



WT MICROELECTRONICS

# 2019

## ESG Report





# Message from Chairman

As CEO, I am frequently asked what my vision is for WT. The short answer is to continue to be the inventors for what's next in the connected world with our distributor experiences and outstanding execution to build unprecedented technology application solutions and electronic products driven by 5G and AI.

We are consistently adopting the Environment / Social / Governance (ESG) international sustainable development framework to achieve the above WT value in 2019. At the same time, we also support the United Nations Sustainable Development Goals campaign, SDGs 17 Goals in 2030.

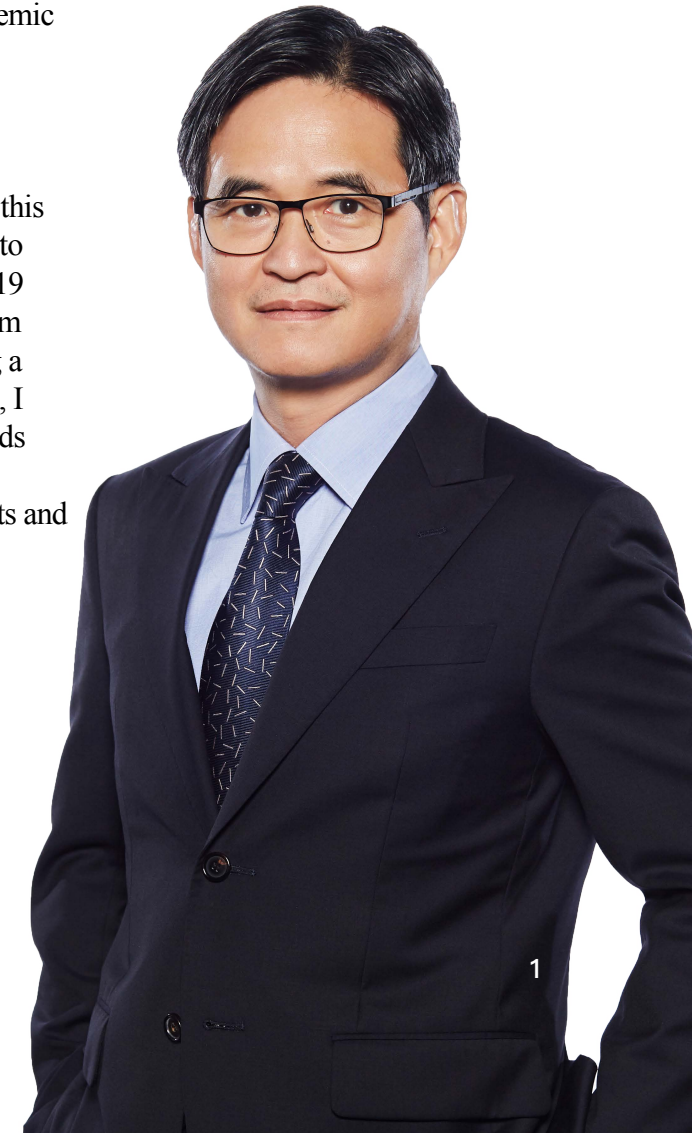
I officially signed WT 5 major policies on sustainable development for action taken, it is including:

- [UNCAC Anti-corruption Policy](#)
- [Social Policy & Code of Conduct](#)
- [SDGs Policy](#)
- [Environmental Policy](#)
- [Climate Change Policy and Advocacy](#)

With commitment to creating a better world in the future.

The world encountered an unprecedented pandemic of COVID-19 at the time of the publication of the ESG report. First, WT followed the local government's precautions approach. Second, we even set standards beyond location sanitary guidelines to preparations for the pandemic. At this moment, I encouraged high-level management to put on the masks to announce official COVID-19 prevention information. My engagement is "I am wearing a mask to protect you, you are wearing a mask protecting me" through the historic photo, I have always believed that WT will move towards a sustainable future and be strong together in a positive approach through our sustainable efforts and manners.

Chairman  
WT Microelectronics Co., Ltd.



# Key Data Sustainability

WT has already shown what can be achieved one of the sustainability context policies and sustainability key is driven by science since WT first published the 2017 ESG Report. This is always about facts and science, and these decisions are being made as a matter of math.

**SUSTAINABLE  
DEVELOPMENT GOALS**

# WT track record of improvement supported by data

The WT Boundary impacts occur for the material ESG topic is data collection according to a rigorous assessment process that measures how well our standards are being met. Assessments and data collection continued to expand for an evaluation conducted at Headquarter and logistics centers.

Item	Boundary <sup>1</sup>	Unit	2015	2016	2017	2018	2019
<b>Environment</b>							
<b>Electricity consumption</b>	①②	kWh	885,267	1,088,254	1,145,881	1,346,980	<b>1,264,434</b>
<b>Electricity consumption intensity</b>	①	kWh per person	1,623	1,419	1,043	1,012	<b>1,001</b>
<b>GHG emissions</b>	①②	CO <sub>2</sub> e tons	514.72	460.13	634.82	746.227	<b>673.94</b>
<b>GHG emissions intensity</b>	①	CO <sub>2</sub> e tons per person	0.852	0.752	0.578	0.561	<b>0.533</b>
<b>Paperless</b>	①②③④	1,000 sheets	195	211	227	264	<b>1,151</b>
<b>Reclaimed packaging materials</b>	①	Percentage	11%	13%	9%	6%	<b>12%</b>
<b>Reclaimed products</b>	①	Item	n/a	173	183	209	<b>540</b>

Note 1: The symbol represents disclosure boundary

① 5 of Taiwan offices: a. Zhonghe b. Shenkeng c. Hsinchu d. Taichung e. Tainan

② Logistics warehouse in Taiwan

③ Hong Kong

④ Grand China

⑤ South Asia

⑥ South Korea

⑦ WT Microelectronic Co., Ltd. employees location of the Taiwan and Grand China offices



Item	Boundary <sup>1</sup>	Unit	2015	2016	2017	2018	2019
<b>Social</b>							
<b>Total number of permanent employees</b>	①②③④⑤⑥	Person	1,853	1,763	2,196	2,399	<b>2,395</b>
<b>New employee hires</b>	⑦	Person	n/a	n/a	113	138	<b>92</b>
<b>The rates of new employee hires</b>	⑦	Percentage	n/a	n/a	18.3%	20.0%	<b>12.9%</b>
<b>Employee turnover</b>	⑦	Person	n/a	n/a	58	66	<b>73</b>
<b>The rates of employee turnover</b>	⑦	Percentage	n/a	n/a	9.4%	9.6%	<b>10.3%</b>
<b>Ratio of male Employee</b>	①②③④⑤⑥	Ratio	61.8%	60.1%	59.7%	59.4%	<b>58.4%</b>
<b>Ratio of female Employee</b>	①②③④⑤⑥	Ratio	38.2%	39.9%	40.3%	40.6%	<b>41.6%</b>
<b>Salary and benefit plan</b>	①②	NT\$1,000	782,710	808,314	910,143	1,043,814	<b>1,131,287</b>

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Item	Boundary <sup>1</sup>	Unit	2015	2016	2017	2018	2019
<b>Governance</b>							
<b>Revenues</b>	①②③④⑤⑥	NT\$1,000	113,598,195	144,147,461	189,419,235	273,416,485	<b>335,187,151</b>
<b>Cash dividend</b>	①②③④⑤⑥	NT\$1,000	1,220,830	1,298,149	1,141,780	1,381,423	<b>1,387,967</b>
<b>Tax and Payments to government</b>	①②③④⑤⑥	NT\$1,000	339,741	361,628	487,302	673,951	<b>684,002</b>
<b>Spending on local suppliers</b>	①②	NT\$	30,233,247	18,223,848	18,994,209	75,237,321	<b>41,357,503</b>
<b>The proportion of spending on local suppliers</b>	①②	Proportion	99.8%	99.6%	99.5%	99.9%	<b>99.8%</b>
<b>The number of Non-Disclosure Agreement (NDA)<sup>2</sup> signed</b>	①②③④⑤⑥	Copy	n/a	n/a	206	298	<b>38</b>

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Note 2: WT (including subsidiaries Techmosa, Morrihan, Maxtek, Nuvision, and Hongtech) signed 38 Non-Disclosure Agreements (NDA) with customers in 2019. No legal proceedings were brought by the customer or vendor for violation of the NDA. No infringement of customer privacy or loss of customer data complaints in 2019.



WT has already shown what can be achieved one of the sustainability context policies and sustainability key is driven by science since WT first published the 2017 ESG Report. This is always about facts and science, and these decisions are being made as a matter of math.

From left to right, Chief Application Officer Willie Sun, Chief Group Business Operations Officer-Tim Wu, Chairman Eric Cheng, Chief Marketing Officer Jack Yang and General Manager, Taiwan Rick Chang

# Reporting practice

This report is the Environment, Social, Governance Report (ESG Report) issued by WT Microelectronics (hereinafter referred to as “the Company”, “WT” or “we”). The data and contents disclosed are mainly based on the ESG related performance of fiscal year 2019 (from January 1, 2019 to December 31, 2019). For information integrity and comparability, some data will be traced back to 2015 or extended to 2020. In the future, the ESG Report will be issued regularly every year. WT participated as a first-grade member of Taiwan Electrical and Electronic Manufacturers’ Association (TEEMA) and formal member of Taipei Electronic Components Suppliers’ Association (TCCSA).

## Report Data Collection

The data and information in this report are collected and documented by various departments in charge of their respective duties before being confirmed by the heads of these units. The information and statistics are derived from the results of surveys and investigations done by the Company. The financial data is based on public information certified by the CPAs and is denominated in NTD. The collection, measurement, and calculation methods of various indicators were mainly based on the local regulatory requirements. For areas not covered by local regulations, international standards were referenced. Where no international standards were applicable, industry standards or industry practices were adopted.

## Report Compilation Principles

The content of this report is based on the performance of the economy, the environment and the society to specifically describe the relevant actions and recent results of the Company. The structure of the report is based on the Global Reporting Initiative (GRI) sustainability reporting guidelines. The disclosure principle is based on the core options.

## Report Boundary and Scope

The geographical boundary of this report is the Taiwan area of WT. Except for the financial information and part of the sustainability information verified by the accountant, it does not include the re-investment in the consolidated financial statements. The Company expects to gradually incorporate its overseas operations into future reports to provide a complete picture of the Group’s corporate social responsibility.

## Report Assurance

This report is entrusted to PwC Taiwan in accordance with the ROC Statements of Assurance Engagements Standard No. 1 “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” for independent limited assurance. The assurance report is attached in the appendix to this report.

