

Stock code : 3508



Ways Technology Co., Ltd.

2024 Sustainability Report

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1 、 Report Information

1.01 Message from the Management

Since entering the professional surface treatment field in 2001, WaysTech Co., Ltd. (hereinafter “the Company”) has been committed to meeting customer demands across various surface treatment processes. In recent years, due to a challenging business environment in communication products and 3C product assembly, the Company has not only continuously improved its assembly process capabilities, supplier management, and new client development, but also expanded its product offerings to touch panel modules and continued development of organic photovoltaic products. The Company pursues a model of technological advancement, product innovation, and management improvement to actively explore new collaboration models and new product domains, thereby expanding business operations and creating greater profit potential.

The Company’s products are mainly divided into three categories: 3C product assembly, touch panel modules, and organic photovoltaic products. The 3C product assembly market is highly competitive. Beyond enhancing process development and supply chain management capabilities, collaboration with industry peers is necessary to create a win-win industrial environment. In touch panel modules, the Company possesses advanced roll-to-roll coating technology and precision laser etching, enabling continuous production of touch panel modules and development of various transparent conductive film derivative products. Organic photovoltaic products, including mass production equipment for power modules and essential chemical materials, belong to a new market. The Company actively invests in R&D to establish proprietary core technologies and quickly bring products to market to meet customer needs.

In addition to pursuing stable growth and profitability, the Company, as a corporate entity, continues to focus on corporate governance, environmental protection, and social responsibility to enhance overall corporate value. In alignment with the global consensus and the United Nations 2030 Sustainable Development Goals, the Company continues to improve ESG practices. Through this report, we present our actions in governance, environmental, and social aspects. We aim to leverage our expertise and capabilities, work together with stakeholders, and continuously exert a positive impact to fulfill our responsibilities as global citizens and advance towards sustainable business operations.

Ways Technology Co., Ltd.
Chairman : Shih-Wen Liao

1.02 About the Company

Company Profile

Ways Technology Co., Ltd. (hereinafter “the Company”) was established in 2001 and is engaged in surface treatment services for various plastic consumer goods, electronic components, and automotive parts. The Company’s headquarters is located at No. 26, Gaoqing Road, Yangmei District, Taoyuan City, Taiwan.

In recent years, due to a challenging business environment in communication products and 3C product assembly, the Company has continuously improved assembly process capabilities, supplier management, and new client development. Additionally, the Company has expanded its product offerings to touch panel modules and continues to invest in the development of organic photovoltaic products.

The Company pursues technological advancement, product innovation, and management improvement to actively explore new collaboration models and product domains, thereby expanding business operations and creating greater profit potential.

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Organization Name	Ways Technology Co., Ltd.
Company Type	OTC-Listed Company
Stock Code	3508
Chairman	Shih-Wen Liao
President	Shih-Wen Liao
Date of Establishment	September 4, 2001
Headquarters Location	Yangmei District, Taoyuan City
Industry Category	Other Electronic Industries
Major Products and Services	Surface treatment for various plastic daily products, electronic components, automobiles, and automotive parts
Paid-in Capital	NT\$ 1,043,117,370
Country of Operation	Republic of China (Taiwan)
Head Office Address	No. 26, Gaoqing Road, Yangmei District, Taoyuan City

I 、Company History

2001	—	The R&D team was established with a focus on the electrochemical research of metalization engineering and development of highly reliable manufacturing processes.
	—	Built a factory and founded the Company in Dayuan Industrial Park, Dayuan Township, Taoyuan County. The registered capital was NT\$20 million. The main business items are Plastic Daily Necessities Manufacturing, Surface Treatments, and Electronics Components Manufacturing.
2002	—	Electroplating product line went through pilot run and was certified by HTC.
	—	Mobile phone case electroplating products entered mass production.
	—	The quality inspection line was established.
2003	—	The capital was increased to NT\$69,962,500.
2004	—	ISO 9001 certified by SGS for quality management.
	—	The second electroplating product line was built in Dayuan Plant
	—	In order to introduce printing processing technology, the Company purchased Chan-Hsing Corp. and established a printing division in Guanyin Plant.
	—	The Company invested in Yangzhou Weisu Technology Co.,Ltd. (55% ownership) via Ways Technical Corp. (Samoa) to strengthen its sales and marketing in the China market. The main business of Yangzhou Weisu Technology Co.,Ltd. is design and manufacturing of non-metallic products, production of engineering plastics and plastic alloys, and production and technical services of high-tech chemicals for electronics.
	—	For business expansion, the Company purchased its own factory and office at its current location.
	—	To become a leader in surface treatment and provide customers with a full range of products and services, the Company established a vacuum sputtering division and a coating division.
	—	Capital increased to NT\$80,648,540.
2005	—	ISO 14001 certified for environmental management systems by SGS.
	—	Acquired 100% shareholding in Ways Technical Corp. (Samoa).
	—	The Company invested in Yangzhou Weisu Technology Co.,Ltd. (100% ownership) via Ways Technical Corp. (Samoa) to strengthen its sales and marketing in the China market.

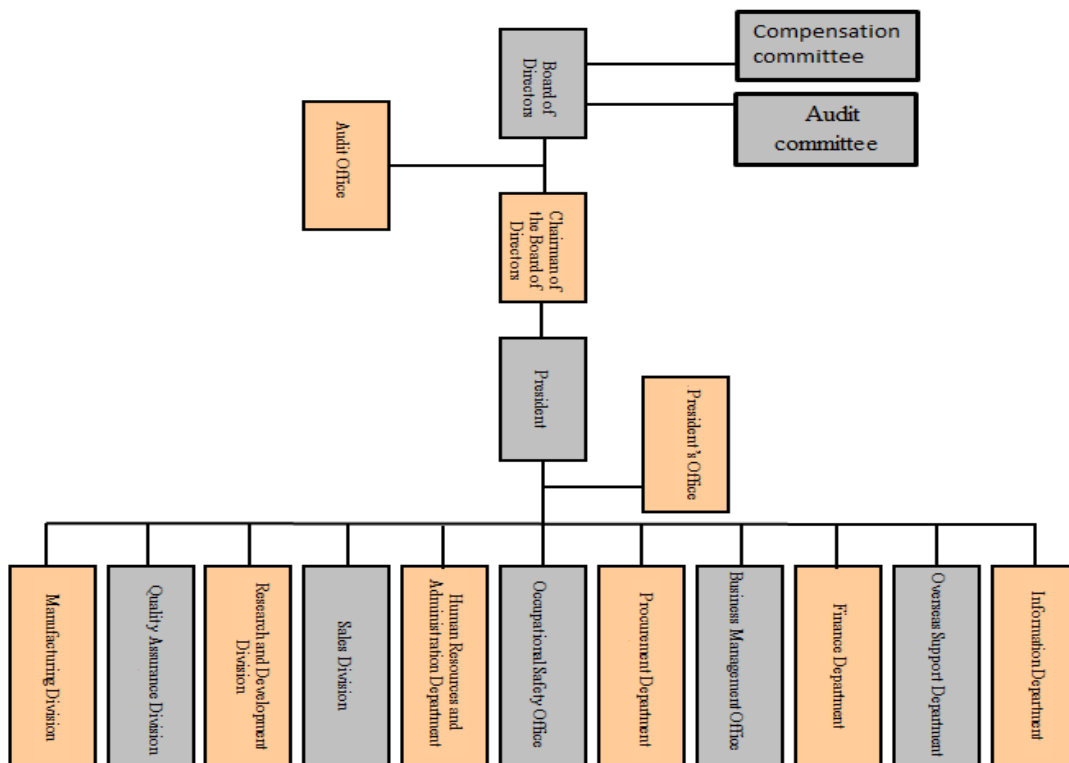
	—	Yangzhou Weisu Technology Co.,Ltd. completed its factory construction and pilot run.
	—	Capital increased to NT\$249,318,570.
	—	IPO to enhance visibility in the market.
	—	Obtained patent for the “faucet of composite structure” in Taiwan and China.
2006	—	Capital increased to NT\$266,907,690.
	—	Added vacuum sputtering and coating production lines in Yangmei Plant to increase the production capacity and provide more stable products and services to customers.
	—	Invested to found a 100% owned subsidiary AQUA WAYS CO., LTD. Its main business includes the manufacture, processing and sale of daily commodities, plumbing materials, plastic products and coating materials.
	—	Obtained patent for the “faucet of composite structure” in Germany.
	—	Obtained patent for the “faucet of composite structure with surface coating” in Taiwan.
	—	Introduced the non-conductive vacuum metalization (NCVM) process.
2007	—	Capital increased to NT\$373,426,420.
	—	Stocks were listed in TPEx for over-the-counter trading.
	—	Capital increased to NT\$420,106,420.
2008	—	Signed a memorandum of strategic cooperation with Transworld Holding Limited, a subsidiary of Foxconn International Holdings.
	—	To expand the scale of operations and to attract strategic investors, an issuance of common shares for cash capital increase was conducted by way of private placement. Foxconn participated in a private placement of \$1.045 billion to acquire 24% share ownership in Ways.
	—	Capital increased to NT\$620,516,420.
	—	Capital increased to NT\$780,195,520.
	—	The Company invested in Dongguan Ways Technology Co. Ltd. (100% ownership) via Ways Holdings to strengthen its sales and marketing in the China market. The main business of Dongguan Ways Technology Co. Ltd. is the production and sale of mobile phone panels, molds, plastic products, hardware products and electronic components.

	—	Dongguan Ways Technology Co. Ltd. completed its factory construction and pilot run.
2009	—	Treasury shares were repurchased and retired. The capital was reduced to NT\$760,965,520.
	—	The Company acquired 68% of the common shares of Mega-Power Precision Industrial Corp. for the consideration of both companies' future strategic development. The Company issued 5,326,702 new shares in capital increase and acquired 15,980,106 shares of Mega-Power. The exchange ratio was 3 shares of Mega-Power for every 1 share of the capital increase shares of Ways Technology. The Company acquired 68% of Mega-Power Precision Industrial Corp. through a share swap. Its main business is the manufacture and processing of plastic products.
2010	—	Purchased 1,759,400 shares of Mega-Power Precision Industrial Corp., totaling 75.49% shareholding of Mega-Power Precision Industrial Corp.
	—	Established a 100%-owned subsidiary, Way-Hsi Materials Technology Co. Its main business is the wholesale of paints, coatings and other chemical products.
	—	Certified of "CG6006 General Corporate Governance" by Taiwan Corporate Governance Association. The certification ceremony was held on December 28.
2011	—	Purchased 5,760,408 shares of Mega-Power Precision Industrial Corp., totaling 23,500,000 shares, i.e. 100% share ownership, of Mega-Power Precision Industrial Corp.
	—	Purchased 1,220,00 shares of O-View Technology Co., Ltd., totaling 27.25% shareholding in O-View Technology Co., Ltd., whose main business is the manufacture and wholesale of machinery and equipment, molds and dies.
2012	—	The shareholding ratio in O-View Technology Co., Ltd. was reduced to 26.78% due to its capital increase from employee bonus.
	—	Invested in Anli Internation Co., Ltd. in the British Cayman Islands, and indirectly invested in Chinese business by investing in Hong Kong companies.
2013	—	The Company invested in Weisu Electronic Technology (Kunshan) Co., Ltd. via the Company's subsidiaries, Ways Technical Corp. and MEGA-POWER Precision Industrial Corp. The main business of Weisu

		Electronic Technology (Kunshan) Co., Ltd. is the production and processing of plastic products.
	—	The Company invested in Kunshan Xin He Jing Electronic Technology Co., Ltd. via the Company's subsidiary Ways Technical Corp. The main business of Kunshan Xin He Jing Electronic Technology Co., Ltd. is the production and technical services of computer components, communication components, mold components and precision finishing metal parts.
	—	Invested in Nano Bit Tech Co., Ltd., whose main business is manufacturing of machinery and equipment, manufacturing of electronic components, machinery installation and wholesale, international trade, and intellectual property rights.
2014	—	The shareholding ratio in O-View Technology Co., Ltd. was reduced to 26.31% due to its capital increase from employee bonus.
	—	Purchased 4,037,500 shares of Nano Bit Tech Co., Ltd., totaling 47.41% shareholding in Nano Bit Tech Co., Ltd., whose main business is manufacturing of machinery and equipment, manufacturing of electronic components, machinery installation and wholesale, international trade, and intellectual property rights.
2015	—	Increased investment by NT\$20 million in subsidiary Aqua Ways Co., Ltd.
	—	Increased investment by NT\$6 million in subsidiary Way Hsi Biotechnology Co., Ltd.
	—	Increased investment in subsidiary Nano Bit Tech Co., Ltd., totaling a 43.46% shareholding.
2016	—	Increased investment by NT\$45 million in subsidiary Aqua Ways Co., Ltd.
2017	—	Increased investment in subsidiary Nano Bit Tech Co., Ltd., totaling a 72.43% shareholding.
2018	—	The shareholding ratio in O-View Technology Co., Ltd. was reduced to 25.49% due to its capital increase from employee bonus.
2019	—	Increased investment in subsidiary Nano Bit Tech Co., Ltd., totaling a 76.14% shareholding.
	—	The shareholding ratio in O-View Technology Co., Ltd. was reduced to 21.66% due to its capital increase from employee bonus.
	—	Increased investment in subsidiary Nano Bit Tech Co., Ltd., totaling a 76.14% shareholding.

