

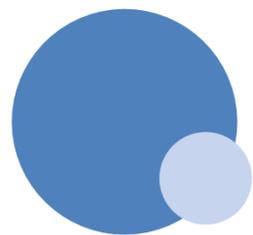


Status of Business Integrity Promotion

 Business Integrity Center, Walsin Lihwa
2021

Organization Structure of Walsin Lihwa About the Business Integrity Center

01



Organizational structure of the Sustainable Development Committee



Business Integrity Center



Corporate Governance Units

1. Planning and management of meetings held by the Business Integrity Center
2. Enactment of the Ethical Corporate Management Best Practice Principles and relevant principled regulations
3. Assurance of legal compliance as well as lawfulness and effective enforcement of company policies, regulations, and rules among others



Guide and Training

(Human Resources Division /
Legal Division)



Rewards and Punishments

(Human Resources Division)



Supervision and Audit

(Auditing Office)

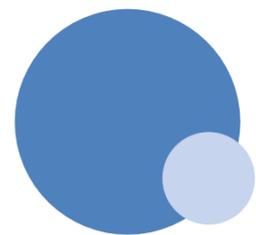


Executive Unit

(BU Head)

Operating Status of the Business Integrity Center in 2021

02



Foci of Implementation in 2021

Regular Assessment and Counseling

Quarterly Meeting

The Business Integrity Center convened quarterly to track the status of implementation, discuss its annual plan, and report the meeting proceedings to the Sustainable Development Committee and Board of Directors.



Promotion and Education and Training

Synchronization of Internal and External Education and Training

External promotion was provided to suppliers and vendors across regions, while Walsin Lihwa's directors of the board, senior managerial officers, and general employees were required to attend internal training. Education and training were also made available online.

Optimization of System Implementation

Recertification by TIPS and Second Degree Relative Information Management

Information on the second degree relatives of everyone at the company has been included into the human resources information system to enable effective recusal of second degree relatives.



Supervision and Management

Mechanisms for assessment of the risks associated with unethical conduct

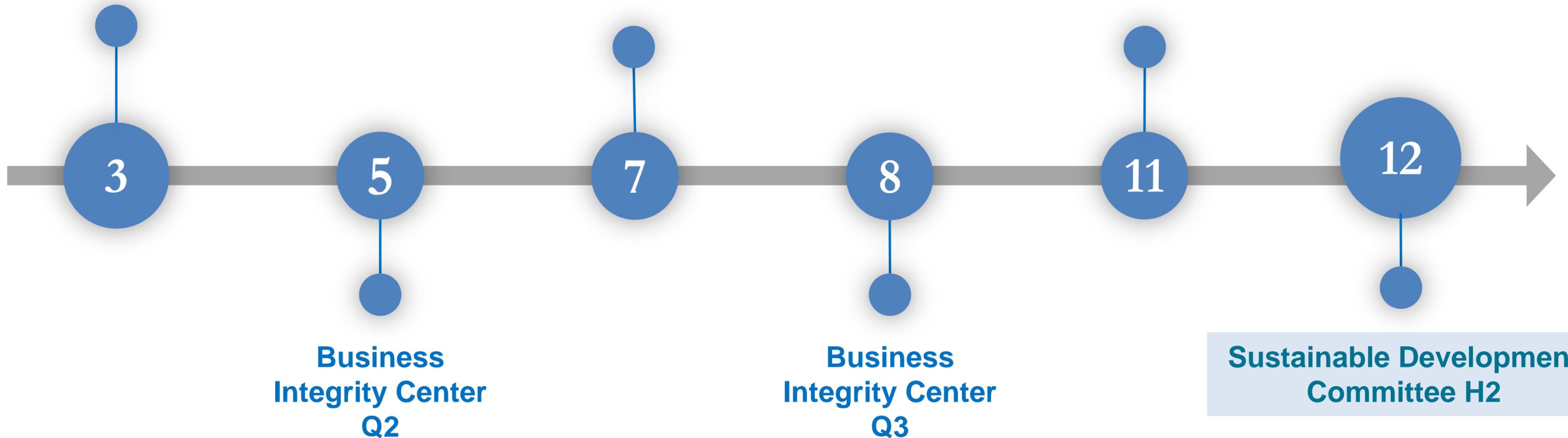
The scope of assessment of the risks associated with unethical conduct was expanded and the assessment was completed at Shanghai Walsin Power Wire & Cable Company and Changshu Walsin Specialty Steel Company in the first half of 2021.

