treatment Plant or into a sewer in accordance with the law. The quality of water discharged meets the requirements set by the competent authorities and poses no significant impact on the ecological environment.

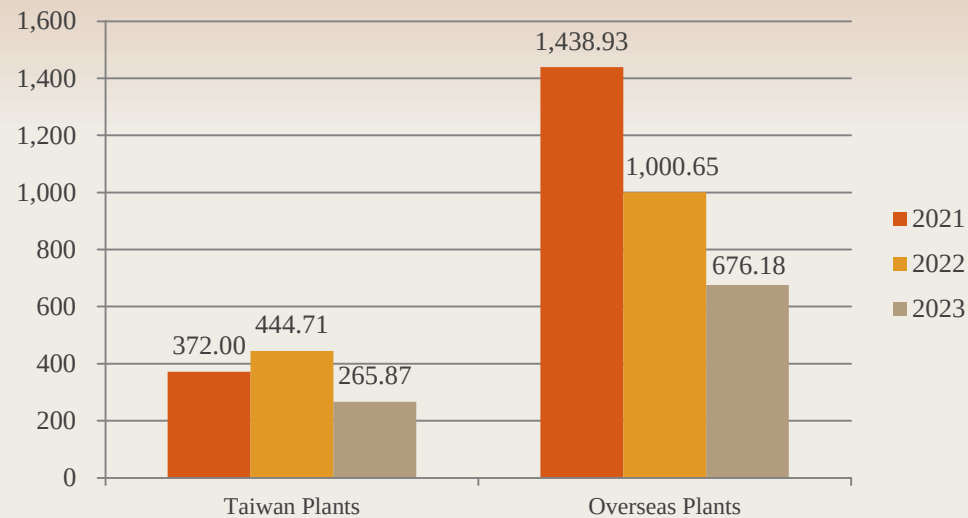
| Plant           | Discharge standard                                     |
|-----------------|--------------------------------------------------------|
| Taiwan Plants   | Discharge in compliance with local discharge standards |
| Overseas Plants |                                                        |

# 4-3 Water Resources Management

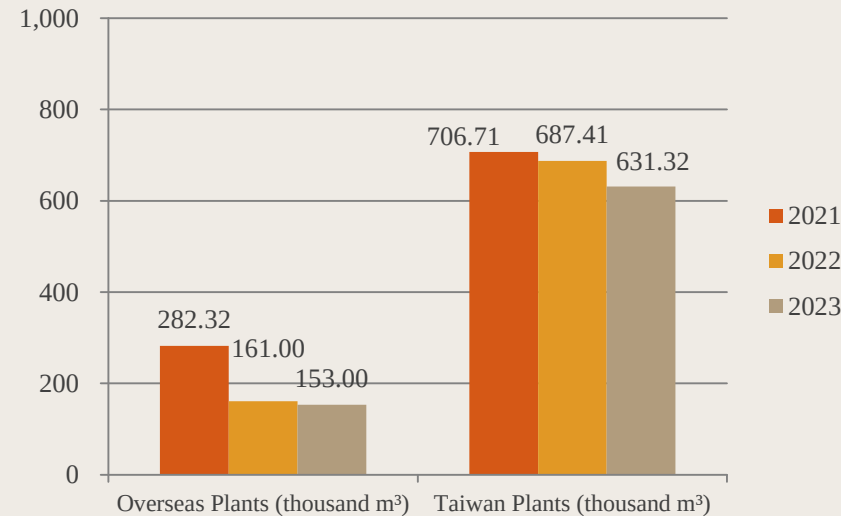
1. Water withdrawal (million liters/year)



2. Water consumption (million liters/year)



3. Wastewater discharge (million liters/year)



## 4-4 Air Pollution Prevention and Management

### 4-4-1 Air Pollution Prevention

Walsin Technology first rationalizes the process to reduce pollutants entering the exhaust gas, and then processes the pollutants in the exhaust gas through air pollution equipment. The actual testing results over the years show that the air pollutant emission concentration of Walsin Technology meets the emission standards set by the Environmental Protection Administration.

Unit: tons/year

| Item <sup>Note</sup>              | 2021    | 2022    | 2023    |
|-----------------------------------|---------|---------|---------|
| Particles (Par)                   | 1,244   | 266     | 3128    |
| NOx                               | 1,995   | 2,449   | 3,286.  |
| VOC                               | 668,741 | 461,931 | 500,813 |
| Sulfur Dioxide (SO <sub>2</sub> ) | -       | -       | 1,023   |

Note: As Yangmei Plant and Suzhou Plant do not have air pollution prevention equipment, their statistics are not included.

### 4-4-2 Air Pollution Management Measures

| Item                           | Content                                                                                                                                                                                                                                                                   | Expected benefit                                                                                  |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| Regenerative Incinerator (RTO) | By adjusting the concentration ratio of the zeolite runner and controlling the combustion temperature in the furnace, the optimal combustion condition is achieved, thereby improving the removal efficiency and reducing the consumption of electricity and natural gas. | VOC removal efficiency reaches 93%.                                                               |
| Washing tower                  | Regular cleaning and replacing the consumables for the Rasch ring.                                                                                                                                                                                                        | Stable maintenance of washing tower removal efficiency.                                           |
| Activated carbon               | Replace the activated carbon regularly                                                                                                                                                                                                                                    | Improve the adsorption capacity of activated carbon and reduce the emission of VOC in exhaust gas |
| Electrostatic machine          | The electrostatic machine is cleaned on a monthly basis                                                                                                                                                                                                                   | The oil removal efficiency of electrostatic machine is stabilized                                 |



# 4-5 Sustainability Costs

Environmental expenditure is an important basis for enterprises to conduct environmental management and operational decision-making. Environmental expenditure is calculated and analyzed on a quarterly basis. In order to ensure the accuracy of the data and promote more effective cost-benefit assessment, Walsin Technology Group will continue to refine its environmental management.

## 4-5-1 Environmental Protection Expenditure

In 2023, the Kaohsiung Plant and KSP Branch were fined for violating environmental protection regulations of the Regulations on the Wastewater (Sewage) Treatment Specialized Unit or Personnel Establishment and Management and specific announcement of the Waste Disposal Act, respectively, and was fined NTD 10,000 and NTD 6,000, respectively. Although Walsin Technology Group has violated the above-mentioned environmental regulations, Walsin Technology Group has not suffered any major fines or non-pecuniary penalties (referring to where a relevant authority ordered suspension of work, suspension of business, termination of business, or revokes or voids a permit pertaining to pollution where the administrative fines for one single event have accumulated to NT\$1 million or more) for violating environmental protection-related laws and regulations.



| Heavy fines and non-monetary penalties for violating environmental laws and/or regulations | 2020 | 2021 | 2022 | 2023 | Amount of fine (NTD) |
|--------------------------------------------------------------------------------------------|------|------|------|------|----------------------|
| Taiwan Plants                                                                              | None | None | None | 2    | 16,000               |
| Overseas Plants                                                                            | None | None | None | None | —                    |

Unit: NTD thousands

| Name of environmental protection expenditure                                                                    | 2020    | 2021    | 2022    | 2023    |
|-----------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|
| Purchase and maintenance of pollution control equipment & wastewater treatment dosing and environmental testing | 225,867 | 36,596  | 59,126  | 53,535  |
| Expenses for entrusted disposal of waste                                                                        | 60,068  | 67,984  | 52,185  | 55,349  |
| Total                                                                                                           | 285,935 | 104,581 | 111,311 | 108,884 |

# 4-6 Biodiversity

## 4-6-1 Biodiversity Commitment

In 2015, the United Nations announced the "2030 Sustainable Development Goals" (SDGs), of which SDG 15 is one of the important indicators for maintaining biodiversity worldwide. The plants of Walsin Technology Group are all located in industrial areas and do not belong to or are adjacent to sensitive ecological protection zones or protected or restored habitats. The activities, products and services of the Company have no significant influence or impact on protection zones or other areas with significant biodiversity significance. If there are unavoidable activities along the value chain that disturb the biodiversity or ecological protection areas, actions will be taken to eliminate, mitigate, restore or offset the loss of species diversity and ecosystem diversity in the future. Walsin Technology Group will further protect and stabilize biodiversity, and commit to following SDG15 for terrestrial ecology in the future. We will also require first-tier and non-first-tier suppliers to fulfill their commitments, in line with international emphasis on the ecological environment. Since the establishment of Walsin Technology Group, there has been no case reported affecting the ecological area.

## 4-6-2 Commitment of Non-Deforestation

Forests are without doubt an important source of carbon and provide natural habitats for plants and animals. Walsin Technology Group will plan and request both its first-tier and non-first-tier suppliers to formulate long-term goals in line with the UN’s SDG Goal 7: Affordable and Clean Energy, SDG Goal 13: Climate Action, and SDG Goal 15: Life on Land. For example, we will continue to raise stakeholder (employees, customers, suppliers, partners) awareness on the importance of biodiversity and forest conservation. If the Company's own operations involve changes in land use, including building a factory, adjusting the factory land allocation and utilization, and using open space, etc., the possible ecological value loss should be assessed, and mitigation actions should be implemented for compensation, in order to achieve no net loss. By doing this, we hope to achieve traceability of the entire supply chain, reduce the negative impact on the ecological environment, avoid deforestation, promote the positive value of environmental ecology and biodiversity. Hence, we will be committed to their promotion and implementation through the Sustainability Committee to ensure that its products are eco-friendly.



| Location        | Environment Protection zone | Important organisms Diversity Value Zone |
|-----------------|-----------------------------|------------------------------------------|
| Taiwan Plants   | No                          | No.                                      |
| Overseas Plants | No.                         | No.                                      |



# 5

## **Best Workplace**

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# 5-1 Human Resources Policy Content

Walsin Technology adheres to the Code of Conduct of Responsible Business Alliances (RBA) and labor and gender equality regulations in its operating location, formulated relevant human rights protection and labor policies, and publicly announced them to all employees. Together with employees, Walsin Technology has created a high-quality work environment of co-existence and co-prosperity, and adheres to labor related regulations. In 2023, there were no major violations of the law (fines exceeding NTD 1 million). Since the Company's establishment, there have been no human rights related cases involving discrimination or indigenous rights, or complaints filed through formal mechanisms.

## Human Rights

The human resources policy of Walsin Technology adheres to the principle of fairness and reasonableness towards all employees. In terms of human resources management, there is an absolute balance between institutionalization and humanization. In terms of appointment, salary, training, promotion, dismissal, retirement, etc., they are not to be affected by factors such as race, social class, gender, or political orientation. In addition, in compliance with the implementation of the Personal Data Protection Act, the confidentiality of employees' personal information is protected to the fullest extent possible. The human rights policy is publicly available on the official website: <https://www.passivecomponent.com/zh-hant/humanpolicy/>.

## Gender Equality in the Workplace

Walsin Technology complies with regulations, formulates and actively advocates the Gender Equality Act, introduces various policies and measures related to sexual harassment control, and promotes a work environment of gender equality. and won the reward of excellent labor relations manufacturers in the export processing zone.

## Prohibition of child labor

Walsin Technology has explicitly stipulated in its Employee Recruitment Management Measures and Social Responsibility Code of Conduct Management Measures that child labor is not allowed, and advocates not to engage in forced labor, not to use illegal foreign workers, and strictly prohibits underage employees in hazardous work. Therefore, in accordance with national and regional laws and regulations, Walsin Technology has formulated all wage and labor conditions and safety and health standards, as well as internal regulations to regulate the Company.

## Trade Union Protection

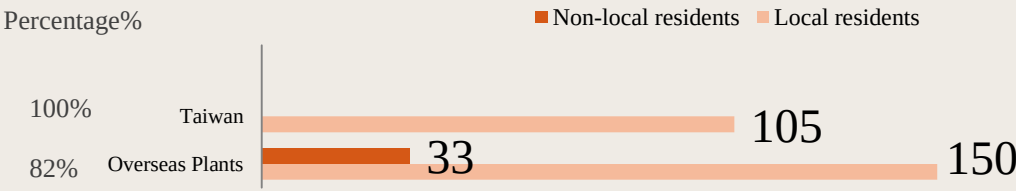
Walsin Technology established a trade union in 1994 to protect the rights and welfare of employees, and coordinates various related issues on behalf of employees and the Company. All policy advocacy, employee voices and coaching are conducted through two-way communication, and regular symposiums are held as a bridge for communication between labor and management to achieve the purposes of "mutual cooperation", "increasing production capacity", "improving quality", "enhancing employee skills", "improving labor conditions" "protecting labor rights", "promoting employee welfare", "taking care of employee life", and "assisting the government in promoting government orders".

Although Walsin Technology's trade union has not signed a formal group agreement with the management, it regularly holds quarterly labor meetings, where representatives of the management and employees communicate face-to-face to make normal, mutually trusted and effective exchanges, respond to employees' problems and needs in a timely manner, and establish a good communication platform.

## Local Employment

Walsin Technology believes that using local people is not only beneficial to the local economy, but also helps the Company understand local needs and culture, thereby strengthening human assets. Therefore, all Taiwanese management personnel are Taiwanese, while overseas plants use local management personnel according to the situation.