	—	Increased investment by NT\$30 million in subsidiary Aqua Ways Co., Ltd.
	—	The Company invested in Guangzhou Tan Gu Technology Co. Ltd. (25% ownership) via Dongguan Ways Technology Co. Ltd. to strengthen its sales and marketing in the China market.
2020	—	Increased investment in subsidiary Ways Hong Kong.
	—	Subsidiary Mega-Power Precision Industrial Corp. purchased plant.
2021	—	Investment in Vietnam via subsidiary WAYS TECHNICAL CORP.
2023	—	The subsidiary Megapower Precision Industrial Corp. acquired 100% equity of EXCEL BRILLIANT LIMITED; and indirectly acquired 53.09% equity of SHANGHAI ZHUZHIJIA ELECTRONICS TECHNOLOGY CO., LTD.
2023	—	The subsidiary WAYS (DongGuan) Electronic Technical CO., LTD expanded its investment in Guangzhou Carbon Valley Technology Co., Ltd., increasing its stake to 70%.
2023	—	To expand our company's third-generation photovoltaic cell-related business, we invested in Guangdong Ways Technology Co., Ltd., acquiring 77.5% of its equity.

II 、Organizational structure



III 、Tasks of principal divisions

department	Position
Remuneration Committee	Regularly review the policies, systems, standards, and structure for performance evaluation and compensation of the Company's directors and managerial officers.
audit committee	Assist the Board of Directors in overseeing the Company's financial statements, internal control system, the appointment and independence of the certified public accountants, and the Company's compliance with relevant laws and regulations, in order to ensure the effectiveness of corporate governance.
President	Oversee the Company's overall strategic objectives, execute comprehensive business operations, and supervise the functions of each department.
General Manager's Office	Assist the President in executing communication, coordination, and management tasks among various departments.
audit room	Conduct reviews and audits of the internal control system, regularly report findings to the Board of Directors and management, and evaluate operational efficiency while providing timely improvement recommendations to ensure the effective implementation of the internal control system.
Ministry of Information	I .Responsible for implementing the Company's computerization efforts, procuring, managing, and maintaining computer hardware, software, and peripheral equipment, as well as planning computer-related training programs.
	II .Establish and manage the Company's internal network environment and communication systems.
	III .Plan, implement, integrate, and maintain various information systems (e.g., ERP and EF).
Overseas Support Department	Overseas production and management.
Finance Department	1. Fund management, line of credit application, fund raising, etc.
	2. Accounting, taxation, cost processing, payment, audit and preparation of financial statements.
	3. Stock affairs and shareholder relations.
Business Management Office	Performs business performance analysis and regularly provides performance reports to the management.
Procurement Department	Negotiates and decides purchasing quantity, price and delivery date; manages general expenses and supply of production materials to sustain the operation of the company and production units.

Occupational Safety Office	1. Carries out the Company's environmental, safety and health management tasks such as occupational safety and health, and environmental audit and risk assessment; plans the occupational safety and health management system and formulates all related procedures.
	2. In charge of the safety, health, and environment audits.
	3. Plans internal audit of the occupational safety and health, and environmental protection management system.
	4. Gathers and identifies occupational safety and health, and environmental protection related laws and regulations.
	5. Consultation and communication on internal and external occupational safety and health and environmental protection issues.
	6. The responsibility includes ensuring the security of the company's factory premises and managing access control to ensure the safety of employees and facility facilities.
Human Resources and Administration Department	1. Human resources system, payroll, labor and health insurance; personnel hiring, change, appraisal, and training.
	2. Fixed assets management.
	3. General administration and plant related tasks.
Sales Department	Conducts customer development, customer management and maintenance, as well as production and sales coordination for the Company's products, in order to achieve the company's revenue and profitability goals.
Research and Development Division	Research and development of new raw materials and new technologies, and coordinates the implementation and documentation of R&D activities.
Quality Assurance Division	WAYS Group quality management:
	1. Conducts centralized quality assurance to monitor the quality assurance system of the four plants.
	2. Quality standardization and centralized integration of experimental resources to enhance efficiency and cost control.
Manufacturing Division	3. Quality improvement focus: supplier management, QC staff capacity enhancement plan and implementation, cross-plant quality level adaptation, audit, correction, guidance, combined with engineering and R&D to achieve effective prevention of potential flaws.
	1. The Material Management Department is responsible for production planning and scheduling, delivery control, material control, warehousing management, shipping and transportation, etc.
	2. The Manufacturing Department is responsible for the production and

	manufacturing of all products of the Company.
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● Value Chain Overview

The Company is primarily engaged in the processing and assembly of 3C products, as well as the manufacturing and sales of touch panel modules and related products. Our value chain encompasses design, material procurement, production and assembly, quality inspection, logistics, and customer service. Through continuous optimization of production efficiency and product quality, the Company is committed to providing customers with high value-added solutions.

Based on the financial data, in 2024, the Company generated NT\$590,867 thousand in revenue from 3C product processing and assembly operations and other income, accounting for 91.02% of total revenue. Revenue from touch panel modules amounted to NT\$58,325 thousand, representing 8.98%. Compared with 2023, when the 3C business accounted for 94.08% and touch panel modules accounted for 5.92%, the data indicates that the Company's product portfolio has become more diversified, reflecting active efforts to expand its business scope.

The Company is also planning to extend its product lines. In addition to existing operations, we are actively engaged in the development and manufacturing of third-generation photovoltaic cell-related products, functional coatings, and chemical materials. These initiatives aim to capture emerging trends in green energy and advanced materials, strengthen competitive advantages, and create long-term corporate value.

1.03 Report Information

1.03.1 Reporting Framework

This report is prepared with reference to the 2021 GRI Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI) and discloses information in accordance with the Sustainability Accounting Standards Board (SASB) standards. In addition, this report is prepared in compliance with the **Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies** and the **Practical Guidelines for Sustainable Development of Listed and TPEX Listed Companies**, to clearly disclose the Company's corporate social responsibility practices and performance to stakeholders. Relevant mapping tables are provided in the appendices.

1.03.2 Reporting Period and Frequency

This report is the first sustainability report published by WaysTech Co., Ltd. The Company plans to publish sustainability reports annually, covering financial and non-financial information for the year 2024 (from January 1, 2024, to December 31, 2024).

Report issuance date: August 2025

The reporting period aligns with the consolidated financial statements. For completeness and comparability, some sections may include information prior to January 1, 2024, or after December 31, 2024, with explanations provided in the respective sections.

1.03.3 Reporting Boundary and Scope

This report is prepared for WaysTech Co., Ltd. (hereinafter "the Company") as the reporting entity, primarily covering the Company's operational activities and management performance. For consistency and comparability, financial information disclosed in this report is based on the 2024 consolidated financial statements audited by Anhou & Co. Certified Public Accountants, reflecting overall operational results and financial position.

Non-financial information (such as human resources, environmental management, and occupational safety) is mainly based on the Company's own operations. Certain indicators may include partial subsidiary data depending on actual management circumstances, with details provided in the relevant sections. Except for financial information verified by auditors, other information disclosed in this report is compiled internally and has not been independently assured. The Company will

evaluate the necessity of third-party assurance in the future according to practical needs and development progress.

If the scope of disclosure in any section differs from the above, it will be noted in the respective section.

1.03.4 Restatement of Information

There has been no restatement of information in the 2024 Sustainability Report of Ways Technology Co., Ltd.

1.03.5 External Assurance

This report has not been subject to verification or assurance by an independent third-party organization.

1.03.6 Responsible Unit for Sustainability Reporting

For any inquiries regarding the contents of this report, please contact us through the following channels:

Responsible Unit: Human Resources and Administration Department

Contact Person: Mr. Tang

Telephone: +886-3-4965000

Email: hr@ways.com.tw

Company ESG Website: <https://www.waystech.net/zh-tw/home>

2 、 Sustainable Management

2.01 Sustainability Development Strategy

Ways Technology Co., Ltd. (hereinafter referred to as “the Company”) upholds the principles of integrity and sustainable development. Leveraging its core business strengths and sense of social responsibility, the Company has established a sustainability policy to fulfill its commitments to environmental, social, and governance (ESG) responsibilities:

- **Corporate Governance:** Build an effective governance framework to ensure operational transparency and accountability, respect and respond to key stakeholder concerns, adhere to business ethics, and prohibit bribery, improper benefits, and unfair competition.
- **Sustainable Environment:** Comply with environmental regulations, protect ecosystems and natural resources, and actively promote energy conservation and carbon reduction.
- **Social Responsibility:** Enhance employee care and social engagement, including Enhance employee care and social engagement, including initiatives in occupational safety, training and development, and community involvement.

In response to the global focus on climate change, environmental protection, and social responsibility, the Company is committed to prudent and ethical management while actively implementing sustainability practices. Despite undergoing operational transformation and facing challenges, the Company remains dedicated to taking concrete actions to meet stakeholder expectations across ESG dimensions..

Environmental Aspect: The Company has completed a greenhouse gas inventory, providing a foundation for future energy-saving initiatives and climate impact mitigation. While a dedicated sustainability unit has not yet been established, cross-departmental collaboration is gradually implementing measures for energy optimization, resource recycling, and environmentally friendly practices. The Company will continue to monitor domestic and international regulations and trends, and, according to operational scale and resources, introduce appropriate energy and carbon management technologies.

Social Aspect: The Company places high importance on employee rights and workplace safety, continuously promoting internal communication, training, and welfare programs to create a stable and engaging work environment. In addition,

departmental resources are allocated to community and charitable activities, supporting local communities and vulnerable groups, thereby progressively strengthening corporate social participation.

Governance Aspect: Although the Company is relatively small in scale, it has established basic internal control systems and a code of integrity, with complaint channels in place, while enhancing the board's oversight of corporate governance and sustainability issues. Sustainability initiatives are coordinated by the General Manager's Office and executed by the Human Resources and Administration Department, ensuring that policies and actions are implemented. Regular annual reporting to the board allows for gradual enhancement of the Company's sustainability governance framework.

Looking forward, the Company will continue to advance ESG initiatives pragmatically, integrating sustainability principles with business objectives. By leveraging available resources and capabilities, the Company aims to collaborate with customers, the supply chain, and stakeholders to achieve shared, sustainable growth.

2.02 Mechanisms for Promoting Sustainability

2.02.1 Governance Framework for Sustainability Promotion

The General Manager's Office serves as the coordinating unit for the Company's sustainability initiatives. Currently, the Human Resources and Administration Department is responsible for planning and implementing ESG-related initiatives aligned with the Company's operations, including environmental, social, and governance aspects. This department also coordinates relevant business units to execute sustainability actions within their respective responsibilities, ensuring that the Company's sustainability objectives are continuously advanced and effectively implemented.

To strengthen the governance of sustainability efforts, the dedicated unit consolidates progress at least once a year and reports the results and future plans to the Board of Directors. ESG-related policies and regulations are first submitted to the Audit Committee for review before being presented to the Board for approval, thereby enhancing oversight and governance transparency.