Regular Assessment and Counseling

Business Integrity
Center Q1

Sustainable Development
Committee H1

Business Integrity
Center Q4



Promotion and Education and Training

External Promotion

Supplier Partner Exchange Meeting

<u>Site</u>	<u>Date</u>	<u>Status of Attendance</u>
Shanghai Walsin	September 28	12companies
Dongguan Walsin	October 26	12companies
Hsinchuang Plant / Yangmei Plant	November 17	32companies
Yenshui Plant	November 23	55companies

Internal Promotion

■ **Offline Course**

Ethical management education and training: 45 attendees from the Resources Business Group

《Important economic and trade issue study as well as ethical management practice case sharing》

Directors of the board and senior managerial officers: 24 attendees

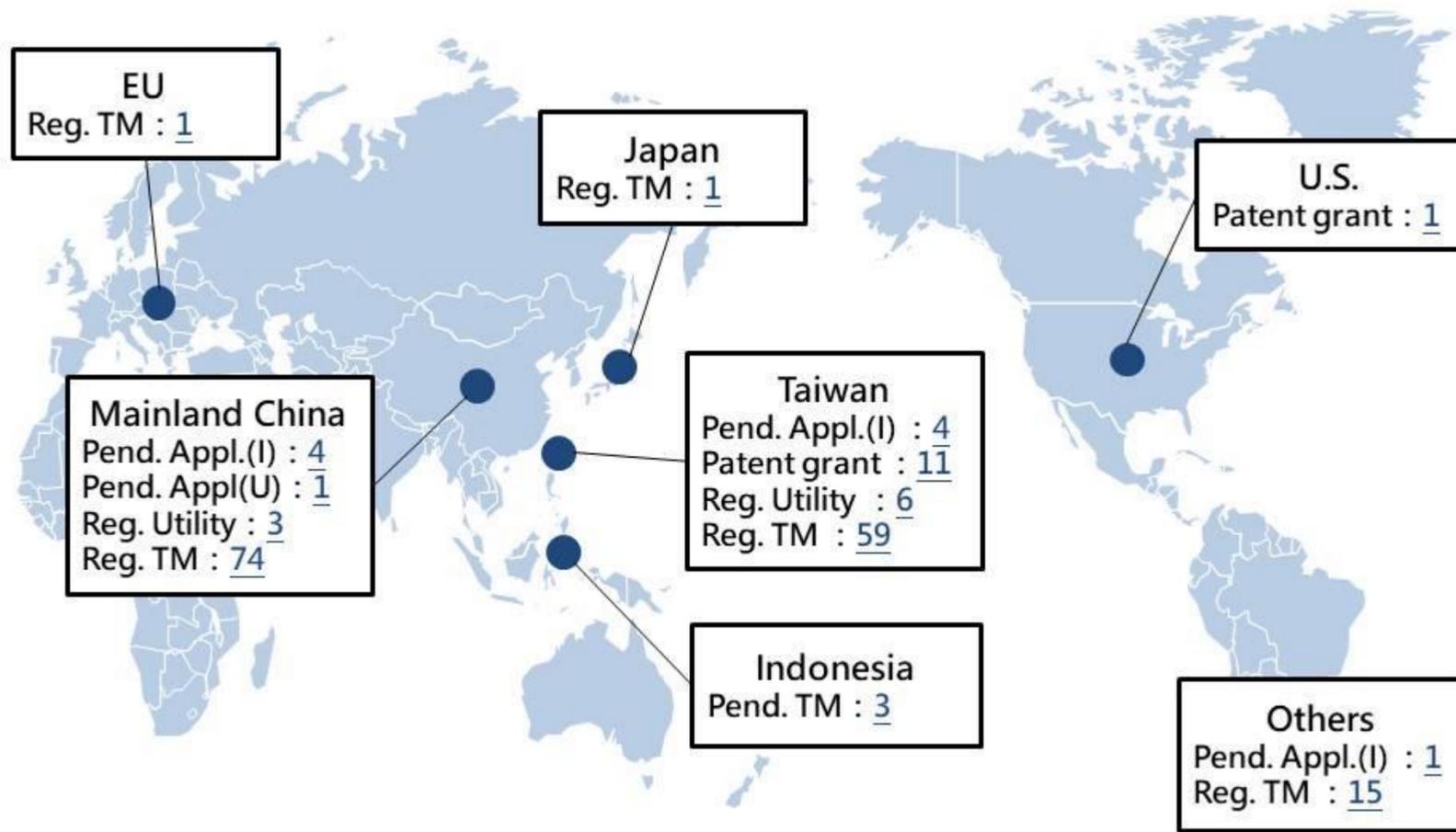
■ **Online Course**