Local m personnel number (deputy



5-2 Employee Status

All employees of Walsin Technology's plants are full-time employees, while Taiwan Plants do not hire temporary or part-time fixed-term contract employees. For plants in China, due to local laws, employees sign contracts every three years and are only considered as non fixed-term contract employees from the sixth year onwards; however, their salaries and benefits are the same as those of non fixed-term contract employees.

| Category |        | Age                | Total a | Number of new employees b | Number of resignations | Newcomer ratio b/a | Turnover rate |
|----------|--------|--------------------|---------|---------------------------|------------------------|--------------------|---------------|
| Taiwan   | Male   | Under 29 years old | 508     | 283                       | 238                    | 56%                | 47%           |
|          |        | 30~50 years old    | 642     | 110                       | 137                    | 17%                | 21%           |
|          |        | Over 51 years old  | 79      | 2                         | 12                     | 3%                 | 15%           |
|          |        | Subtotal           | 1229    | 395                       | 387                    | 32%                | 31%           |
|          | Female | Under 29 years old | 434     | 220                       | 170                    | 51%                | 39%           |
|          |        | 30~50 years old    | 838     | 171                       | 212                    | 20%                | 25%           |
|          |        | Over 51 years old  | 182     | 1                         | 15                     | 1%                 | 8%            |
|          |        | Subtotal           | 1454    | 392                       | 397                    | 27%                | 27%           |
|          | Total  |                    | 2683    | 787                       | 784                    | 29%                | 29%           |

| Category |        | Age                | Subtotal | Number of new employees | Number of resignations | Newcomer ratio | Turnover rate |
|----------|--------|--------------------|----------|-------------------------|------------------------|----------------|---------------|
| Overseas | Male   | Under 29 years old | 1019     | 2387                    | 2244                   | 234%           | 220%          |
|          |        | 30~50 years old    | 1121     | 1126                    | 1051                   | 100%           | 94%           |
|          |        | Over 51 years old  | 85       | 1                       | 4                      | 1%             | 5%            |
|          |        | Subtotal           | 2252     | 3418                    | 3299                   | 154%           | 148%          |
|          | Female | Under 29 years old | 1146     | 1065                    | 737                    | 93%            | 64%           |
|          |        | 30~50 years old    | 1165     | 415                     | 333                    | 36%            | 29%           |
|          |        | Over 51 years old  | 25       | 0                       | 2                      | 0%             | 8%            |
|          |        | Subtotal           | 2336     | 1090                    | 878                    | 47%            | 38%           |
|          | Total  |                    | 4561     | 9502                    | 1950                   | 208%           | 43%           |

Note:  
1. The statistical interval is 2023/01/01 to 2023/12/31.  
2. The total number of employees is as of 2023/12/31.  
3. Calculation basis: All employees who have completed the registration process are included as new employees; those who left the Company in less than 14 days after joining are not included in the number of resignations; retirees are not included.  
4. The headcount overseas includes plants in China and Kamaya Electric (Malaysia Plant).

| Category                                 | Name   | Dalang Plant | Guangzhou Plant | Suzhou Plant |
|------------------------------------------|--------|--------------|-----------------|--------------|
| Fixed-term contract<br>No. of people     | Male   | 998          | 113             | 130          |
|                                          | Female | 514          | 179             | 178          |
| Non-fixed-term contract<br>No. of people | Male   | 460          | 44              | 19           |
|                                          | Female | 424          | 73              | 33           |

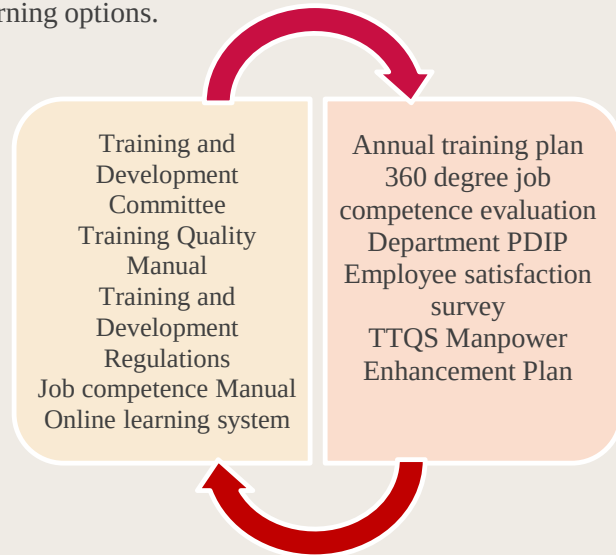
## 5-3 Training and Performance

Walsin Technology is a continuously developing enterprise, located in a fiercely competitive environment, and the employees' abilities must be continuously improved. Training is one of the methods for the Company to improve their technical level and strengthen their competitiveness which can not only lay the skill foundation for employees and meet their self-development needs, but can also give the Company sufficient adaptability to respond to rapid internal and external changes, industry demands, and various challenges that come one after another.

### Training Planning and Execution

Walsin Technology writes an annual training and development plan every year, and has established a Training and Development Committee, and introduced job competence requirements and the company job competence manual and other related development strategies and implementation as it grows year by year. The Company also conducts 360 degree job competence evaluations from time to time, and uses the evaluation results to provide relevant suggestions for employee development. Based on these suggestions, the Company arranges training plans, and then implements human resource management plans and systems through the introduction of the TTQS system to enable the Company to continuously possess competitive advantages in the fiercely competitive global market, and continuously create and showcase its high-performance business results.

In addition, the Company encourages employees to continue self-study and participate in external courses after work, and provides employees with public funds and public-affair leaves to study without any worries. In addition to face-to-face courses, Walsin Technology has established an e-learning system that covers management courses, business marketing courses, and general education courses. Online courses have been added to the annual PDIP, allowing employees to have more diverse and unrestricted learning options.

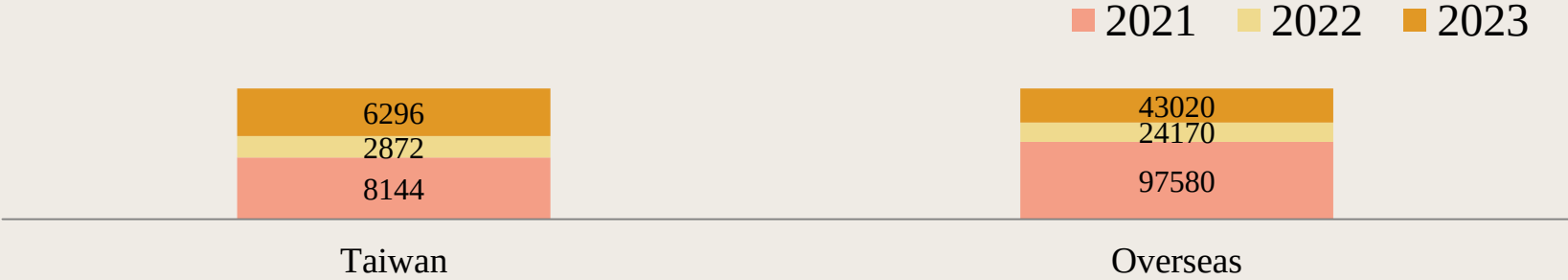


# 5-3 Training and Performance

## Operations Related Procedure Training

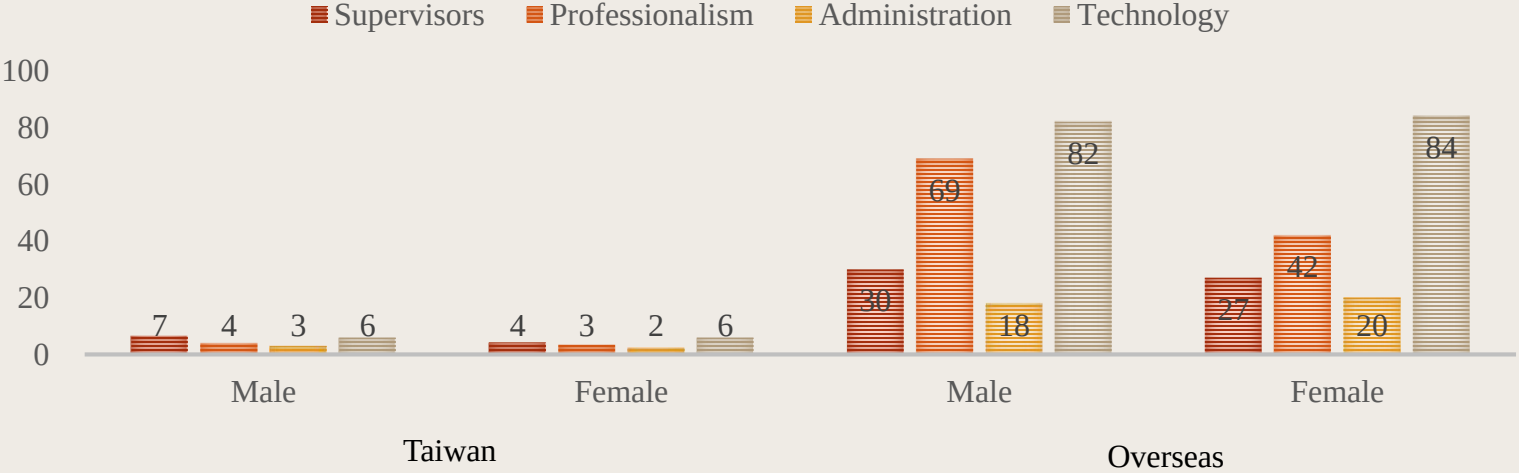
Walsin Technology and its employees are required to comply with business related laws and policies. Employee training is one of the most important projects in our compliance plan. In addition to new employee training, relevant training courses are regularly offered every year to keep employees informed of the latest laws and regulations and strengthen their commitment to professional ethics. Given the increasing importance placed by stakeholders on issues such as the environment, human rights, health and safety of products and services, labeling and anti-competitive behavior, the Company continues to pay attention to various related issues and strives to comply with or even surpass regulations, and includes them in employee training.

Newcomers  
Training hours



Each newcomer receives an average of 10 hours of training.

Average of each  
type  
Training hours



Note: The chart above appears to have a difference in the number of training hours between men and women, due to the higher male ratio of R&D and manufacturing personnel among professionals, and their more frequent training compared to other categories of professionals in the same profession. However, the number of training hours for men and women in the same position is the same, and there is no difference between men and women.

# 5-4 Security Related Policy and Procedure Training

The security personnel of Walsin Technology's Taiwan and overseas plants are employed from legitimate and professional security companies who have received relevant training from the local government and are qualified, and have participated in internal training within the Company. The training content covers non-discrimination, non-use of force, no- insult, and etiquette.

## Contents of Security Training at Each Plant

| Plant           | Contract type | Security personnel<br>No. of people | The security companies have provided human rights related training to them.<br>Course name and number of hours                                                                      | Name and number of hours of relevant human rights training courses provided by the Company to security personnel                         |
|-----------------|---------------|-------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| Taiwan Plants   | Outsourced    | 98 people                           | 1. 8 hours of training for newcomers.<br>2. 1 hour of instructions for on-site security personnel.<br>(on-the-job training * 1 hour/month/only held in 2021Q4 due to the pandemic). | 1 hour of foreign invasion drill.<br>1. 2 hours of fire safety training.<br>2. First aid training for 2 hours                            |
| Overseas Plants | Outsourced    | 39 people                           | 1. 24 hours of training for newcomers.<br>2. 12 hours of on-site security instructions.<br>3. 24 hours of job responsibility training for each job.                                 | 1. 8 hours of fire safety training.<br>2. 4 hours of job responsibility training.<br>3. Counter terrorism security training for 3 hours. |

| Non-employees   | Security personnel | Cleaners | Cooks | Total headcount |
|-----------------|--------------------|----------|-------|-----------------|
| Taiwan Plants   | 98                 | 32       | 10    | 140             |
| Overseas Plants | 39                 | 0        | 0     | 39              |

Fair Performance Evaluation System

The purpose of Walsin Technology's performance management and development system is to improve the overall performance of individuals and the organization, implement two-way communication and employee development plans, and conduct evaluations using fair and reasonable performance evaluation procedures. Except for new employees serving the Company for less than three months, all employees are required to undergo an annual performance evaluation. Organizational and personal goals are set for implementation, and the achievement of goals is measured through two annual performance evaluations. The evaluation of indirect personnel is divided into three stages in order to achieve fairness and justice. In addition, job competence has been introduced as a standard item for performance evaluation, which includes the six items of "ethics and integrity", "proactiveness/self-management", "continuous learning and improvement", "communication and coordination", "execution ability", and "teamwork". Different job categories also have their own professional job competencies. Based on the evaluation results, the training courses for individuals and future areas to be strengthened are determined, and appropriate assistance is provided for employees' career development. The performance evaluation results will serve as the basis for personnel promotion, ability development and bonus distribution. For employees who do not meet expectations, Walsin Technology provides performance improvement plans and job adjustments, and the Human Resources Department also provides care and assistance, as well as personnel placement plans.

Performance Evaluation Method

Walsin Technology's performance evaluation system takes into account the principles of both corporate development and individual job competence development. It consists of a self-evaluation and 2 to 4 levels of supervisor evaluation to ensure the rationality of performance results. Regular performance evaluations and interviews are conducted every six months to review the work performance of employees, and assist in the development of job competence. Except for the Chairman, all employees who have served the Company for more than three months during the performance evaluation period must undergo performance evaluation, and the performance evaluation rate for the employees is 100%. Please refer to the figure on the right for details.

Walsin Technology uses the annual performance evaluation as the benchmark in accordance with the Company's "Personnel Promotion Measures", and promotes outstanding talents of various units to encourage employees to enhance job competence and pay attention to performance.

After a certain years of service, employees who have grown in ability can be promoted in their positions or grades through the recognition of professional abilities by their direct supervisors.

■Automatic promotion: Those who perform well in the performance evaluation; unless the supervisor of the business unit disagrees with the promotion, the promotion will be automatic after the consolidation of the human resources unit.

■Promotion proposal: The promotion proposal is scheduled to be submitted before March each year, and the data will be compiled and sent by the human resources unit to the Personnel Evaluation Committee for review and approval. For those being promoted, the promotion will take effect on April 1 of the current year.

| Area     | Job      |                   | Number of people of each plant subject to performance evaluation |        |       | Performance evaluation ratio of each plant |        |
|----------|----------|-------------------|------------------------------------------------------------------|--------|-------|--------------------------------------------|--------|
|          |          |                   | Male                                                             | Female | Total | Male                                       | Female |
| Taiwan   | Indirect | Supervisors       | 135                                                              | 57     | 192   | 70%                                        | 30%    |
|          |          | General positions | 283                                                              | 210    | 493   | 57%                                        | 43%    |
|          | Direct   | Supervisors       | 37                                                               | 99     | 136   | 27%                                        | 73%    |
|          |          | General positions | 547                                                              | 922    | 1,469 | 37%                                        | 63%    |
| Overseas | Indirect | Supervisors       | 137                                                              | 102    | 239   | 57%                                        | 43%    |
|          |          | General positions | 110                                                              | 283    | 393   | 28%                                        | 72%    |
|          | Direct   | Supervisors       | 166                                                              | 160    | 326   | 51%                                        | 49%    |
|          |          | General positions | 791                                                              | 705    | 1496  | 53%                                        | 47%    |

# 5-5 Remuneration and Benefit Policy

## Remuneration System

As a global enterprise, Walsin Technology sets reasonable and competitive salary levels based on the talent market conditions of its overseas bases. At the same time, the Company designed incentive bonus systems based on local laws, industry practices, and the operational performance of its subsidiaries to motivate overseas employees to invest on a long-term basis and grow together with the Company. The total amount and distribution method of cash bonuses and employee dividends are formulated in accordance with relevant regulations of the Company and laws; however, the salaries and rewards of directors, supervisors and managers must be reviewed by the Compensation Committee and approved by the board of directors before distribution. The distribution standards are closely linked to the Company's financial and operational performance.

Walsin Technology attaches great importance to the consistency and fairness of salary processing and management. The salary standard for each employee is based on the education, expertise and professional experience, without the interference of the race, skin color, age, gender, sexual orientation, gender identity, race or ethnicity, disability, pregnancy, religious belief, political faction, club membership, marital status, or physical or mental disability. In addition, the Company's salary adjustments are made in conjunction with basic salary adjustments and the external salary survey results the Company participates in.