Looking ahead, the Company will explore the feasibility of establishing a Sustainability Committee to further strengthen organizational structure and professional expertise in driving sustainability initiatives.

2.02.2 Operation Status

Advancement of Key Sustainability Initiatives

The Company has not yet established a dedicated Sustainability Committee. At present, the Human Resources and Administration Department coordinates the planning and implementation of sustainability-related initiatives, covering areas such as environmental protection, employee rights, occupational health and safety, and corporate governance. This department also works with relevant business units to ensure ESG measures are executed according to their responsibilities, consolidates progress regularly, and reports at least annually to the Board of Directors on the status of sustainability efforts.

Through a cross-departmental coordination mechanism, the Company continuously monitors potential risks related to environmental, social, and governance (ESG) aspects in its operations, ensuring timely identification and appropriate management of key ESG issues. In the event of a significant ESG incident, the matter will be addressed promptly following internal reporting procedures, with progress and corrective actions reported to the Board to enhance transparency and accountability. The Board of Directors oversees the Company's sustainability strategy and implementation effectiveness, regularly reviewing the progress of sustainability objectives to ensure the corporate sustainability policy is effectively executed, while strengthening stakeholders' confidence in corporate governance and information transparency.

Recent Communication with the Board of Directors

Meeting Date	溝通事項	決議結果
March 7, 2025	Report on the 2024 Sustainability Initiatives.	No objections raised by the Board.

2.03 Board of Directors and Functional Committees

2.03.1 Role and Achievements of the Board in Sustainability Governance

2.03.1.1 Role in Sustainability Governance and Oversight

Board Oversight of Sustainability Initiatives

The Board of Directors serves as the highest supervisory body for the Company's sustainability development, responsible for defining strategic directions and guiding principles for sustainability, and authorizing the Human Resources and Administration Department to coordinate ESG-related initiatives across the Company's operations. Relevant business units execute sustainability actions according to their respective responsibilities, advancing key ESG matters—such as climate change response, greenhouse gas inventory, employee welfare, supplier management, and integrity management—through cross-departmental collaboration.

The Board receives progress reports on sustainability initiatives at least once a year, providing strategic guidance and resource support as needed to ensure alignment between sustainability actions and the Company's business objectives, while continuously enhancing sustainability governance performance.

Management of Sustainability Reporting

To ensure the quality and transparency of sustainability disclosures, the Company's Sustainability Report is coordinated and compiled by the Human Resources and Administration Department. This department is responsible for consolidating ESG data and implementation results from all relevant units and preparing the report. Once completed, the Sustainability Report is submitted to the General Manager for review and subsequently published externally.

Going forward, the report preparation process will follow the **Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies**, with final review and approval conducted by the Company's highest governance body.

2.03.1.2 Performance Evaluation of Sustainability Oversight

Board Performance Evaluation

To strengthen corporate governance and enhance the effectiveness of the Board of Directors, the Company has established the **Board Performance Evaluation Procedures**. An annual self-assessment is conducted for the Board, its functional committees (including the Audit Committee and the Remuneration Committee), and

individual directors. The evaluation covers multiple aspects, including directors' engagement in company operations, quality of board decision-making, board composition and structure, director selection and ongoing professional development, and internal control effectiveness.

The 2024 performance evaluation has been completed and reported at the 1st Board meeting held on March 7, 2025. The results indicate that the Board and functional committees operate effectively, with overall self-assessment ratings of "Excellent," and all directors have fulfilled their supervisory responsibilities.

Evaluation Summary:

Item	Description
Evaluation Cycle	Once annually
Evaluation Period	July 1, 2023 – June 30, 2024
Evaluation Scope	1. Entire Board of Directors 2. Functional Committees (Audit Committee, Remuneration Committee) 3. Individual Directors
Evaluation Method	Internal self-assessment (including committees and individuals)
Summary of Evaluation Content	Entire Board: level of participation, quality of decision-making, composition and structure, selection and professional development, internal control effectiveness
	Individual Directors: understanding of responsibilities, level of participation, communication and relationships, professional expertise and ongoing development, awareness of internal controls
	Functional Committees: understanding of responsibilities, composition and selection, quality of decision-making, operational participation, internal control system awareness

2.03.1.3 Continuing Education on Sustainability

Board Continuing Education

The Company organizes annual training programs for directors to enhance their knowledge in corporate governance, economic, environmental, and social issues, thereby strengthening the Board's capability to manage risks. In 2024, all directors completed a total of 48 training hours, averaging 6 hours per director. Details of the Board's continuing education can be found on pages 30–31 of the Annual Shareholders' Meeting Report. In 2024, the Company's directors participated in the following sustainability-related courses and seminars:

Type	Director	Date	Course / Seminar Title	Hours
Online Course	Che-Sheng Li	September 5, 2024	Applying Robotic Process Automation (RPA)	6

			to Enhance Internal Control Effectiveness	
In-person Course	Yen-Hong Tu	June 20, 2024	Board of Directors & Corporate Governance Officer Series – Board Performance Evaluation.	3
	Chao-Cheng Lin	November 12, 2024	Board of Directors & Corporate Governance Officer Series – Discussion on Employee and Director Compensation: Insights from the Amendment of Article 14 of the Securities and Exchange Act	3
	Chun-Ying Chu	November 14, 2024	Board of Directors & Corporate Governance Officer Series – NVIDIA’s Trillion-Dollar Success: New Perspectives on the Semiconductor Industry Revolution Behind AI	3
		December 6, 2024	Board of Directors & Corporate Governance Officer Series – Emerging FinTech Crimes and Anti-Money Laundering from a Corporate Perspective.	3
	Shih-Wen Liao Hsin-Tien Wu Chi-Hong Huang	December 26, 2024	Corporate Cybersecurity Governance Strategies for Listed Companies from an ESG Perspective	3
	Cheng-Yi Yu	December 26, 2024	How the Board and Senior Management Review a Sustainability Report: ESG Disclosure Standards	3
Forum/Seminar	Yen-Hong Tu Chao-Cheng Lin	September 10, 2024	Internal Shareholding Awareness Session for TPEX Listed and Emerging Companies	3

2.03.2 Board Structure and Operations

2.03.2.1 Members and Diversity

Board Composition

The Company’s current Board of Directors consists of eight members (8th term), including four independent directors, representing 50% of the Board. None of the directors have spousal or second-degree kinship relationships with one another, in compliance with Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.

All current directors are Taiwanese nationals and collectively possess the knowledge, skills, and expertise necessary to perform their duties, including operational judgment, financial analysis, business management, crisis management, industry

knowledge, international market insight, and leadership decision-making capabilities.

The specific management objectives, progress, and improvement plans of the Company's diversity policy are as follows:

The management objectives of the company	Achievement status
The number of directors concurrently serving as company managers should not exceed one-third of the total number of board seats.	Achieve the goal
Increase the number of female directors by one	To achieve the target, the Company plans to appoint one additional female director during the next board re-election at the 2025 Annual General Shareholders' Meeting.

Detailed Information of the 8th Board of Directors

(For individual director details, such as gender, age, concurrent positions in the Company or other companies, please refer to the 2024 Annual Report, pp. 4–7.) ◦

Item	Category	Proportion
Gender	Male	100%
Gender	Female	0%
Age	30–50 years	25%
Age	51 years and above	75%

2.03.2.2 Board Operations

Board Operations Overview

To strengthen corporate governance and advance the Company's sustainability strategy, the Board of Directors continues to enhance its functional effectiveness through the establishment of robust oversight mechanisms, the formulation of governance policies, and the promotion of sustainability initiatives. The Company has appointed a Corporate Governance Officer responsible for coordinating and supervising matters related to corporate governance and sustainability, thereby supporting the Board in effectively fulfilling its duties. At the end of 2024, the Board approved the *Sustainability Practice Principles* to further reinforce the Company's resilience in addressing environmental and social issues.

To mitigate potential risks faced by directors in the performance of their duties, the Company maintains directors' liability insurance for all board members, ensuring that directors can carry out their oversight and decision-making responsibilities with professionalism and independence.

The Company periodically compiles updates on sustainability-related initiatives and reports them to the Board for review. The most recent presentation was delivered

on March 7, 2025, covering topics such as greenhouse gas inventory progress, the preparation status of the sustainability report, employee welfare initiatives, and community engagement outcomes.

In fulfilling its supervisory responsibilities, the Board adheres to relevant corporate governance requirements concerning conflict of interest. For matters involving a director or the director's related parties, the concerned director is recused from the discussion and voting to ensure fairness and transparency in decision-making.

Board Meeting Attendance

In principle, the Board of Directors convenes on a quarterly basis. In 2024, a total of five board meetings were held. The attendance of each director is summarized as follows:

Title	Name	Meetings Attended in Person	Attendance by Proxy	Attendance Rate%
Chairperson	Shih-Wen Liao	4	0	80%
Director	Hsin-Tien Wu	0	0	0%
Director	Chao-Cheng Lin	4	0	80%
Corporate Director Represented by:	Mao Shih Investment Co., Ltd. Representative: Yen-Hong Tu	5	0	100%
Independent Director	Chun-Ying Chu	5	0	100%
Independent Director	Che-Sheng Li	2	3	40%
Independent Director	Cheng-Yi Yu	5	0	100%
Independent Director	Chi-Hong Huang	5	0	100%

2.03.2.3 Nomination and Selection

The election of the Company's directors (including independent directors) is conducted in accordance with Article 192-1 of the Company Act under a candidate nomination system. The Company provides multiple nomination channels. In addition to candidates proposed by the Board of Directors based on the Corporate Governance Best Practice Principles, the Rules for Election of Directors, and the Company's operational needs, shareholders holding 1 percent or more of the total

outstanding shares may also submit director candidate nominations to the Company in writing pursuant to Article 192-1 of the Company Act.

This mechanism is designed to safeguard shareholders' participation rights, enhance transparency in the nomination process, and promote diversity and professionalism in the composition of the Board of Directors.

Candidates are submitted to the Shareholders' Meeting for election only after being reviewed and confirmed by the Board of Directors regarding their qualifications, professional and educational background, integrity records, independence, and alignment with the Company's corporate governance principles. The selection criteria include, but are not limited to, the candidate's professional expertise, relevance to the Company's business operations, and capability in responding to organizational risks and sustainability issues. The process also ensures diversity and balance in the overall composition of the Board, thereby enhancing its overall governance effectiveness.

2.03.2.4 Conflict of Interest Avoidance

The Company's directors exercise their duties in accordance with the Company Act, the Articles of Incorporation, the Rules of Procedure for Board of Directors Meetings, and other applicable laws and internal regulations. Upon election, directors receive an orientation covering their responsibilities and the Company's conflict-of-interest avoidance mechanism, and are required to sign a declaration to reinforce self-discipline and governance accountability.

Pursuant to the Rules of Procedure for Board of Directors Meetings, when a proposal under review involves a conflict of interest with any director or the director's related party, such director shall voluntarily abstain from participating in the discussion and voting on the matter. The meeting chair shall also provide reminders and ensure compliance to maintain objectivity and fairness in the decision-making process. The Company has also established meeting protocols that authorize the chair to appoint an acting chair when necessary to uphold meeting order and procedural integrity.

The Company's Board of Directors is composed of eight members, including four independent directors, all of whom meet independence requirements. Due to operational needs, one director concurrently serves as a managerial officer of the Company. In 2024, no board proposals involved conflicts of interest among directors, and there were no violations of conflict-avoidance rules.

Information regarding cross-shareholdings among directors and other stakeholders, related-party transactions, and controlling shareholders has been disclosed in accordance with regulations on the Market Observation Post System and on the

Company's website, and is detailed on pages 48–49 of the Company's 2024 Annual Report.

2.03.2.5 Remuneration Policy

I. Remuneration Structure and Determination Process

The remuneration of the Company's directors is determined in accordance with the Articles of Incorporation. When the Company reports a profit for the year—defined as income before taxes and before deducting employee and director compensation—the Board of Directors may resolve to allocate no more than 3% of such profit as directors' remuneration. This allocation requires the attendance of at least two-thirds of all directors and the approval of a majority of attending directors, and shall be reported to the shareholders' meeting. If the Company has accumulated losses, such losses must first be offset before any remuneration is allocated.