## Contact regarding the report

Corporation: WT Microelectronics Co., Ltd.  
Contact: Ricky Liu, Senior Manager Investor Relations  
Headquarters: 14th Floor, No. 738, Zhongzheng Road,  
Zhonghe District, New Taipei City

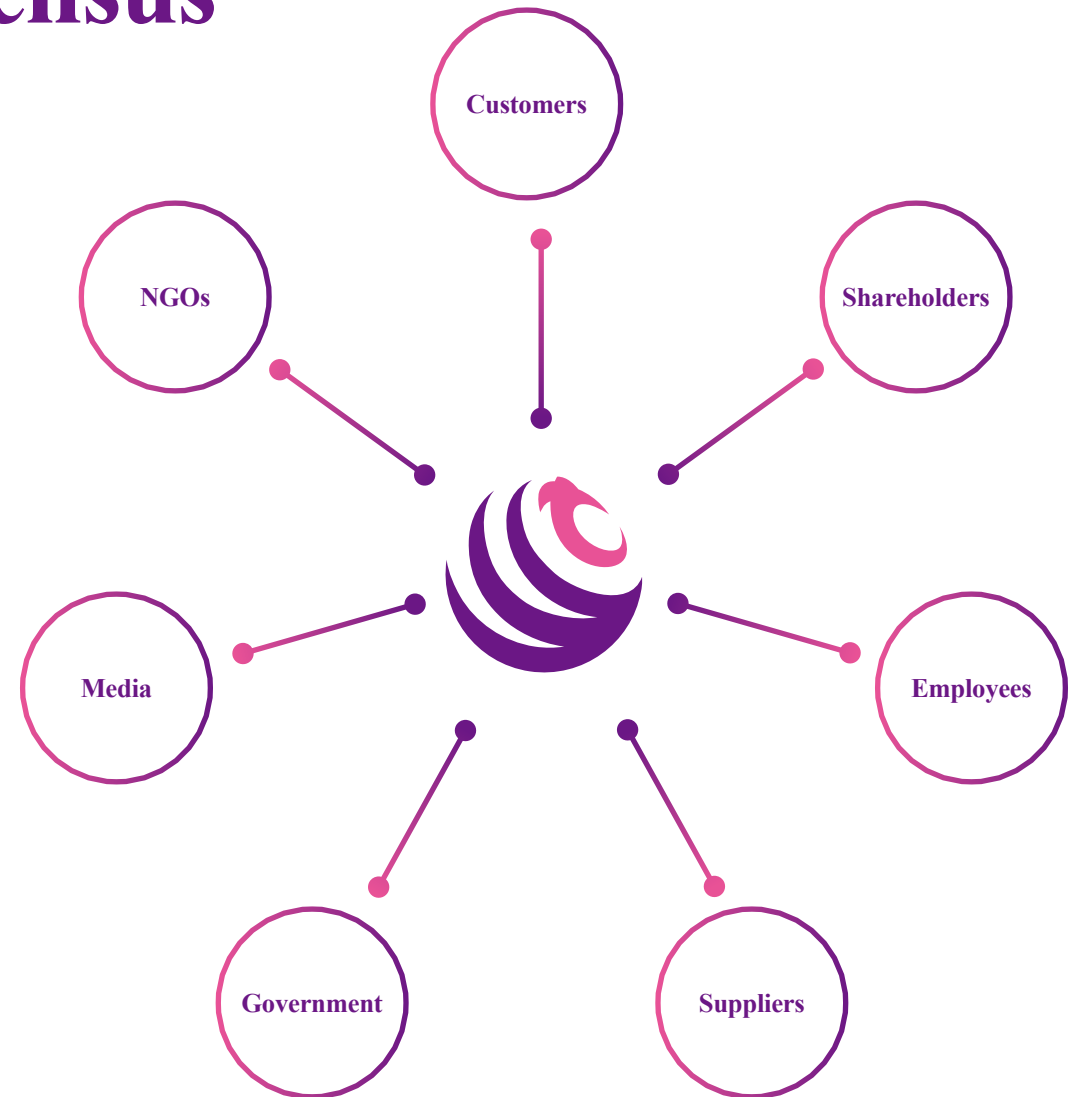
Tel: (02) 8226-9088 ext. 8500  
E-mail: [IR@wtmec.com](mailto:IR@wtmec.com)  
Website: <http://www.wtmec.com/WT/>



# Stakeholder Consensus

WT commits to vendors, customers, employees, shareholders and the society by listening carefully to the stakeholders and continuing to do our utmost to balance the rights and interests of all stakeholders, making WT trustworthy quality enterprise. We refer to the interactions between stakeholders and the internal operations of our peers within the industry to identify eight major categories of stakeholders: vendors/upstream suppliers, customers, shareholders/investors/banks, media, employees, suppliers/outsourcers, government/competent authorities, community/NGOs.

As a semiconductor distributor, the Company has consistently adhered to the principle of "supporting downstream customers to shorten their R&D time and increase their competitiveness, as well as assisting upstream suppliers in product promotion and marketing." Therefore, we value the quality and integrity of stakeholder communication channels. We have considerable responsibilities towards stakeholders. Therefore, we have set up [a stakeholder area on the official website](#) in order to understand the needs and expectations of the stakeholders through various means and communication channels. The following table lists the communication channels, frequency, and key stakeholder concerns.



# Approach to stakeholder engagement

Stakeholder	Key topics	Approach	Frequency of engagement	Response from WT
Vendors/Upstream Suppliers	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Integrity management</li> <li>Product trading compliance</li> <li>Environmental protection compliance</li> <li>Training and education</li> <li>Client satisfaction</li> <li>Warehouse and cargo security</li> </ul>	<ul style="list-style-type: none"> <li>Meeting</li> <li>Conference call</li> <li>E-mail</li> <li>On-site audit</li> </ul>	<ul style="list-style-type: none"> <li>Occasionally</li> <li>Suppliers conduct annual security audits</li> </ul>	<ul style="list-style-type: none"> <li>Continuous integrity management and ethics education for employees</li> <li>Continuous ECCN (U.S. Export Classification Control Numbers, which is the US export control of high-tech products and technologies, especially integrated circuits) training for employees</li> <li>Compliance with regulations established by the European Union and the US Securities and Exchange Commission for substances</li> <li>WT Security Measures Report</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Integrity management</li> <li>Customer health and safety</li> <li>Marketing and labeling</li> <li>Customer privacy</li> </ul>	<ul style="list-style-type: none"> <li>Meeting</li> <li>Conference call</li> <li>E-mail</li> <li>Internal customer on-line platform</li> </ul>	<ul style="list-style-type: none"> <li>Occasionally</li> </ul>	<ul style="list-style-type: none"> <li>Continuous integrity management and ethics education for employees</li> <li>Compliance with regulations established by the European Union and the US Securities and Exchange Commission for substances</li> </ul>
Shareholders/ Investors/Banks	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Market presence</li> </ul>	<ul style="list-style-type: none"> <li>Meeting</li> <li>Conference call</li> <li>E-mail</li> </ul>	<ul style="list-style-type: none"> <li>Occasionally</li> </ul>	<ul style="list-style-type: none"> <li>Conference for global institutional investors occasionally</li> </ul>
Media	<ul style="list-style-type: none"> <li>Economic performance</li> <li>Market presence</li> </ul>	<ul style="list-style-type: none"> <li>Meeting</li> <li>Conference call</li> <li>E-mail</li> </ul>	<ul style="list-style-type: none"> <li>Occasionally</li> </ul>	<ul style="list-style-type: none"> <li>Financial Report and Press Release</li> </ul>

# Approach to stakeholder engagement

Stakeholder	Key topics	Approach	Frequency of engagement	Response from WT
Employees	• Employment	• Process whistleblower reports	• Occasionally	• No confirmed incidents of corruption and actions taken in the reporting cycle.
		• WT Intranet	• Occasionally	• Disclosure major topics related employees
		• Labor-Management Meeting • Employees benefits and compensation program	• Each quarter	• Consultation practices are aligned with relevant laws and international standards.
		• Occupational Health and Safety program	• Occasionally	• Doctor consultation (2-3 hours per month) • Health Care Managers consultation
Suppliers/ Outsourcers (Warehouses)	• Major supplier environment assessment	• Meeting • Conference call • E-mail • On-site audit	• WT Quality Audits within one month cycle  • WT audits conducted within one year cycle	• WT Quality Audits Monthly Report  • Audits Conducted Report
	• Customer Health and Safety	• Conference call • E-mail	• Each year	• Eco-friendly materials from the major suppliers
Suppliers/ Outsourcers (Office)	• Occupational Health and Safety • Socioeconomic Compliance • Supplier management and selection • Requirements for product and service • Procurement strategy • Transportation and transaction security	• Meeting • Conference call • E-mail	• Occasionally	• Assessments within one year cycle • Certification documents

# Approach to stakeholder engagement

Stakeholder	Key topics	Approach	Frequency of engagement	Response from WT
Government/ Competent Authorities	<ul style="list-style-type: none"> <li>• Governance</li> <li>• Ethics compliance</li> <li>• Employment</li> <li>• Labor/Management Relations</li> <li>• Socioeconomic Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Official documents</li> <li>• Conference call</li> <li>• E-mail</li> <li>• Questionnaire responses</li> <li>• Participate in seminars</li> <li>• Stakeholders pages on the official website</li> <li>• Market Observation Post System</li> <li>• Financial reports and annual reports</li> <li>• Actively cooperate with the government</li> <li>• Assessment of local Securities and Exchange Commission</li> </ul>	<ul style="list-style-type: none"> <li>• Occasionally</li> </ul>	<ul style="list-style-type: none"> <li>• Ethics compliance program</li> <li>• Addresses the topic of employees relations</li> <li>• Compliance with local government</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Empowering communities</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting</li> <li>• Conference call</li> <li>• E-mail</li> </ul>	<ul style="list-style-type: none"> <li>• Occasionally</li> </ul>	<ul style="list-style-type: none"> <li>• Empowering communities</li> </ul>
NGOs	<ul style="list-style-type: none"> <li>• Social welfare</li> </ul>	<ul style="list-style-type: none"> <li>• WT Education Foundation in 2014 supports social welfare</li> <li>• Meeting</li> <li>• Conference call</li> <li>• E-mail</li> </ul>	<ul style="list-style-type: none"> <li>• Occasionally</li> </ul>	<ul style="list-style-type: none"> <li>• WT Education Foundation</li> </ul>





# 2019 Glory



- ① The year 2019 ST Microelectronics Best Performance (Gold Award)
- ② The year 2018 NXP Outstanding Performance in Demand Creation
- ③ The year 2019 Nuvoton Technology Corporation Best Sales Performance Award





# Defining Major topics

## 1. Identify



WT uses a range of methods from stakeholder groups.

### Stakeholder engagement :

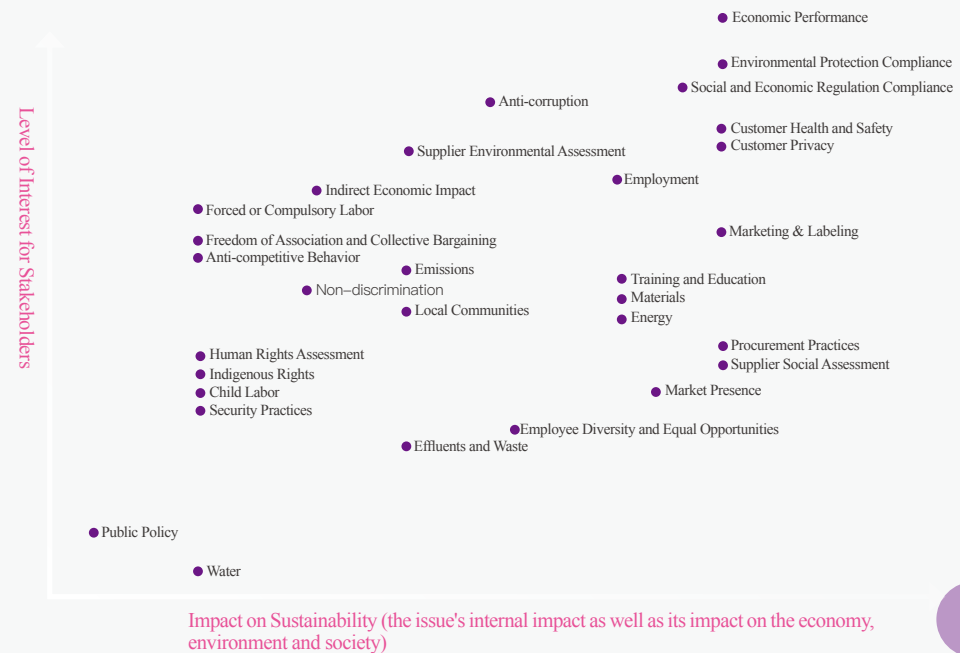
- ESG investor outreach meetings
- Results of community advisory panels
- Customer data requests
- Employee open forums
- Meeting with government
- Human rights and ethics compliance
- Research on international ESG framework

### Stakeholder Review :

We invite a third party to update our major thematic assessment and use it to formulate our 2030 strategic goals. Significant themes include best practices and reports for our industry, external reporting standards, including ESG and GRI framework and Sustainable Development 17 Goals, analysis of the themes discussed by all stakeholders in the year, and completion of discussions with internal and external parties Two-way communication and interaction with stakeholders.

