Sustainable Development Practice Principles
Walsin Lihwa Corporation

Amended and passed by the board of directors on November 6,2026

Chapter I General Principles

Article 1 The Sustainable Development Practice Principles of Walsin Lihwa (hereafter referred to as the Company), developed pursuant to the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies, is intended to fulfill the Company's corporate social responsibilities and promote economic, environmental, and social advancement. The Company promulgates its own sustainable development principles to manage its economic, environmental, and social risks and impacts.

Article 2 The Principles apply to the entire operations of the Company and its subsidiaries to encourage the Company and its subsidiaries to actively carry out sustainable development in the course of business operations so as to follow international development trends and to contribute to the economic development of the country, to improve the quality of life of employees, the community and society by acting as a responsible corporate citizen, and to enhance competitive edges built on sustainable development.

Article 3 To promote sustainable development, the Company shall, in its corporate management guidelines and business operations, give due consideration to the rights and interests of stakeholders and, while pursuing sustainable operations and profits, also give due consideration to the environment, society and corporate governance.

The Company shall, in accordance with the materiality principle, assess the risks associated with its operations as well as governance, environmental, and social issues for relevant risks management policy or strategy development.

Article 4 To carry out sustainable development, the Company follows the principles as below:

1. Exercise corporate governance.
2. Foster a sustainable environment.
3. Preserve public welfare.
4. Enhance disclosure of sustainable development information.

Article 5 The Company shall take into consideration the correlation between the development of domestic and international sustainability issues and corporate core business operations, and the effect of the operation of the Company and of its respective subsidiaries as a whole on stakeholders, in establishing its sustainability policy, system or relevant management guidelines, and concrete promotion plans for corporate social responsibility programs, which shall be approved by the board of directors.

When a shareholder proposes a motion involving sustainable development pursuant to Article 172-1 of the Company Act, the Company's board of directors is advised to review and consider including it in the shareholders meeting agenda.

Chapter II Exercising Corporate Governance

Article 6 The Company is advised to follow the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies, Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the Code of Ethical Conduct for TWSE/GTSM Listed Companies to establish its effective corporate governance framework and relevant ethical standards to enhance corporate governance.

Article 7 The directors of the Company shall exercise the due care of good administrators to urge the Company to carry out sustainable development, examine the results of the implementation thereof from time to time and continually make adjustment to ensure the thorough implementation of its sustainable development policy.

The board of directors of the Company is advised to give full consideration to the interests of stakeholders, including the following matters, in the Company's promotion of its sustainable development goals:

1. Identifying the Company's sustainable development mission or vision, and declaring its sustainable development policy, relevant systems or management guidelines.
2. Making sustainable development the guiding principle of the Company's operations and development, and ratifying concrete promotional plans for sustainable development initiatives; and
3. Enhancing the timeliness and accuracy of the disclosure of sustainable development information.

The board of directors of the Company shall appoint the Sustainable Development Committee or executive-level positions with responsibility for economic, environmental, and social issues resulting from the business operations and to report the status of the handling to the board of directors. The handling procedures and the responsible person for each relevant issue shall be concrete and clear.

Article 8 The Company is advised to, on a regular basis, organize education and training on the implementation of sustainable development initiatives, including promotion of the matters prescribed in paragraph 2 of the preceding article.

Article 9 For effective management of its sustainable development initiatives, the Company has an exclusively (or concurrently) dedicated unit in charge of proposing and enforcing its sustainable development policy, system, or relevant management guidelines, and concrete promotional plans and to report on the same to the board of directors on a

periodic basis.

The Company is advised to have a reasonable remuneration policy to ensure that remuneration arrangements support the strategic aims of the organization and align with the interests of stakeholders.

The Company is advised to combine its employee performance evaluation system with its sustainable development policy and establish a clear and effective incentive and discipline system.

Article 10 The Company shall, based on respect for the rights and interests of stakeholders, identify stakeholders of the Company, and establish a designated section for stakeholders on the Company website; understand the reasonable expectations and demands of stakeholders through proper communication with them, and adequately respond to the important sustainable development issues which they are concerned about.

Chapter III Fostering a Sustainable Environment

Article 11 The Company shall follow relevant environmental laws, regulations and international standards to properly protect the environment and shall endeavor to promote a sustainable environment when engaging in business operations and internal management.

Article 12 The Company is advised to endeavor to utilize energies more efficiently and use renewable materials which have a low impact on the environment to improve sustainability of natural resources

Article 13 The Company is advised to establish proper environment management systems based on the characteristics of its industries. Such systems shall include the following tasks:

1. Collecting sufficient and up-to-date information to evaluate the impact of the Company's business operations on the natural environment.
2. Establishing measurable goals for environmental sustainability and examining whether the development of such goals should be maintained and whether it is still relevant on a regular basis.
3. Adopting enforcement measures such as concrete plans or action plans and examining the results of their operation on a regular basis.