In determining directors' remuneration, the Company considers overall business performance, individual contributions, and fulfillment of duties. However, as the Company has reported losses in recent years, no remuneration has been paid to directors. Instead, only transportation allowances are provided, and no pension or severance payment mechanisms are established for directors. The remuneration ranges, compensation information, and directors' compensation for 2024 are detailed on pages 12–16 of the Company's 2024 Annual Report.

The remuneration framework for senior management is proposed by the Remuneration Committee and submitted to the Board of Directors for approval. In addition to fixed compensation and retirement benefits, performance bonuses are determined based on the achievement of various performance indicators. The retirement system for senior management is aligned with that of all other employees.

The Remuneration Committee convenes at least twice a year, with additional meetings held when necessary. Its responsibilities include reviewing the remuneration policies, systems, and implementation status for directors and managerial officers, and making recommendations to the Board of Directors. The Committee's duties include:

1. Establishing and periodically reviewing the policies, systems, standards, and structure for performance evaluation and remuneration of directors and managerial officers.
2. Assessing and determining the remuneration for directors and managerial officers.

The salary range table for senior management in 2024 is provided on page 15 of the Company's 2024 Annual Report.

(1) Clawback Mechanism

The Company currently does not adopt a remuneration clawback mechanism for directors. The necessity and feasibility of such a mechanism will be evaluated in light of future operational needs and regulatory developments.

(2) Linkage Between Remuneration and Sustainability Performance

At present, the remuneration of the Company's directors and senior management is not explicitly linked to sustainability (ESG) performance. However, the Board of Directors fully recognizes sustainability as one of the core values of corporate operations and actively participates in the formulation of relevant policies and governance frameworks. Going forward, the Company will assess the feasibility of incorporating ESG performance indicators into the remuneration system based on operational conditions and the progress of ESG initiatives.

(3) Separation and Retirement Policies for Directors and Senior Management

Except for directors who concurrently serve as employees, the Company contributes retirement benefits in accordance with the Labor Standards Act and the Labor Pension Act, with no additional retirement or severance benefits provided to other directors.

The separation and retirement policies for senior management are also administered in accordance with the Labor Standards Act and are consistent with those applicable to general employees. Apart from statutory severance and retirement payments, no additional compensation or non-cash benefits are granted.

II. Pay Ratio

The employee compensation structure at Ways Technology primarily includes the following components: base salary (comprising monthly salary, meal allowance, and professional/managerial allowances), year-end bonuses, and other incentive bonuses. Salaries are determined based on a job responsibility system and are set with reference to market salary benchmarks, the Company's financial condition, and organizational structure, while ensuring gender equality.

For employees of the same job grade and seniority, the base salary ratio between female and male employees is 1:1.

Full-Time Employees Not Holding Managerial Positions – 2024:

The reporting basis follows the "Guidelines for Reporting Compensation Information of Full-Time Employees Not Holding Managerial Positions," jointly issued by the Taiwan Stock Exchange and the Taipei Exchange.

The average and median salaries of full-time employees not holding managerial positions, as well as the year-on-year changes of these figures, are available on the Market Observation Post System (MOPS).

2.03.3 Structure and Operation of Functional Committees

Functional Committees

The current term of all functional committees is from June 17, 2022, to June 16, 2025. Detailed information on individual members and committee operations can be found in the Shareholders' Meeting Annual Report. °

1. Remuneration Committee

The Company's Remuneration Committee is composed of three independent directors, one of whom serves as the convener. In accordance with the "Rules of the Remuneration Committee," the committee is required to hold at least two meetings annually.

The primary responsibilities of the committee are to assist the Board of Directors in establishing the performance evaluation and remuneration policies, systems, standards, and structures for directors and executives, and to periodically review and assess their appropriateness. The committee also considers industry benchmarks as a reference for remuneration adjustments, and submits its recommendations to the Board for approval.

2. Audit Committee

The Audit Committee is composed entirely of independent directors and holds regular meetings at least once per quarter. The committee's primary functions are to oversee the fair presentation of the Company's financial statements, the effective implementation of internal controls, compliance with applicable laws and regulations, management of existing and potential risks, and the appointment, dismissal, independence, and performance of external auditors.

In 2024, the Audit Committee held a total of five meetings, with an attendance rate of 85%.

3. Sustainability Committee

The Company has not yet established a Sustainability Committee. At present, the Human Resources and Administration Department coordinates all sustainability-related initiatives and reports on the progress of sustainability implementation to the Board of Directors at least once annually.

3 、 Stakeholders and Material Topics

3.01 Stakeholder Engagement

Identification of Stakeholders

To effectively address stakeholders' expectations and concerns regarding sustainability issues, the Company identifies key stakeholders in accordance with the principles of "Inclusivity, Materiality, and Responsiveness" under the AA1000 Stakeholder Engagement Standard (AA1000 SES). A variety of communication channels have been established to engage stakeholders through both regular and ad hoc interactions, enabling the Company to understand their concerns and respond promptly, thereby strengthening two-way communication and transparency of information disclosure.

To better understand and respond to stakeholder concerns, the Company provides multiple communication channels to facilitate stakeholder engagement and dialogue. This allows stakeholders to provide feedback at any time, helping the Company recognize the sustainability issues that matter most to them and respond accordingly. The following table summarizes the communication mechanisms and key concerns of stakeholders in 2024.

Stakeholder	Key Topics	Communication Channels / Response Methods / Frequency
Customers	Customer privacy, cybersecurity protection; Product quality; Technology R&D	Customer meetings / ad hoc Business visits / ad hoc Customer satisfaction surveys / annually Phone, e-mail / ad hoc
Employees	Regulatory compliance; Labor-management relations; Employee compensation and benefits; Occupational safety and health; Performance appraisal; Training and development	Regulatory compliance & cybersecurity awareness campaigns / ad hoc Employee Welfare Committee: Provides holiday bonuses, marriage & funeral allowances, department gathering subsidies, birthday gifts, etc. Labor-management meetings / quarterly Occupational Safety & Health Committee meetings / ad hoc Performance evaluations / June & December annually Internal and external training programs / ad hoc Stakeholder feedback & complaint mailbox on company website: waysholder@ways.com.tw
Vendors / Suppliers	Supplier relations; Quality	Procurement contact / ad hoc

	management; Delivery management	On-site supplier assessments / ad hoc Regular supplier performance evaluations / semi-annually Execution of “HSF Product Warranty Letters”
Investors / Shareholders	Operational & financial performance; Corporate strategy; Corporate governance	Monthly financial disclosures / posted on the Market Observation Post System (MOPS) Annual General Meeting & annual report / annually Investor presentations / at least once per year MOPS disclosures / ad hoc
Community Groups & Local Residents	Community engagement	Blood donation events / ad hoc annually

3.02 Process for Determining Material Topics

Materiality Assessment

The Company refers to the four principles of accountability under AA1000: materiality, inclusivity, responsiveness, and impact. In accordance with GRI 3: Material Topics 2021, we further evaluate the significance of impacts that material topics may have on economic, environmental, and human rights aspects. The assessment is conducted through the following steps:

I. Understanding the Organizational Context

Based on the Company’s operational model, value chain, and management priorities, and by integrating domestic and international industry trends, ESG evaluation indicators, and sustainability standards, we identified 19 potential sustainability topics across governance, environmental, and social dimensions. The preliminary topics are as follows:

■ **Governance:** Business integrity, corporate governance, risk management, regulatory compliance, information security and customer privacy, supplier management, participation in associations, customer satisfaction surveys.

■ **Social:** Employee rights and benefits, human rights and anti-discrimination, diversity and inclusion, talent development, occupational health and safety, gender pay equity, community engagement, non-employee composition.

■ **Environmental:** Climate change risk management, greenhouse gas management, resource utilization and circularity.

II. Identifying Impacts and Assessing Materiality

To identify the potential substantive impacts of the Company’s operations on

environmental, social, economic, and governance aspects, the Company conducted a materiality analysis in accordance with GRI 3: Material Topics 2021 and guided by the AA1000 Accountability Principles, adopting a dual-axis quantitative assessment model.

This assessment involved both internal departments and external stakeholders. Each potential topic was evaluated for “Internal Impact” and “External Concern” to map the Company’s key sustainability topics and determine their priority.

Scoring Methodology:

1. Internal Impact:

Assessed by the internal management team based on operational risks, financial implications, business performance, and compliance risks (scored 1–5).

2. External Concern:

Assessed through stakeholder surveys (including employees, shareholders, customers, suppliers, etc.) to gauge their level of attention or concern (scored 1–5).

3. Calculation (Average Score):

Average Score=(Internal Impact+ External Concern)/2

The overall score for each topic is the average of the internal and external scores, serving as the basis for ranking and materiality determination.

4. Materiality Threshold and Determination:

The Company sets the materiality threshold based on the assessment results and industry practices. In principle, topics with an average score of **4.2 or above** are considered material and are disclosed in the sustainability report, while others are regarded as secondary topics for ongoing monitoring and management.

III.Prioritizing Impacts

The Company issued questionnaires to stakeholders and integrated the results with internal assessments. Both Internal Impact and **External Concern** scores were statistically analyzed, averaged, and ranked to effectively evaluate the significance of each topic on the Company’s operations.

The Materiality Assessment Table is as follows:

Note:The 19 topics were scored based on Average Internal Impact **and** Average External Concern, **and an overall** Average Score was calculated for each. Topics with an average score of **4.2 or higher** were identified as material and included in the scope of this sustainability report.

Topic	Average Internal Impact	Average External Concern	Average Score	Material Topic
Integrity & Ethical Conduct	4.57	4.53	4.55	YES
Regulatory Compliance	4.53	4.5	4.52	YES
Information Security & Customer Privacy	4.47	4.43	4.45	YES
Corporate Governance	4.43	4.5	4.46	YES
Risk Management	4.57	4.33	4.45	YES
Supplier Management	4.47	4.63	4.55	YES
Greenhouse Gas Emissions	4.43	4.43	4.43	YES
Occupational Safety & Health	4.53	4.57	4.55	YES
Employee Diversity, Inclusion & Equality	4.5	4.6	4.55	YES
Employee Rights & Welfare	4.53	4.63	4.58	YES
Talent Development & Training	4.7	4.4	4.55	YES
Human Rights & Anti-Discrimination	4.5	4.5	4.5	YES
Climate Change	4.43	4.27	4.35	YES
Financial Performance	2.33	2.4	2.37	NO
Customer Satisfaction Survey	2.6	2.6	2.6	NO
Energy & Resource Management	2.53	2.67	2.6	NO
Water Resource Management	2.43	2.5	2.46	NO
Resource Recycling & Reuse	2.4	2.53	2.46	NO
Community Engagement	2.43	2.47	2.45	NO

IV.Determination of Material Topics

Based on the analysis process, the Company has consolidated the significance of impacts and stakeholder concern to identify a total of 13 material topics. These topics cover the three dimensions of governance, environment, and social aspects, representing core issues with high stakeholder attention and substantial impact on the Company's operations. Going forward, management mechanisms, objectives, and action plans will be developed in accordance with the materiality results, and

these will be disclosed in this report to fulfill corporate sustainability responsibilities and ensure transparency of information.

3.03 List of Material Topics

List of Material Topics

This is the Company's first sustainability report, completing the materiality assessment for 2024 and confirming 13 material topics, covering governance, social, and environmental aspects. The identification of material topics is based on a quantitative evaluation of internal impact and external stakeholder concern, while also taking into account the Company's sustainability strategy, stakeholder priorities, regulatory requirements, and industry trends for ranking and determination.

Ways Technology – Key Sustainability Topics		
Governance	Environment	Social
Integrity and Ethical ConductRegulatory Compliance Information Security and Customer Privacy Corporate Governance Risk Management Supplier Management	Greenhouse Gas Emissions Climate Change	Occupational Health and SafetEmployee Diversity, Inclusion, and Equality Employee Rights and BenefitsTalent Development and Training Human Rights Policy and Anti-Discrimination

3.04 Management of Material Topics

Policies and Commitments, Actions Taken, Performance Targets and Indicators, and Implementation Status

Based on the results of the materiality assessment, the Company has established management mechanisms corresponding to the identified material topics. Continuous improvements are implemented across policy formulation, execution of actions, indicator management, and performance review to fulfill the Company's sustainability commitments.