## 2. Prioritize

We conduct the review process of major issues, and consider the potential impact of the decisions of all stakeholders, as well as the impact on our operation process and external systems. The major themes listed in the table below are priority major themes identified and reviewed during this process.



## 3. Improvement

To our sustainable strategy and goals, we will continue to improve Plan-Do-Check-Act cycle (PDCA cycle)

# 2019 Revenue NT\$335.2 billion

WT currently serves as the distribution partner for over 60 global leading semiconductor suppliers and provides services to over 9,000 quality customers. The products we carry are broadly used in various fields, including communication, computing, consumer electronics, industry & instrument, IoT, and automotive. Operating at a solid and steady pace, WT's 2019 revenue reached NT\$335.2 billion.

Headquartered in Taiwan, WT has an extensive marketing and sales channel with over 40 regional offices in China, Korea, Singapore, India, Thailand, Malaysia, and Vietnam.

Established in 1993, WT is a leading professional service provider focusing on the global semiconductor distribution industry. By providing superior supply chain management services to both vendors and customers, WT has successfully positioned itself as a pivotal liaison, bridging upstream and downstream partners. Aiming to co-define the product marketing strategy with upstream vendors as well as to reduce the R&D pipeline for downstream customers, WT has persistently strengthened its capability to create value-added services throughout the supply chain.

In the past decades, WT has accumulated a strong technical capability and has excelled at future trend interpretation. To deliver optimized services to its business partners, WT has been fully devoted to facilitating the application of upstream components into comprehensive solutions for electronic devices.

For more information, please check out [WT 2019 Annual Report Page 141-147](#).





## Data Focus

With years of effort and expertise, we accomplished many record-breaking achievements in 2019.



Carried  
**≥ 56,000**  
types of components

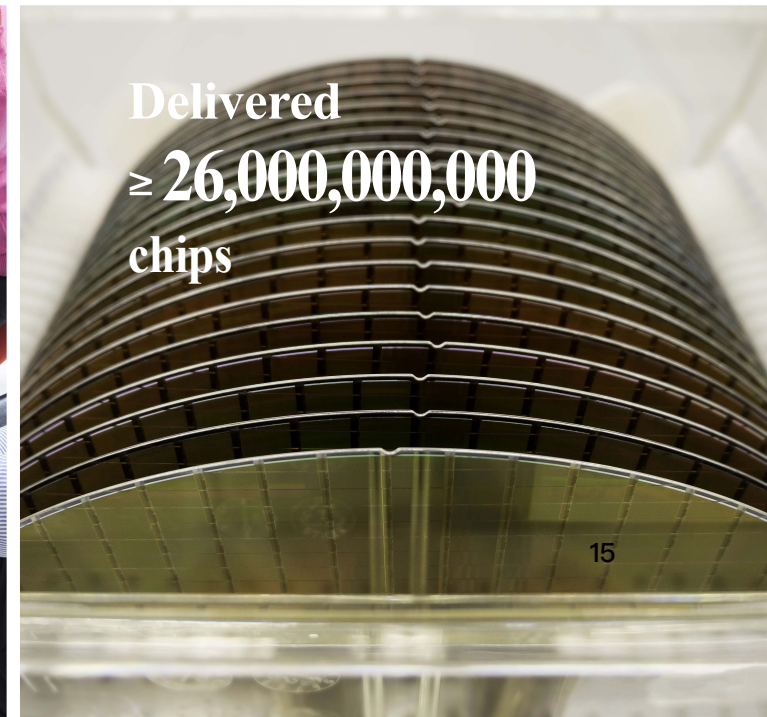


Served  
**≥ 9,000**  
customers

Created **NT\$335.2**  
billion 2019 revenue



Processed  
**≥ 701,000**  
orders



Delivered  
**≥ 26,000,000,000**  
chips





# Our 45 Global Operational Sites

## China Region (28)

- |              |              |               |               |
|--------------|--------------|---------------|---------------|
| 1. Harbin    | 9. Ningbo    | 17. Chengdu   | 24. Foshan    |
| 2. Shenyang  | 10. Shanghai | 18. Chongqing | 25. Guangzhou |
| 3. Dalian    | 11. Wuxi     | 19. Changsha  | 26. Zhuhai    |
| 4. Beijing   | 12. Suzhou   | 20. Wuhan     | 27. Hong Kong |
| 5. Qingdao   | 13. Nanjing  | 21. Fuzhou    | 28. Shenzhen  |
| 6. Zhengzhou | 14. Hangzhou | 22. Xiamen    |               |
| 7. Jinan     | 15. Wenzhou  | 23. Dongguan  |               |
| 8. Xi'an     | 16. Hefei    |               |               |

## South Asia Region (9)

- 37. New Delhi, northern India
- 38. Mumbai, northern India
- 39. Pune, northern India
- 40. Bangalore, southern India
- 41. Hanoi, Vietnam
- 42. Ho Chi Minh, Vietnam
- 43. Bangkok, Thailand
- 44. Penang, Malaysia
- 45. Singapore

## Korea Region (4)

- 29. Seoul
- 30. Gyeonggi
- 31. Daegu
- 32. Gwangju

## Taiwan Region (4)

- 33. Headquarters in Taipei
- 34. Hsinchu
- 35. Taichung
- 36. Tainan



# WT Drive 5G-ready and AI-powered Devices Blooming

WT dedicated world-class consultations to drive 5G-ready and Artificial Intelligence (AI) powered electronic consumer goods blooming as a global leading application engineering solutions pioneer. We are one of a kind midstream distributor, WT co-defines the product marketing strategy with upstream vendors as well as reduces the R&D pipeline for downstream customers.



## Our 2030 Goal

Our 2030 goal is dedicated to create, make, and manage billions 5G-ready and AI-powered IoT (Internet of Things) electronic devices for commercialization from R&D development.

5G technology brought significant changes for consumers in the next 10 years. WT has launched various 5G-ready applications and extraordinary solutions within the upstream and downstream ecosystem.





# Digital transformation Data-based Information Service

Collect, classify, and aggregate operating data, and perform processing operations for each application service, and transform it into different types of information services according to different application levels. In addition to helping managers make decision analysis, it can also assist users in their daily work.

These data analysis materials are tailored to suit different job roles and different job requirements. Regular internal analysis and discussion will be conducted to optimize the data services already provided or provide new information function services in response to new needs. In addition to using these data services as an aid to work decision-making, users can also use data analysis to remind any abnormal phenomena or matters that should be dealt with immediately, which can effectively and instantly give users more help in their work.

At this stage, the information service functions used by the field staff have been built, and the subsequent planning goals are also expected to be designed for the logistics staff, and finally all job roles. Provide daily, weekly, monthly or regular work information services, and effectively use the results of big data analysis to improve the work efficiency and quality of every colleague.



## Continue to Evolve and Improve Work Processes

### Systematization Price Management

In order to effectively improve the company's price information management, through the establishment of a systematic inquiry operation, the application process of each product line and business is optimized and standardized, so as to effectively achieve the goal of establishing a complete price data center for the benefit of customers Quotation work and analysis use.

### Convenient Accounting Management Process

Optimize the process of accounting operations, review and analyze the time-consuming personnel operation steps, and provide appropriate assistance to the relevant operators which helps the relevant personnel to grasp the accounting information effectively manage financial master file information, and provide a set of correct and convenient accounting procedures.

### Order processing and Improved shipping process

Continuously adjust the sales order and shipping process. In response to the different needs from the original factory or customers, the current sales process is adjusted and optimized on a regular basis, so that the relevant personnel can smoothly process the sales order. In addition to the more time-consuming and repetitive steps of the current operation method.

### Logistics Information

With the assistance of the information system, the logistics status of purchases and shipments can be viewed transparently, and the logistics status can be tracked. Including the delivery status of the freight forwarder, covering the information each delivery status of incoming and outgoing goods, and can be queried through the system until the customer signs for it.

### Forward-looking Analysis and Operation Planning

Different from the past tradition, it only analyzes based on existing operating data. In recent years, it has also strengthened the forecast and evaluation of future demand, supplemented by the calculation and analysis of various operating data. It can be more flexible and forward-looking for market demand and trends.



# Information System Sustainable Service

## **Data Security**

In order to properly protect the security of data and avoid any threats that cause system data loss and affect the normal operation of the company, in addition to continuously strengthening information security equipment and software, it has also done many security protection operations for system data, and regularly snapshots data, copy and backup.

## **Business Continuity Management (BCM)**

Provide Business Continuity Management (BCM), the method is to adopt the cluster type, multi-point type service for the main core system function.

## **Remote Backup & Disaster Recovery**

Remote Backup & Disaster Recovery is an important part of keeping the system running. We have established a proper remote backup mechanism, and regularly conduct backup drills every year, including system-side service tests, and functional-side normal operation tests. When an emergency occurs, the main data center can be switched to remote operation.

# The future of remote work after COVID-19

## Teleconference equipment continues to improve

In order to make cross-point communication more efficient, in recent years, it has added and strengthened teleconference equipment to provide high-quality teleconference services, so that geographical distance restrictions will not cause any communication problems. The number of teleconferences used throughout the year reached 1,641 in 2019.

## 100% Employees with laptops

In order to allow employees to work more flexibly without being restricted by the location of the office space, in the past two years, we have continued to promote the full replacement of user computer equipment. At present, all employees have used laptop devices. Faced with the rapid changes in the global environment at any time, due to natural disasters or hygienic environmental factors at any time, employees in some areas cannot go to the company normally.

## Internet phone service

In addition to the Internet phone service that has been used for many years, in recent years, it has been extended to provide Internet phone services that can be accompanied by mobile devices. As long as employees can access through the Internet, they can keep their work contact uninterrupted.



↑ 100% of employees have been equipped with laptops, allowing employees to work more flexibly without being restricted by office space.

# Environment

Improving the Environment Globally Protecting people and the planet. We are committed to minimizing impacts on the environment throughout our business. Concerted and innovative actions are needed to address serious environmental issues, including water scarcity and the impacts of climate change.







# WT Environmental Policy Mapping International Framework

We have achieved [Environmental Policy](#), [Climate Change Policy and Advocacy](#) and [SDGs Policy](#) in 2020. These policies and initiatives are mapping with the global consensus environmental protection concept and framework.

