

About this Report

Since 2011 WNC Corporation (WNC) has published a Sustainability Report annually. This report is produced in both Chinese and English, and is posted in the ESG section of WNC's website. We look forward to maintaining clear lines of communication with all of our stakeholders.

WNC's Sustainability Report (hereinafter, the "Report") is produced by a team formed by the Sustainable Development & Marketing Division and related units. Inviting top managers of related units to appoint representatives to serve as members of the report production team, the Sustainable Development & Marketing Division oversees coordination, and works with related units in information gathering, editing, design, formatting and verification. At the end of each year, the report production team convenes a kick-off meeting to discuss the work plan for the Report. Members of the team assume the responsibility for gathering, discussing and reviewing sustainability topics based on their day-to-day interactions with stakeholders. The team summarizes the outcome of the previous year's work in the Report and submits it to the Sustainable Development Committee for review, and then to the Board of Directors for final approval. External verification of the Report is completed in Q2.

WNC publishes a Sustainability Report covering the previous year annually.

Current version: Published in August, 2026

Previous version: Published in August, 2025

Next version: To be published in August, 2027

Report Scope

The disclosure scope of this Report spans from January 1, 2025 to December 31, 2025.

The sustainability measures and performance indicators disclosed in this Report is primarily based on the boundaries of the consolidated financial statements, encompassing all 14 of WNC's consolidated affiliated companies (representing 100% of WNC's global revenue). As the new Vietnamese subsidiary, NeWeb Property Vietnam, has not yet officially commenced operations, it is excluded from the 2025 environmental performance scope (e.g., greenhouse gas emissions, energy, and water usage) and is expected to be included in 2026.

In addition, to comprehensively present the major issues concerning stakeholders, this report voluntarily covers certain locations with substantial operational activities that fall outside the financial consolidation boundaries. The non-financial information disclosed encompasses all 21 of WNC's global operational sites.

The abovementioned scope covers information regarding operations at WNC's headquarters (HQ) and the S1 site, both of which are located in the Hsinchu Science Park, Taiwan, and the S3 Plant located in the Southern Taiwan Science Park, and includes China, Vietnam, and Mexico subsidiaries. Some of the content covers our R&D center in Taipei's Neihu district, and subsidiaries or service centers in the Americas, Europe, Japan, and India. Any deviations from the aforementioned disclosure scope will be noted in the respective sections.

Report Methodology and Guidelines

The non-financial information in this report complies with the sustainability reporting standards (hereinafter referred to as the GRI Standards) published by the Global Reporting Initiative (hereinafter referred to as GRI) and the Sustainability Accounting Standards Board's (hereinafter referred to as the SASB) corresponding industry standards (the industry-specific standards followed by WNC are: Electronic Manufacturing Services and Original Design Manufacturing). The report has been read by an independent third party, namely SGS Taiwan, and has been verified to meet the requirements of the

GRI Standards Core option, SASB industry standards, and AA1000 Assurance Standard type 2, moderate level. The Assurance Statement is in the Appendix of this report.

Financial figures in this report are expressed in New Taiwan dollars (NT\$) unless otherwise specified, and an exchange rate of 32.7810 between the US Dollar (USD) and New Taiwan Dollar, 4.4950 between the Chinese Yuan (RMB) and New Taiwan Dollar, and 0.0013 between the Vietnamese Dong and New Taiwan Dollar as of the end of 2025 are used. All figures and percentages in this report have been rounded appropriately. Any minor discrepancies between the totals and the sum of individual amounts are due to rounding, and do not affect the accuracy or completeness of the disclosed information. All figures disclosed in Operational Performance, Product Shipment Information, Information Regarding the Board of Directors/Audit Committee/Remuneration Committee/Sustainable Development Committee and Remuneration System are available in WNC's Annual Report, which has been audited by KPMG.

Management Systems

WNC has established management systems in accordance with international standards and organized a dedicated committee to be responsible for verification/certification matters, as well as the implementation and continuous improvement of relevant policies and operations.

For details, visit WNC's website (www.wnc.com.tw/en) and go to About WNC → Management System.

Contact Information

WNC Sustainable Development & Marketing Division
Address: 20 Park Avenue II, Hsinchu Science Park, Hsinchu 300, Taiwan
Tel.: +886-3-666-7799
Website: ESG section of WNC's official website
E-mail: public@wnc.com.tw

A Message from the Chairman

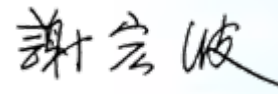
In 2025, shifts in the global trade landscape and supply chain restructuring have accelerated. Challenges such as uncertainties surrounding tariff policies, exchange rate fluctuations, and memory supply shortages have made business operations increasingly complex. With operational resilience and agile management at its core, WNC has identified risks and dynamically adjusted its strategies. This allows the company to accurately understand market needs and advance technological innovation and value creation. In terms of financial performance, annual revenue has exceeded NT\$100 billion for three consecutive years, demonstrating WNC's robust business foundation. I would like to thank all of WNC's employees, customers, suppliers, investors, and partners for their trust and support, enabling the company to progress steadily into its next phase of growth.