Summary of Management of Material Topics – 2024:

Material Topic	Policies & Commitments	Actions Taken	Performance Targets & Indicators	Implementation Status
Business Integrity	Established <i>Code of Ethics and Integrity Guidelines</i> , prohibiting any form of improper benefits.	Implemented control systems; set up complaint and whistleblowing channels.	At least one annual report on integrity promotion; zero cases involving integrity disputes.	No violations detected in 2024; report submitted to the Board on 7 Mar 2025; disclosed on company website and public info platform for transparency.
Regulatory Compliance	Comply with relevant laws and implement internal controls; established <i>Internal Major Information Handling Procedures</i> to ensure timely and accurate disclosure.	Established compliance processes; set up reporting channels; disclosed major information to authorities and public info platform; governance officer supervises disclosure process.	Zero major violations; timely disclosure of significant information.	No major violations in 2024; information disclosure met regulatory requirements.
Information Security & Customer Privacy	Committed to protecting data under internal IS policies and Personal Data Protection Act.	Implemented security controls, access management, incident reporting, backup mechanisms; conducted security training.	Zero data breaches; completion of security training.	No major incidents in 2024; internal security awareness sessions conducted periodically.
Corporate Governance	Established an effective board and committees with oversight functions; promoted governance diversity.	Adopted governance guidelines; ensured board responsibilities; implemented diversity policy; established audit and remuneration committees.	Female director ratio, board attendance rate, committee meetings held.	Board has 8 directors (4 independent); 1 female director; average 2024 board attendance 92%.
Risk Management	Established risk management and internal audit system.	Conducted regular risk identification and evaluation; established	Annual company-wide risk assessment; implement audit plan to	2024 risk assessment completed; 2025 audit plan set based on findings.

Material Topic	Policies & Commitments	Actions Taken	Performance Targets & Indicators	Implementation Status
		mitigation plans.	manage and track risks.	
Supplier Management	Established supplier management policies and evaluation system.	Conducted supplier audits, evaluations, and provided improvement recommendations.	100% annual evaluation of key suppliers.	Annual evaluation completed; ongoing follow-up on improvements.
Climate Change Risk Management	Committed to addressing climate-related risks and opportunities per regulatory roadmap; aligned with TCFD framework.	Board approved <i>Sustainability Practices Code</i> including climate governance; 2024 group-wide GHG inventory completed voluntarily.)	Short-term: complete Scope 1 & 2 GHG inventory; Mid-term: set emission reduction targets and action plans; Long-term: plan net-zero pathway.	Scope 1 & 2 GHG inventory completed; total emissions 4,066 tCO ₂ e, voluntarily disclosed.
Greenhouse Gas Management	Committed to reducing climate impact through carbon management, aligned with regulations and international trends.	Conducted voluntary group-wide Scope 1 & 2 GHG inventory using ISO 14064-1; internal data consolidation and analysis performed.	Short-term: complete Scope 1 & 2 inventory; Mid-term: define reduction strategy & targets; Long-term: implement third-party verification & net-zero planning.	2024 inventory completed; no verification yet; results reported to Board for target setting and carbon risk strategy.
Employee Rights & Benefits	Established policies ensuring workplace security and well-being. °	Set up employee welfare committee, surveys, communication and complaint channels.	Four labor-management meetings annually; zero labor disputes	Provided health checks, holiday gifts, meal allowances; no labor disputes in 2024.
Talent Development	Emphasize lifelong learning and career growth; established training management system.	Provided onboarding, on-the-job, and external training subsidies.	Average training hours per employee: 24 hours.	100% employee participation in training.
Occupational Safety & Health	Established OHS policies; comply with laws to ensure employee safety.	Conducted safety education and workplace inspections regularly.	Zero occupational accidents; 100% participation in OHS training.	No occupational accidents in 2024.

Material Topic	Policies & Commitments	Actions Taken	Performance Targets & Indicators	Implementation Status
Employee Diversity & Inclusion	Commit to a fair work environment and gender equality.	Established diversity & inclusion policy; anti-discrimination channels; awareness training.	Increase female management ratio; zero gender discrimination cases.	Female employees 34%, female managers 27%; no discrimination reports in 2024.
Human Rights & Anti-Discrimination	Established Human Rights Policy supporting UN Declaration & ILO core labor principles.	Conducted human rights training; set up anonymous complaint mechanism.	100% new employees complete training; risk identification system established.	No human rights violations in 2024.

4 、 Governance

4.01 Economic Performance

Since entering the professional surface treatment field in 2001, the Company has been committed to meeting customers' diverse surface processing requirements. In recent years, due to the challenging operating environment of the telecommunications and 3C product assembly industries, the Company has not only continuously enhanced its processing and assembly capabilities, supplier management, and new customer development, but also expanded its products into touch panel module offerings and continued investment in the development of organic photovoltaic power generation products. The Company aims to actively explore new cooperation models and product domains through technological advancement, product innovation, and management improvement, thereby expanding business operations and creating greater profitability.

I 、 2024 Business Plan Implementation Results:

The Company's 2024 operating results have been audited by Kuan-Ying Kuo and GENG-JIA Huang, Certified Public Accountants from KPMG. The audited net operating revenue is NT\$649,192 thousand, decreased by 15.70% from the 2023 net operating revenue of NT\$770,046 thousand; The net loss after tax for 2024 is NT\$171,244 thousand, decreased by NT\$32,216 thousand from the 2023 net loss after tax for NT\$203,460 thousand; The earnings per share after tax for 2024 is NT\$(1.65), comparing to the EPS of 2023, NT(1.95), the loss decreased by NT\$0.3. The accumulated deficit has reached one-half of the paid-in capital as of the year ended December 31, 2024.

II 、 Analysis of Receipts, Expenditures, and Profitability:

Unit: NT\$ thousand

Item \ Year		2024	2023
Receipts and expenditures	Interest revenue	13,632	12,074
	Interest expense	22,908	16,382
Profitability	Return on assets (%)	9.59	-6.59
	Return on equity (%)	-26.71	-26.34

	Pre-tax Income to Paid-in Capital Ratio (%)	-16.42	-19.51
	Profit margin (%)	-26.38	-26.42
	Earnings per share after tax (NT\$)	(1.65)	(1.95)

III 、Research and Development:

In an unfavorable business environment in the 3C product processing and assembly industry, the Company has actively invested in the research and development of new products in recent years, seeking opportunities for transformation. With new industrial development needs, the Company's self-developed organic photovoltaic (OPV) products (including project system engineering, polymer chemical materials, transparent products related to conductive film, etc.), new surface treatment processes and new processing and assembly business are expected to generate benefits over time.

Through cooperation with academic institutions and the industry, the Company has invested in a number of OPV module process improvement projects and polymer chemical material research and development to meet the changing needs of the industry, and has achieved a world record in OPV conversion efficiency.

In terms of technology sources for R&D, not only does the Company carry out its own R&D, but it also cooperates with relevant academic research institutes and businesses related to the industry, in order to establish its own core technologies and develop new processes and products that are more in line with industry development needs.

The R&D expenditures for the 2024 fiscal year are as follows:

Item	2024 Fiscal Year
R&D Expenses (A)	100,322
Net Revenue (B)	649,192
(A)/(B) (%)	15.45

4.02 Integrity Management

4.02.1 Integrity Philosophy, Policies, and Code of Conduct

Integrity Management

Our company upholds the management philosophy of “Integrity, Transparency, and

Responsibility.” In accordance with the *Code of Integrity for Listed Companies*, we have established the *Integrity Management Procedures and Code of Conduct* as a guideline for directors, managers, and all employees. The purpose is to prevent unethical behavior and to cultivate a fair and responsible business environment. The policy covers the following key aspects:

- **Prohibition of Unethical Conduct:** Strictly prohibit offering, promising, soliciting, or receiving any improper benefits, including bribery, kickbacks, undue entertainment, and political donations.
- **Conflict of Interest Prevention:** Emphasize the principle of recusal; supervisors and employees are obligated to disclose and avoid situations that may lead to conflicts of interest.
- **Confidentiality and Insider Trading Prevention:** Implement internal data confidentiality measures and enforce rules prohibiting insider trading.
- **Whistleblowing and Protection Mechanism:** Establish an independent reporting and whistleblowing system to safeguard the rights of whistleblowers.

The Company has designated the Administration Department as the dedicated unit for integrity management, responsible for implementing the system, conducting training, and compiling execution results. The 2024 implementation status was reported to the Board of Directors on March 7, 2025.

Independent Communication Channel

To establish a transparent and trustworthy culture of integrity, the Company has set up an independent and confidential reporting and whistleblowing channel. This channel allows both internal and external stakeholders to report any actions that violate laws or the principles of integrity management. Reports are handled and investigated by a dedicated unit with full independence.

The reporting and whistleblowing channels include:

- Dedicated mailing address, email, and hotline announced on the company’s public and internal websites.
- External reports are handled by the company spokesperson and deputy spokesperson.
- Employee reports are handled by the General Manager’s Office and the Administration Department.
- All cases are investigated by an independent investigation team within the Administration Department, ensuring no conflicts of interest.

All whistleblowing and complaint cases are handled confidentially. The identity of the whistleblower and the contents of the report are legally protected, and the company commits not to take any adverse actions against the whistleblower for making a report.

Standard Procedure for Handling Complaints:

Processing Step	Description
Acceptance of Complaint	The receiving unit records the case and, within two days, completes a “Whistleblowing and Complaint Report Form,” which is submitted to the Administration Department to initiate an investigation.
Formation of Case Handling Team	The Administration Department forms an independent investigation team; if necessary, the accused individual may be suspended from duties during the investigation.
Investigation and Response	During the investigation, the accused is given the opportunity to provide explanations. Evidence, statements, and rebuttals are reviewed. Upon completion, the results are provided in writing via an “Investigation Result Notification.”
Case Closure and Action	The investigation period shall not exceed three months. If the allegation is verified, disciplinary actions or other necessary measures will be taken depending on the severity of the violation.
Documentation and Reporting	All records are compiled in written form and retained for five years; if litigation is involved, documents are retained until the case concludes. The case status is reported to the Board of Directors periodically.

4.02.2 Anti-Corruption Mechanisms

To mitigate corruption-related risks, the Company continues to strengthen its internal control measures, including implementing rigorous review procedures, enhancing transparency, reinforcing employee training, and establishing internal reporting mechanisms to prevent and reduce the occurrence of corrupt practices. No incidents of corruption were identified at Ways Technology Co., Ltd.in 2024.

Anti-Corruption Implementation Assessment

Ways Technology Co., Ltd.conducts an annual regulatory compliance review to evaluate the adequacy and effectiveness of its codes of conduct and related

procedures. When necessary, relevant policies are revised, and annual internal control self-assessments are carried out to regularly analyze and assess potential misconduct, risks, and operational vulnerabilities. These measures strengthen the internal control system and ensure full compliance and adherence to ethical business practices.

The Company also reinforces preventive measures for potential risks such as corruption and insider trading, and conducts corresponding audit procedures. Audit results have been reported to the Board of Directors to ensure that related activities comply with legal requirements and the Company's integrity principles, with corrective actions implemented when needed.

Anti-Corruption Education and Training

The Company periodically reinforces the concept of ethical and transparent business practices through public commitments, internal communications, and training programs, aiming to strengthen integrity awareness and cultivate a corporate culture grounded in ethical conduct.

Internal Audit Procedures:

1. Routine Internal Audits:

To ensure the effective implementation of the internal control system, the Company prepares an audit plan for the following year based on annual risk assessment results and submits it to the Board of Directors for approval. The scope of audit items complies with regulatory requirements and covers all key control processes.

2. Ad-hoc Internal Audits :

To maintain the proper functioning of the internal control system, the Company conducts unscheduled audits or inventory checks on specific items in response to actual circumstances and business needs.

3. Self-Assessments:

To reinforce self-monitoring mechanisms and enhance the quality and efficiency of internal audit work, each department conducts annual self-assessments. Upon completion, the results are submitted to the internal audit unit for review.

