



WT MICROELECTRONICS

General Affairs Supplier Code of Conduct

Effective April 2016; last updated November 2025



Our Purpose

To enable suppliers to understand and comply with the Group's requirements for product safety and ethics, thereby enhancing social and environmental responsibilities, and to pursue the goal of sustainable corporate development based on the principle of mutual cooperation. This code applies to WT MICROELECTRONICS and all group subsidiaries.

Ethical Business Practices

WT MICROELECTRONICS consistently maintains that sound social policies and codes of conduct are the fundamental basis for driving business operations, gaining competitive advantage, and upholding its core values.

To strengthen the management of ethical business practices, suppliers who become aware of any issues or have concerns about conduct suspected of violating this Code are encouraged to report them. Reports may be submitted through the designated whistleblowing mailbox, which is accessible on the Company's official website via the "Contact Us" page (<https://www.wtmec.com/about-us/contact-us/>). This channel is available to both internal and external parties.

The Company has established an Ethical Management Team, comprising representatives from the HR Division, the Legal Office, and the Auditing Office, to conduct investigations. Upon receipt of a report, the system will automatically notify designated recipients, including the Audit Committee, the Auditing Office, the HR Division, the Legal Office, and the heads of other relevant first-level departments, to ensure appropriate handling.

Code Content

Labor Rights

WT MICROELECTRONICS is firmly committed to safeguarding fundamental labor and human rights and, in line with international standards, treats every worker with dignity and care.

Whether temporary workers, migrant workers, student workers, contract staff, regular employees of WT MICROELECTRONICS or its suppliers, or workers in any other form of employment, all are entitled to an equal and dignified working environment and to the protection of their rights and benefits.

- Suppliers must strictly comply with national and local laws regarding employee management systems, including employment conditions such as wages, labor conditions, and occupational health and safety standards.
- Suppliers must provide a dignified working environment, respect employees' free will, prohibit forced labor, and refrain from using coercion or threats. Suppliers should also adopt



an open and respectful attitude toward employees' freedom of association, allowing them to join or establish organizations freely.

- Suppliers must not employ child labor below the legal minimum age or hire illegal foreign workers.
- Suppliers must eliminate all forms of discrimination in employment and the workplace. Employees must be treated equally, regardless of gender, race, religion, nationality, age, marital status, sexual orientation, union membership, or political affiliation.
- To prevent workplace sexual harassment and uphold gender equality and personal dignity, suppliers must establish relevant policies or regulations.

Health and Safety

WT MICROELECTRONICS fully recognizes that continuous worker participation and training are key to improving occupational health and safety in the workplace. Creating a safe and healthy work environment not only effectively reduces the risk of work-related injuries and occupational diseases, but also enhances product quality and production stability, as well as boosts employees' morale and retention.

- Suppliers must provide a safe and healthy working environment for employees, establish an occupational safety and health management system, and emphasize occupational safety and health education for employees as part of daily operations to enhance disaster prevention.
- New employees must receive occupational safety and health training, and regular training courses must be arranged to enhance employees' awareness of occupational safety and health.
- Suppliers must provide employees with clean restroom facilities, potable drinking water, and hygienic cooking utensils, food storage facilities, and dining equipment. Employee dormitories provided by suppliers must be kept clean and safe, with adequate emergency exits, hot water for bathing, sufficient heating and ventilation equipment, and appropriate and accessible private spaces.

Environmental Protection

WT MICROELECTRONICS recognizes that taking responsibility for the environment is an integral part of producing world-class products. We expect our suppliers to actively assess the environmental impact of their production processes and to make every effort to minimize any negative impact on communities, the environment, and natural resources, while jointly safeguarding the health and safety of the public.