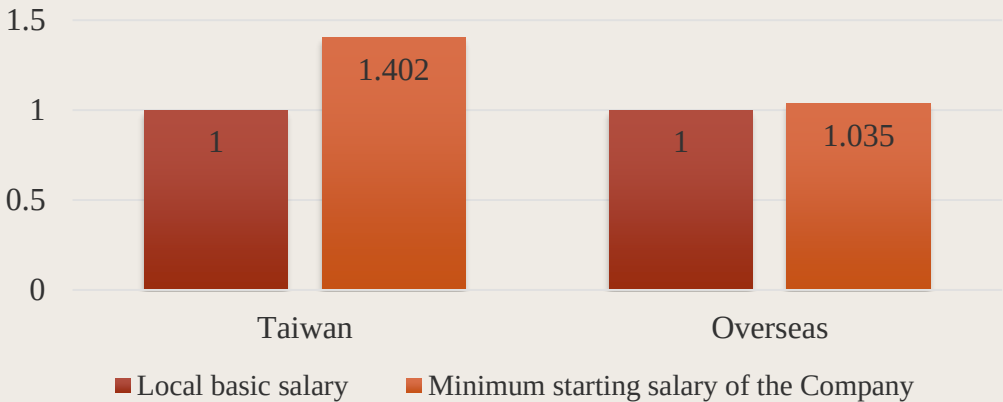
### Taiwan plants pay employee salaries and benefit expenses.

|                                     | 2021      | 2022      | 2023      |
|-------------------------------------|-----------|-----------|-----------|
| Total salary (NTD thousand)         | 2,495,766 | 1,607,475 | 1,402,184 |
| Total benefit amount (NTD thousand) | 426,750   | 366,163   | 333,504   |

### Salary for full-time employees who do not hold supervisory positions in Taiwan Plants.

|                               | 2021      | 2022      | 2023      |
|-------------------------------|-----------|-----------|-----------|
| No. of people                 | 2,708     | 2479      | 2026      |
| Total salary (thousand NTD)   | 2,171,251 | 1,436,983 | 1,330,592 |
| Average salary (thousand NTD) | 802       | 580       | 657       |
| Median salary (thousand NTD)  | 595       | 486       | 595       |

### Ratio of minimum starting salary of each plant to local basic salary



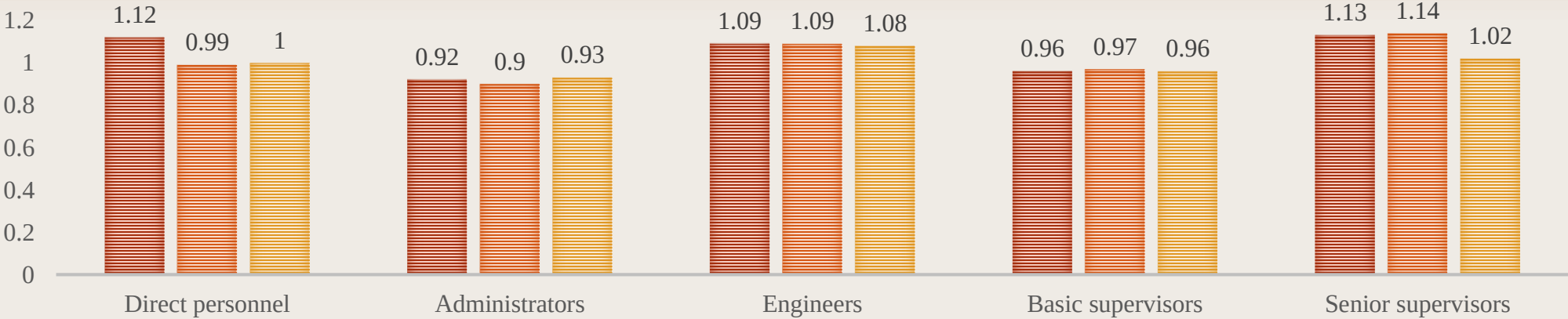
Note: The minimum starting salary for both men and women is the same.  
Note: The variable salary of the Company is linked to the Company's operating performance and is appropriated based on quarterly and annual profits.

# 5-5 Remuneration and Benefit Policy

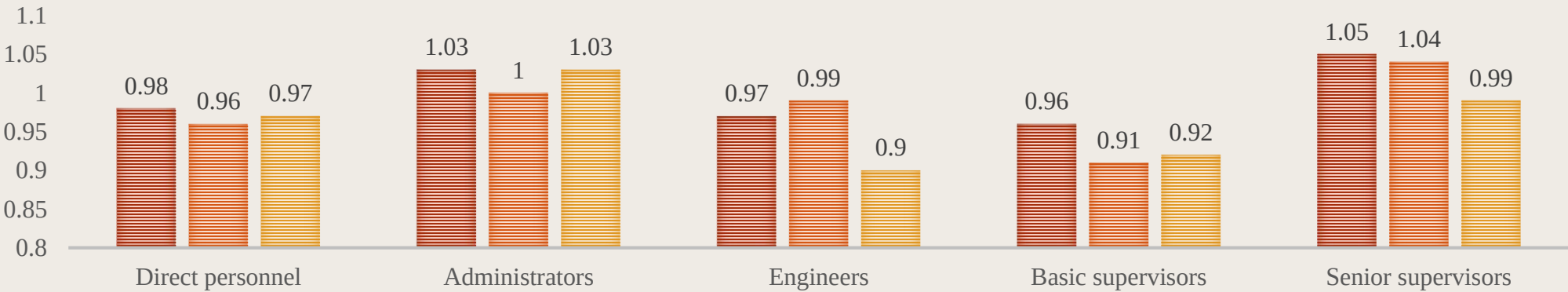
Salary ratio of women to men (comparison among 2021, 2022 and 2023 )

2021 2022 2023  
(the base is 1 for men)

## DOMESTIC



## OVERSEAS



## Multiple protections for employees

In addition to the labor insurance and health insurance stipulated by law, Walsin Technology provides additional group insurance (including personal life insurance, personal accident insurance, group injury medical insurance, hospitalization medical insurance and cancer medical insurance) to ensure that employees receive more comprehensive protection.



## Maternity leave

WTC complies with government policies and the principle of caring for employees to implement the policy of childcare with job retention and salary suspension, and promises to ensure that employees will retain their original positions and jobs after childcare. At the same time, in order to encourage female employees to breastfeed, safe and comfortable milk collection rooms are set up in each plant for female employees to use to create a friendly work environment.

| Handling Status                                                               | 2021   |      |       | 2022   |      |       | 2023   |      |       |
|-------------------------------------------------------------------------------|--------|------|-------|--------|------|-------|--------|------|-------|
|                                                                               | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Number of employees entitled to parental leave                                | 163    | 192  | 355   | 188    | 228  | 416   | 205    | 255  | 460   |
| Actual number of applying for for parental leave                              | 13     | 1    | 14    | 9      | 5    | 14    | 24     | 4    | 28    |
| Number of employees to be reinstated in the current year - a                  | 6      | 1    | 7     | 12     | 2    | 14    | 17     | 3    | 20    |
| Actual number of employees reinstated in the current year - b                 | 4      | 1    | 5     | 9      | 2    | 11    | 15     | 3    | 18    |
| Reinstatement rate % (b/a)                                                    | 67%    | 100% | 71%   | 75%    | 100% | 79%   | 88%    | 100% | 90%   |
| Number of employees still in service one year after taking parental leave (c) | 7      | 1    | 8     | 3      | 1    | 4     | 5      | 2    | 7     |
| Retention rate% (c/b of previous year)                                        | 70%    | 50%  | 67%   | 75%    | 100% | 80%   | 56%    | 100% | 64%   |



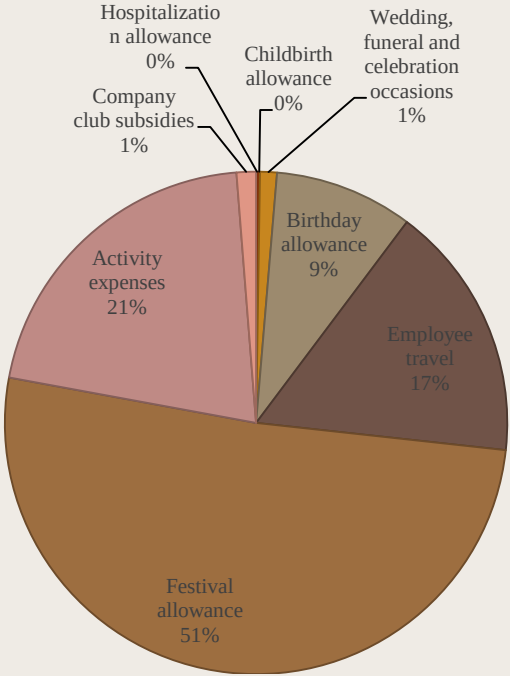
Walsin Technology has established retirement regulations in accordance with the relevant provisions of the Labor Standards Act, and the "Labor Pension Reserve Supervision Committee" to regularly monitor the allocation of pension reserves and be responsible for reviewing retirement application cases. For those to whom the pension system of the Labor Pension Act is applicable, the Company shall allocate no less than 6% of the pension to the employee's personal pension account every month, and display the allocation amount in the monthly salary statement for the convenience of employees' understanding and verification. As Walsin Technology has been in operation for over 20 years, some employees are unable to keep up with the Company's operational pace due to their age and work conditions. For the Company's sustainable operation, preferential retirement measures have been formulated for those to whom the old retirement system are applicable, allowing the Company to smoothly carry out organizational restructuring and improve its physical condition.

Employee Benefits and Diversified Activities

Employee welfare planning is an important factor for the maintenance of labor relations beyond salary. Since the establishment of the Employee Welfare Committee in 1994, Walsin Technology has planned various welfare measures and other employee care related matters. To relieve employees' work pressure and promote interaction between employees and parents, diversified leisure activities are planned every year to enable employees to achieve physical and mental health. In addition, an employee opinion box is set up to respond to employee opinions at any time, and employee satisfaction questionnaires are regularly sent to integrate public opinion, improve welfare promotion, and enhance employee loyalty.



| Employee welfare expenditure amount in 2023 (unit: NTD) |  |            |
|---------------------------------------------------------|--|------------|
| Hospitalization allowance                               |  | 36,800     |
| Childbirth allowance                                    |  | 31,000     |
| Wedding, funeral and celebration occasions              |  | 295,300    |
| Birthday allowance                                      |  | 2,430,100  |
| Employee travel                                         |  | 4,489,916  |
| Festival allowance                                      |  | 13,938,363 |
| Activity expenses                                       |  | 5,682,554  |
| Company club subsidies                                  |  | 339,934    |
| Total expenses                                          |  | 27,243,967 |



Living allowance and subsidy

- ☐ Wedding gift
- ☐ Funeral ceremony
- ☐ Maternity allowance
- ☐ Hospitalization consolation fund
- ☐ Emergency assistance for employees
- ☐ Rental allowance
- ☐ Employee restaurant and meals
- ☐ Company bus transportation for work
- ☐ Car and motorcycle parking lot

Festival celebration and bonus

- ☐ Birthday gift certificate
- ☐ Year-end gift certificate
- ☐ Dragon Boat Festival gift certificate
- ☐ Mid-Autumn Festival gift certificate and gift box
- ☐ Labor Day gift certificate
- ☐ Mother's Day gift box
- ☐ Employee stock dividend
- ☐ Employee proposal/incentive bonus
- ☐ Employee patent application reward

Diversified activities

- ☐ Year-end dinner and lottery
- ☐ Year-end lottery
- ☐ Department dinner coupon
- ☐ Movie ticket
- ☐ Employee travel
- ☐ Overseas travel subsidy
- ☐ Family day activities
- ☐ Parent-child barbecue
- ☐ Bowling competition

Other benefits

- ☐ Regular health check ups
- ☐ Chartered medical institutions
- ☐ Stress-relief massage by visually impaired
- ☐ Chartered discount store
- ☐ Employee education scholarship
- ☐ On-the-job further study/study assistance program
- ☐ Company club subsidies
- ☐ Coffee bar
- ☐ Vendor's booth within the Company

# 5-6 Employee Care and Communication

In terms of employee care and communication, Walsin Technology not only seeks to improve the overall performance of the organization by enhancing employees' self-esteem and self growth abilities, but also provides a safe and secure work environment for employees. At the same time, it is committed to promoting communication, protection and discipline projects.

The WTC Charity Foundation provides confidential and professional consulting services in order to assist employees in resolving work, life and psychological issues on health, marriage, family, finance, legal, emotional, stress and other personal issues. In addition, based on employee assistance programs, the Employee Assistance Programs is established which not only regularly interviews with new employees to assist employees in quickly adjusting to the Company's culture and life, but develops diversified services to assist in solving organizational work efficiency and personal issues that affect employee performance, and to enhance employees' sense of identification with the Company through employee care, so employees can have peace of mind, stability and happiness within the organization, and assist the organization in becoming a "happy enterprise".

Employee Assistance Programs (EAP)

Emergency rescue

Walsin Technology has established the "Emergency Relief Measures for Employees", with the aim of helping employees who have temporarily experienced significant changes and have difficulties in their livelihoods to obtain cash assistance to temporarily overcome difficulties.

Walsin Technology attaches great importance to two-way communication, and is committed to strengthening open and transparent communication channels between supervisors and employees, as well as between employees and employees. Through multiple channels such as the union, clubs and department meetings, bulletin boards, online announcements and regular labor management meetings, Walsin Technology promotes mutual understanding between labor and the management to enable all employees to move towards common goals more efficiently, and enable employees to understand the Company's vision, goals and direction, and guide employees to align their personal goals with the Company's to achieve a win-win situation.

Multiple communication channels

Proposal encouragement

Employees can truthfully and immediately reflect their voices and provide suggestions through various communication channels, and the responsible units will respond and handle the feedback and issues in a timely manner. A harmonious relationship between labor and the management has been maintained for many years. In addition, employees are encouraged to provide improvement suggestions to the Company at any time, and the Company will provide proposal bonuses based on the improvement results.

# 5-6 Employee Care and Communication



# 5-7 Employee Health and Care

Employee health is the biggest asset of the Company. In addition to setting up relevant equipment and implementing relevant measures in accordance with the law, Walsin Technology Group further actively promotes the health of the workplace and employees through various relevant tests, lectures and activities. As a result of these efforts, the Company has been awarded the Health Workplace Certification and Health Promotion Mark for many consecutive years.