Internal Audit Reporting Requirements:

By the end of December each year:

Submission of the audit plan for the following year (approved by the Board of Directors).

By the end of January each year:

Submission of the roster of internal audit personnel.

By the end of February each year:

Submission of the execution status of the previous year's audit plan.

By the end of March each year:

Submission of the Statement on the Internal Control System for the previous year (approved by the Board of Directors).

By the end of May each year:

Submission of the improvement status of deficiencies and irregularities in the internal control system identified through the previous year's internal audit..

No significant deficiencies or irregularities were identified in Ways Technology's 2024 internal audit.

4.02.3 Anti-Competitive Conduct

Anti-Competitive, Antitrust, and Monopoly Practices

In 2024, WISPEED Technology was committed to maintaining a fair and competitive market environment and strictly complied with relevant laws and policies on anti-competition. The company did not engage in any form of anti-competitive conduct, antitrust violations, or monopolistic practices.

4.03 Communication Channels and Grievance Mechanisms

Remedial Measures for Negative Impacts and Effectiveness

To fulfill corporate responsibility and protect stakeholder rights, the company has established comprehensive grievance and reporting mechanisms. For any unlawful, improper, or violations of integrity, workplace ethics, or human rights encountered by employees, suppliers, customers, or other stakeholders, the company provides responsive remedial measures, ensuring that all cases are properly investigated and addressed.

The company, in accordance with the **"Procedures for Handling Reports of Illegal, Unethical, or Unlawful Conduct"**, has established clear investigation procedures and appeal mechanisms. Upon receiving a case, the internal reporting mechanism is immediately activated, and a dedicated, independent case-handling team is formed to conduct the investigation, ensuring that:

- The reported individual has ample opportunity to appeal.
- In major cases, the individual may be temporarily suspended from their duties to ensure impartiality of the investigation.

- If the allegation is verified, disciplinary actions such as demerit, reassignment, dismissal, or legal claims will be applied according to the severity of the violation.
- If the violator is a director or senior executive, the case will be submitted to the independent directors for supervision or reported to the Board for resolution.
- The identity of whistleblowers and complainants is kept strictly confidential, and no adverse action will be taken against them due to reporting.

In addition, all investigation processes and outcomes are documented in writing and retained for five years. For cases involved in litigation, records are kept until the conclusion of the lawsuit. The Administrative Department regularly consolidates and reports to the Board to ensure effective operation of the mechanism.

Channels and Procedures for Complaints and Suggestions

To implement the Code of Integrity and strengthen corporate governance, Ways Technology has established communication and whistleblowing channels for stakeholders to safeguard their rights. These channels allow the company to understand stakeholder needs, respond promptly, and address concerns, promoting transparent and effective dialogue and communication.

The company has formulated the “Procedures for Handling Reports of Illegal, Unethical, or Unlawful Conduct”. In addition to a whistleblowing mailbox and hotline on the internal website, the company has appointed a designated spokesperson to serve as the external communication contact for different stakeholder categories (customers, employees, suppliers/contractors, investors/shareholders, social organizations, and local communities). Contact details are as follows:

TEL: +886 3 4965000

FAX: +886 3 4641621

E-mail: waysholder@ways.com.tw

In 2024, the company did not receive any internal or external whistleblowing cases, and this has been reported to the Board of Directors.

4.04 Risk Management

4.04.1 Risk Management Mechanism

In accordance with the overall operational policy, the company has established risk management policies and systems. Various risks that may affect operations—such as operational, financial, regulatory, and information security risks—are identified, assessed, monitored, and addressed. The objective is to prevent losses within an acceptable risk range, safeguard the interests of employees, shareholders, partners, and customers, enhance operational resilience and corporate value, and optimize resource allocation.

The core principles of the company's risk management system are as follows:

- Early identification of potential risk sources and events.
- Accurate assessment of the likelihood and impact of risks.
- Effective monitoring and control of risk developments and response mechanisms.
- Ensuring that risk mitigation measures are aligned with the company's strategic objectives.

The company has established an audit unit responsible for implementing internal control and risk management mechanisms. Each year, the audit department develops the audit plan for the following year based on regulatory requirements, major operational processes, and risk assessment results. The plan is implemented after approval by the Board of Directors. During the audit process, if any control deficiencies or anomalies are identified, the audit unit communicates fully with the audited unit, requires concrete corrective actions, and continuously follows up until the issues are resolved.

Starting from October each year, the audit unit prepares the audit plan for the next year based on the current year's implementation status and risk assessment. The plan is submitted to the Board of Directors for approval by the end of December and is uploaded to the Market Observation Post System in accordance with regulations.

4.04.2 Regulatory Compliance

The Company places great importance on regulatory compliance and ensures that all operations adhere to applicable laws and internal policies through collaboration among the audit unit, compliance functions, and all departments, thereby effectively managing legal risks.

The Company has established a comprehensive internal control system to manage compliance with labor regulations, the Company Act, the Securities and Exchange Act, industry-specific regulations, personal data protection laws, tax laws, import/export controls, environmental regulations, and other relevant requirements. This is achieved through:

- Training: Conducting regular training on regulatory compliance and professional ethics.
- System Design: Implementing internal audit mechanisms, whistleblowing channels, and violation-handling procedures.
- Periodic Audits: Audits conducted by the Audit Office, with any anomalies immediately reported to the Chairperson and Independent Directors.

In 2024, the Company recorded no major regulatory violations and received no penalties from competent authorities.

4.05 Information Security and Customer Privacy Protection

4.05.1 Information Security Management

Information Security Governance Framework

The Company's information security is centrally planned and managed by the Information Technology Department, which is responsible for establishing information security management systems, risk prevention measures, and incident response procedures. The department also supervises all functions to ensure compliance with information security operating requirements.

The Audit Office conducts annual internal audits in accordance with the internal control procedure "Management of Computerized Information Systems" and reports the results to the Board of Directors. This mechanism ensures the effectiveness of internal controls related to information system operations and strengthens the Company's three lines of defense.

Information Security Policy

To strengthen information security management, the Company has established the "Information Operation Security Guidelines" as the foundation for information and communication security risk management. Through the collective efforts of all employees, the Company aims to achieve the following policy objectives:

- Protect the interests of the Company and its customers through effective information security management.
- Ensure the integrity, availability, and confidentiality of all information within the authorized scope of use.

- Conduct regular information security awareness programs and training to enhance employees' security knowledge.
- Periodically review critical information assets and conduct disaster recovery drills to ensure continuous business operations.
- Implement data access controls based on job functions, requiring proper authorization to prevent unauthorized data modification.
- Uphold the above objectives to ensure uninterrupted business continuity.

Specific Management Measures

To enhance employees' information security awareness, the Company has implemented the following information security management measures:

Management Aspect	Implementation Details
Network Security	<ul style="list-style-type: none"> - Deploy enterprise-level firewalls to block hacking attempts. - Branch offices use MVPN for encrypted data transmission. - Establish internet activity management systems to filter inappropriate connections and websites.
System Access Control	<ul style="list-style-type: none"> - Employee account applications require supervisor approval, and access rights are assigned based on job responsibilities. - Password settings must comply with strength requirements and be updated regularly. - Employee accounts are revoked immediately upon resignation.
Malware Protection	<ul style="list-style-type: none"> - Endpoint devices are equipped with antivirus software with daily automatic signature updates. - Email systems feature spam and virus filtering functions.
Data Backup and Disaster Recovery	<ul style="list-style-type: none"> - Implement daily data backups and off-site storage. - Conduct annual disaster recovery drills to verify data availability and system restoration procedures.
Training and Awareness	<ul style="list-style-type: none"> - New employee onboarding includes information security training. - Conduct annual social engineering drills, with additional training required for employees who fail the test. - Information security personnel must complete at least 12 hours of external training each year.
IT Equipment Security	<ul style="list-style-type: none"> - Data center access is controlled through card authorization, with access logs retained.

Management Aspect	Implementation Details
	- The data center is equipped with independent air conditioning and an uninterruptible power supply (UPS), connected to a generator to ensure power continuity.
Compliance and Audit	- The audit unit conducts annual reviews of information security implementation, including sampling checks on access rights management, operation logs, and vulnerability reporting.

Key Information Security Work Items

The Company continues to invest in information security management resources and control mechanisms. The major accomplishments in 2024 are as follows:

- **Information System Maintenance and Investment:** Upgraded equipment and strengthened the information infrastructure.
- **Information Security Training and Awareness:** All new employees completed information security training courses, and dedicated information security personnel completed external training programs.
- **Daily Control Measures:** Performed daily antivirus monitoring, network anomaly detection, firewall log analysis, and email filtering. Conducted annual system access rights reviews and audit procedures.
- **Information Security Incident Reporting Mechanism:** Established incident categorization, classification, and response procedures, along with standardized reporting and handling SOPs to ensure timely action for various types of information security abnormalities (e.g., malware, data leakage, system malfunctions).
- **Information Security Incident Disclosure:** No major cybersecurity incidents occurred in 2024, and no events resulted in operational disruptions or information leakage.

4.05.2 Customer Privacy Protection

In 2024, Ways Technology did not experience any losses resulting from major information or cybersecurity incidents.

4.06 Participation in Industry Associations

Industry Association Engagement

The Company actively participates in business-related industry associations to exchange insights, information, and practical experience with peers and professionals. Through such collaboration, we aim to respond to global developments and enhance overall industry competitiveness.

Participation in Relevant Industry Associations:

Industry Association	Membership Status
Taoyuan Industrial Association	Member
Taoyuan Young-Lion Industrial Park Manufacturers Association	Member

4.07 Supply Chain Management

Supply Chain Management

Given the Company's relatively streamlined scale of operations, a system incorporating sustainability considerations into supplier evaluations has not yet been established. This is primarily due to the limited procurement volume and the fact that many cooperating suppliers are small-scale enterprises, making it difficult to fully implement supplier sustainability initiatives in the short term.

However, as sustainability issues continue to gain increasing attention domestically and internationally, the Company recognizes the potential environmental, social, and governance (ESG) risks that may arise within the supply chain. Looking forward, and in line with business growth and available resources, the Company will progressively strengthen supplier management measures and move toward integrating sustainability-related topics into supplier management planning and implementation.

5 、 Social Aspects

5.01 Human Capital Development

The Company fully recognizes that talent is fundamental to sustainable business development, especially in the highly competitive electronics industry. We are committed to building a human capital strategy centered on research and development innovation. We value employees' professional growth and career development, and through comprehensive recruitment, training, retention, and performance management systems, we aim to establish a sustainable and resilient organizational culture.

In terms of recruitment, the Company upholds principles of diversity and fairness, actively attracting talents in R&D, manufacturing, and management. We collaborate with universities and technical institutions to cultivate the next generation of professionals. For existing employees, personalized learning plans are developed based on job requirements, providing professional technical training, management skill enhancement courses, and cross-departmental exchange opportunities. In 2024, each employee received an average of over 24 training hours, covering topics such as ESG awareness, AI technology, quality management, and project management skills.

The Company also places great emphasis on career development and internal promotion mechanisms, implementing a dual-track advancement system (technical and managerial tracks) to provide employees with diverse growth opportunities. Regular performance and potential assessments are conducted to ensure the right talents are placed in the right positions. Additionally, mentorship programs and onboarding guidance processes are implemented to strengthen organizational learning and facilitate the transfer of experience.

In terms of talent retention, we offer market-competitive compensation and benefits while prioritizing employees' physical and mental well-being and work-life balance. Flexible working hours, access to psychological counseling, and wellness programs are provided to strengthen employees' sense of belonging.

Looking ahead, the Company will continue to enhance its digital learning platforms, expand international technical exchanges and talent rotation programs, thereby

boosting organizational resilience and global competitiveness, and fostering a sustainable workplace that encourages shared learning and mutual growth.