Walsin Lihwa Academy: 762 attendees

Through public commitment, propagation of relevant information, and education and training to strengthen instilling the philosophy of ethical management, Walsin Lihwa has developed its corporate culture of business integrity from the very top of the company to the bottom, and its ethical management education and training including online courses is effective in business integrity culture development to strengthen the commitment to legal compliance and professional ethics.

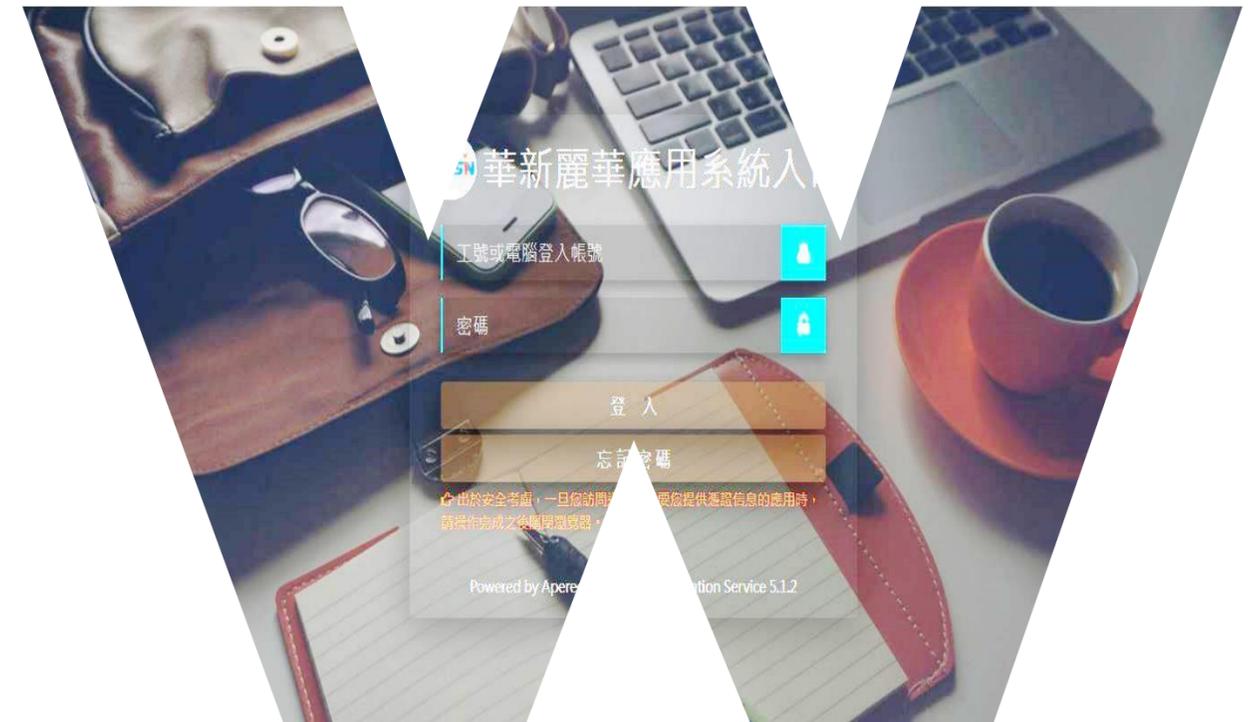
Optimization of System Implementation

Recertification by TIPS



On November 22, 2021, Walsin Lihwa obtained level A certification by the Taiwan Intellectual Property Management System (TIPS). The certification is valid through December 31, 2023.