## Regular health check ups

In addition to requiring new employees to undergo general health checks, Walsin Technology Group provides regular health checks (or special health checks as required by law) for employees who have been in service for at least one year during their employment period. In addition to letting employees understand their own health, Walsin Technology provides health care, relevant health information, or assistance in medical referral and medical treatment for employees with abnormal health check results.

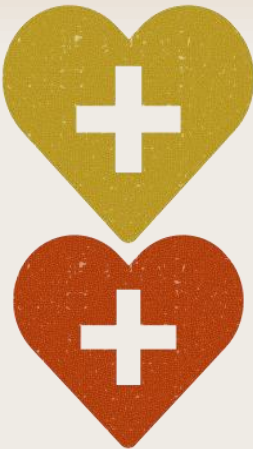
| Location        | General health check | Health check for special operations | Health check for senior managers/expatriates | Non-occupational medical care                       |
|-----------------|----------------------|-------------------------------------|----------------------------------------------|-----------------------------------------------------|
| Taiwan Plants   | Every 2 years        | Every 1 years                       | Every 1 years                                | Health insurance payment (plus self-payment amount) |
| Overseas Plants | Every 1 years        | Every 1 years                       | Every 1 years                                | Medical insurance                                   |

## On-site physician

Walsin Technology Group, in accordance with the Labor Health Protection Regulations on human resource allocation and frequency of on-site services, has deployed occupational care and physician on-site services in each plant to provide various medical consultations for employees, on-site visits to the work environment, execution and result tracking of health examinations, planning and execution of health promotion activities, emergency medical services, etc. to ensure the health of employees.

## Promotion of Non-Smoking Workplace

Walsin Technology Group actively promotes a smoke-free workplace for the health of the workplace and workers. Except for specific outdoor smoking areas, smoking is strictly prohibited within the Company to maintain the physical and mental health of employees, and prevent health hazards and environmental pollution caused by smoking. In addition, through health education advocacy on the intranet, leaflets and posters, anti-smoking campaigns are promoted, and smoking cessation clinic consultation and medical referral services are provided to create a fresh and smoke-free work environment.



# 5-7 Employee Health and Care

## Health Promotion Activities

With the end of Covid-19, Walsin Technology Group resumed its active employee health promotion activities. Health seminars were held to enhance employees' new knowledge and concepts on self-health management. Employees are encouraged to look after their own health outside of work through the Health Collection Scheme.

| Location      | Date                  | Title of Activity                                           | No. of Participants |
|---------------|-----------------------|-------------------------------------------------------------|---------------------|
| Taiwan Plants | 2023/04/14            | Occupational hazard awareness and physical fitness training | 45 person           |
|               | 2023/04/26            | Physical fitness activity                                   | 23 person           |
|               | 2023/05/11            | Weight loss and healthy eating seminar                      | 11 person           |
|               | 2023/05/15            | Smoke hazard prevention seminar                             | 12 person           |
|               | 2023/06/08            | Seminar on how to lose weight healthily                     | 16 person           |
|               | 2023/06/26            | Aerobic exercise                                            | 29 person           |
|               | 2023/09/14            | Noise prevention and protection                             | 38 person           |
|               | 2023/09/18-2023/09/22 | Cancer screening                                            | 29 person           |
|               | 2023/10/16            | Stress Relief Workshop - Aromatherapy Stress Relief Course  | 20 person           |
|               | 2023/04-08            | Health Collection Scheme                                    | 31 person           |
|               | 2023/04-07            | Blood drive                                                 | 106 bags            |
|               | 2023/04-07            | Weight loss scheme                                          | 138 person          |
|               | 2023/03-12            | CPR+AED education and training                              | 107 person          |

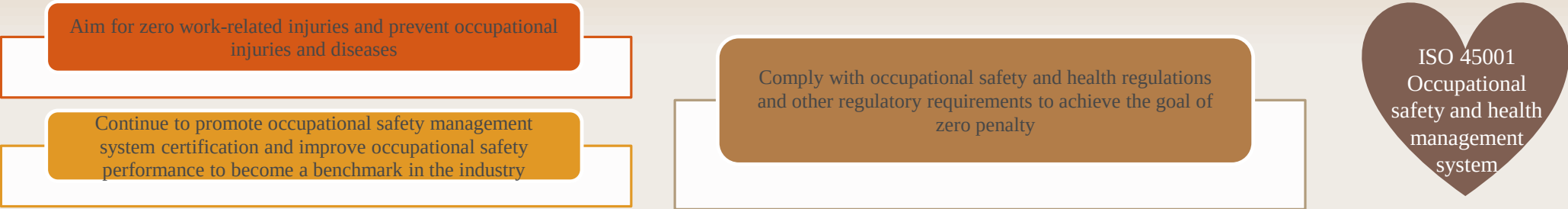
| Location        | Date       | Title of Activity                                                               | No. of Participants |
|-----------------|------------|---------------------------------------------------------------------------------|---------------------|
| Overseas Plants | 2023/04/16 | Spring outing                                                                   | 350 person          |
|                 | 2023/05/18 | Hiking                                                                          | 20 person           |
|                 | 2023/05/24 | First aid training                                                              | 64 person           |
|                 | 2023/07/07 | Two cancer screenings                                                           | 120 person          |
|                 | 2023/09    | Health checkup                                                                  | 523 person          |
|                 | 2023/10/27 | Free health clinic for the prevention of high blood pressure and hyperlipidemia | 110 person          |
|                 | 2023/09-12 | Health checkup                                                                  | 707 person          |



# 5-8 Safe and Healthy Work Environment

Walsin Technology Group cares about employee health and work environment. All plants have established an ISO 45001 occupational safety and health management system, which can identify hazards inside and outside the plant comprehensively, evaluate their risks, and provide effective control to reduce the occurrence of occupational disasters. The establishment and maintenance of this system not only meet the requirements of safety and health responsibilities, but also ensure that both employees and non-employees have a safe and comfortable work environment in their workplaces under the control of the Company.

## 5-8-1 Occupational Safety and Health Policy



## 5-8-2 Occupational Safety and Health Committee

Each plant of Walsin Technology has an occupational safety and health committee established, with the management representative serving as the chairman and given decision-making power. The committee members are composed of occupational safety and health personnel, department heads, supervisors, commanding personnel, engineering and technical personnel related to occupational safety and health, medical personnel responsible for labor health services and labor representatives, with workers accounting for at least one-third of all members.

To ensure proper management and control of occupational safety and health, meetings are held at least quarterly at each plant.

| Responsibilities of Occupational Safety and Health Committee                                     |                                                                                          |
|--------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| ◆ Provide suggestions on the occupational safety and health policies formulated by the employer. | ◆ Review the automatic inspection and safety and health audit matters of business units. |
| ◆ Coordinate and recommend occupational safety and health management plans.                      | ◆ Review preventive measures for hazards of machinery, equipment or raw materials.       |
| ◆ Review the implementation plan for safety and health training.                                 | ◆ Review the occupational disaster investigation report.                                 |
| ◆ Review the work environment monitoring plan, monitoring results and implementation measures.   | ◆ Assess the performance of on-site safety and health management.                        |
| ◆ Review health management, occupational disease prevention, and health promotion matters.       | ◆ Review safety and health management matters for contracted business.                   |
| ◆ Review various safety and health proposals.                                                    | ◆ Other matters related to occupational safety and health management.                    |

| Organizational Charter of the Occupational Safety and Health Committee |                                                           |                                                |                                                                                                                                                              |                               |                   |
|------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------|
| Location                                                               | Establishment of Occupational Safety and Health Committee | Occupational safety and health Committee chair | Members of the Occupational Safety and Health Committee                                                                                                      | Worker representative members | Meeting frequency |
| Taiwan Plants                                                          | Yes                                                       | Management representative                      | 1. Occupational safety and health personnel.<br>2. Heads, supervisors, and commanding personnel of each department.                                          | >1/3                          | Quarterly         |
| Overseas Plants                                                        | Yes                                                       | Management representative                      | 3. Engineering and technical personnel related to occupational safety and health.<br>4. Medical staff in labor health services.<br>5. Labor representatives. | >1/3                          | Quarterly         |

5-8-3 Safety and Health Measures

|                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environmental Safety Manual                    | Formulate a safety and health manual in the language used by the employees in each work area, and stipulate safety management matters for employees to follow.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Occupational Safety and Health Management Unit | Establish an occupational safety and health management unit in accordance with the provisions of the Occupational Safety and Health Act, with the top managers of the Company serving concurrently as “Occupational Safety and Health Business Supervisors”. Each plant has designated personnel such as occupational safety managers, occupational health managers, occupational safety and health administrators, fire prevention administrators, emergency personnel and occupational nurses as needed, who submit monthly safety and health performance reports.                                                                                                |
| Facility Safety                                | <ul style="list-style-type: none"><li>◆ All production equipment is equipped with safety protection facilities, such as ball mills/protective shields, coating machines, laminating machines/safety doors, cutting machines/safety shields, noise areas/ear plugs, etc.</li><li>◆ Install detectors in hydrogen consumption areas to prevent leakage hazards.</li><li>◆ Dangerous machinery (elevators, forklifts) shall be maintained and regularly inspected by the original manufacturer on a monthly basis.</li><li>◆ Contractors shall be informed of the safety and environmental protection precautions in writing when signing project contracts.</li></ul> |
| Zero Disaster Campaign in the Workplace        | Zero-disaster cumulative work hour target: 1 million work hours for both Yangmei Plant and Guangzhou Plant; 3 million work hours for both Kaohsiung Plant and Dalang Plant; 800,000 work hours for Suzhou Plant.                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

5-8-4 Safety and Health Related Training

Walsin Technology attaches great importance to employee occupational safety and health training. Other than having occupational safety and health related personnel completing retraining in accordance with occupational safety and health training regulations within the prescribed time limit, and holding general safety and health training, the Company provides courses related to AED+ for general employees CPR first aid training courses, general hazard education training (chemical hazard SDS) and RoHS related prohibited substances for general employees; in addition, regular training sessions such as fire safety drills and emergency evacuation drills are held every year. The following table shows the number of designated personnel and professionals working with special work hazards who are legally required to receive occupational safety and health training.

Walsin Technology Group has obtained the certification of ISO45001 occupational safety and health management system. In accordance with the "Occupational Safety and Health Act" and related laws and regulations of this system, the "Contractor Management Procedures" has been established for contractors. Before a contractor enters the plant, the "Contractor Occupational Safety and Health Management Contract" must be signed and can only enter the plant after the environmental safety and health personnel have reviewed the content of contract to ensure compliance with safety and health regulations before any construction work begins. Contractors are also notified of hazards before entering the plant to remind them of relevant safety and health precautions. Supervision is carried out during the construction period. If relevant operating standards are not followed, a deduction mechanism is in place to remind the contractor to pay attention to safety and health during construction.

| Occupational Safety and Health Training |                                           |                                                       |                                                     |                                 |                     |                                |                |               |
|-----------------------------------------|-------------------------------------------|-------------------------------------------------------|-----------------------------------------------------|---------------------------------|---------------------|--------------------------------|----------------|---------------|
| Location                                | Occupational Health and Safety Supervisor | Occupational safety (health) Administrators           | Occupational safety and health management personnel | Fire Prevention Administrators  | First Aid Personnel | Organic Operations Supervisors | Radiation work | Training Rate |
| Taiwan Plants                           | 3                                         | 4                                                     | 3                                                   | 3                               | 104                 | 67                             | 35             | 100%          |
| Location                                | Safety and Health Business Supervisors    | Safety Management Officer/Occupational Health Officer | Safety/occupational health management personnel     | Fire-fighting facility operator | First responder     | Organic Operations Supervisors | Radiation work | Training Rate |
| Overseas Plants                         | 3                                         | 3                                                     | 7                                                   | 8                               | 105                 | Waived                         | 18             | 100%          |

Chemical Management

Walsin Technology Group has established the "Procedures for the Management of Toxic and Chemical Substances of Concern" to manage hazardous chemicals used in the production process of each plant. All hazardous chemicals used in the production process must be stored in designated locations. The SDS (Safety Data Sheet) is clearly visible and available for on-site operators to read immediately. We also establish chemical inventories, perform risk assessments, and implement necessary control measures. The Company's storage sites and containers are managed with labels in both Chinese and English in accordance with the "Regulations for the Labeling and Hazard Communication of Hazardous Chemicals" and the "Globally Harmonized System of Classification and Labelling of Chemicals". The Company shall manage the operation for personnel entering the organic solvent site in accordance with the detailed safety management rules of dangerous chemicals, and notify the organic solvent operation supervisor to supervise the site.

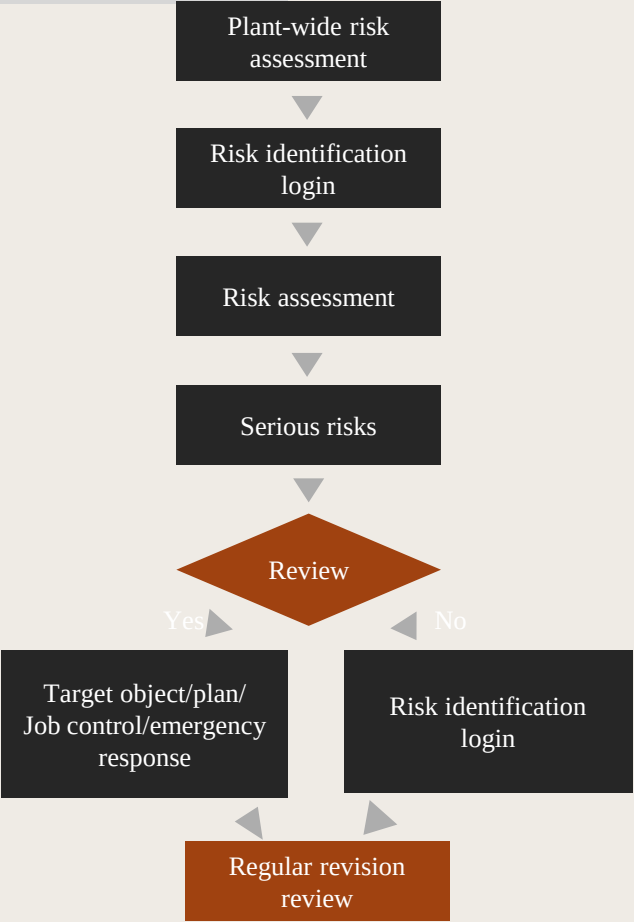
Regarding the general education and training on hazardous chemicals, new recruits must be provided with the necessary general education and training on handling hazardous chemicals at the time of reporting to work. For employees, we provide annual education and training on hazardous chemicals (Hazard Communication of Hazardous Chemicals - SDS education and training) to strengthen employees' safety awareness, disposal, and emergency response (Chemical Spillage Emergency Response Standards). In addition, if the operation is particularly hazardous to health, we arrange the necessary special physical examination and special health examination in accordance with the "Labor Health Protection Rules". When a worker is diagnosed with a health abnormality, an assessment of the suitability of the work will be conducted immediately. If necessary, the exposure time of the worker should be reduced or adjusted to other work, paying attention to the health of the worker at all times.