5.01.1 Human Rights Policy and Commitment

1. Human Rights Commitment

The Company values the protection of human rights and is committed to establishing a work environment that respects individual dignity and promotes diversity and inclusion. The Company references international human rights standards, including the **Universal Declaration of Human Rights**, the **UN Guiding Principles on Business and Human Rights**, the **United Nations Global Compact**, the **International Labour Organization Declaration of Fundamental Principles and Rights at Work**, and the **Responsible Business Alliance (RBA) Code of Conduct**. Based on these frameworks and domestic labor laws, the Company has established the following human rights policies and commitments:

I . Diversity, Inclusion, and Equal Opportunity:

The Company complies with labor and gender equality-related laws, striving to create a friendly, diverse, and gender-equitable workplace. Employment, compensation, benefits, working hours, training, performance evaluation, and promotion are handled fairly and reasonably without discrimination based on sexual orientation, age, language, ideology, religion, political affiliation, or physical/mental disabilities.

II . Anti-Discrimination, Anti-Bullying, and Anti-Harassment

The Company adopts a zero-tolerance policy toward any form of workplace discrimination, harassment, or violence. Mechanisms are established for reporting complaints, disciplinary actions, and regular training and awareness programs to prevent such behaviors.

III . Compliance with Minimum Wage and Reasonable Working Hours

The Company is committed to providing all employees with fair and reasonable compensation and statutory benefits, offering wages above the legally required minimum where possible. Work rules and schedules are defined legally and reasonably, with regular monitoring and management of employee attendance and working hours.

IV . Prohibition of Forced Labor and Child Labor

The Company ensures that all employment relationships are formalized through legally binding written contracts, established with mutual consent. Forced labor, human trafficking, slavery, and child labor are strictly prohibited.

V . Occupational Health and Safe Workplace

The Company complies with occupational safety and health laws, regularly conducting safety training, providing free health check-ups, special care programs, and on-site medical services. Health promotion activities and medical information are offered to prevent and mitigate workplace accidents and risks.

VI. Information Security Implementation

The Company establishes and maintains comprehensive and strict personal data and information security control mechanisms to ensure the safety and confidentiality of all information.

VII. Promotion of Labor-Management Harmony

The Company respects employees' rights to assemble, associate, negotiate, and express opinions freely. Regular labor-management meetings are held to promote harmonious relations, facilitate communication, and effectively resolve differences.

VIII. Grievance and Reporting Mechanism

In the event of violations of laws, company regulations, or attempts to obtain improper benefits that may harm the Company's interests, employees and stakeholders are encouraged to report through the following channels:

1. Physical Mail:: Human Resources Department, Ways Technology Co., Ltd.

No. 26, Gaoqing Road, Yangmei District, Taoyuan City 326, Taiwan

2.E-Mail:hr@ways.com.tw

The Company commits to continuously enhancing awareness and implementation of human rights through training, monitoring mechanisms, and stakeholder communication, striving to be a responsible and conscientious corporate citizen.

2. Scope of Application

The Company's human rights policy and commitments apply comprehensively to all business operations, covering the headquarters, business units, R&D teams, factories, and outsourced workplaces. It extends to all employees, temporary staff, interns, contractors, and dispatched personnel. Additionally, the Company requires suppliers, subcontractors, and business partners to comply with these principles, ensuring that human rights protections are upheld across the entire operation and supply chain.

In human resource management, the policy applies to recruitment, appointment, performance evaluation, promotion, rewards and penalties, compensation, and termination, ensuring fair treatment at every stage of an employee's career and prohibiting any form of discrimination or harassment. Within R&D and manufacturing processes, the Company prioritizes employee health, safety, and labor rights, strictly complying with working hours and leave regulations, and

implementing appropriate protective measures and health management systems for high-risk positions.

In outsourced human resources and contract manufacturing, we ensure that external partners uphold human rights through signing CSR or RBA commitment letters, conducting audits, and performing regular reviews—particularly focusing on vulnerable groups such as foreign workers and interns.

Furthermore, the Company emphasizes open internal communication and grievance channels by providing an anonymous reporting mechanism and dedicated units to handle complaints, safeguarding employees' rights to express concerns and file grievances. Labor-management dialogue mechanisms are also promoted, upholding the principles of freedom of association and collective bargaining.

Overall, the Company is committed to embedding human rights policies into daily management processes and supply chain governance, ensuring sustainable development while respecting and protecting the fundamental rights of every worker.

3. Training and Education

To enhance awareness of human rights protection among all employees, the Company conducts annual human rights-related training, extending the program to all business partners to reduce the occurrence of human rights incidents. In 2024, a total of 186 participants attended the courses, accumulating 433 training hours. Additionally, Ways Technology Co., Ltd. incorporates its human rights policy into supplier management and requires new employees to acknowledge the policy in signed documents to ensure effective implementation.

4. Communication Channels

To ensure full implementation of its human rights commitments, Ways Technology Co., Ltd. has established the **“Employee Grievance Handling Procedures”** and the **“Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures”**. These clearly define the grievance process and handling procedures, providing appropriate mitigation and remediation measures for potential human rights-related incidents affecting employees. No human rights violations were reported in 2024.

5.01.2 Workforce Composition

The Company's workforce composition is analyzed across dimensions such as gender, contract type, work hour arrangement, and age group. Detailed breakdowns and analysis are provided as follows.

5.01.2.1 Employee Structure

As of the end of 2024, the Company had a total of 425 employees, with 41.2% male and 58.8% female. Female managers accounted for 33.3% of all managerial positions. Over the past two years, there have been no significant changes in the Company's workforce size.

2024 Year-End Employee Structure (Unit: Persons)

Employee Type	Full-Time Employees	Part-Time Employees	Temporary/Contract Employees	Total
Male	160	14	1	175
Female	231	19	0	250
Other	--	--	--	--
Total	391	33	1	425

Notes:

- **Full-Time Employees:** Employees hired under a formal labor contract.
- **Part-Time Employees:** Employees whose weekly working hours do not meet the local legal definition of full-time employment.
- **Temporary/Contract Employees:** Hired for temporary, short-term, or project-based needs.

5.01.2.2 Non-Employee Workforce

The company's facility security services are provided by staffing agencies or contractors. Over the past two years, there have been no significant changes in the number of non-employee workers.

Non-Employee Workforce Composition (2024, by number of people)

Type	Contracted Workers	Dispatched Workers
Male	5	1
Female	1	0
Other	0	0
Total	6	1

5.01.3 Diversity, Inclusion, and Equality

The company respects minority groups and diverse needs. In 2024, two employees

with disabilities were employed, representing 0.5% of the total workforce. Additionally, three indigenous employees were granted “ceremonial leave” to encourage the practice of cultural diversity.

In recruitment for business personnel, the company emphasizes diversity and adapts to the trend of an aging workforce, encouraging re-employed women and retirees to join. Employees are provided with professional technical training and flexible working hours to support their integration and development.

To realize the vision of gender equality, the company has set targets for female employees and managers. By 2030, the proportion of female employees in the company should be no less than 50%, and the proportion of female managers at all levels should be no less than 35%.

In 2024, female employees accounted for 58.8% of the workforce, unchanged from the previous year. Female managers represented 33.3% of all management positions. Among new hires and departures, over 95% were frontline operational staff, also unchanged from the previous year.

In 2024, the company’s workforce turnover remained stable, continuing the trend of the past three years. The employee hiring rate was 29.6%, while the turnover rate was 30.4%. Among both new hires and departures, over 95% were frontline operational staff, showing no significant change compared with the past two years.

2024 Employee Diversity Overview

Category	Number of Employees	Percentage of Total (%)
Male	175	41.2
Female	250	58.8
Age ≤ 30	155	36.5
Age 31–50	177	41.6
Age ≥ 50	93	21.9
Indigenous	3	0.7
Persons with Disabilities	2	0.5

2024 Employee Onboarding and Turnover

Category	New Hires (Persons)	Percentage of Total Employees (%)	Departures (Persons)	Percentage of Total Employees (%)
Male	42	9.8	51	12.0
Female	84	19.8	78	18.4
Total	126	29.6	129	30.4

Age ≤ 30	104	24.5	74	17.5
Age 31–50	15	3.5	48	11.3
Age ≥ 50	7	1.6	7	1.6
Total	126	29.6	129	30.4

5.01.4 Employee Rights and Benefits

In addition to statutory labor and health insurance coverage, the company provides group insurance for all employees annually to enhance their protection.

To support employees in caring for newborns, the company has established the **“Leave Without Pay Management Guidelines”**, allowing eligible employees to apply for necessary leave.

To maintain employee health, the company implements the **“Employee Health Management Procedure”**, conducting annual health check-ups for all employees that exceed legal requirements. Following the health examinations, medical personnel are arranged on-site to provide personalized health consultations.

The company also values work-life balance and has established the **“Guidelines for Establishment and Management of Employee Clubs and Company Activities”**, actively encouraging employees to participate in recreational and community activities.



To ensure employee workplace safety and related support measures, the company has established the **“Labor and Health Insurance, Occupational Accident Compensation, and Survivor Benefits Guidelines”**, providing care for employees with special needs.

Parental Leave Protection

In accordance with regulations, Ways Technology Co., LTD provides a parental leave without pay system for all full-time employees who have completed six months of service and whose children are under three years old.

In 2024, there were 0 eligible male employees and 2 eligible female employees for parental leave.

Parental Leave Return and Retention in 2024

Category	Male	Female	Total
Employees eligible for parental leave during the year	0	2	2
Employees who applied for parental leave	0	2	2
Employees expected to return from parental leave (A)	0	2	2
Employees actually returning from parental leave (B)	0	1	1
Return rate (B/A)	--%	50%	50%
Employees expected to return from previous year parental leave (C)	0	0	0
Employees retained for more than 12 months after return (D)	0	0	0
Retention rate (D/C)	--%	--%	%

Average Annual Salary Gender Ratio by Job Level in 2024

Category	Annual Salary (Female : Male)	Base Salary (Female : Male)
Manager (Taiwan)	1:1	1:1
Non-Manager (Taiwan)	1:1	1:1
Manager (Non-Taiwan)	1:1	1:1
Non-Manager (Non-Taiwan)	----	----

5.01.5 Collective Agreements

The Company currently holds labor-management meetings every quarter in accordance with the “Measures for Implementing Labor-Management Meetings” issued by the Ministry of Labor, serving as a platform for communication and negotiation with employees. At the same time, the Company is actively planning to establish a labor union, allowing all employees below senior management level to

become members. Once established, the union can sign collective agreements with the Company to define work rules and employment conditions.

5.01.6 Talent Development and Growth

1. Performance Appraisal

Performance evaluations serve not only as a key basis for management in adjusting employee compensation but also as an essential tool to support the Company’s goal of creating an outstanding career development environment and helping employees achieve their personal objectives. For employees with excellent performance, the Company provides promotion opportunities, encouraging them not only to demonstrate individual capabilities but also to take on responsibilities in leading teams to improve overall performance and exert greater influence. °

According to the Company’s internal “Employee Performance Evaluation Policy,” performance appraisals are conducted twice a year, totaling two evaluations annually. These appraisals apply to both new employees who have completed their probationary period and existing staff. During each evaluation, the Company engages in in-depth discussions with employees regarding the achievement of their objectives and reviews specific behavioral examples to guide improvements, ensuring alignment with the Company’s vision. In 2024, the performance appraisal coverage reached 100%.

2. Training

The Company provides training necessary for employees’ career development. In 2024, managers received an average of 8 hours of training per person, an increase of 0.5 hours compared with the previous year. Non-managerial staff averaged 3.53 hours per person, remaining consistent with the prior year. The Company aims to foster a work environment where managers encourage continuous learning and development, while also motivating their team members to participate in training and education, thereby enhancing the overall learning culture and collective growth within the organization.

2024 Employee Training Average Hours (Hours)

Category	Managers	Non-Managers	Total
Male	260	378	638
Female	219	433	652
Total	479	811	1290

5.02 Occupational Safety and Health

5.02.1 Occupational Safety and Health Policy

The company, in accordance with occupational safety and health regulations, has established and implemented an occupational safety and health management system. This system aims to provide safe and healthy working conditions, comply with occupational safety and health laws and related requirements, eliminate hazards, reduce occupational risks, and promote worker consultation and participation in safety matters.

Occupational safety and health personnel at all company operational sites manage the system following ISO 45001 or equivalent international standards. The management system applies to all relevant sites, covering all workers, including employees (425 people, 98.4%) and non-employee workers (7 people, 1.6%) as stakeholders.