The delivered [Environmental Policy](#), [Climate Change Policy and Advocacy](#) and [SDGs Policy](#) in two languages, through. We are seeking aggressive behavior and support compliance with applicable laws and regulations. We also communicate our environmental expectations to suppliers and third parties, including compliance with our [Environmental Policy](#) and environmental initiatives.



# 2030 Goal

## ISO 14001 Environmental Management Systems Certification Boundary Will Be Expanded in Greater China Region

Identify, manage, monitor and control environmental issues in a vertical and continuous manner through the ISO 14001 environmental management system. At the same time, it is mapping with various international standards and adopts a high-level structure.

WT ISO 14001 environmental management system has been certificated, and the boundary includes Taiwan and Hong Kong logistics warehouses. Our goal for 2030 is that the boundary of the Environmental Management Systems will be expanded in the Greater China region.

The action taken has shown that WT integrates systematic environmental management into the company's existing ISO management system and various external initiatives and United Nations Sustainable Development Goals (SDGs).

WT systematically improves our environmental performance, effectively uses resources and reduces waste, gaining sustainable competitive advantage and earning the trust of all stakeholders throughout international environmental standards. For example, we follow the internationally recognized environmental standard ISO 14001, which lists the requirements of the environmental management system.

[Environmental Policy](#) is applicable to all operating locations. It requires that all environmental issues related to their operations must be considered

during the operation process, such as air pollution, water and sewage issues, waste management, soil pollution, mitigation and adaptation to climate change, and resource utilization and efficiency.

[Environmental Policy](#) includes the need to continuously improve the organization's systems and solutions to environmental problems.

[Environmental Policy](#) has recently been revised and made major improvements, such as increasing the importance of environmental management in the company's sustainability strategy planning process. Wen Ye's management has also deepened discussions on this policy and made a firm commitment to be proactive and proactive in improving environmental performance.

[Environmental Policy](#) applies current and future environmental laws and regulations to review environmental goals and laws to keep pace with the times. And incorporate environmental issues into business management.

[Environmental Policy](#) has improved the company's sustainable brand reputation and efficiency, reduced costs, and increased the confidence of stakeholders in our sustainable development with the support of high-level management.

# EMS Management Approach

WT ISO 14001 environmental management system (EMS) has been certificated, and the boundary includes Taiwan and Hong Kong logistics warehouses.

In order to achieve sufficient and transparent information disclosure, we are drafting a new environmental management system (EMS). The planned information disclosure includes baseline, boundary, goals, and overall schedule. This EMS programme ISO 14001 environmental management system is integrated. This new EMS programme is expected to incorporate our operations base in the mainland into the boundary.

## ▽ EMS management approach management programme launched in 2019

Item	EMS Management Approach	Content	The date of programme last review date
1	Goals	Our goal is to complete the task list from item 3 to item 8 of this EMS program list by 2021.	By 2021.
2	ISO international standard	ISO 14001 Environmental Management Systems	By 2019.
3	Boundary	On track.	Achieve the sustainable EMS programme by 2021.
4	Responsible department	Logistics Department. On track.	Same as above
5	Budget and Resources	On track.	Same as above
6	Third Party Collaboration	On track.	Same as above
7	Action Taken	On track.	Same as above
8	Timeline	On track.	Same as above
9	Baseline	On track.	Same as above





# Environmental Commitment

- Commitment to environmental sustainability
- Commitment to creating environmental awareness
- Commitment to implement an environmental management system
- Commitment to using natural resources or energy more efficiently
- Commitment to reduce emissions, releases, and waste
- Commitment to monitor the company's environmental performance
- Commitment to report regularly on environmental issues
- Commitment to consult with stakeholders on environmental issues
- [Environmental Policy](#) have been approved by senior management or the board of directors.

# 12% of Reclaimed Packaging Materials



A total of 12% reclaimed packaging materials in 2019. WT are the circular economy pioneers, progressively implement source reduction, and recycle and reuse the empty cartons after purchase for shipping packaging. The packaging materials needed for our logistics operations, such as outer boxes, cartons, cardboard, etc., are all made of renewable materials, which can be recycled or composted and regenerated by nature.

# 1,151 Thousand Paperless



WT introduced the advanced “Extended Warehouse Management” (EWM) in 2014. When designing the system architecture, it has incorporated the concept of green environmental protection into the operation process and operating system design.

# Eco-Design

We have been disclosing Eco-Design information to transparency and stakeholder engagement since 2017. It also showcases the contributions of more than WT in making a positive impact on Eco-Design.

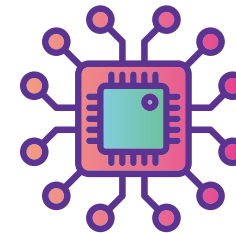
Driving energy-efficient performance and Eco-Design electronic products are one of the [Environmental Policy](#). Eco-Design electronic product initiatives and by designing products with improved energy-efficient performance, which helps us meet customer needs and identify market expansion opportunities.

Since 2010, WT has 100% encouraged customers to buy low-power module products. In the design stage of innovative electronic products, it has been considered whether it will have an impact on the environment.

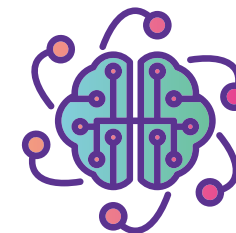
The low-power module products will optimize clients' electronic products to deliver industry-leading performance and best-in-class.

The low-power module products we sell include:

- Low-power energy-saving power management chip.
- Low power consumption microprocessor.



Low power consumption  
microprocessor



Low-power energy-saving power  
management chip.

# Energy and indirect (Scope 2) GHG emissions

WT has set a goal for reducing greenhouse gas emissions by 1% every year. Implementation includes (1) Install time controllers on air conditioners and lamps, (2) motion sensor lighting, (3) power saving mode for copying machine, water filter, coffee machines, (4) Replace high energy-consuming equipment every year, (5) blackout curtains installed, (6) Green in the Office, (7) power saving slogans posting.

The electricity consumption is 1,016,734 kWh in the boundaries of the symbol ① in 2019. The electricity consumption intensity is 1,001 kWh per person. The electricity consumption is 247,700 kWh in the boundaries of the symbol ② in 2019.

## Energy Consumption within WT

①②<sup>1</sup>

Electricity consumption within WT is 1,264,434 kWh in 2019.

## Energy Intensity within WT

①<sup>1</sup>

Electricity consumption within WT intensity is 1,001 kWh per person in 2019.

## Energy indirect (Scope 2) GHG emissions within WT

①②<sup>1</sup>

Energy indirect (Scope 2) GHG emissions within WT is 673.94 CO<sub>2</sub>e tons in 2019.

## Energy indirect (Scope 2) GHG emissions intensity within WT

①<sup>1</sup>

Energy indirect (Scope 2) GHG emissions intensity within WT is 0.533 CO<sub>2</sub>e tons per person in 2019.

Note 1: The symbol represents disclosure boundary

① 5 of Taiwan offices: a. Zhonghe b. Shenkeng c. Hsinchu d. Taichung e. Tainan

② Logistics warehouse in Taiwan

③ Hong Kong

④ Grand China

⑤ South Asia

⑥ South Korea

⑦ WT Microelectronic Co., Ltd. employees location of the Taiwan and Grand China offices

Note 2: In order to achieve full and transparent information disclosure, we are drawing up a new GHG plan, which includes baseline, boundary, goals and timeline.





# Eco-friendly Reclaimed Products



WT has followed the international standard Global Reporting Initiative (GRI) Waste Standards since 2016. We have established and implemented an Eco-friendly Reclaimed Products programme.

Our operating sites are 100% not manufactory. There is no hazardous waste generated. Only non-hazardous wastes are generated during the operation, including (1) scrapped electronic products, (2) office decoration waste, (3) cartons, and (4) packaging materials.

We have come up with an Eco-friendly way to dispose of electronic products that have reached the end of the life cycle. We have donated these electronic products to non-profit organizations to a total of 1,105 electronic products Since 2016.

**1,105** pieces

Electronic products were donated since 2016

That has reached the end of the life cycle.





# Supplier environmental management

Our goal of completing on-line information disclosure audits for 100% of the top 20 companies on our supplier list in 2030.

# Safer Materials from Supplier

## Safer for people. And for the planet

WT leads the industry in reducing or eliminating the harmful substances commonly used in electronics. Through our rigorous process analysis, we're constantly evolving our products and how we make them. So the materials we use are safer for the environment, the people who make our products, and the people who use them under [Restriction of Hazardous Substances Directive](#) and [REACH](#).

To understand the safety of our materials more comprehensively, we're identifying all the substances in every one of the parts and we get data on more parts every day. We then assess the chemicals in our materials using hazard and risk assessment tools to help us understand their effect on people's health and on the environment.

Regarding more reports of our suppliers passing the [Restriction of Hazardous Substances Directive](#) and [REACH](#), Please go to the [WT Website Sustainability Page](#) of the official website to learn more.



Through our rigorous process analysis, it is under [Restriction of Hazardous Substances Directive](#) and [REACH](#).

# Social

Human beings are diverse, showing tolerance and diversity is WT's constant value. The best way for the world to work for is for everyone to participate. Diversity and Innovation Creating Opportunities. The most innovative company must also be the most diverse.

**1** NO  
POVERTY



**3** GOOD HEALTH  
AND WELL-BEING



**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY





# COVID-19 Response and Support



*"I wear a mask to protect you,  
you wear a mask to protect me."*

From left to right, Chief Marketing Officer Jack Yang, Chief Legal Officer Sophia Tseng, General Manager, Taiwan Rick Chang, Chairman Eric Cheng, Chief Group Business Operations Officer Tim Wu, Executive Director Kerry Hsu, Chief Application Officer Willie Sun, Chief Finance Officer Cheryl Yang and Chief Human Resource Officer SY Chang.



## COVID-19 Response and Support

# Shareholders Meeting Taking Appropriate Precautions

The first action of appropriate precautions of COVID-19 is shareholders meeting. WT is the first public company in Taiwan to hold a shareholders meeting in 2020. In response to the new crown pneumonia, the announcement of the epidemic prevention measures of the shareholders meeting is in accordance with the local government guidelines, including home and backup teleconference, temperature measurement of entrance, alcohol hand disinfection, announcement of epidemic prevention measures, establishment of isolation areas for shareholders with fever, social distance of more than one meter, all participants wearing masks throughout the process, number of participants, and crowd control measures, successfully completed the shareholders meeting. The appropriate precautions have also become the best model for each company.



## COVID-19 Response and Support

# Work from home

The second action of appropriate precautions of COVID-19 is "Work from home programme", it is including:

- Implement flexible hours for employees to go to and from work to ease the flow of people.
- Reduce unnecessary meetings and business trips and use telephone, email and teleconference communication instead.
- All employees shall report COVID-19 exposure every day online.
- Visitors will gather on one floor for meetings, and observe the pre-measurement of body temperature, wear masks, wash hands with alcohol and fill in health questionnaires.
- All employees are strict to accept the face recognition body temperature measurement mechanism.
- Strengthen precautions before holidays.
- Centralized counter processing management about delivery.
- Strengthen office disinfection.
- Providing 15 pieces of medical masks for all employees.
- Provide 75% alcohol hand sanitizer for all employees.
- On-Site dining supplement.
- Practice remote work to keep social distancing.