Article 14 The Company’s Environment, Health, and Safety Committee is responsible for drafting, promoting, and maintaining relevant environment management systems and concrete action plans, and should hold environment education courses for the Company’s managerial officers and other employees on a periodic basis.

Article 15 The Company is advised to take into account the effect of business operations on ecological efficiency, promote and advocate the concept of sustainable consumption, and conduct research and development, procurement, production, operations, and services in accordance with the following principles to reduce the impact on the natural environmentand human beings from its business operations:

1. Reduce resource and energy consumption of its products and services.
2. Reduce emission of pollutants, toxins and waste, and dispose of waste properly.
3. Improve recyclability and reusability of raw materials or products.
4. Maximize the sustainability of renewable resources.
5. Enhance the durability of products.
6. Improve efficiency of products and services.
7. Enhance the conservation of marine and terrestrial biodiversity and ecosystems, promote the sustainable use of resources, and ensure fair and equitable benefits.

Article 16 To improve water use efficiency, the Company shall properly and sustainably use water resources and establish relevant management measures.

The Company shall construct and improve environmental protection treatment facilities to avoid polluting water, air and land, and use its best efforts to reduce adverse impact on human health and the environment by adopting the best practical pollution prevention and control measures.

Article 17 The Company is advised to assess its potential business risks and opportunities resulting from climate change to adopt corresponding measures for climate change issues.

The Company is advised to adopt standards or guidelines generally used in Taiwan and abroad to enforce corporate greenhouse gas inventory and to make disclosures thereof, the scope of which shall include the following:

1. Direct greenhouse gas emissions: emissions from operations that are owned or controlled by the Company.
2. Indirect greenhouse gas emissions: emissions resulting from the generation of externally purchased or acquired electricity, heating, or steam._
3. Other indirect greenhouse gas emissions: emissions from operations that are owned or controlled by other organizations.

The Company is advised to take inventory of greenhouse gas emissions, water consumption, and the total weight of waste generated to develop strategies for energy conservation, carbon and greenhouse gas reduction, water saving, and waste reduction. Such strategies should include obtaining carbon credits to promote and

minimize the impact of its business operations on climate change.

Chapter IV Preserving Public Welfare

Article 18 The Company shall comply with relevant laws and regulations, and the International Bill of Human Rights, with respect to rights such as gender equality, the right to work, and prohibition of discrimination.

The Company, to fulfill its responsibility to protect human rights, shall adopt relevant management policies and processes, including:

1. Presenting a corporate policy or statement on human rights.
2. Evaluating the impact of the company's business operations and internal management on human rights, and adopting corresponding handing processes.
3. Reviewing on a regular basis the effectiveness of the corporate policy or statement on human rights.
4. In the event of any infringement of human rights, the company shall disclose the processes for handling of the matter with respect to the stakeholders involved.

The Company shall comply with the International Bill of Human Rights, including the freedom of association, the right of collective bargaining, caring for vulnerable groups, prohibiting the use of child labor, eliminating all forms of forced labor, eliminating recruitment and employment discrimination, and shall ensure its human resource policy do not contain differential treatments based on gender, race, socioeconomic status, age, or marital and family status, so as to achieve equality and fairness in employment, hiring conditions, remuneration, benefits, training, evaluation, and promotion opportunities.

The Company shall provide an effective and appropriate grievance mechanism with respect to matters adversely impacting the rights and interests of the labor force, in order to ensure equality and transparency of the grievance process. Channels through which a grievance may be raised shall be clear, convenient, and unobstructed for the Company to respond to any employee's grievance in an appropriate manner.

Article 19 The Company shall provide information for its employees for them to understand the labor laws and the rights they enjoy in the countries where the Company has business operations.

Article 20 The Company is advised to provide safe and healthful work environments for its employees, including necessary health and first-aid facilities and shall endeavor to curb dangers to employees' safety and health and to prevent occupational accidents.

The Company is advised to organize training on safety and health for its employees

	on a regular basis.
Article 21	The Company is advised to create an environment conducive to the development of its employees' careers and establish effective training programs to foster career skills.The Company establishes placement programs to cultivate future industry talents. The Company shall stipulate and effect reasonable employee benefits plans including compensation, leaves, and other benefits, and shall appropriately reflect the corporate business performance or achievements in the employee remuneration policy, to ensure the recruitment, retention, and motivation of human resources, and achieve the objective of sustainable operations.
Article 22	The Company shall establish a platform to facilitate regular two-way communication between the management and the employees for the employees to obtain relevant information on and express their opinions on the Company's operations, management and decisions. The Company shall respect the employee representatives' rights to bargain for the working conditions and shall provide the employees with necessary information and hardware equipment to improve the negotiation and cooperation among the Company, its employees and employee representatives. The Company shall, by reasonable means, inform employees of operation changes that might have material impacts.
Article 22-1	The Company is advised to treat customers or consumers of its products or services in a fair and reasonable manner, including according to the following principles: fairness and good faith in contracting, duty of care and fiduciary duty, truthfulness in advertising and soliciting, fitness of products or services, notification and disclosure, commensuration between compensation and performance, protection of the right to complain, professionalism of salespersons etc. The Company shall also develop the relevant strategies and specific measures for implementation.
Article 23	The Company shall take responsibility for its products and services and take marketing ethics seriously. In the process of research and development, procurement, production, operations, and services, the Company shall ensure the transparency and safety of its products and services. The Company further shall establish and disclose policies on consumer rights and interests and enforce them during business operations to prevent the products or services from adversely impacting the rights, interests, health, or safety of consumer.
Article 24	The Company shall ensure the quality of its products and services by following the