# 5-8 Safe and Healthy Work Environment

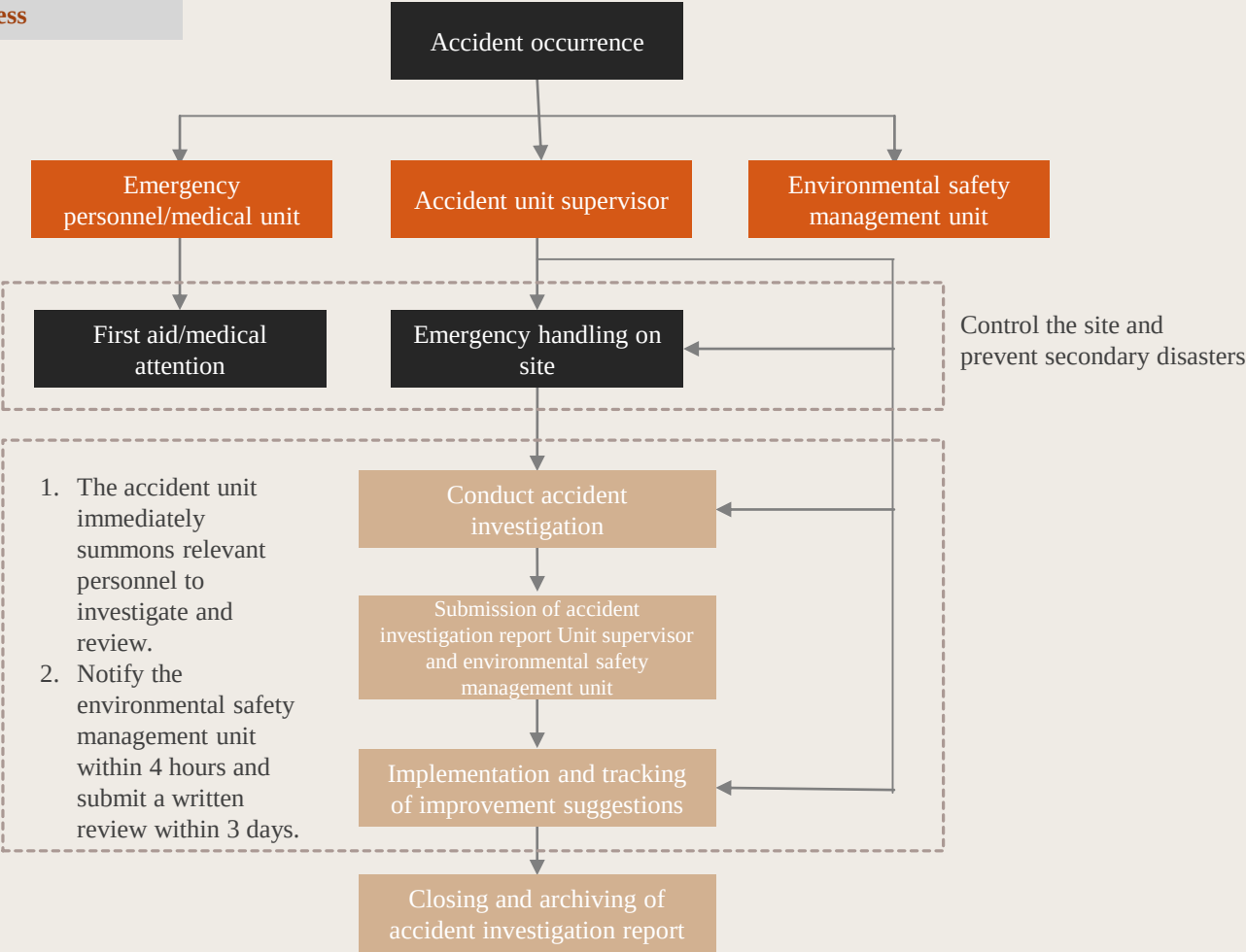
## 5-8-5 Hazard Identification

In order to timely identify potential hazards in the workplace and evaluate the risks of such hazards, the Company has developed corresponding measures such as: Management Measures for Safety and Health Hazard Identification and Risk Assessment, and Management Measures for Accident Handling and Investigation Operations. To ensure the effectiveness and applicability of risk assessment, a comprehensive hazard risk identification evaluation is carried out regularly every year, led by the Safety and Health Management Department and qualified personnel from each unit to carry out hazard risk identification. Grading management is established, and priority is given to managing and improving high-risk areas; monthly environmental safety and health audits are also conducted to make supervisors and employees aware of the importance of safe and hygienic operations and environment, in order to work together to improve plant safety and reduce operational risks.

### Safety and health hazard identification management process



### Accident investigation and handling process



5-8-6 Risk Reduction and Prevention

To protect the safety and health of employees, Walsin Technology Group has formulated the "Safety and Health Management Measures" to conduct employee safety and health education and training, regular health checkups, and installation of first-aid kits. In accordance with the relevant laws and regulations of the "Worker Health Protection Rules", we have formulated the "Health Examination Management Procedures". We also perform detailed health and safety risk assessments: establishing the "Safety and Health Hazard Identification and Risk Assessment Management Procedures" to assess the scope of the hazards that may pose an impact on the personnel's safety and health. Furthermore, we also update the risk assessment on a regular basis. The Company further adopts corresponding formulas to forecast health and safety risks brought about by operational changes (e.g. new business activities and changes in business activities) based on the "Procedures for Management of Personal Protective Equipment" to prevent physical, chemical and other hazards. Personal protective equipment and emergency equipment cabinets are set up at the site, and protective equipment is provided free of charge to all affected employees. The Company conducts operating environment monitoring every six months to understand the exposure hazards to employees. Each year, we arrange special hazardous health operations for employees according to the hazardous operation stations every yea. Additionally, we provide regular health checkups for employees once every to two years. Based on the physical examination results, graded management is carried out.

In accordance with the Occupational Safety and Health Management Regulations, the Company has formulated the "Plant Safety and Automatic Inspection Plan Policy" to schedule an annual automatic inspection plan. The equipment unit is responsible for conducting inspections, occupational safety reviews, and performing spot checks to ensure equipment safety. In order to reduce the personnel safety risk caused by equipment damage.

Walsin Technology Group's employees and contractors adhere to the safety and health work rules. If employees discover any abnormal conditions during work, they will report them to their superiors in a timely manner to avoid occupational hazards. If the Company discovers any suspected immediate danger in the workplace, it will immediately stop the operation and evacuate personnel in the workplace to a safe place. In addition, the Company has established a relevant appeal mechanism to ensure that employees are not punished or affected by abnormal reactions, and proposal bonuses are provided for encouragement. Before entering the plant, the contractor must sign a safety and health contract in accordance with regulations to ensure that the construction status at the plant complies with relevant safety and health regulations. Before entering the plant, the contractor shall be notified of the hazards, reminded of relevant safety and health precautions during operation, and supervised during construction. If there is any non-compliance with relevant operating standards, payment deductions will be made in accordance with regulations to remind the contractor to pay attention to safety and health during construction.

| Occupational health service functions that minimize risks |                                                            |                                                                                                   |                                                                   |                                                                                                       |                                                                       |
|-----------------------------------------------------------|------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| Location                                                  | Environmental testing to identify potential health hazards | Health check for special operations to confirm if employees are contaminated by hazardous factors | Prevention of musculoskeletal diseases caused by repetitive tasks | Prevention of diseases caused by abnormal workloads such as shifts, night work and long working hours | Prevention of physical or mental harm caused by the actions of others |
| Taiwan Plants                                             | Every six months                                           | Every 1 years                                                                                     | Continuously implemented.                                         | Continuously implemented                                                                              | Continuously implemented                                              |
| Overseas Plants                                           | Every 1 years                                              | Every 1 years                                                                                     | Continuously implemented.                                         | Continuously implemented                                                                              | Continuously implemented                                              |



### 5-8-7 Emergency Response Mechanism and Training

To cope with various emergency events that may occur, Walsin Technology has prepared relevant emergency response plans for fires, chemical leaks, typhoons, earthquakes, abnormal discharge of wastewater (gas), power outages and accidents, and standardized multiple corresponding mechanisms. Each plant also prepares emergency response organizations to respond to various emergencies, and sets up fire protection equipment and the following fire safety measures in accordance with (or better than) local regulations to ensure property and life safety:

- ◆ Qualified institutions are entrusted to carry out fire maintenance every year to ensure the effectiveness of fire equipment.
- ◆ Open flame management is strictly implemented, and smoking is only allowed in designated areas of specific plants.
- ◆ For any construction that uses open flames or generates sparks, other non-open flame construction methods shall be considered first; when the open flame method must be used, application in advance is required and necessary precautions must be taken before starting the fire, and checking afterwards is required to prevent fire accidents caused by slag.
- ◆ Purchase of insurance policies to ensure residual risks are covered.
- ◆ Every year, fire drills and emergency evacuation drills are carried out to ensure quick fire extinguishing and correct evacuation to minimizing damage.



5-8-8 Occupational Diseases and Injuries

Walsin Technology Group has not experienced any illness or death related to work over the years, and there have been no cases with special health examination results classified as Level 4. In terms of occupational injuries, Walsin Technology Group conducts occupational injury investigation for all occupational disasters and analysis reports, re-identify safety and health hazards, develop, develops and implements improvement plans for all occupational disaster cases, regularly analyzes the units with high incidence rates and types of occupational disasters, and lists those with relatively high severity, high number of events, or cross-unit or repetitive nature as key areas of training and management. The Group continues to strengthen the safety promotion of plant operations and includes it in the environmental, safety and health program management to reduce the occurrence of occupational disasters.

2023 Statistics on Occupational Safety and Health Compliance and Occupational Injuries

There were no occupational injuries for employees and non-employees (contractors, outsourcers), including occupational diseases, during the reporting period.  
There were no significant fines or non-monetary sanctions for violation of relevant laws and regulations.

| Location        | Total working hours | No. of recordable occupational injuries | Number of serious occupational injuries | Number of days lost | Recordable occupational injury rate | Serious occupational injury rate | Occupational injury fatality rate |
|-----------------|---------------------|-----------------------------------------|-----------------------------------------|---------------------|-------------------------------------|----------------------------------|-----------------------------------|
| Taiwan Plants   | 4,672,018           | 8                                       | 0                                       | 62                  | 1.71                                | 0                                | 0                                 |
| Overseas Plants | 15,699,305          | 4                                       | 0                                       | 147                 | 0.25                                | 0                                | 0                                 |

- Note: 1. The statistics include all employees and all non-employees whose work or workplace is controlled.
2. Deaths or inability of the workers to return to their pre-injury state of health within six months due to occupational injuries are considered serious occupational injuries.
3. No. of recordable occupational injuries (including serious occupational injuries, but excluding traffic accidents)
4. Recordable occupational injury rate: recordable number of occupational injuries in the workplace/working hours \* 1,000,000.
5. Serious occupational injury rate: Number of serious occupational injuries in the workplace (excluding deaths)/working hours \* 1,000,000.
6. Occupational injury fatality rate includes both employees and non-employees.

| Statistics by Type of Occupational Injury | 2021            |                | 2022            |                | 2023            |                |
|-------------------------------------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|
| Type of Occupational Injury               | Number of cases | Proportion (%) | Number of cases | Proportion (%) | Number of cases | Proportion (%) |
| (1) Falling, rolling                      |                 |                |                 |                |                 |                |
| (2) Falls                                 | 3               | 21%            | 3               | 16%            | 3               | 25%            |
| (3) Collision                             |                 |                | 2               | 11%            |                 |                |
| (4) Object falling                        |                 |                |                 |                | 1               | 8%             |
| (5) Object collapsing, falling            |                 |                |                 |                |                 |                |
| (6) Being hit                             |                 |                | 2               | 11%            | 3               | 25%            |
| (7) Being cut, incised or scratched       | 3               | 21%            | 2               | 11%            | 1               | 8%             |
| (8) Being caught or crimped               | 5               | 36%            | 4               | 21%            | 2               | 17%            |
| (9) Being stepped on                      |                 |                |                 |                |                 |                |
| (10) Drowning                             |                 |                |                 |                |                 |                |
| (11) Contact with high or low temperature |                 |                | 1               | 5%             | 2               | 17%            |
| (12) Contact with harmful substances      | 3               | 21%            | 1               | 5%             |                 |                |
| (13) Electric shot                        |                 |                | 1               | 5%             |                 |                |
| (14) Explosion                            |                 |                |                 |                |                 |                |
| (15) Object breaking                      |                 |                |                 |                |                 |                |
| (16) Fire                                 |                 |                |                 |                |                 |                |
| (17) Improper actions                     |                 |                | 3               | 16%            |                 |                |
| Total                                     | 14              |                | 19              |                | 12              |                |

5-8-9 Number of People Entering the Plant for Work Every Day

| Location        | All employees who have been internally audited or certified | All non-employees who have been internally audited or certified |
|-----------------|-------------------------------------------------------------|-----------------------------------------------------------------|
| Taiwan Plants   | 100%                                                        | 100%                                                            |
| Overseas Plants | 100%                                                        | 100%                                                            |

| Location        | Total number of employees | Number of non-employees whose work and/or workplace is controlled by the organization (resident outsourced contractors) | Number of non-employees whose work and/or workplace is controlled by the organization (contractors) | Total number of employees (proportion %) | Number of non-employees whose work and/or workplace is controlled by the organization (resident outsourced contractors) | Number of non-employees whose work and/or workplace is controlled by the organization (contractors) (proportion %) | Total |
|-----------------|---------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|-------|
| Taiwan Plants   | 2,644                     | 77                                                                                                                      | 209*                                                                                                | 90%                                      | 3%                                                                                                                      | 7%                                                                                                                 | 2,930 |
| Overseas Plants | 3,233                     | 55                                                                                                                      | 184                                                                                                 | 93%                                      | 2%                                                                                                                      | 5%                                                                                                                 | 3,472 |

Data source:  
Number of Employees and People Cited by On-site Outsourced Companies in the Monthly Occupational Disaster Statistics  
Engineering contractors: Monthly construction cases \* average number of people 2 (approximately 1~4 people entering the factory per construction case, and therefore calculated as an average of 2 people)

## 6

### Social care and giveback

**6-1** Internal Public Welfare Organizations P83-84

**6-2** Social Care Related Activities Over the Years P85

# 6-1 Internal Public Welfare Organizations

After participating in the donation for the 921 earthquake in 1999, Walsin Technology’s employees discovered that there were still many disadvantaged children and elderly people in Taiwan who needed long-term assistance through organized groups. Therefore, they spontaneously established the "WTC Charity Foundation" in April 2000, with NTD100 per month withheld from their monthly salaries as funds for donation. This plan received the encouragement and support from the President Chu, You-Yi at that time, and the Company also allocated the same amount as the employee salary donation amount to double the effect. Subsequently, the members actively increased the fixed salary donation amount according to their own abilities, and from then on, the WTC Charity Foundation has more strength to be dedicated to social welfare activities. Later in April 2007, the Ministry of the Interior registered and approved the establishment of the "ROC WTC Charity Foundation", which officially became a national association.