COVID-19 Response and Support

# Remote work Programme

The statistics of “Remote Work Programme” participants in Taiwan from February to May 2020 (Unit: Person)

Category	Person
(A) Quarantine for 14 days	47
(WT offering 100% salary for “Remote Work Programme” participants amid pandemic)	
◎ Living in close quarters	12
◎ The one were within where has COVID-19 risks	5
◎ The one were within where has COVID-19 risks during holidays	26
◎ WT COVID-19 Precautions Mechanism	4
(B) Quarantine for 14 days	15
◎ The workers return to Taiwan from China	15
(C) Quarters have been exposed to COVID-19	0
Total	62

The third action of appropriate precautions of COVID-19 is “Remote Work Programme”, it is including:

- Flexible Remote Work Programme.
- All “Remote Work Programme” participants shall report to COVID-19 Support mechanism through conference call and teleconference.
- All “Remote Work Programme” participants shall report COVID-19 exposure.
- Supervisor shall concern their workers proactively.

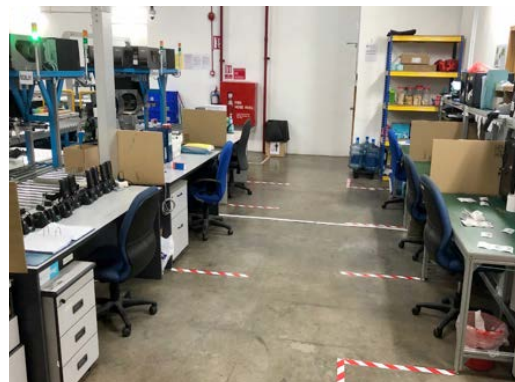
COVID-19 Response and Support

# Warehouse Management amid Pandemic

The fourth action of appropriate precautions of COVID-19 is “Warehouse Management”, it is including:

- WT made "PDC COVID-19 Management Measures" for Warehouse in Taiwan, Hong Kong, Shenzhen, Singapore, and South Korea.
- “Employee Scheduling & Shift Planning” launched.
- Social distance action.
- Established 20 person support team in Taiwan for “Employee Scheduling & Shift Planning”.

- Take emergency measures in warehouses in various regions, in response to the epidemic prevention, a country locked, the flight reduced or the employee quarantine, such as the Logistics of Hong Kong support emergently Shenzhen and Malaysia.



“Warehouse Management” includes specific social distance guidelines.



“Warehouse Management” dining social distance supplement.

- WT got highly regarded from clients of appropriate precautions of “Warehouse Management”.



# WT Social Policy & Code of Conduct

## Mapping Global Frameworks

WT has developed [NCAC Anti-corruption Policy](#), [Social Policy & Code of Conduct](#) and [SDGs Policy](#) in 2020 that take into account the concept of shared value and frameworks such as the UN Global Compact, International Labor Standards, OECD Guidelines for Multinational Enterprises, and the UN Sustainable Development Goals (SDGs).

WT believes that ethical governance is a core requirement of doing business, a competitive advantage, and the right thing to do. Our [Social Policy & Code of Conduct](#) ethical leadership inspires confidence in our future and creates a safe, supportive work environment for our employees that guides how we responsibly conduct ourselves every day.

Through [Social Policy & Code of Conduct](#), which is available in 2 languages, we also communicate our ethical expectations, including compliance with our Code principles and policies to our suppliers and third parties. We seek to promote honest and ethical conduct and support compliance with applicable laws and regulations.

# Diversity and Innovation

Diversity and Innovation Creating Opportunities. The most innovative company must also be the most diverse. WT takes a holistic view of diversity that looks beyond the usual measurements. A view that includes the varied perspectives of our employees as well as app developers, suppliers, and anyone who aspires to a future in tech. Because we know new ideas come from diverse ways of seeing things. Note: The above data is not including interns and employees for relocation in WT Group.

**WT Total number of  
permanent employees  
in 2019**

①②③④⑤⑥<sup>1</sup>

**2,395** persons

**WT Total number of  
New employee hires  
in 2019**

⑦<sup>1</sup>

**92** persons

**WT Total number of  
Employee turnover  
in 2019**

⑦<sup>1</sup>

**73** persons

**WT proportion of  
Female director in 2019**

①②<sup>1</sup>

**43%**

Note 1: The symbol represents disclosure boundary

① 5 of Taiwan offices: a. Zhonghe b. Shenkeng c. Hsinchu d. Taichung e. Tainan

② Logistics warehouse in Taiwan

③ Hong Kong

④ Grand China

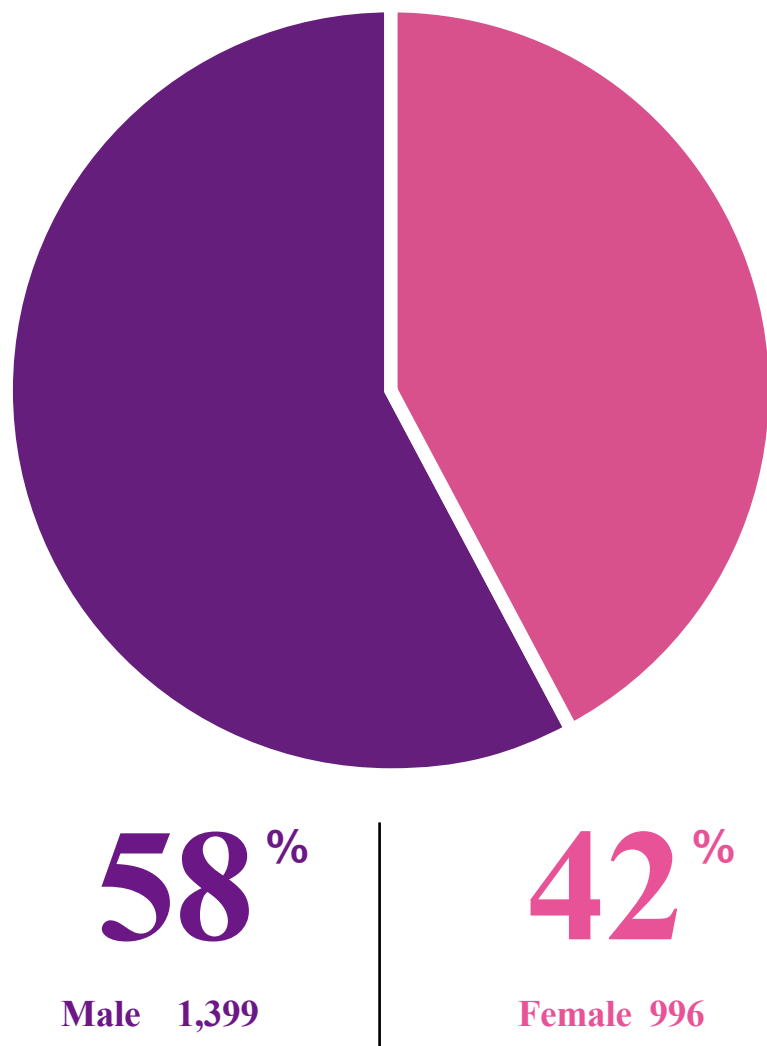
⑤ South Asia

⑥ South Korea

⑦ WT Microelectronic Co., Ltd. employees location of the Taiwan and Grand China offices

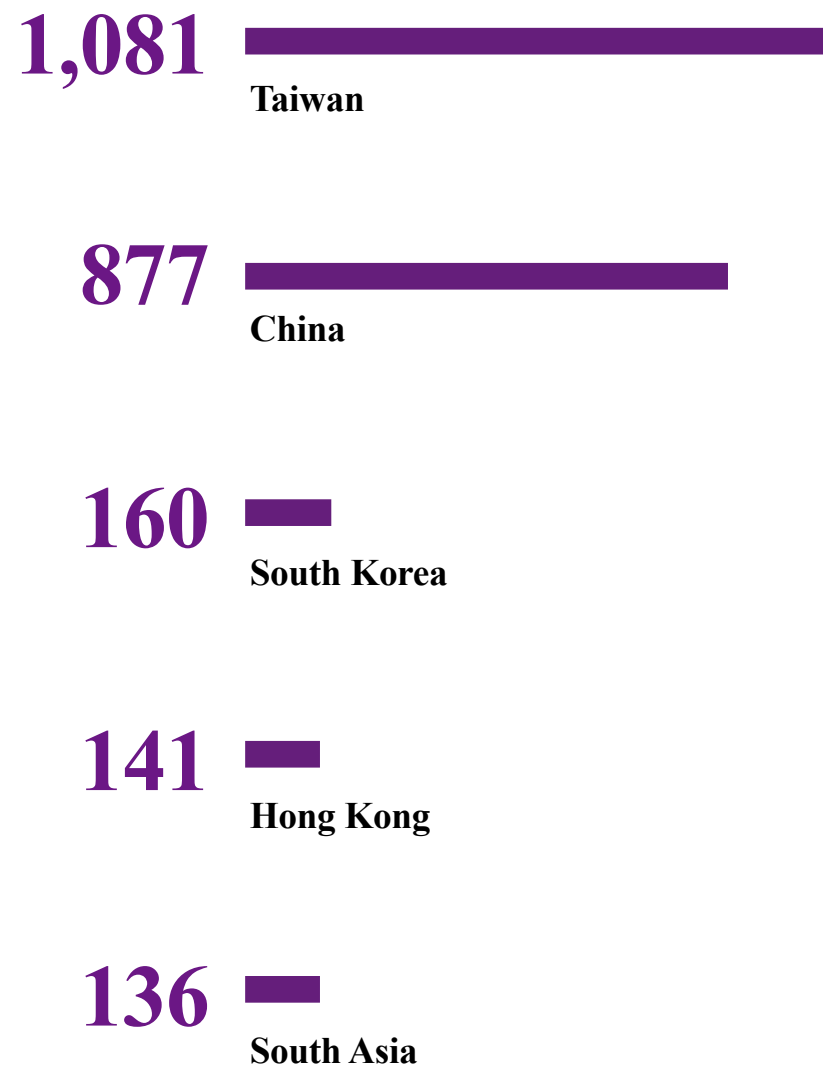
Total number of employees by gender

(Unit: Person)



Total number of employees by region

(Unit: Person)



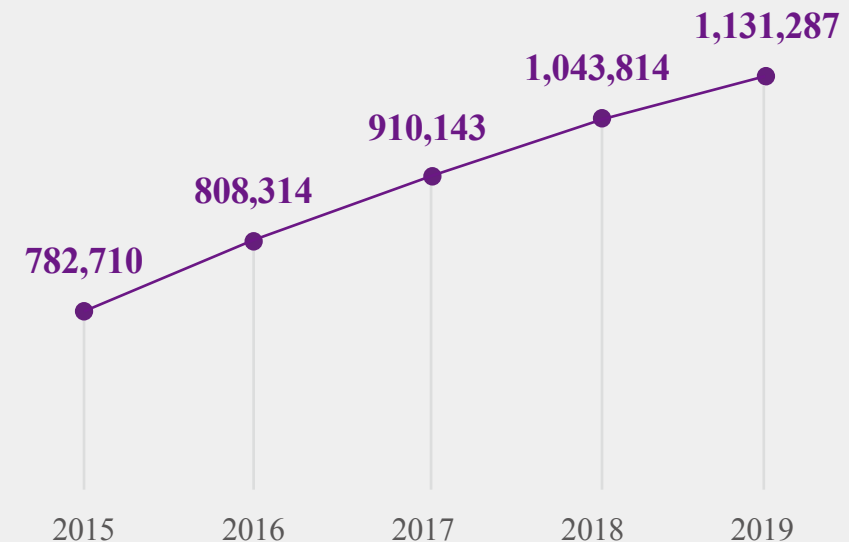
# Salary and Benefit Plan

WT offer benefits provided to full-time employees that are not provided to temporary or part-time employees, it is including:

1. Life insurance,
2. Health care,
3. Disability and invalidity coverage,
4. Parental leave,
5. Retirement provision,
6. Others. New year gift cash, Dragon Boat Festival, Mid-Autumn Festival gift money or gifts, congratulation money for colleagues' marriage, birthday, spouse birth, sympathy money for colleagues in hospitalization, family funerals, and discounts at dozens of high-quality special stores.
7. We have set a goal for employee healthcare plans. The headquarters in Taiwan will apply for [the certification of sports companies organized by the local government](#).

