

WT Microelectronics Co., Ltd.

Corporate Social Responsibility Best Practice Principles

Chapter I General Principles

Article 1

In order to fulfill corporate social responsibility (CSR) and to promote economic, environmental, and social advancement for purposes of sustainable development, the Company hereby establishes the Principles with reference to the "Corporate Social Responsibility Best Practice Principles for TWSE/GTSM Listed Companies" and consideration of the Company's operating activities and industrial characteristics.

Article 2

The Principles applies to the Company and the entire operations of each such company in its business group.

The Principles encourages the Company to actively fulfill its corporate social responsibility in the course of business operation 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 responsible corporate citizens, and to enhance competitive edges built on corporate social responsibility.

Article 3

In fulfilling corporate social responsibility initiatives, 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.

Article 4

To implement corporate social responsibility initiatives, the Company is advised to follow the principles below:

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

Chapter 2 Exercising Corporate Governance

Article 5

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

Article 6

The directors of the Company shall exercise the due care of good administrators to urge the

company to perform its corporate social responsibility initiatives, examine the results of the implementation thereof from time to time and continually make adjustments so as to ensure the thorough implementation of its corporate social responsibility policies.

Article 7

For the purpose of managing corporate social responsibility initiatives, the Company is advised to establish an exclusively dedicated unit to be in charge of proposing and enforcing the corporate social responsibility policies, systems, or relevant management guidelines, and concrete promotional plans and to report on the same to the board of directors on an irregular basis.

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

Article 8

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. The Company shall understand the reasonable expectations and demands of stakeholders through proper communication with them and adequately respond to the important corporate social responsibility issues which they are concerned about.

Chapter 3 Fostering a Sustainable Environment

Article 9

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 10

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

Article 11

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 to reduce the impact on the natural environment and human beings from their business operations.

Article 12

The Company shall place priority on the environmental measures including water resource management, environmental greening, resource recycling, waste disposal, green procurement, and the use of green building materials, so as to utilize all resources more efficiently, with the vision of an environmentally friendly enterprise.

Chapter 4 Preserving Public Welfare

Article 13

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 the

prohibition of discrimination.

The Company shall comply with the internationally recognized human rights of labor, 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 that their human resource policies 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 against 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. The Company shall respond to any employee's grievance in an appropriate manner.

Article 14

The Company shall provide information for their employees so that the employees have knowledge of the labor laws and the rights they enjoy in the countries where the companies have business operations.

Article 15

The Company is advised to provide safe and healthful work environments for their employees, including necessary health and first-aid facilities, and the Company 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 their employees on an irregular basis.

Article 16

The Company is advised to create an environment conducive to the development of its employees' careers and establish effective training programs to foster their career skills.

The Company 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 17

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 notify its employees of the operational changes that may cause material impact through reasonable approaches.

Article 18

The Company shall ensure the quality of their products and services by following the laws and regulations of the government and relevant standards in the industry.

Article 19

The Company is advised to assess the impact their 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 assess whether there is

any record of a supplier's impact on the environment and society, and avoid conducting transactions with those who act against corporate social responsibility policy.

Article 20

The Company shall evaluate the impact of their 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, dedicate resources to organizations that commercially resolve social or environmental issues, participate in events held by citizen organizations, charities and local government agencies relating to community development and community education to promote community development.

Chapter 5 Enhancing Disclosure of Corporate Social Responsibility Information

Article 21

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 their corporate social responsibility initiatives to improve information transparency.

Relevant information relating to corporate social responsibility which the Company shall disclose includes:

1. The policy, systems or relevant management guidelines, and concrete promotion plans for corporate social responsibility initiatives, as resolved by the board of directors.
2. The risks of 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 corporate social responsibility initiatives established by the Company, and the performance of 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 related to corporate social responsibility initiatives.

Chapter 6 Supplementary Provisions

Article 22

The Company shall at all times monitor the development of domestic and foreign corporate social responsibility standards and the change of business environment so as to examine and improve their established corporate social responsibility framework and to obtain better results from the implementation of the corporate social responsibility policy.

Article 23

These Principles and any amendments hereto shall be implemented after adoption by the resolution of the board of directors.

These Principles were established on December 1, 2014.