

The Company's corporate governance supervisor

In order to implement corporate governance, allow the Board of Directors to play its due role, and safeguard the rights and interests of investors, the Board of Directors on May 8, 2019 approved the appointment of Senior Vice President Kerry Hsu as the Company's corporate governance supervisor, which is the highest supervisor on the corporate governance related matters, and the stock affairs unit shall directly report to her. Senior Vice President Kerry Hsu is the Company's executive officer and has over 10 years of management experience in finance, stock affairs, or meeting agenda in public companies.

Key responsibilities:

1. Organize board of directors meetings and shareholders' meetings according to the law.
2. Compile board of directors meeting and shareholders' meeting minutes.
3. Assist directors take office and participate in continuing education.
4. Provide business information for directors as needed for performing their duties.
5. Assist directors in complying with the law.
6. Reporting the review results of whether the qualifications of the independent directors comply with relevant laws and regulations when nomination, election, and during their term of office to the Board of Directors.
7. Conducting matters related to the changes of directors.
8. Other duties pursuant to the Articles of Incorporation or other contracts.

Training completed by corporate governance officers in current year:

Date	Organizer	Course Name	Hours
2023/11/27	Securities & Futures Institute	Technical development and application opportunities of ChatGPT	3
2023/07/04	Taiwan Stock Exchange	Cathay Sustainable Finance and Climate Change Summit in 2023	6
2023/06/02	Securities & Futures Institute	Promotion meeting for prevention of Insider Trading in 2023	3
2023/04/27	Taiwan Stock Exchange, Taipei Exchange	Promotion meeting for sustainable development action plans for listed companies	3

The concurrent unit for promoting sustainable developments

In response to the importance of current sustainable development issues, combined with functional considerations, strengthening the assessment and analysis of risks related to sustainable development, the Company established the "Sustainable Development Committee" with the approval of the Board of Directors in November 2023, headed by Ms. Kerry Hsu, Company's corporate governance supervisor served as the convener and abolished the Risk Management Committee on the same day. And the governance mechanism of the Risk Management Committee merged into the Sustainable Development Committee for execution, and the "Sustainable Development Team" and the "Risk Management Team" are set under the Sustainable Development Committee. Chief Sustainability Officer, Mr. Willie Sun, and Chief Financial Officer, Ms. Cheryl Yang, serve as team leaders respectively to implement the promotion and execution of sustainable development work and continue to improve the risk management system to move towards the Company's sustainable development goals.

The main tasks of the Company's Sustainable Development Team include the proposing and implementing sustainable development policies and systems, or related management directions and specific promotion plans, preparing the annual Sustainability report, following and participating in sustainable development discussions related to the environmental, corporate governance, and giving back to society of the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB). Through this, the Company aims to stay up to date with the trends.

The Sustainable Development Team consists of Admin Department, IR, HR, Finance, Audit, FAE, Warehouse, IT, WT Foundation, Operation Department and Welfare Committee etc. The Team is supported by professional certification institutions, sustainable development guidance organizations, and Sustainability report editing units, in order to completely implement an ESG system in Taiwan and introduce international regulations.

Domestic and foreign competent authorities and legal person investors have emphasized corporate governance related to the promotion and practical issues of sustainable development. To improve the internal maintenance of consensus and communication measures, the Company reports to the Board of Directors on the promotion of sustainable development at least once a year. The Chief Sustainability Officer had reported to the Board of Directors on August 2, 2023 for the implementation performance and key findings of the Company's sustainable development in 2022, which includes (1) the work progress of the Sustainable Development Team, (2) important timelines of ESG, (3) international trends of sustainable development ; (4) key projects of the Sustainable Development Team for the next year. Meanwhile, the Board of Directors supervises the Sustainable

Development Committee to review policy and strategy for sustainable development, and formulate review plans as necessary to implement the Company's sustainable development concept and promotion.

The Company has stipulated the "Sustainability Report Preparation and Verification Operating Procedures" according to the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" of TWSE. The Procedures have been reported to the Board of Directors for resolution on April 7, 2022, and is implemented by the Sustainable Development Team.

The Company published the Chinese version of 2022 Sustainability Report in June 2023 and the English version of 2022 Sustainability report in September 2023. The Company's sustainable development plans and results can be found on the company website, "[Sustainability](#)".