The WTC Charity Foundation has been utilizing limited resources to continuously assist disadvantaged children in remote areas for a long time, providing assistance in nutritional meals, after-school tutoring, book supplementation, repair of teaching equipment, transportation, and children's sports shoes. In addition to continuous cooperating with rural schools to improve the quality of education for disadvantaged children, the director and relevant officials visited the adopted units every year to provide appropriate support for the needs of each school, hoping that students can have better resources and to broaden their horizons in their learning process.

In addition, the WTC Charity Foundation provides emergency assistance and living assistance to employees who have experienced unexpected family or personal accidents or financial difficulties, while providing long and short-term assistance, depending on the situation, to social welfare units that mainly assist elderly individuals living alone, women with cancer and the mentally disordered. These units include Family Support Center, Taiwan Cancer Foundation, Kind Garden, Chensenmei Sanatorium, Kaohsiung Palette Association, Huashan Social Welfare Foundation, Pingtung Agape Social Welfare Association, Therapeutic Riding Center of Taiwan, etc. to deepen and broaden the public welfare reach of the WTC Charity Foundation, and further implement the concept of giving back to the society.

At its peak, the number of members in Taiwan reached approximately 500, with approximately 379 members in 2023.

Fulfilling corporate social responsibility has been a crucial aspect of Walsin Technology's pursuit of professional technology improvement and company growth. Through the persistence of the Company and the WTC Charity Foundation, “CSR charity” has become the DNA of Walsin Technology's employees.

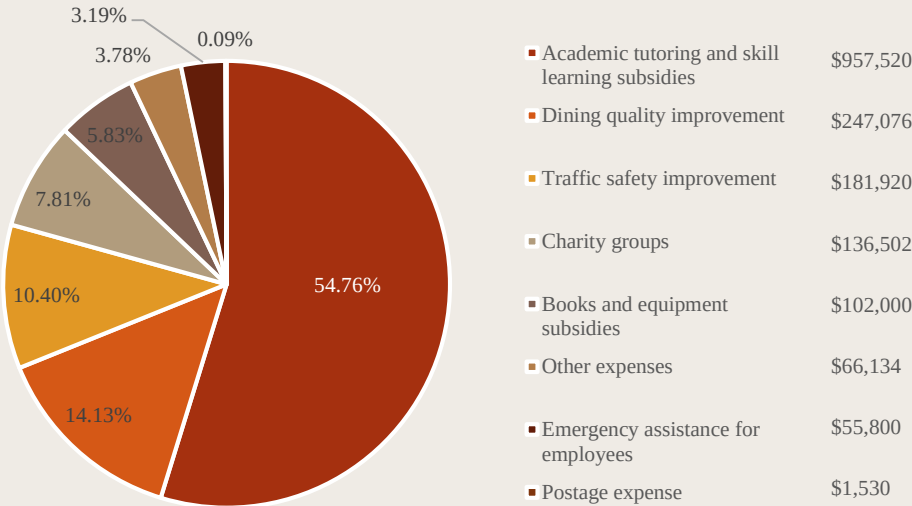


6-1 Internal Public Welfare Organizations

The total amount of subsidies in 2023 is NTD 1,748,482 (NTD 1,601,260 for Taiwan and NTD 147,222 for overseas)

| Subsidies Provided Externally                                                 |                                         |                                   |
|-------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------|
| Zhu'an Primary School, Yilan County                                           | Sanho Primary School, Chiayi County     | Zhujin Primary School, Kaohsiung  |
| Yunle Primary School, Yilan County                                            | Xiaji Primary School, Chiayi County     | Jingyi Primary School, Kaohsiung  |
| Dali Primary School, Yilan County                                             | Wengang Primary School, Chiayi County   | Jinshan Primary School, Kaohsiung |
| Houliao Primary School, Changhua County                                       | Gangchien Primary School, Chiayi County | Xiaolin Primary School, Kaohsiung |
| Mingquan Huadefu Experimental Primary and Junior High School, Changhua County | Sanjiang Primary School, Chiayi County  | Yuren Primary School, Taoyuan     |
| Baoshan Primary School, Changhua County                                       | Xinda Primary School, Kaohsiung         | Beihou Primary School, Taoyuan    |
| Dazhuang Primary School, Changhua County                                      | Guanting Primary School, Kaohsiung      | Sanho Primary School, Taoyuan     |
| Chenglong Primary School, Yunlin County                                       | Nanho Primary School, Hsinchu County    | Shezi Primary School, Taoyuan     |
| Xingnan Primary School, Yunlin County                                         | Jiaxian Primary School, Kaohsiung       | Xizhou Primary School, Kaohsiung  |
| Danan Primary School Anjing Branch, Chiayi County                             | Gouping Primary School, Kaohsiung       | Hualien Lehe Elementary School    |
| Family Support Center                                                         | Palette Association                     | Manchou Primary School, Pingtung  |
| Dongguan Sanxing Elementary School                                            | Dongguan Charity Association            | -                                 |

Unit: NTD



Charity: Taiwan Fund for Children and Families  
Other expenses: Collection and payment of employee desktop calendars for NTD 15,034 + blood drive at Kaohsiung Plant  
Collection and payment on behalf of others for NTD8,100 + Gansu earthquake donation for NTD 43,000.

## 6-2 Social Care Related Activities Over the Years



The Taiwan Plants and Dalang Plant hold regular blood donation activities every year to transfer the love of employees to those in need through blood donation, so that "donating a bag of blood to save a life" will no longer be just a slogan, but a practical action.

On International Children's Day every year, members of Suzhou WTC Charity Foundation personally go to the welfare home to offer care for children, and send out living materials and cakes.



The Taiwan Fund for Children and Families provides long-term care for disadvantaged children and their families. Walsin Technology invites employees to actively participate in the Love Garden Tours organized by the Family Support Center, and give assistance to disadvantaged children can receive assistance through charity sales and donations, .



Every year, under the leadership of the President, all staff members of Dalang WTC Charity Foundation with supplier representatives bring gifts and red envelopes to the welfare home to send care to the elderly.

Since 2014, WTC Charity Foundation provided a monthly subsidy of RMB150 per person to six impoverished students at Yinkeng Primary School in Zhakou, Guangxi, until they graduated from junior high school.



Through youth career exploration activities, we aim to provide disadvantaged students with firsthand experience in the workplace, strengthen their exploration of career aspirations, and enhance their future competitiveness.

The Therapeutic Riding Center of Taiwan regularly sponsors events and convenes Walsin Technology employees to participate through WTC Charity Foundation, in order to make the purpose of the establishment of the Center more well-known.



To care for the lonely and widowed elderly in community nursing homes, they deliver food to the elderly on the Double Ninth Festival, and make Wonton for the elderly on the day.



In 2002, a fundraising was initiated by Bajin Rinpoche from Gongya Temple to provide education and accommodation for children living alone and without support in Nangqian County, Yushu, Qinghai Province, in order to provide them with basic survival guarantees and educational development opportunities.



Dalang WTC Charity Foundation regularly organizes donation activities for clothing, books and school supplies, and donates them to people in need in the mountainous areas through the HuaiEn Charity Association.

# 6-2 Social Care Related Activities Over the Years



Dalang WTC Charity Foundation holds a regular fruit charity sale every year, and the proceeds fare used for public welfare expenses.



Walsin Technology sponsors multiple primary schools' academic tutoring fees to enhance the foundation of reading, writing and mathematical abilities for disadvantaged students through academic tutoring and calligraphy teaching, in order to develop their competitiveness for further education.

Walsin Technology gives new shoes it purchases and sponsored by other companies to students in remote primary schools, so that students who lack resources can also have beautiful new shoes to wear.



The peanuts and radishes cultivated from the funds raised from Walsin Technology's charity sale for Zhu'an Primary School Country in Yilan County for its graduation trip have taught children the principle of "as you sow, so will you reap".



To encourage children's diversified development, Walsin Technology has sponsored Karate at Dazhuang Primary School in Changhua County since 2012. The school has been receiving support and has won the first place in the national competition every year.



Remote rural school children spend more time commuting between school and home every day than other children. Considering the time, physical strength required and due to safety concerns, Walsin Technology sponsors the transportation expenses of multiple schools, making it more reassuring for students to go to and back from school.

In order to provide children with balanced nutrition and protein supplementation, Walsin Technology has sponsored fresh milk subsidies for multiple primary schools since 2014.



Taoyuan Pingzhen District has a deep geographical relationship with Walsin Technology. Walsin Technology provides Beishi Community Development Association with audioscopy service to provide more comprehensive care for the health of elders.



Walsin Technology subsidizes music course related expenses in multiple schools to create diversified future development opportunities for children.



Walsin Technology sponsors the printing of English passports at Dazhuang Primary School in Changhua County, allowing local school children to have the same language education and learning resources as their peers at other schools from an early age without falling behind in language learning.



## Appendix

**Appendix 1 Comparison Table of SASB Standards Indicators P88**

**Appendix 2 Sustainability Disclosure Indicator P89**

**Appendix 3 GRI Content Index P90**

**Appendix 4 External Assurance**



# Appendix 1: Comparison of Indicators of SASB Standards

| Issue disclosure               | Accounting indicator                                                                                                                                       | Indicator code | Nature                  | Corresponding chapters and sections                                                         | Page No.  |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------------|---------------------------------------------------------------------------------------------|-----------|
| Energy management              | (1) Total energy consumed (2) Percentage of power grid electricity (3) Percentage of renewable energy                                                      | RT-EE-130a.1   | Fixed quantity          | 4-1 Climate-related Leading Practices                                                       | 49 and 50 |
| Hazardous Substance Management | Recycling percentage of hazardous waste generated                                                                                                          | RT-EE-150a.1   | Fixed quantity          | 4-2 Waste Management                                                                        | 52        |
|                                | Recycled quantity and total amount that can be reported and disclosed                                                                                      | RT-EE-150a.2   | Fixed quantity          | Walsin Technology Corporation adopts a B2B business model and this standard does not apply. | -         |
| Product Safety                 | Number and total quantity of recalls issued                                                                                                                | RT-EE-250a.1   | Fixed quantity          | Walsin Technology Corporation adopts a B2B business model and this standard does not apply. | -         |
|                                | Total monetary losses caused by legal proceedings related to product safety                                                                                | RT-EE-250a.1   | Fixed quantity          | 3-1 Business Philosophy and Regulatory Compliance<br>3-2 Governance Organization            | 29 and 30 |
| Product Life Cycle Management  | Percentage of products classified by revenue which contain IEC 62474 declarable substances                                                                 | RT-EE-410a.1   | Fixed quantity          | 4-2 Waste Management                                                                        | 53        |
|                                | Percentage (by revenue) of qualified products compliant with ENERGY STAR® Standard                                                                         | RT-EE-410a.2   | Fixed quantity          | Walsin Technology Corporation adopts a B2B business model and this standard does not apply. | -         |
|                                | Revenue from products related to renewable energy and energy efficiency                                                                                    | RT-EE-410a.3   | Fixed quantity          | No related revenue in 2023.                                                                 | -         |
| Raw material procurement       | Description of risk management related to the use of critical materials                                                                                    | RT-EE-440a.1   | Discussion and analysis | 3-4 Supply Chain Management                                                                 | 37        |
| Business ethics                | Policy description and prevention measures on (1) corruption and bribery and (2) Description of anti-competitive behavior policies and preventive measures | RT-EE-510a.1   | Discussion and analysis | 3-1 Business Philosophy and Regulatory Compliance                                           | 29        |
|                                | Total monetary losses due to legal proceedings related to bribery or corruption                                                                            | RT-EE-510a.2   | Fixed quantity          | 3-1 Business Philosophy and Regulatory Compliance                                           | 29        |
|                                | Total monetary losses due to legal proceedings on anti-competitive practices regulations                                                                   | RT-EE-510a.3   | Fixed quantity          | 3-1 Business Philosophy and Regulatory Compliance                                           | 29        |
| Issue disclosure               | Accounting indicator                                                                                                                                       | Indicator code | Nature                  | Corresponding chapters and sections                                                         | Page No.  |
| Activity indicators            | Number of products by product category                                                                                                                     | RT-EE-000.A    | Fixed quantity          | 3-7 Operational Performance                                                                 | 43        |
|                                | No. of employees                                                                                                                                           | RT-EE-000.B    | Fixed quantity          | 5-2 Employee Status                                                                         | 61        |

Appendix 2 Sustainability  
Disclosure Indicator

| No. | Indicator                                                                                                                                            | Type of Indicator       | Chapters Disclosed                                                                          | Page No.  | Unit                           |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------------------------------------------------------------|-----------|--------------------------------|
| 1   | Total energy consumption, percentage of purchased electricity, and utilization ratio of renewable energy                                             | Quantification          | 4-1-6 Indirect Energy                                                                       | 50        | Gigajoule (GJ), Percentage (%) |
| 2   | Total water withdrawal and total water consumption                                                                                                   | Quantification          | 4-3 Water Resource Management                                                               | 54 and 55 | m³                             |
| 3.  | Weight and percentage of hazardous waste generated                                                                                                   | Quantification          | 4-2 Waste Management                                                                        | 52 and 53 | Ton (t), percentage (%)        |
| 4   | Describe the types of occupational hazards, the number of people involved, and the rate                                                              | Quantification          | 5-8 Safe and Healthy Work Environment                                                       | 80        | Ratio (%), Quantity            |
| 5   | Product lifecycle management disclosure: including the weight of end-of-life products and electronic waste, and the percentage of recycling (Note 1) | Quantification          | Walsin Technology Corporation adopts a B2B business model and this standard does not apply. | -         | Ton (t), percentage (%)        |
| 6   | Description of risk management related to the use of key materials                                                                                   | Qualitative description | 3-4 Supplier Management                                                                     | 36-38     | Not applicable                 |
| 7   | Total monetary losses due to legal proceedings related to the anti-competitive conduct regulations                                                   | Quantification          | 3-1 Business Philosophy and Regulatory Compliance                                           | 29        | Reporting currency             |
| 8   | Output of main products by product category                                                                                                          | Quantification          | 3-7 Operational Performance                                                                 | 43        | Varies by product type         |