**WT Salary and Benefit Plan Expense are growing Year-Over-Year (YOY)**

Unit: NT\$1,000







# The Total 2,333 Hours of Training Full-time Employees have Undertaken

WT total 2,333 hours of training full-time employees have undertaken. We are dedicated to creating a “Training & Development Roadmap”. The roadmap is built up on the functional attributes and job position, tailor-made training courses to enhance the professional ability of employees. And the training & development roadmap includes language training, corporate core values, leadership development, functional expertise training, new hire orientation program, and work skills training.

For more information, please check out [WT 2019 Annual Report Page 134](#).

# Customer Privacy

The customer privacy concepts are covered in key instruments of the Organisation for Economic Co-operation and Development (OECD). WT conscientiously addresses the topic of customer privacy, including losses of customer data and breaches of customer privacy. These can result from non-compliance with existing laws, regulations and/or other voluntary standards regarding the protection of customer privacy.



## Information Security

- Implement endpoint protection for personal computers and server anti-virus software.
- Avoid virus threats to personal computers and server equipment within the company.
- Update the virus pattern immediately.
- Real-time scanning and monitoring of suspicious programs.



## Mail Protection

- Spam protection adds advanced threat protection modules to prevent phishing emails from defrauding smart data.
- Active warning system, actively notifying threats and setting changes.



## Intranet and External Network Protection

- External network firewall equipment should have the ability to recognize applications and strengthen the defense against external attacks.
- Intranet firewall can limit the range of access services available to users and isolate the network segments between the user area and the server area.

# Employee Benefits Committee

## Strive to provide benefits meet the varying needs of employees

### Varying Clubs and Empowering Communities

WT established “WT Group United Employee Benefits Committee” strived to provide benefits, and services that help meet the varying needs of our employees. It is including 7 clubs and empowering communities.

"The Happy Running Club" calls on company colleagues to participate in the Standard Chartered Marathon and Jiji Marathon. Among the participants, there are many long-term runners who love road running. In addition to encouraging each other to complete the race, they also exchange health and sports information.

The Basketball Club hosted carnival-style events with fun and excitement for all of the guests and participants each month. The Basketball Club players with great teamwork compete for the third season of TGB basketball league highest honor and get the championship eventually.

→  
The Basketball Club competes for the 2019 third season of TGB basketball league highest honor and gets the championship.





### Employee Benefits Committee

The **Badminton Club** hosts carnival-style events occasionally, the summer parent-child badminton camp is also held, attracting colleagues and children to participate together, increasing parent-child interaction and promoting harmonious relations.

The **Board Game Club** hosts board games occasionally, it is more open for colleagues and family members to play together, and selected parent-child board games allow colleagues to accompany their children to play with talent and creativity.

The **Flower Arrangements Club** hosts flower arrangement courses every month, and special courses are offered every year on important festivals, such as a slick flower course on Mother's Day.

The **Cooking Club** exotic cuisine and baking courses, which are conducted in groups for two persons. The cooking competitions are always with the great smell and joy of the food. Cupcake courses are offered on Christmas Day.

The **Mountain Climbing Club** is a brand new club. The leader has a professional climbing license and rich experience. Leading members to visit the beautiful mountains and rivers. In addition to the difficult climbing activities, the easy Mountain Climbing is also organized with parent-child activities.







### Employee Benefits Committee



#### Exercise course / Fitness Center

The company attaches great importance to the physical and mental health of its colleagues and promotes the management philosophy of how to resist stress, relieve stress and improve its own health. Therefore, it continues to hire "The glory from Taiwan" teacher Lin Yongqing to teach yoga courses. The multifunctional classroom will be officially opened in 2020 to provide colleagues with a comfortable and safe exercise space. It is hoped that the enthusiasm and enthusiasm of colleagues for participating in sports courses can be effectively increased. It also launched various fitness courses such as heavy training, TRX, flywheel, and aerial yoga together with the China National Sports Center to encourage colleagues to exercise adequately and improve their physical fitness.



#### Comfortable Nursing Room

The comfortable nursing room is specially created for mothers. It is equipped with all-weather optimal temperature adjustment and access control. It also provides a variety of intimate equipment such as refrigerators, freezers, and bottle sterilizers for breast milk storage.



### Employee Benefits Committee

#### Inspirational activities by Departmental

Inspirational activities allow colleagues to participate, including fun baking to increase the tacit understanding and identity of colleagues; handmade leather goods courses from the most basic leather to make it into unique leather goods; outdoor activities include mountain climbing, escape room, paintball. The total number is 485 of participants in 2019.

#### Staff travel

#### Participants increased by 1.5 times

Employee Benefits Committee staff travel activities, for the family travel part of colleagues, plans the most anticipated parent-child play activities, so that colleagues with children can exchange parenting information with each other, and children can also make new friends.



Travel arrangement includes parent-child experience, carnival paradise, extreme challenge, and beautiful scenery. In 2019, a total of 1,054 employee trips participated, which was 1.5 times the increase compared to the 753 employee trips in 2018 last year. The main reason is that this year, the large increase in the itinerary with higher employee satisfaction and the enthusiasm for employee participation.



### Employee Benefits Committee

#### WT involved club and volunteering

WT involved club and volunteering since 2019, encouraging environmental protection, and assisting small farmers in planting, and learning from empowering communities.

WT Volunteering cleaned the beach at Shazhuwan Beach in 2019. It was about 150 meters long along the coastline. A total of 257 kg of marine garbage was collected on the same day. The clean mountain was located on the Chaoyang National Trail, with a total length of 2 km.



#### WT Volunteering farming

##### Volunteering more than 7 farmers harvesting

WT Volunteering farming for 7 farmers In 2019, it is including the white bamboo shoots field, peanut field and echinacea farmland. It not only provides assistance to small farmers who are unable to harvest, but also promotes agricultural products to increase farmers' income.





### Employee Benefits Committee

#### WT Christmas Sweet Volunteering Contributed to non-profit organizations

The content of WT Christmas Sweet Volunteering includes the "heart-warming and happy donation" second-hand material contribution event and the "Christmas Charity Twist" charity gashapon event.

The second-hand material donations are mainly books, daily necessities, invoices and cash, and a total of 128 donated materials, all contributed to the non-profit Committee charity group of the "Nurturing Social Welfare Foundation".

A total of 629 gifts were purchased, totaling NT\$272,480. All income from the gashapon event totaled NT\$95,200, which was contributed to the non-profit organizations of the "Yuren Kaineng Center", "Nanhai Development Center", "Sacred Heart Children's Development Center", and "Wanda Community Home".

#### Circular Economy Event

Employee Benefits Committee contributed to Laptops, desktop computers, monitors, MFPs, etc. were donated to the Chong Ai Development Center attached to the First Social Welfare Foundation. In 2019, a total of 540 pieces were valued at NT\$968,820.

Since 2016, the Employee Benefits Committee has been implementing the Circular Economy Event of contributing to Electronic goods.







#### Employee Benefits Committee

##### Visually Impaired Programme

The total numbers of benefits are 1,049 persons

For the past 4 years, the Welfare Committee has continuously cooperated with the New Taipei City Blind Welfare Association, a non-profit organization, to arrange visually impaired masseurs to provide massage services for colleagues.

Since 2016, WT employees have been recognized for helping visually workers, it has increased job opportunities for the visually impaired. The total of 1,049 job opportunities have been provided in 2019.

### Employee Benefits Committee

#### Spending on NGOs Programme

Employee Benefits Committee cooperated with Gan Le Wenchuang and Jixian Shelter Workshop to promote public welfare products. Gan Le Wenchuang accompanied 100 children in the Three Gorges hometown through bereavement, bereavement, dropout. Jixian Sheltered Workshop aims to provide local employment and workplaces and take care of children with disabilities.

Employee Benefits Committee Spending on NGOs Programme purchased 1,120 boxes of "Gan Le Wenchuang Black Bean Tea Gift Box" with a total amount of NT\$1,147,000 during the Spring Festival. And we purchased 1,100 boxes of honey gift boxes, a total amount of NT\$1,487,200 on Mother's Day, and 1,090 boxes of egg roll gift box love, total amount of NT\$517,080 on Father's Day.







#### Empower Society

##### Support the establishment Taipei Medical University Shuanghe campus and the medical equipment for vertigo in Shuang-Ho Hospital

WT contributed to NT\$500,000 to Taipei Medical University to support the establishment of the Shuanghe campus in April 2019. WT also contributed to a donation of NT\$1.16 million to the Department of Health and Welfare Shuang-Ho Hospital's Vertigo and Balance Disorder Center for the purchase of digital eye vibrometer equipment in August 2019.

Taipei Medical University is ranked 362nd in the 2018 QS World University Rankings and No. 1 in domestic private schools. It also ranked No. 1 in the medical category and No. 1 in private universities in Taiwan's Best University Rankings by Foresight Magazine, with outstanding performance. In May 2019, construction of the campus was started in Shuanghe District (next to Shuang-Ho Hospital) in New Taipei City. WT is to benefit the local people with the goal of giving back to the community and improving the quality of diagnosis and treatment, and fulfilling empowering communities.



# WT Education Foundation

## Empowering a Better Future

WT is committed to creating a better world through the power of our technology and the passion of our employees. We believe that the health of our company and local communities where we operate depends on an increasingly inclusive community of innovators prepared for the jobs of the future. WT Microelectronics established the WT Education Foundation in February 2015. We are collaborating with others to broaden access to opportunity, address global challenges and support community needs, and inspire the next generation of innovators.

The two main themes of the WT Education Foundation are "Inspire the Next Generation" and "Respecting Life". The total amount of expenditure donated by the WT Education Foundation in 2019 was NT\$7,560,000. The number of participants or beneficiaries reached 160,717 people.





WT Education Foundation

# Flipped Education

## (1) Zheng-Min Elementary School, Yunlin County KIST Private (2017~2022)

We are cooperating with the local government helping schools in remote areas to introduce excellent teachers and provide equal educational opportunities through public and private cooperation.

- © Contribution: NT\$10 million
- © Our Partner: Cheng Zhi Education Foundation



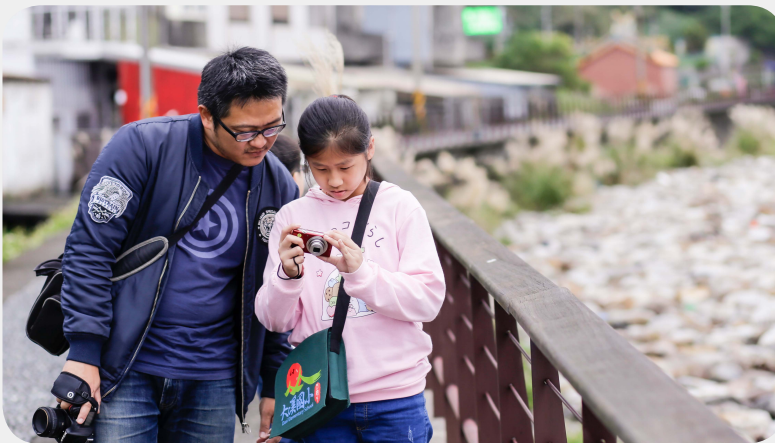


## **(2) Contribution Program of Junyi Education Academy Teacher Training Project Junyi Experimental High School Creative Experimental Course Plan (2015~2020)**

Junyi Education School introduces new educational concepts in a systematic way and encourages teachers to think creatively. The Experimental High School Creativity Group Experimental Course is to train students with three non-disciplinary knowledge including "International Hospitality", "Green Architecture" and "Contemporary Art" through practical and experiential teaching curriculum programs.