Risk assessment of Environmental, Community or Corporate governance associated with the Company's operations

For the purpose of enforcing the Company's risk management mechanisms and strengthening corporate governance while reasonably assuring the Company's strategies, plans, and targets are achieved, the Board of Directors passed the risk management policy on January 5, 2021. The policy provides the top principles for risk management. Based on business activities, the Company identifies and manages risks in operations, finance, compliance, information security, and environment, and follows closely the development of risk management in and outside the country and identification of new risks.

The Company assess risks associated with important issues based on the CSR principle of materiality, and establish related risk management policies as follows:

Important Issue	Risk Assessment	Risk Management Policy
Environment	Climate change	The Company supported the Paris Agreement, supporting and disclosing information related to the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB). The Company is improving the transparency of sustainability information and performance year over year, please refer to pages 84 to 87 of the 2022 Sustainability Report on the Company's website for details.
Community	Occupational safety	1. In order to fully implement employee health and safety protection, prevent occupational disease and injury, and reduce operational risks, the Company has established health and safety management

Important Issue	Risk Assessment	Risk Management Policy
		<p>personnel according to the law. The personnel reviews the environmental health and safety targets and management plans every year, which are implemented by the responsible units. The measures are managed and the results are reviewed to ensure continuous improvement.</p> <ol style="list-style-type: none"> 2. In 2022, the Company had no major occupational accidents and no occupational injuries occurred to contractors. The Taiwan and Hong Kong logistics centers passed ISO14001 (environmental management system). 3. The Company regularly organizes fire drills and occupational health and safety education and training every year, in order to prepare employees for emergencies and improve their self-safety management abilities. 4. Implementation of prevention plans for various hazards: Human hazards, abnormal workload, illegal infringement, labor health services plan, and maternal health protection plan. 5. Health management offices and nursing rooms have been established. Dedicated nursing personnel are responsible for matters related to labor health services. Specialist doctors provide on-site services every month.
Corporate Governance	Compliance with social and economic regulations	<p>The Company complies with the Fair Trade Act, Foreign Trade Act, Regulations Governing Export and Import Of Strategic High-tech Commodities, Export Administration Regulations of the United States of America, and Regulations Governing Permission of Trade Between Taiwan Area and Mainland Area, and all products comply with the international safety standards, international environmental regulations and import and export regulations. This ensures that the business activities are environmentally friendly and complies with ethics. Internal training courses are also organized to promote laws and regulations.</p>
	Information security	<p>The key core services are structured as clustered and multi-point services to avoid main functions falling on a single point. This way, when problems arise, the core services will not be interrupted, reducing the impact of uncontrollable factors on the system.</p> <p>Information security protects assets from harm through various security management measures to achieve the CIA goals. The specific actions include:</p> <ol style="list-style-type: none"> 1. Email protection: Actively intercept suspicious emails with an accuracy of 98.64%. 2. Implementing anti-virus software endpoint protection on personal computers and servers. Updating

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		<p>the virus library and implementing regular scans and real-time monitoring software.</p> <p>3. Firewalls for the public website shall be equipped with application identification capability to integrate external information for active blocking and strengthen information security defense capabilities. For detailed information, please see the Company's website (https://www.wtmec.com/corporate-governance/risk-management/information-risk/)</p>
	Anti-corruption	<p>The Company has adopted a zero-tolerance policy for corruption and has provided an official whistleblowing mechanism, establishing free communication channels, such as the WT Microelectronics website professional ethics violation reporting section and internal reporting email.</p> <p>The Company requires the implementation of internal ethics and integrity training. The Group held "Ethical Values and Business Practice Principles" training for all employees from June 8 to June 23, 2023. A total of 2,566 employees completed the training and passed the examination (100% pass rate).</p> <p>Furthermore, new employees must complete courses on important management regulations, including the "Corporate Governance Best Practice Principles", "Sustainable Development Best Practice Principles" (originally the "Corporate Social Responsibility Best Practice Principles"), "Ethical Corporate Management Best Practice Principles", "Code of Ethical Conduct", "Procedures for Ethical Management", "Guidelines for Conduct", and "Supplier Code of Conduct". Additionally, new employees must complete online education and training and pass the examination for "Ethical Values and Business Practice Principles" within 7 days of orientation.</p> <p>The total ethical management training hours in 2023 was 1,486.5 hours and 2,790 employees were trained.</p>