Second Degree Relative Information Management

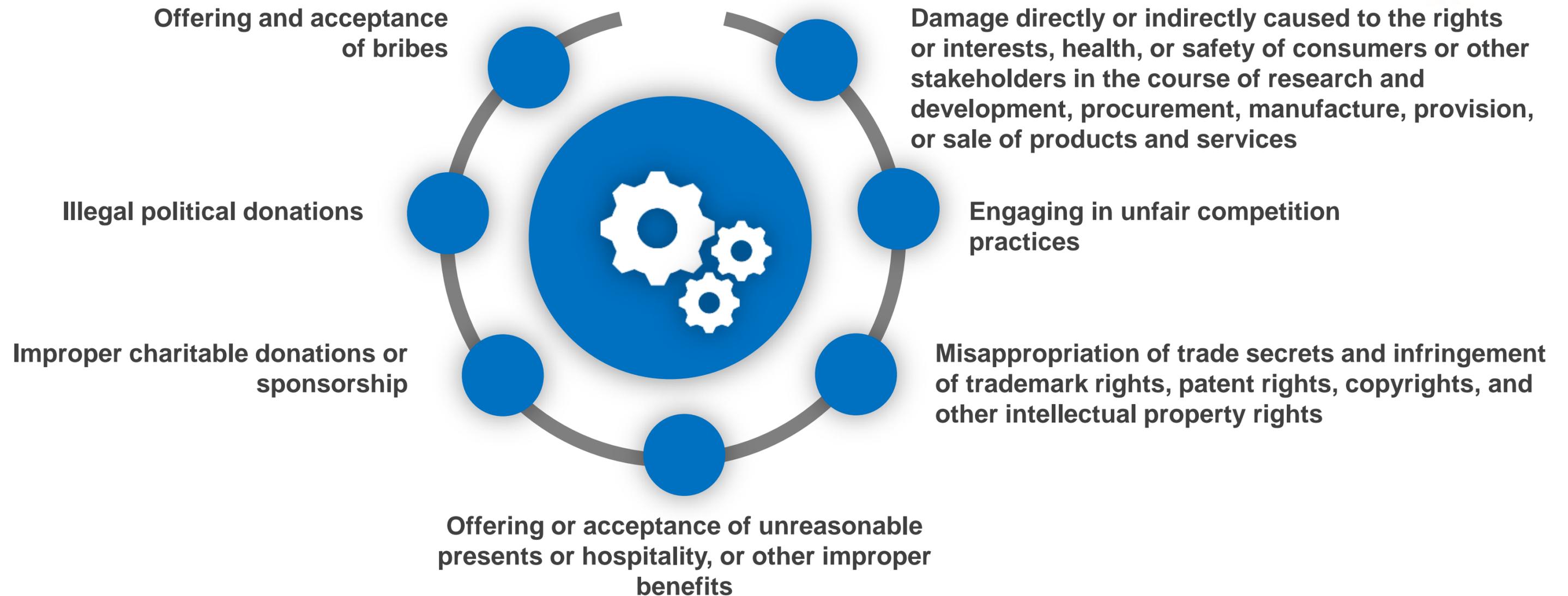


Systematic management enables effective recusal of second degree relatives.

Supervision and Management

Mechanisms for assessment of the risks associated with unethical conduct: The scope of assessment of the risks associated with unethical conduct was expanded and the assessment was completed at Shanghai Walsin Power Wire & Cable Company and Changshu Walsin Specialty Steel Company in the first half of 2021.

[Types of unethical conduct \(as prescribed in Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies\)](#)



THE END