© Contribution: NT\$ 2 million per year

© Our Partner: The Alliance Cultural Foundation



## **(3) "The child's other eye" Campus Photography Deep Plowing Project (2019~2020)**

Enter a rural elementary school to bring companionship and care with photography teaching, while enhancing aesthetics and character education.

© Contribution: NT\$1 million per year

© Our Partner: The Alliance Cultural Foundation (Dayan Culture Association in 2019)



#### (4) College of Social Sciences, Fu Jen Catholic University "Student Self-Learning Award Program" (2017~2019)

Encourage students to set up a community to learn independently to participate in thematic projects and competitions set by the college.

- © Contribution: NT\$100,000 per year
- © Our Partner: College of Social Sciences, Fu Jen Catholic University



#### (5) CYM Theater "A Trip to Rural Drama" (2018~2019)

The CYM Theater, established in the East Rift Valley of Huadong, created the first scene in the lives of rural children through a "pastoral drama tour".

- © Contribution: NT\$200,000 per year
- © Our Partner: CYM Association



WT Education Foundation

# Powerful Social Impact

## (1) Full-time Teaching Project (2015~2019)

In order to balance learning resources and eliminate the gap between urban and rural areas, recruit more than 100 youths with a sense of mission, and use generations to influence generations to participate in rural elementary schools in Taitung, Tainan, Pingtung, Yunlin, Hualien, Nantou.

- © Contribution: NT\$ 900,000 per year
- © Our Partner: Teach for Taiwan Foundation



## (2) Academic Year Online Course Counseling Program (2015~2019) and The Experimental Education Program of Yuan Sheng International Academy (2019)

The college students in the city use digital technology to teach remotely to accompany junior high school students in Xinyi Township, Nantou County. Let the children of the Xinyi Township tribe walk from the mountains to the city, and create a way of education.

- © Contribution: NT\$500,000 per year (The Experimental Education Program of Yuan Sheng International Academy NT\$300,000)
- © Our Partner: Vox Nativa Taiwan





### (3) Young Student Scholarship Program (2016~2019)

Encourage students from the cold and cold colleges who are both excellent in character and learning, and exchange activities, broaden their horizons and stimulate unlimited potential.

- © Contribution: NT\$200,000 per year
- © Our Partner: Yanxing Taiwan



### (4) Nutrition Control Series Activities for Kidney Disease in "Kidney-enriching Canteen" and Yunlin Mailiao organized kidney disease screening and health education activities (2016, 2018~2019)

Assist kidney patients to return to a good diet for life, create a "Kidney-Benefiting" life, and screen out risk groups for kidney disease through screening, assist in referral to medical institutions and continue to track services.

- © Contribution: A total of NT\$950,000
- © Our Partner: Kidney Disease Prevention Foundation

### (5) Premature Birth Prevention and Education Promotion Public Welfare Plan (2015~ 2020)

Every year in Taiwan around 20,000 newborn preemie babies require the help. WT launched Miracle Preemie Baby to Champion Programme supporting premature and sick newborns, their families and the hospitals that care for them. For families, the experience of having a baby come into the world not as expected or planned is life changing.

- ◎ Contribution: NT\$1.5 million per year (NT\$500,000 in 2018 and 2019)
- ◎ Our Partner: Premature Baby Foundation of Taiwan



The extraordinary book "My lovely mom is a Doctor" is the first female resident in Mackay Pediatrics. WT Microelectronics contributed to book writing and royalties to let miracles happen to Preemie Baby families, WT Executive Director Kerry Hsu (first from left) was invited to attend the book launch event.

# Governance

WT believes that ethical governance is a core requirement of doing business, a competitive advantage, and the right thing to do. Our ethical leadership inspires confidence in our Company's future and creates a safe, supportive work environment for our employees.

**8** DECENT WORK AND  
ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**17** PARTNERSHIPS  
FOR THE GOALS





# Social Policy & Code of Conduct

## Mapping Global Frameworks

WT has developed [Social Policy & Code of Conduct](#), [UNCAC Anti-corruption Policy](#) and [SDGs Policy](#) in 2020 that take into account the concept of shared value and frameworks such as the UN Global Compact, International Labor Standards, OECD Guidelines for Multinational Enterprises, and the UN Sustainable Development Goals (SDGs).

WT believes that ethical governance is a core requirement of doing business, a competitive advantage, and the right thing to do. Our ethical leadership inspires confidence in our Company's future and creates a safe, supportive work environment for our employees. Our [Social Policy & Code of Conduct](#) guides how we responsibly conduct ourselves every day.

The WT [Social Policy & Code of Conduct](#) affirms the principles that guide the behavior of employees, subsidiaries, members of our Board of Directors regarding their activities, independent contractors, consultants, suppliers, and others who do business with us.

Through the [Social Policy & Code of Conduct](#) which is available in 2 languages, we seek to promote honest and ethical conduct, deter wrongdoing, and support compliance with applicable laws and regulations. We also communicate our ethical expectations, including compliance with our code principles and policies, to our suppliers and third parties.



**Headquarters in Taiwan has been awarded the excellent governance assessments issued by the local government since 2016. It won second prize glory.**





# Governance



**Eric Cheng**  
Chairman



**Kerry Hsu**  
Executive Director



**Jack Yang**  
Chief Marketing  
Officer



**Willie Sun**  
Chief Application  
Officer



**Rick Chang**  
General Manager  
Taiwan



**James Wen**  
General Manager  
China



**HJ Yoo**  
General  
Manager  
South Korea



**Albert Ghee**  
General Manager  
South Asia



**Cheryl Yang**  
Chief Finance Officer



**Tim Wu**  
Chief Group  
Business Operations  
Officer



**Sophia Tseng**  
Chief Legal  
Officer



**SY Chang**  
Chief  
Human Resource  
Officer



**Jerry Chang**  
Senior Sales  
Vice President  
China



# Whistleblower Programmes

## WT official Whistleblower Programmes



Board of Directors



Chairman



Auditing Office



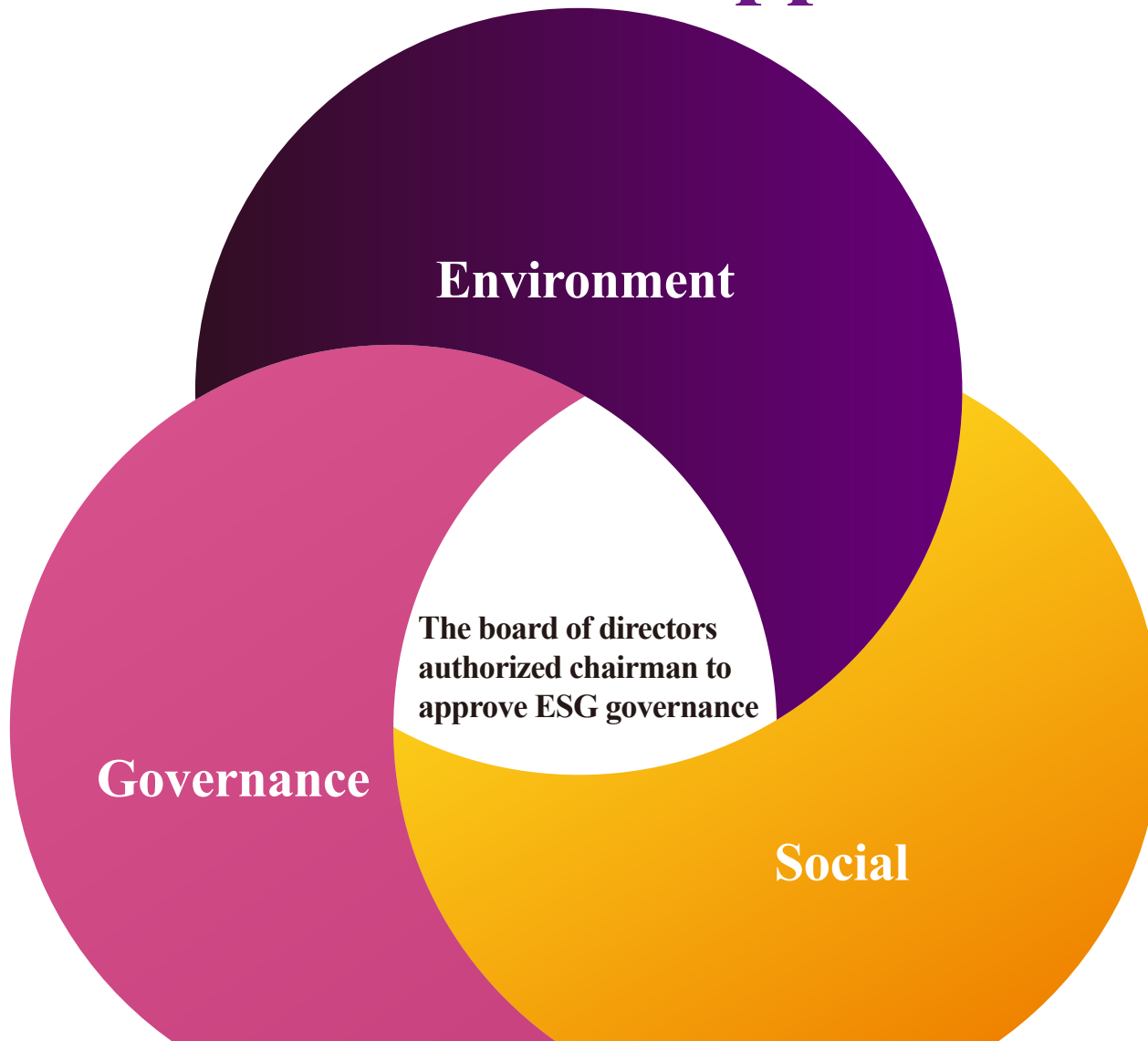
Attorney general

Our collaborative and resilient ethical Company culture encourages us to speak up when we see something that doesn't seem right. Transparency around incidents of misconduct and our Company's response to those incidents creates an environment where employees feel comfortable raising concerns. Our employees trust that if they voice a concern, their concern will be fully investigated and appropriately remediated.

- Proactively communicated to employees.
- An independent, reporting hotline and email available [Official Website Whistleblower Pages](#).
- Available to suppliers, customers, and other third parties the independent, reporting hotline and email.
- Available in local languages.
- Possibility for anonymous reporting and reports are treated confidentially.
- Non-retaliation policy.
- Structures in place to process whistleblower reports.
- Disclosure on the number of reports received, the types of misconduct, and measures are taken Available in local languages. In 2019, there are no confirmed incidents of corruption.
- Compliance with ethical training: We hope that employees can fully understand the company's policies, procedures and control measures to protect the company and employees from potential risks of laws, regulations or disciplinary actions.
- New employees receive training: "Corporate Governance Best Practice Principles", "Corporate Social Responsibility Best Practice Principles", "Ethical Corporate Management Best Practice Principles", "Codes of Ethical Conduct", "Procedures for Ethical Management and Guidelines for Conduct", and "Supplier Code of Conduct". In 2019, there were 44 new employee training sessions and 106 trainees.