Appendix 3. GRI Contents Index

|                                   |                                                                                                                                                                                               |                                                                  |                 |                            |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|-----------------|----------------------------|
| Declaration of Use                | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                                                  |                 |                            |
| GRI 1 Used                        | GRI 1: Basic 2021                                                                                                                                                                             |                                                                  |                 |                            |
| Applicable GRI Industry Standards | None.                                                                                                                                                                                         |                                                                  |                 |                            |
| GRI Standards                     | Items disclosed                                                                                                                                                                               | Related chapters and sections                                    | Page No.        | Reason for omission        |
| General Disclosure                |                                                                                                                                                                                               |                                                                  |                 |                            |
| GRI 2 : General Disclosure 2021   | 2-1 Organizational Details                                                                                                                                                                    | 1-2 Company Introduction                                         | January 11      |                            |
|                                   | 2-2 Entities Included in Organizational Sustainability Reporting                                                                                                                              | About This Report                                                | 2               |                            |
|                                   | 2-3 Reporting Period, Frequency and Contact Information                                                                                                                                       | About This Report                                                | 2               |                            |
|                                   | 2-4 Re-compilation of Information                                                                                                                                                             | About This Report                                                | 50              | 2022 electricity misplaced |
|                                   | 2-5 External Guarantee/Assurance                                                                                                                                                              | About This Report                                                | 2               |                            |
|                                   |                                                                                                                                                                                               | Appendix 2                                                       | To be filled by |                            |
|                                   | 2-6 Activities, Value Chain and Other Business Relationships                                                                                                                                  | 1-3 Products and Brands                                          | 12              |                            |
|                                   |                                                                                                                                                                                               | 3-4 Supply Chain Management                                      | 36-38           |                            |
|                                   | 2-7 Employees                                                                                                                                                                                 | 5-2 Employee Status                                              | 61              |                            |
|                                   | 2-8 Non-employee Workers                                                                                                                                                                      | 5-4 Security-related Human Rights Policy and Procedures Training | 64              |                            |
|                                   | 2-9 Governance Structure and Composition                                                                                                                                                      | 3-2 Governance Organization                                      | 30~33           |                            |
|                                   | 2-10 Nomination and Selection of the Top Governance Unit                                                                                                                                      | 3-2 Governance Organization                                      | 30~33           |                            |
|                                   | 2-11 Chairman of the Top Governance Unit                                                                                                                                                      | 3-2 Governance Organization                                      | 30~33           |                            |
|                                   | 2-12 Role of the Top Governance Unit on the Supervision of Impact Management                                                                                                                  | 3-2 Governance Organization                                      | 30~33           |                            |
|                                   | 2-13 Person in Charge of Impact Management                                                                                                                                                    | 3-2 Governance Organization                                      | 30~33           |                            |

Appendix 3. GRI Contents Index

| Declaration of Use                 | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                                   |          |                                          |
|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------|------------------------------------------|
| GRI 1 Used                         | GRI 1: Basic 2021                                                                                                                                                                             |                                                   |          |                                          |
| Applicable GRI Industry Standards  | None.                                                                                                                                                                                         |                                                   |          |                                          |
| GRI Standards                      | Items disclosed                                                                                                                                                                               | Related chapters and sections                     | Page No. | Reason for omission                      |
|                                    | 2-14 Role of the Top Governance Unit on Sustainability Reporting                                                                                                                              | 3-2 Governance Organization                       | 30~33    |                                          |
| GRI 2 : General Disclosure<br>2021 | 2-15 Conflict of Interest                                                                                                                                                                     | 3-2 Governance Organization                       | 30~33    |                                          |
|                                    | 2-16 Communicate Key Major Events                                                                                                                                                             | 3-2 Governance Organization                       | 30~33    |                                          |
|                                    | 2-17 Group Intelligence of the Top Governance Unit                                                                                                                                            | 3-2 Governance Organization                       | 31       |                                          |
|                                    | 2-18 Evaluation of the Performance of the Top Governance Unit                                                                                                                                 | 3-2 Governance Organization                       | 31       |                                          |
|                                    | 2-19 Compensation Policies                                                                                                                                                                    | 3-2 Governance Organization                       | 32       |                                          |
|                                    | 2-20 Compensation Decision Process                                                                                                                                                            | 3-2 Governance Organization                       | 31~32    |                                          |
|                                    | 2-21 Annual Total Compensation Proportion                                                                                                                                                     | -                                                 | -        | Organizational secrets and not disclosed |
|                                    | 2-22 Statement of Sustainable Development Strategy                                                                                                                                            | Message from the Chairman                         | 3-4      |                                          |
|                                    | 2-23 Policy Commitments                                                                                                                                                                       | 5-1 Human Resources Policy Content                | 60       |                                          |
|                                    | 2-24 Inclusion into Policy Commitments                                                                                                                                                        | 3-4 Supply Chain Management                       | 37       |                                          |
|                                    |                                                                                                                                                                                               | 5-1 Human Resources Policy Content                | 60       |                                          |
|                                    | 2-25 Procedure for Remediying Negative Impacts                                                                                                                                                | 2-1 Stakeholder Identification and Communication  | 17       |                                          |
|                                    |                                                                                                                                                                                               | 3-1 Business Philosophy and Regulatory Compliance | 29       |                                          |
|                                    |                                                                                                                                                                                               | 5-1 Human Resources Policy Content                | 60       |                                          |

Appendix 3. GRI Contents Index

| Declaration of Use                | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                                   |          |                     |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------|---------------------|
| GRI 1 Used                        | GRI 1: Basic 2021                                                                                                                                                                             |                                                   |          |                     |
| Applicable GRI Industry Standards | None.                                                                                                                                                                                         |                                                   |          |                     |
| GRI Standards                     | Items disclosed                                                                                                                                                                               | Related chapters and sections                     | Page No. | Reason for omission |
| GRI 2 : General Disclosure 2021   | 2-25 Procedure for Remedying Negative Impacts                                                                                                                                                 | 5-8 Safe and Healthy Work Environment             | 74       |                     |
|                                   | 2-26 Mechanism for Seeking Advice and Raising Doubts                                                                                                                                          | 2-1 Stakeholder Identification and Communication  | 17       |                     |
|                                   | 2-27 Regulatory Compliance                                                                                                                                                                    | 3-1 Business Philosophy and Regulatory Compliance | 29       |                     |
|                                   |                                                                                                                                                                                               | 4-2 Waste Management                              | 53       |                     |
|                                   |                                                                                                                                                                                               | 5-1 Human Resources Policy Content                | 60       |                     |
|                                   | 2-28 Membership of Public Associations                                                                                                                                                        | 3-3 External Participation                        | 34~35    |                     |
|                                   | 2-29 Stakeholder Engagement Policy                                                                                                                                                            | 2-1 Stakeholder Identification and Communication  | 17       |                     |
|                                   |                                                                                                                                                                                               | 2-2 Identification of Major Issues                | 18       |                     |
|                                   | 2-30 Group Agreement                                                                                                                                                                          | 5-1 Human Resources Policy Content                | 60       |                     |
| Major issue                       |                                                                                                                                                                                               |                                                   |          |                     |
| GRI 3: Major Issues 2021          | 3-1 Process for Determining Major Issues                                                                                                                                                      | 2-2 Identification of Major Issues                | 17~18    |                     |
|                                   | 3-2 List of Major Issues                                                                                                                                                                      | 2-2 Identification of Major Issues                | 17~18    |                     |
|                                   | 3-3 Major Issue Management                                                                                                                                                                    | 2-2 Identification of Major Issues                | 20~27    |                     |

Appendix 3. GRI Contents Index

|                                           |                                                                                                                                                                                               |                                                   |          |                     |
|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------|---------------------|
| Declaration of Use                        | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                                   |          |                     |
| GRI 1 Used                                | GRI 1: Basic 2021                                                                                                                                                                             |                                                   |          |                     |
| Applicable GRI Industry Standards         | None.                                                                                                                                                                                         |                                                   |          |                     |
| GRI Standards                             | Items disclosed                                                                                                                                                                               | Related chapters and sections                     | Page No. | Reason for omission |
| Major Issue: Economic performance         |                                                                                                                                                                                               |                                                   | 19~27    |                     |
| GRI 201<br>Economic performance 2016      | 201-1 Direct Economic Value Generated and Distributed by the Organization                                                                                                                     | 3-7 Operational Performance                       | 43       |                     |
|                                           |                                                                                                                                                                                               | 5-5 Salary and Benefits                           | 65       |                     |
|                                           | 201-4 Financial Subsidies from the Government                                                                                                                                                 | 3-3 External Participation                        | 35       |                     |
| Major Issue: Market position              |                                                                                                                                                                                               |                                                   | 19~27    |                     |
| GRI 202<br>Market Position 2016           | 202-1 The ratio of salary of basic staff of different genders to local minimum salary                                                                                                         | 5-5 Salary and Benefits                           | 66~67    |                     |
|                                           | 202-2 Proportion of local residents employed as high-level management                                                                                                                         | 5-1 Human Resources Policy                        | 60       |                     |
| Major Issue: Indirect economic impact     |                                                                                                                                                                                               |                                                   | 19~27    |                     |
| GRI 203<br>Indirect Economic Impact 2016  | 203-1 Development and Impact of Infrastructure Investment and Support Services                                                                                                                | 6-1 Internal Public Welfare Organizations         | 83-86    |                     |
| Major Issue: Anti-competitive behavior    |                                                                                                                                                                                               |                                                   | 19~27    |                     |
| GRI 206<br>Anti-competitive Behavior 2016 | 206-1 Legal Actions Against Anti-competitive Behavior, Antitrust, and Anti-monopolistic Behavior                                                                                              | 3-1 Business Philosophy and Regulatory Compliance | 29       |                     |

# Appendix 3. GRI Contents Index

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|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|----------|---------------------|
| GRI 1 Used                        | GRI 1: Basic 2021                                                                                                                                                                             |                                                 |          |                     |
| Applicable GRI Industry Standards | None.                                                                                                                                                                                         |                                                 |          |                     |
| GRI Standards                     | Items disclosed                                                                                                                                                                               | Related chapters and sections                   | Page No. | Reason for omission |
| Major Issue: Waste                |                                                                                                                                                                                               |                                                 | 19~27    |                     |
| GRI 306<br>Waste 2020             | 306-1 Generation of Waste and Significant Impact Related to Waste                                                                                                                             | 4-4-1 Waste Recycling                           | 52~53    |                     |
|                                   | 306-2 Management of significant waste-related impacts                                                                                                                                         | 4-4-1 Waste Recycling                           | 52~53    |                     |
|                                   | 306-3 Waste generated                                                                                                                                                                         | 4-4-1 Waste Recycling                           | 52~53    |                     |
|                                   | 306-4 Waste diverted from disposal                                                                                                                                                            | 4-4-1 Waste Recycling                           | 52~53    |                     |
|                                   | 306-5Waste directed to disposal                                                                                                                                                               | 4-4-1 Waste Recycling                           | 52~53    |                     |
| Major Issue: Customer privacy     |                                                                                                                                                                                               |                                                 | 19~27    |                     |
| GRI 418<br>Customer Privacy 2016  | 418-1 Complaints of Confirmed Infringement of Customer Privacy or Loss of Customer Information                                                                                                | 3-9 Information Security and Privacy Protection | 46       |                     |
| Major Issue: Discharge            |                                                                                                                                                                                               |                                                 | 19~27    |                     |
| GRI 305<br>Emissions 2016         | 305-1 Direct (Category I) Greenhouse Gas Emissions                                                                                                                                            | 4-1 Climate-related Leading Practices           | 48~51    |                     |
|                                   | 305-2 Indirect (Category II) Greenhouse Gas Emissions                                                                                                                                         | 4-1-3 GHG emissions and management              | 49       |                     |
|                                   | 305-3 Other Indirect (Category III) Greenhouse Gas Emissions                                                                                                                                  | 4-1-3 GHG emissions and management              | 49       |                     |

Appendix 3. GRI Contents Index

| Declaration of Use                             | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                            |          |                     |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|----------|---------------------|
| GRI 1 Used                                     | GRI 1: Basic 2021                                                                                                                                                                             |                                            |          |                     |
| Applicable GRI Industry Standards              | None.                                                                                                                                                                                         |                                            |          |                     |
| GRI Standards                                  | Items disclosed                                                                                                                                                                               | Related chapters and sections              | Page No. | Reason for omission |
| Major Issue: Discharge                         |                                                                                                                                                                                               |                                            | 19~27    |                     |
| GRI 305<br>Emissions 2016                      | 305-4 Greenhouse Gas Emission Intensity                                                                                                                                                       | 4-1 Climate-related Leading Practices      | 48~51    |                     |
|                                                | 305-5 Reduction of GHG emissions                                                                                                                                                              | 4-1-7 Management of Carbon Reduction Plans | 51       |                     |
| Major Issue: Occupational Safety and Health    |                                                                                                                                                                                               |                                            | 19~27    |                     |
| GRI 403<br>Occupational Safety and Health 2018 | 403-1 Occupational Safety and Health Management System                                                                                                                                        | 5-8 Safe and Healthy Work Environment      | 74       |                     |
|                                                | 403-2 Hazard Identification, Risk Assessment and Accident Investigation                                                                                                                       | 5-8-8 Occupational Diseases and Injuries   | 80       |                     |
|                                                | 403-3 Occupational Health Services                                                                                                                                                            | 5-7 Employee Health and Care               | 72~73    |                     |
|                                                | 403-4 Worker participation, consultation, and communication on occupational health and safety                                                                                                 | 5-8-4 Safety and Health Related Training   | 76       |                     |
|                                                | 403-5 Worker training on occupational health and safety                                                                                                                                       | 5-8-4 Safety and Health Related Training   | 76       |                     |
|                                                | 403-6 Promotion of worker health                                                                                                                                                              | 5-7 Employee Health and Care               | 73       |                     |
|                                                | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships                                                                           | 3-6 Risk Management                        | 40       |                     |
|                                                |                                                                                                                                                                                               | 5-8-4 Safety and Health Related Training   | 76       |                     |