- Suppliers must obtain necessary environmental permits (such as discharge monitoring), approvals, and registration documents, maintain and regularly update them, and comply with the operational and reporting requirements of such permits.
- Suppliers must reduce resource consumption and waste generation, and where possible eliminate unnecessary use of resources, including water and energy, at the source or through practices such as resource conservation, material recycling, and reuse.
- Suppliers must identify and manage hazardous chemicals and other materials released into the environment to ensure their safe handling, transport, storage, use, recycling, reuse, and disposal.
- Suppliers must implement systematic measures to identify, manage, reduce, and responsibly dispose of or recycle solid waste.
- Suppliers must classify, routinely monitor, control, and treat volatile organic compounds, aerosols, corrosive substances, particulates, ozone-depleting chemicals, and combustion by-products generated during production before discharge, as required.
- Suppliers must comply with all applicable laws, regulations, and customer requirements that prohibit or restrict certain substances in products and manufacturing processes (including recycling and disposal labels).
- Suppliers must prevent the illegal discharge or leakage of substances into the water cycle.
- Suppliers must seek cost-effective methods to improve energy efficiency, minimize energy consumption, and reduce greenhouse gas emissions.
- Suppliers must ensure that their operations and business activities comply with international, national, and local biodiversity laws, avoiding harm to endangered and protected species.
- Suppliers must commit to business practices that do not cause deforestation, avoid conducting business in critical biodiversity areas, and support forest and land conservation efforts.

Ethical Standards

To fulfill their social responsibilities and achieve sustainable success in the marketplace, suppliers and their agents are required to uphold the highest ethical standards.

- Suppliers must ensure that their employees and their family members do not accept any form of improper benefit, including bribes, kickbacks, or other undue advantages.
- Suppliers must commit to complying with laws and regulations related to intellectual property rights.
- Suppliers must commit to fair trade and avoid participating in market competition through illegal means such as false advertising.



- Suppliers must protect customers' business and technical information and refrain from disclosing it to any third party without authorization.
- Suppliers must ensure that metals such as tantalum, tin, tungsten, and gold contained in their products do not directly or indirectly fund or benefit criminal armed groups involved in serious human rights violations in the Democratic Republic of Congo and neighboring countries.

Management

Suppliers must establish or adopt a management system that is consistent with the requirements of this Code. This system must ensure that:

- (a) all applicable laws, regulations, and customer requirements relating to the supplier's operations and products are complied with;
 - (b) the provisions of this Code are effectively implemented; and
 - (c) due diligence procedures are carried out and operational risks related to this Code are reduced. In addition, the management system must promote continual improvement and ensure long-term effectiveness.
- Suppliers must have a social and environmental responsibility policy statement that affirms their commitment to legal compliance and continual improvement, is signed by management, and is communicated in the local language.
 - Suppliers must designate members of management and company representatives who are responsible for ensuring the implementation of the management system and related programs. Management must periodically review the performance and effectiveness of the management system.
 - Suppliers must establish procedures to identify, monitor, and understand applicable laws, regulations, and customer requirements (including the requirements of this Code).
 - Suppliers must establish procedures to identify the legal, environmental, health and safety, labor practice, and ethics risks associated with supplier operations. Determine the relative significance for each risk and implement appropriate procedural and physical controls to ensure regulatory compliance to control the identified risks.
 - Suppliers must establish written performance objectives, targets, and implementation plans to improve the supplier's social, environmental, and health and safety performance, including a periodic assessment of supplier's performance in achieving those objectives.
 - Training programs for management and workers must be established to implement supplier's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.



- Suppliers must establish sustainable procedures, including an effective grievance mechanism, to evaluate employees' awareness of the practices, conditions, and potential violations covered by this Code, and to obtain employee feedback in these areas to drive continual improvement. A safe environment must be provided for employees to raise concerns and submit grievances or opinions without fear of retaliation.
- Suppliers must conduct periodic self-assessments to ensure compliance with applicable laws and regulations, this Code, and social and environmental responsibility requirements contained in customer contracts.
- Suppliers must establish procedures to ensure that deficiencies identified in internal and external assessments, inspections, investigations, and audits are corrected in a timely manner.
- Suppliers must create and retain documents and records to demonstrate compliance with regulatory requirements and company expectations, while protecting the confidentiality of privacy-related and sensitive information.

Consequences of Violations

Suppliers must carefully review and commit to complying with this Code. Any violation of this Code, or failure to complete corrective actions within the specified time frame, may result in consequences up to and including termination of the business relationship with the Group, and the Group may seek compensation for any resulting damages.

Signed

Chairman of the Board
WT Microelectronics Co., Ltd