All company production sites conduct internal audits annually prior to any external audits to review the effectiveness of environmental, safety, and health (ESH) practices. Through this management cycle, work plans are implemented, continuous improvements are achieved, and occupational hazards are reduced. The company obtained ISO 45001 certification in May 2018. The internal audit coverage rate is 100%, and the external audit coverage rate is also 100%.

1. Hazard Identification, Risk Assessment, and Incident Investigation

The company has established procedures for occupational safety and health (OSH) hazard identification, risk assessment, and control. The Safety and Health Office conducts routine risk assessments annually. Non-routine assessments are carried out whenever there are changes in operational processes, regulatory updates, new hazard or OSH risk information, or advances in knowledge and technology.

To address these risks, the company implements a tiered control and improvement approach. Risk mitigation meetings are held regularly to assess the feasibility of risk control measures, and operational environment monitoring is conducted quarterly to ensure continuous tracking and evaluation.

In the event of an occupational safety incident, the company's investigation process is as follows:

During onboarding and training, employees are educated on their responsibilities regarding workplace safety and health, as well as the importance of self-protection. The company complies with occupational safety and health regulations and informs

all employees that if they identify an imminent hazard during work, they must immediately report it and may move to a safe location on their own. In 2024, the company recorded no instances of employees being penalized for reporting safety concerns or for moving to a safe location due to safety concerns.

2. Worker Participation, Consultation, and Communication on Occupational Health and Safety:

The company has established an Occupational Health and Safety (OHS) Management Committee in accordance with its OHS management regulations. The committee consists of 11 members, including OHS personnel, relevant department supervisors, and worker representatives, with six members representing the workforce.

The company convenes the Occupational Health and Safety (OHS) Committee twice annually. The committee reviews matters such as OHS training, health management, and occupational disease prevention, while recommending appropriate improvement measures. It also discusses proposals submitted by various business units and workers regarding OHS and health issues, including setting objectives and goals. Outcomes and resolutions are communicated to the entire company following each meeting.

3. Occupational Health and Safety (OHS) Training:

In accordance with regulatory requirements, the company provides regular occupational health and safety training to ensure all workers are familiar with relevant laws and the company's OHS management mechanisms. This training also helps instill the company's safety and health culture. In 2024, a total of 450 training sessions were conducted, with each participant receiving at least 6 hours of instruction, resulting in a total of 2,925 training hours for all workers. This year, special emphasis was placed on workplace safety prevention and protection measures, such as fire drills, to enhance knowledge dissemination and effectively prevent incidents.



4. Occupational Health Services and Health Promotion:

The company systematically manages employee health check-up data, analyzing health risk factors over the past three years. High-risk cases are scheduled for quarterly consultations with company physicians, who coordinate with department supervisors to adjust work assignments appropriately.

To promote mental health, the company conducts annual psychological assessments to identify stress levels and organizes corresponding mental health activities based on the results, inviting external experts to provide professional guidance on stress management.

Additionally, the company has established a health information platform to raise employee awareness of health hazards and hosts seminars to strengthen knowledge on the prevention and management of chronic diseases. Employees are also encouraged to organize club activities; if these meet the company's subsidy and incentive criteria, they may apply for funding support.

5. Prevention and Mitigation of Occupational Health and Safety Impacts Related to Business Operations:

The company regards contractors as key work partners. To ensure the occupational safety of contractor personnel, all production sites not only comply with occupational health and safety laws and regulations for hazard notification and supervision but also implement various management mechanisms. These include incorporating safety requirements into contracts, providing hazard awareness briefings before contractors enter the sites, and conducting safety supervision and related training to strengthen contractor safety management.

In addition, periodic and ad hoc safety inspections are conducted, with any identified deficiencies reported to the contracting or managing unit, prompting corrective actions to improve safety.

5.02.2 Occupational Injuries

Occupational Injuries and Occupational Diseases:

In 2024, the company recorded a total of 74,800 working hours and reported no occupational injury incidents. The Environmental and Safety Department effectively prevented occupational accidents through new employee training and biannual occupational health and safety policy briefings and training sessions.

Occupational Diseases

The company, together with contracted medical personnel, EHS staff, and relevant departments, implements measures for employee health protection and promotion. Contractors are required to conduct health checks for their employees and manage their workers to prevent engagement in unsuitable tasks, thereby reducing the likelihood of occupational diseases. Occupational diseases are determined by the Labor Affairs Bureau or the Occupational Safety and Health Administration. In 2024, there were no occupational disease-related deaths, nor any confirmed cases of occupational diseases or work-related illnesses as diagnosed by certified occupational medicine specialists.

2024 Employee Occupational Injury and Disease Data

Category	Deaths (Number & %)	Serious Cases (Excl. Deaths, Number & %))	Recordable Cases (Number & %)
Occupational Injuries	0.0%	0.0%	0.0%
Occupational Diseases	0.0%	0.0%	0.0%

2024 Non-Employee Occupational Injury and Disease Data

Category	Deaths (Number & %)	Serious Cases (Excl. Deaths, Number & %))	Recordable Cases (Number & %)
Occupational Injuries	0.0%	0.0%	0.0%
Occupational Diseases	0.0%	0.0%	0.0%

5.03 Social Participation

The company adheres to the principle of corporate social responsibility and actively participates in community and social welfare activities, giving back to society through diverse initiatives.

We collaborate with the Yangmei Young Lion Expanded Industrial Park Association and provide venues for blood donation events to support public health and community welfare. These activities are held on an irregular basis, encouraging participation from both company employees and local residents, strengthening community cohesion and demonstrating the company's commitment to social care and local engagement.

The company will continue to seek opportunities for community collaboration and social welfare, planning future volunteer and charitable activities. By leveraging corporate resources and professional expertise, we aim to create a positive impact on society.



6 、 Environment

6.01 Climate Change

1. Climate Oversight and Governance:

The company refers to the TCFD (Task Force on Climate-related Financial Disclosures) framework, initially disclosing practices related to governance, strategy, risk management, and metrics & targets for climate change, while gradually building its capacity to respond to climate-related risks.

The company's Board of Directors approved the "Sustainable Development Practice Code" in November 2024 to strengthen governance mechanisms for climate change and sustainability-related issues. Currently, the Human Resources and Administration Department assists in implementing sustainability initiatives, while the Corporate Governance Officer reports annually to the Board on execution, reinforcing the Board's supervisory role in climate change management.

In the future, depending on organizational needs and regulations, the company will designate dedicated or concurrent units to drive sustainable development and enhance governance structures in accordance with regulatory requirements.

2. Identification and Assessment Process of Climate-related Risks and Opportunities:

The company has conducted a preliminary evaluation of potential physical and transition risks related to climate change in accordance with TCFD guidelines. Although these risks have not yet had a material impact on operations, the company continues to monitor domestic and international developments regarding carbon neutrality and net-zero emissions. In the future, emission reduction targets and response strategies will be gradually developed based on operational planning to guide climate risk management and resource allocation.

3. Risk Management:

The company has established a "Risk Management Policy" to systematically identify, assess, and manage significant risks, with climate-related risks incorporated into the overall risk management framework.

Each business unit regularly identifies potential climate-related risk factors and evaluates them based on their impact and likelihood of occurrence, integrating the

results into internal controls and decision-making processes.

Currently, climate-related risks have not caused significant financial impacts on the company. Moving forward, the company will implement transition management plans as needed to strengthen its resilience.

4. Indicators and Targets:

The company completed the inventory of greenhouse gas emissions for the 2024 fiscal year in 2025 (currently disclosed on a voluntary basis), using 2024 as the baseline year.

The inventory covered the operations of both the parent company and subsidiaries, conducted in accordance with ISO 14064-1. Scope 1 and Scope 2 emissions are as follows:

Year	Organizational Scope	Scope 1 Emissions (tCO ₂ e)	Intensity (per million NT\$)	Scope 2 Emissions (tCO ₂ e)	Intensity (per million NT\$)
2024	Parent Company	59.95	0.8947	926.33	13.8258
	Subsidiary	65.79	0.1130	3,013.96	5.1786
Total		125.74	1.0077	3,940.29	19.0044

Currently, the company has not yet set specific carbon reduction targets, nor conducted carbon pricing or scenario analysis. However, it has committed to comply with regulatory timelines—completing GHG inventory by 2026 and verification by 2028—and continues to implement energy and resource efficiency measures, including:

- Setting air-conditioning temperature and enforcing electricity and water conservation
- Promoting waste sorting and reduction in office environments
- Upgrading high-energy-consuming equipment and lighting to reduce energy usage

Going forward, the company will continue to collect climate-related data and, based on operational strategies, set specific targets and reduction actions to enhance the organization's capacity to respond to climate risks and opportunities.

6.02 Greenhouse Gas Management

6.02.1 Strategies, Methods, and Targets for Greenhouse Gas Management

1. Greenhouse Gas Management and Reduction Targets

The Company's paid-in capital has not yet reached NT\$5 billion. According to the Sustainability Development Roadmap for TWSE/TPEx-listed companies, we are required to complete the standalone (parent company) greenhouse gas inventory by 2026 and set reduction targets by 2027.

However, the Company has proactively completed the 2024 (FY2024) greenhouse gas inventory for the head office and all subsidiary facilities ahead of schedule in 2025. Reduction targets have not yet been established.

2. Greenhouse Gas Strategies and Action Plans

- (1) Promote carpooling for business trips in nearby areas to reduce the use of company vehicles.
- (2) Advocate water-saving practices and adjust water outlet pressure to reduce consumption.
- (3) Replace traditional T8 fluorescent tubes with energy-efficient LED lighting.
- (4) Adjust chilled water temperature and indoor air-conditioning temperature settings.
- (5) Install variable-frequency drives (VFDs) on cooling tower pumps.
- (6) Install variable-frequency drives (VFDs) on cooling tower fans.
- (7) Replace outdated high-energy-consuming equipment with high-efficiency, low-energy-consumption equipment.
- (8) Improve power factor to reduce electricity line losses.
- (9) Promote food waste recycling, waste reduction, and resource recycling.

6.02.2 Greenhouse Gas Emissions

The Company calculates its greenhouse gas (GHG) emissions in accordance with the ISO 14064-1:2018 standard. Based on the 2024 inventory results, Scope 1 emissions totaled **125.7353 tCO₂e**, and Scope 2 emissions totaled **3,940.2907 tCO₂e**, with an emissions intensity of **19.0044 tCO₂e per million NTD of revenue**.

The year 2024 has been designated as the Company's GHG inventory base year. Moving forward, the Company will monitor annual changes in emissions compared with the base year and assess key factors contributing to increases or decreases.

Greenhouse Gas Emissions Analysis Table

GHG Emissions	2024 (Base Year)
Scope 1 (tCO ₂ e)	125.7353
Scope 2 (tCO ₂ e)	3,940.2907
Total Emissions (tCO ₂ e)	4,066.026
Emission Intensity (tCO ₂ e per million NTD revenue)	19.0044

Note 1:

- *Scope 1 boundary:* Parent company and subsidiaries included in the consolidated financial statements.

Calculation formula: Activity data × emission factor × GWP value.

- *Scope 2 boundary:* Parent company and subsidiaries included in the consolidated financial statements.

Calculation formula: Activity data (electricity consumption × electricity emission factor).

Note 2:

GHG emissions are compiled using the equity share approach, financial control approach, and operational control approach.

Note 3:

The GHGs calculated include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Note 4:

Emission factors are based on the latest “Greenhouse Gas Emission Factors” announced by the Ministry of Environment. GWP values are based on the IPCC Fifth Assessment Report (AR5) or Sixth Assessment Report (AR6).

7 、 Appendix

7.01 Appendix I – GRI Content Index

Usage Statement – Ways Technology Co., Ltd. has reported information for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.

GRI Standards Used: GRI 1 – Foundation 2021

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2-6	Activities, value chain, and other business relationships	1.02 About the Company 4.07 Supplier Management	5 47
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7.02 Appendix 2: Climate-related Information

Appendix 2: Climate-related Information

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6	If transition plans are in place to manage climate-related risks, describe the plan, including indicators and targets used to identify and manage physical and transition risks	6.01 Climate Change 6.02 GHG Management	62~63 64~65
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