Note: The above statistics include new employee hires and employee turnover in 2019, excluding interns.

# The board of directors authorized chairman to approve ESG governance



The Environmental, Social, and Governance (ESG) policy is approved by the board of directors authorized by the chairman, which is also the highest-level organization authorized by the ESG policy. The Board receives periodic briefing and informational sessions by management on the types of ESG risks the company faces and enterprise ESG risk management. Management is responsible for identifying ESG risk and ESG controls related to significant business activities; mapping the ESG risks to company strategy; and developing programs and recommendations to determine the sufficiency of risk identification, the balance of potential risk to potential reward, and appropriate ways to control ESG risk.

For more information on board of directors and corporate governance, please check out [WT 2019 Annual Report Page 34-88](#).





WT is committed to shaping the inspiration of integrity value with resilience. Meanwhile, high-level management proactively engages with employees, creates a culture of transparency, and also delicately supports all of employees.



From left to right, Chief Human Resource Officer SY Chang, Chief Finance Officer Cheryl Yang, Executive Director Kerry Hsu and Chief Legal Officer Sophia Tseng

The background is a gradient from dark purple on the left to bright pink on the right. It features several overlapping circles of various sizes and several thin, diagonal lines. The word "Appendiex" is centered in a white, serif font.

# Appendiex



# PwC Limited Assurance



## 會計師有限確信報告

文峰科技股份有限公司 公鑒：

資會綜字第 20002580 號

本事務所受文峰科技股份有限公司（以下稱「貴公司」）之委任，對 貴公司選定 2019 年度企業社會責任報告書所報導之績效指標執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

### 確信標的資訊與適用基準

有關 貴公司選定 2019 年度企業社會責任報告書所報導之績效指標（以下稱「確信標的資訊」）及其適用基準詳列於 貴公司 2019 年度企業社會責任報告書第 69 頁之「確信項目彙總表」。前述確信標的資訊之報導範圍業於企業社會責任報告書第 7 頁之「報告書邊界與範疇」段落述明。

### 管理階層之責任

貴公司管理階層之責任係依照適當基準編製企業社會責任報告書所報導之績效指標，且維持與績效指標編製有關之必要內部控制，以確保績效指標未存有導因於舞弊或錯誤之重大不實表達。

### 會計師之責任

本會計師係依照確信準則公報第一號「非屬歷史性財務資訊查核或核閱之確信案件」，對確信標的資訊執行確信工作，以發現前述資訊在所有重大方面是否有未依適用基準編製而須作修正之情事，並出具有限確信報告。

本會計師依照上述準則所執行之有限確信工作，包括辨認確信標的資訊可能發生重大不實表達之領域，以及針對前述領域設計及執行程序。因有限確信案件取得之確信程度明顯低於合理確信案件取得者，就有限確信案件所執行程序之性質及時間與適用於合理確信案件者不同，其範圍亦較小。

本會計師係依據所辨認之風險領域及重大性以決定實際執行確信工作之範圍，並依據本委任案件之特定情況設計及執行下列確信程序：

- 對參與編製確信標的資訊之相關人員進行訪談，以瞭解編製前述資訊之流程、所應用之資訊系統，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，對確信標的資訊選取樣本進行包括查詢、觀察及檢查測試，以取得有限確信之證據。

資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan  
11012 臺北市信義區基隆路一段 333 號 27 樓  
27F, No. 333, Sec. 1, Keelung Rd., Xinyi Dist., Taipei 11012, Taiwan  
T: +886 (2) 2729 6666, F: +886 (2) 2729 6666, www.pwc.tw



此報告不對 2019 年度企業社會責任報告書整體及其相關內部控制設計或執行之有效性提供任何確信。

### 會計師之獨立性及品質管制規範

本會計師及本事務所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及盡專業上應有之注意、保密及專業態度。

本事務所適用審計準則公報第四十六號「會計師事務所之品質管制」，因此維持完備之品質管制制度，包含與遵循職業道德規範、專業準則及所適用法令相關之書面政策及程序。

### 先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

### 有限確信結論

依據所執行之程序與所獲取之證據，本會計師並未發現確信標的資訊在所有重大方面未有未依適用基準編製而須作修正之情事。

### 其它事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何確信標的資訊或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師 徐永堅

徐永堅



中華民國 109 年 8 月 6 日

# Summary of Assurance

No.	Contents	Benchmark	Pages
1	<p>New employees receive training: "Code of Practice for Corporate Governance", "Code of Practice for Corporate Social Responsibility", "Code of Integrity Management", Code of Ethical Conduct, Integrity Management Operating Procedures and Guidelines, and "Supplier Conduct". In 2019, there were 44 new employee training sessions and 106 trainees.</p> <p>Note: The above statistics include new employee hires and employee turnover in 2019, excluding interns.</p>	<p>New employees have received training sessions and trainees in 2019.</p> <p>The data is from the calculation by WT Microelectronic Co., Ltd..</p>	64
2	<p>12.9% new employee hires and 10.3% employee turnover in 2019.</p> <p>Note: The above data is not including interns and employees for relocation in WT Group.</p>	<p>Total number and rate of new employee hire and employee turnover based on official documents in 2019. The data is from the calculation by WT Microelectronic Co., Ltd..</p> <p>The total rate of new employee formula: <math>[(\text{new employee hires in 2019})/(\text{Total number full-time employee on December 31, 2019})]*100\%</math>.</p> <p>The total rate of employee turnover formula: <math>[(\text{employee turnover in 2019})/(\text{Total number full-time employee on December 31, 2019})]*100\%</math>.</p>	40
3	<ul style="list-style-type: none"> <li>The electricity consumption is 1,016,734 kWh in the boundaries of the symbol ① in 2019.</li> <li>The electricity consumption intensity is 1,001 kWh per person.</li> <li>The electricity consumption is 247,700 kWh in the boundaries of the symbol ② in 2019.</li> <li>Note 1: The symbol represents disclosure boundary</li> <li>① 5 Taiwan offices: a. Zhonghe b. Shenkeng c. Hsinchu d. Taichung e. Tainan</li> <li>② Logistics warehouse in Taiwan</li> </ul>	<ul style="list-style-type: none"> <li>The boundaries of electricity consumption are included symbol ①② in 2019.</li> <li>The electricity consumption intensity formula: (The electricity consumption in the boundaries of the symbol ① in 2019 / total number full-time employees in the boundaries of the symbol ① on December 31, 2019).</li> <li>Note 1: The symbol represents disclosure boundary</li> <li>① 5 offices: a. Zhonghe b. Shenkeng c. Hsinchu d. Taichung e. Tainan</li> <li>② Logistics warehouse in Taiwan</li> <li>The data is from public information of WT (including subsidiaries Techmosa, Morrihan, Maxtek, Nuvision and Hongtech)</li> </ul>	29
4	<p>WT Education Foundation contributed NT\$7,560,000 in 2019.</p>	<ul style="list-style-type: none"> <li>WT Education Foundation contributes in 2019.</li> <li>The data is from public information of WT Education Foundation.</li> </ul>	54
5	<p>WT (including subsidiaries Techmosa, Maxtek, Nuvision, and Hongtech) signed 38 Non-Disclosure Agreements (NDA) with customers in 2019. No legal proceedings were brought by the customer or vendor for violation of the NDA. No infringement of customer privacy or loss of customer data complaints in 2019.</p>	<ul style="list-style-type: none"> <li>WT signed Non-Disclosure Agreements (NDA) with customers in 2019.</li> <li>The data is from public information of WT (including subsidiaries Techmosa, Maxtek, Nuvision, and Hongtech)</li> </ul>	5



## GRI Content Index

GRI Standards	Disclosures	Page Number	Supplemental/Omitted
General Disclosures			
GRI 102: General Disclosures 2016	102-1 Name of the organization	7	
	102-2 Activities, brands, products, and services	15	
	102-3 Location of headquarters	7	
	102-4 Location of operations	16	
	102-5 Ownership and legal form	7	
	102-6 Markets served	16	
	102-7 Scale of the organization	4/5	
	102-8 Information on employees and other workers	4	
	102-9 Supply chain	31	
	102-10 Significant changes to the organization and its supply chain	31	
	102-11 Precautionary Principle or approach	23/34/39/62	
	102-12 External initiatives	23/34/62	
	102-13 Membership of associations	7	
	102-14 Statement from senior decision-maker	1	
	102-16 Values, principles, standards, and norms of behavior	64	
	102-18 Governance structure	65	

## GRI Content Index

GRI Standards	Disclosures	Page Number	Supplemental/Omitted
General Disclosures			
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups	8~12	
	102-41 Collective bargaining agreements	8~12	Non-union, not applicable
	102-42 Identifying and selecting stakeholders	8~12	
	102-43 Approach to stakeholder engagement	8~12	
	102-44 Key topics and concerns raised	8~12	
	102-45 Entities included in the consolidated financial statements	13	
	102-46 Defining report content and topic Boundaries	13	
	102-47 List of material topics	13	
	102-48 Restatements of information	13	
	102-49 Changes in reporting	7	
	102-50 Reporting period	7	
	102-51 Date of most recent report	7	
	102-52 Reporting cycle	7	
	102-53 Contact point for questions regarding the report	7	
	102-54 Claims of reporting in accordance with the GRI Standards	7	
	102-55 GRI content index	7	
	102-56 External assurance	7	

## GRI Content Index

GRI Standards	Disclosures	Page Number	Supplemental/Omitted
Material topic			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	5	
	103-2 The management approach and its components	5	
	103-3 Evaluation of the management approach	5	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	5	
	201-3 Defined benefit plan obligations and other retirement plans	4	
Anti-corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	62	
	103-2 The management approach and its components	62	
	103-3 Evaluation of the management approach	62	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	64	
	205-2 Communication and training about anti-corruption policies and procedures	64	
	205-3 Confirmed incidents of corruption and actions taken	64	

## GRI Content Index

GRI Standards	Disclosures	Page Number	Supplemental/Omitted
Material topic			
Environmental Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	23~32	
	103-2 The management approach and its components	23~32	
	103-3 Evaluation of the management approach	23~32	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	23~32	
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	40~43	
	103-2 The management approach and its components	40~43	
	103-3 Evaluation of the management approach	40~43	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	40~43	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	40~43	



## GRI Content Index

GRI Standards	Disclosures	Page Number	Supplemental/Omitted
Material topic			
Customer Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	18~21	
	103-2 The management approach and its components	18~21	
	103-3 Evaluation of the management approach	18~21	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	18~21	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	18~21	
Marketing and Labeling			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	23~26	
	103-2 The management approach and its components	23~26	
	103-3 Evaluation of the management approach	23~26	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	32	
	417-2 Incidents of non-compliance concerning product and service information and labeling	32	

## GRI Content Index

GRI Standards	Disclosures	Page Number	Supplemental/Omitted
Material topic			
Customer Privacy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	44	
	103-2 The management approach and its components	44	
	103-3 Evaluation of the management approach	44	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	44	
Socioeconomic Compliance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	62~66	
	103-2 The management approach and its components	62~66	
	103-3 Evaluation of the management approach	62~66	
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	64	



WT MICROELECTRONICS

<http://www.wtmec.com/WT/>