# Appendix 3. GRI Contents Index

| Declaration of Use                             | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                                              |          |                     |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|----------|---------------------|
| GRI 1 Used                                     | GRI 1: Basic 2021                                                                                                                                                                             |                                                              |          |                     |
| Applicable GRI Industry Standards              | None.                                                                                                                                                                                         |                                                              |          |                     |
| GRI Standards                                  | Items disclosed                                                                                                                                                                               | Related chapters and sections                                | Page No. | Reason for omission |
| GRI 403<br>Occupational Safety and Health 2018 | 403-8 Workers covered by an occupational health and safety management system                                                                                                                  | 5-8-9 Number of People Entering the Plant for Work Every Day | 81       |                     |
|                                                | 403-9 Work-related injuries                                                                                                                                                                   | 5-8-8 Occupational Diseases and Injuries                     | 80       |                     |
|                                                | 403-10 Work-related illness                                                                                                                                                                   | 5-8-8 Occupational Diseases and Injuries                     | 80       |                     |
| Other: General Topics                          |                                                                                                                                                                                               |                                                              |          |                     |
| GRI 204<br>Procurement Practice 2016           | 204-1 Proportion of Procurement Expenses from Local Suppliers                                                                                                                                 | 3-4 Supply Chain Management                                  | 36~38    |                     |
| GRI 205<br>Anti-corruption 2016                | 205-1 Operating Sites Undergoing Corruption Risk Assessment                                                                                                                                   | 3-2 Organization Structure                                   | 29       |                     |
| GRI 302<br>Energy 2016                         | 302-1 Energy Consumption within the Organization                                                                                                                                              | 4-1 Climate-related Leading Practices                        | 48~51    |                     |
|                                                | 302-3 Energy Source Density                                                                                                                                                                   | 4-1 Climate-related Leading Practices                        | 48~51    |                     |
|                                                | 302-4 Reduction of Energy Consumption                                                                                                                                                         | 4-1 Climate-related Leading Practices                        | 48~51    |                     |
| GRI 303<br>Water and Discharged Water 2018     | 303-1 Mutual Influence of Shared Water Resources                                                                                                                                              | 4-3 Water Resources Management                               | 54       |                     |
|                                                | 303-2 Management of Impacts Related to Discharged Water                                                                                                                                       | 4-3 Water Resources Management                               | 54       |                     |
|                                                | 303-3 Water Intake Volume                                                                                                                                                                     | 4-3-1 Water Intake Source                                    | 54       |                     |
|                                                | 303-4 Displacement                                                                                                                                                                            | 4-3-2 Wastewater Discharge                                   | 54       |                     |
|                                                | 303-5 Water Consumption                                                                                                                                                                       | 4-3-2 Sources of Water Consumption                           | 54       |                     |

Appendix 3. GRI Contents Index

| Declaration of Use                                         | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                                  |          |                     |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|----------|---------------------|
| GRI 1 Used                                                 | GRI 1: Basic 2021                                                                                                                                                                             |                                                  |          |                     |
| Applicable GRI Industry Standards                          | None.                                                                                                                                                                                         |                                                  |          |                     |
| GRI Standards                                              | Items disclosed                                                                                                                                                                               | Related chapters and sections                    | Page No. | Reason for omission |
| GRI 308<br>Supplier Environmental Assessment 2016          | 308-1 Using Environmental Standards to Screen Suppliers                                                                                                                                       | 3-4 Supply Chain Management                      | 36~38    |                     |
|                                                            | 308-2 Negative Impact of Supply Chain on the Environment and Actions Taken                                                                                                                    | 3-4 Supply Chain Management                      | 36~38    |                     |
| GRI 401<br>Labor Relations 2016                            | 401-1 New employee hires and employee turnover                                                                                                                                                | 5-2 Employee Status                              | 61       |                     |
|                                                            | 401-2 Benefits Provided to Full-time Employees (Excluding Temporary and Part-time Employees)                                                                                                  | 5-5 Employee Benefits and Diversified Activities | 69       |                     |
|                                                            | 401-3 Parental Leave                                                                                                                                                                          | 5-5 Maternity leave                              | 68       |                     |
| GRI 404<br>Training and Education 2016                     | 404-1 Average Number of Training Hours per Employee per Year                                                                                                                                  | 5-3 Training and Performance                     | 62-63    |                     |
|                                                            | 404-2 Improvement of Employee Job Competence and Transition Assistance Plans                                                                                                                  | 5-3 Training and Performance                     | 62-63    |                     |
|                                                            | 404-3 Percentage of Employees Undergoing Regular Performance and Career Development Reviews                                                                                                   | 5-5 Remuneration and Benefit Policy              | 65       |                     |
| GRI 405<br>Employee Diversity and Equal Opportunities 2016 | 405-1 Diversification of Governance Units and Employees                                                                                                                                       | 3-2-2 Board of Directors                         | 33       |                     |
|                                                            |                                                                                                                                                                                               | 5-2 Employee Status                              | 61       |                     |
| GRI 406<br>Non-discrimination 2016                         | 406-1 Non-discrimination Cases and Improvements Made by the Organization                                                                                                                      | 5-1 Human Resources Policy Content               | 60       |                     |

Appendix 3. GRI Contents Index

| Declaration of Use                         | Walsin Technology Corporation has published the 2023 Sustainability Report in accordance with the GRI Standards, and the range of data covers the period from January 1 to December 31, 2023. |                                                                  |          |                     |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|----------|---------------------|
| GRI 1 Used                                 | GRI 1: Basic 2021                                                                                                                                                                             |                                                                  |          |                     |
| Applicable GRI Industry Standards          | None.                                                                                                                                                                                         |                                                                  |          |                     |
| GRI Standards                              | Items disclosed                                                                                                                                                                               | Related chapters and sections                                    | Page No. | Reason for omission |
| GRI 408<br>Child Labor 2016                | 408-1 Operating Sites and Suppliers with Significant Risks of Using Child Labor                                                                                                               | 3-4 Supply Chain Management                                      | 36~38    |                     |
|                                            |                                                                                                                                                                                               | 5-1 Human Resources Policy Content                               | 60       |                     |
| GRI 409<br>Forced or Compulsory Labor 2016 | 409-1 Operating Sites and Suppliers with Significant Risks of Forced or Compulsory Labor Events                                                                                               | 3-4 Supply Chain Management                                      | 36~38    |                     |
| GRI 2016<br>Security Practice 2016         | 410-1 Training on Human Rights Policy and Procedures for Security Personnel                                                                                                                   | 5-4 Security-related Human Rights Policy and Procedures Training | 64       |                     |
| GRI 414<br>Supplier Social Evaluation 2016 | 414-1 New Suppliers Screened Using Social Standards                                                                                                                                           | 3-4 Supply Chain Management                                      | 36~38    |                     |
|                                            | 414-2 Negative Social Impacts in the Supply Chain and Actions Taken                                                                                                                           | 3-4 Supply Chain Management                                      | 36~38    |                     |
| GRI 415<br>Public Policies 2016            | 415-1 Political Donation                                                                                                                                                                      | 3-3 External Participation                                       | 35       |                     |
| GRI 416<br>Customer health and safety 2016 | 416-1 Evaluation of the Impact of Product and Service Categories on Health and Safety                                                                                                         | 3-4 Supply Chain Management                                      | 36~38    |                     |
|                                            |                                                                                                                                                                                               | 3-5 Quality Management                                           | 39       |                     |
|                                            |                                                                                                                                                                                               | 4-1 Climate-related Leading Practices                            | 48~51    |                     |
|                                            | 416-2 Violations of Health and Safety Regulations Related to Products and Services                                                                                                            | No violations in 2023.                                           |          |                     |



## 獨立保證意見聲明書

### 華新科技股份有限公司 2023 年永續報告書

英國標準協會與華新科技股份有限公司(簡稱華新科)為相互獨立的公司，英國標準協會除了針對華新科技股份有限公司 2023 年永續報告書進行評估和查證外，與華新科並無任何財務上的關係。

本獨立保證意見聲明書之目的，僅作為對華新科技股份有限公司 2023 年永續報告書所界定範圍內的相關事項進行保證之結論，而不作為其他之用途。除對查證事實提出獨立保證意見聲明書外，對於其他目的之使用，或閱讀此獨立保證意見聲明書的任何人，英國標準協會並不負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華新科提供之相關資訊所作成之結論，因此審查範圍乃基於並侷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，將由華新科一併回覆。

#### 查證範圍

華新科與英國標準協會協議的查證範圍包括：

1. 本查證作業範疇與華新科技股份有限公司 2023 年永續報告書揭露之報告範疇一致。
2. 依照 AA1000 保證標準 V3 的第 1 應用類型評估華新科遵循 AA1000 當責性原則(2018)的本質和程度，不包括對於報告書揭露的資訊/數據之可信賴度的查證。

本聲明書以英文作成並已翻譯為中文以供參考。

#### 意見聲明

我們總結華新科技股份有限公司 2023 年永續報告書內容，對於華新科之相關運作與永續績效則提供了一個公平的觀點。基於保證範圍限制事項、華新科所提供資訊與數據以及抽樣之測試，此報告書並無重大之不實陳述。我們相信有關華新科的環境、社會及治理等績效資訊是誠正確無誤地呈現。報告書所揭露之永續績效資訊展現了華新科對識別利害關係人的努力。

我們的工作是由一組具有依據 AA1000 保證標準 V3 查證能力之團隊執行，以及策劃和執行這部分的工作，以獲得必要之訊息資料及說明。我們認為就華新科所提供之足夠證據，表明其符合 AA1000 保證標準 V3 的報告方法與自我聲明遵循 GRI 永續性報導準則係屬公允的。

#### 查證方法

為了收集與作成結論有關的證據，我們執行了以下工作：

- 對來自外部團體的議題相關於華新科政策進行訪談，以確認本報告書中聲明書的合適性；
- 與管理者討論有關利害關係人參與的方式，然而，我們並無直接接觸外部利害關係人；
- 訪談 6 位與永續性管理、報告書編製及資訊提供有關的員工；
- 審查有關組織的關鍵性發展；
- 審查內部稽核的發現；
- 審查報告書中所作宣告的支持性證據；
- 針對公司報告書及其相關 AA1000 當責性原則(2018)中有關包容性、重大性、回應性及衝擊性原則之流程管理進行審查。

#### 結論

針對 AA1000 當責性原則(2018)之包容性、重大性、回應性及衝擊性與 GRI 永續性報導準則的詳細審查結果如下：

#### 包容性

2023 年報告書反映出華新科已持續尋求利害關係人的參與，並建立重大永續主題，以發展及達成對永續具有責任且策略性的回應。報告書中已公正地報告與揭露環境、社會及治理的訊息，足以支持適當的計畫與目標設定。以我們的專業意見而言，這份報告書涵蓋了華新科之包容性議題。

#### 重大性

華新科公布對組織及其利害關係人之評估、決策、行動和績效會產生實質性影響與衝擊之重大主題。永續性資訊揭露使利害關係人得以對公司之管理與績效進行判斷。以我們的專業意見而言，這份報告書適切地涵蓋了華新科之重大性議題。

#### 回應性

華新科執行來自利害關係人的期待與看法之回應。華新科已發展相關道德政策，作為提供進一步回應利害關係人的機會，並能對利害關係人所關切之議題作出及時性回應。以我們的專業意見而言，這份報告書涵蓋了華新科之回應性議題。

#### 衝擊性

華新科已鑑別並以平衡和有效之量測及揭露方式公正展現其衝擊。華新科已經建立監督、量測、評估和管理衝擊之流程，從而在組織內實現更有效之決策和結果管理。以我們的專業意見而言，這份報告書涵蓋了華新科之衝擊性議題。

#### GRI 永續性報導準則

華新科提供有關依據 GRI 永續性報導準則 2021 之自我宣告，並對每個涵蓋其行業準則和其相關性的 GRI 主題準則之重大主題，其揭露項目依據全部報導要求的相關資料。基於審查的結果，我們確認報告書中參照 GRI 永續性報導準則之永續發展相關揭露項目已被報告、部分報告或省略。以我們的專業意見而言，此自我宣告涵蓋了華新科的永續性主題。然而，未來的報告書可以進一步加強以下的項目：

- 鼓勵參考國際同業的實務做法，以滿足揭露 GRI 2-21 揭露項目：年度總薪酬比率的準則要求，從而提升組織永續報導的可信度與透明性。

#### 保證等級

依據 AA1000 保證標準 V3 我們審查本聲明書為中度保證等級，如同本聲明書中所描述之範圍與方法。

#### 責任

這份永續報告書所屬責任，如同責任信中所宣稱，為華新科負責人所有。我們的責任為基於所描述之範圍與方法，提供專業意見並提供利害關係人一個獨立的保證意見聲明書。

#### 能力與獨立性

英國標準協會於 1901 年成立，為全球標準與驗證的領導者。本查證團隊係由其專業背景，且接受過如 AA1000AS、ISO 14001、ISO 45001、ISO 14064 及 ISO 9001 之一系列永續性、環境及社會等管理標準的訓練，具有稽核員資格之成員組成。本保證係依據 BSI 公平交易準則執行。

For and on behalf of BSI:

  
Peter Pu, Managing Director BSI Taiwan



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2024-07-12

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INDEPENDENT ASSURANCE OPINION STATEMENT

Walsin Technology Corporation 2023 ESG Report

The British Standards Institution is independent to Walsin Technology Corporation (hereafter referred to as WTC in this statement) and has no financial interest in the operation of WTC other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of WTC only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by WTC. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

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

**Scope**

The scope of engagement agreed upon with WTC includes the followings:

1. The assurance scope is consistent with the description of Walsin Technology Corporation 2023 ESG Report.
2. The evaluation of the nature and extent of the WTC's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

**Opinion Statement**

We conclude that the Walsin Technology Corporation 2023 ESG Report provides a fair view of the WTC sustainability programmes and performances during 2023. The ESG report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the WTC and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate WTC's efforts recognized by its stakeholders.

Our work was carried out by a team of ESG report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that WTC's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

**Methodology**

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

- a review of issues raised by external parties that could be relevant to WTC's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 6 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

**Conclusions**

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

**Inclusivity**

This report has reflected a fact that WTC has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the WTC's inclusivity issues.

**Materiality**

WTC publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of WTC and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the WTC's management and performance. In our professional opinion the report covers the WTC's material issues.

**Responsiveness**

WTC has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for WTC is developed and continually provides the opportunity to further enhance WTC's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the WTC's responsiveness issues.

**Impact**

WTC has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. WTC has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the WTC's impact issues.

**GRI Sustainability Reporting Standards (GRI Standards)**

WTC provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the WTC's sustainability topics. However, the future report will be improved by the following areas:

- It is encouraged to consider referring to international peers' practices to meet the requirements of the standards for disclosing the GRI 2-21 annual total compensation ratio, thus enhancing the credibility and transparency of the ESG report.

**Assurance level**

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

**Responsibility**

The ESG report is the responsibility of the WTC's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

**Competency and Independence**

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:



Peter Pu, Managing Director BSI Taiwan



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