	laws and regulations of the government and relevant standards of tits industries. The Company shall follow relevant laws, regulations and international guidelines when marketing or labeling its products and services to factor in customer health, safety, and privacy and shall not deceive, mislead, commit fraud or engage in any other acts which would betray consumers' trust or damage consumers' rights or interests.
Article 25	The Company is advised to evaluate and manage all types of risks that could cause interruptions in operations to reduce the impact on consumers and society. The Company is advised to provide a clear and effective procedure for accepting consumer complaints to fairly and timely handle consumer complaints and shall comply with laws and regulations related to the Personal Information Protection Act for respecting consumers' rights of privacy and shall protect personal data provided by consumers.
Article 26	The Company is advised to assess the impact its procurement has on society as well as the environment of the community that it is procuring from and shall cooperate with its suppliers to jointly implement the corporate social responsibility initiative. Prior to engaging in commercial dealings, the Company is advised to stipulate its suppliers management policy to ask suppliers to comply with environmental protection, occupational health and safety, and/or labor rights laws and regulations, and assess whether there is any record of a supplier's impact on the environment and society and avoid conducting transactions with those against its corporate social responsibility policy. When the Company enters into a contract with any of its major suppliers, the content should include terms stipulating mutual compliance with both parties' corporate social responsibility policies, and that the contract may be terminated or rescinded any time if the supplier has violated such policies and has caused significant negative impact on the environment and society of the community of the supply source.
Article 27	The Company shall evaluate the impact of tits business operations on the community, and adequately employ personnel from the location of the business operations to enhance community acceptance. The Company is advised to, through commercial activities, endowments, volunteering service or other charitable professional services etc., participate in events held by citizen organizations, charities and local government agencies relating to community development and community education to promote community development.
Article27-1	The Company is advised to, through donations, sponsorships, investments,

procurements, strategic cooperation, voluntary technology services, and/or other models of support, continue providing resources to the following areas to enhance its corporate social impact:

1. Art and cultural activities or cultural and creative industries.
2. Sporting events or the sports industry.
3. School education, family education, or social education.
4. Other areas that contribute to the public interest or social development.

Chapter V Enhancing Disclosure of Sustainable Development Information

Article 28 The Company shall disclose information according to relevant laws, regulations and the Corporate Governance Best Practice Principles for TWSE/GTSM listed Companies and shall fully disclose relevant and reliable information relating to its sustainable development initiatives to improve information transparency.

Relevant information relating to sustainable development which the Company shall disclose includes:

1. The policy, systems or relevant management guidelines, and concrete promotion plans for sustainable development initiatives, as resolved by the board of directors.
2. The risks and the impact on the corporate operations and financial condition arising from exercising corporate governance, fostering a sustainable environment and preserving social public welfare.
3. Goals and measures for realizing the sustainable development initiatives established by the Company, and performance in implementation.
4. Major stakeholders and their concerns.
5. Disclosure of information on major suppliers' management and performance with respect to major environmental and social issues.
6. Other information relating to sustainable development initiatives.

Article 29 The Company shall adopt internationally widely recognized standards or guidelines when producing sustainability report to disclose the status of its implementation of its sustainable development policy. It also is advisable to obtain a third-party assurance or verification for reports to enhance the reliability of the information in the reports. The reports are advised to include:

1. The policy, system, or relevant management guidelines and concrete promotion plans for implementing sustainable development initiatives.
2. Major stakeholders and their concerns.

3. Results and a review of the exercising of corporate governance, fostering of a sustainable environment, preservation of public welfare and promotion of economic development.
4. Future improvements and goals.

Chapter VI Supplementary Provisions

Article 30 The Company shall always monitor the development of domestic and foreign sustainable development standards and business environment changes to examine and improve its established sustainable development framework and obtain better results from the implementation of its sustainable development policy.

Article 31 The Principles became effective after passage by the board of directors of the Company on October 29, 2014. The same applied when the Principles were amended respectively on January 19, 2018, April 10, 2020, January 11, 2022. February 24, 2023, November 7, 2025, and November 6, 2026.