Leveraging its technical expertise and software-hardware integration capabilities, WNC provides global customers with comprehensive and diverse communications solutions. The company's R&D has expanded from network communications to computing, building a portfolio of high-potential applications and technologies that span from end devices to infrastructure. Operationally, WNC focuses on enterprise, service provider, automotive, and AIoT sectors, and has been developing key products related to LEO satellites, Wi-Fi 7, 5G modules, FWA, automotive sensors and computing modules, xPON, and enterprise switches. By enhancing the depth and breadth of its product portfolio, WNC continues to expand its customer base and unleash long-term growth potential.

WNC recognizes that sustainable development is the cornerstone of its competitive advantage and commitment to corporate responsibility. It has been optimizing its sustainable governance structure, incorporating ESG into decision-making processes, and implementing an internal carbon pricing mechanism. The company has also established a product lifecycle assessment (PLA) framework and promoted green design by creating an in-house material carbon footprint database (Green BOM) as well as a material selection and cost management system. In addition, WNC has extended its sustainability management to the broader ecosystem, encouraging suppliers to adopt digital carbon management mechanisms. By jointly committing to and verifying carbon reduction targets, the company is facilitating the implementation of carbon reduction practices throughout the entire supply chain. At WNC, we believe that only by driving low-carbon transitions through systematic innovation, and solidifying operational resilience with smart data and forward-looking governance, can we maintain our leadership in a fast-changing global environment.

Internally, WNC has cultivated an inclusive and diverse workplace while promoting healthy eating. Notably, WNC is the first large-scale enterprise in the Hsinchu Science Park to serve

Chairman
Haydn Hsieh



100% organic vegetables in its employee cafeterias, emphasizing employee health and well-being. Moreover, the company has elevated ESG awareness among employees through training and "ESG Good Ideas" contests. Externally, WNC is dedicated to reforestation, sponsorship programs for rural schoolchildren, and musical activities for senior citizens. Through these initiatives, the company aspires to generate positive, sustainable benefits for both society and the environment. WNC is deeply honored to have received many recognitions for its sustainability initiatives. The company placed in the Top 1% category in S&P Global's Sustainability Yearbook for two consecutive years. It was listed in TIME Magazine's World's Best Companies in Sustainable Growth, won the SEAL Environmental Initiative Award, secured two gold awards from FinanceAsia for Best Investor Relations and Most Committed to ESG, and was selected in Financial Times' Asia-Pacific Climate Leaders 2025 List. Domestically, WNC's achievements include the Top 100 Exemplary Companies in Sustainability Award at the Taiwan Corporate Sustainability Awards, CommonWealth Magazine's Excellence in Corporate Social Responsibility Award, and Business Weekly's Carbon Competitiveness Top 100, demonstrating WNC's efforts in environmental governance and sustainable management.

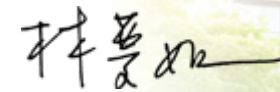
Moving forward, WNC will continue to expand its global production capacity and the scope of applications for its solutions, enhance its product advantages and R&D capabilities, and accelerate the implementation of circular economy practices. Ultimately, the company strives to become the most trusted communications solutions partner in the industry. WNC also aspires to become an exemplary green economy standard bearer, playing a pivotal role in advancing global sustainable development. We welcome advice and feedback from all stakeholders, and look forward to working alongside these partners to achieve shared sustainable prosperity.

A Message from the Chief Sustainability Officer

In the face of climate change and global supply chain restructuring, WNC is deeply committed to sustainability, laying a solid foundation for corporate resilience. The company has integrated the UN SDGs into its business operations and is systematically implementing sustainability strategies across all divisions under the supervision of the BOD. 2025 marked a milestone year for WNC's digital carbon management. To put a price on and visualize carbon emissions, the company has established a comprehensive ESG information infrastructure. This includes a green product design platform, along with the implementation of Green BOM and LCA tools. Furthermore, WNC has aligned its business operations with international initiatives and standards, having its emissions reduction targets validated by the SBTi. The company is committed to reducing Scope 1 and 2 emissions by 42% by 2030 (base year: 2022), and Scope 3 emissions by 25% (base year: 2023), steadily paving the way to net zero by 2050. With regard to energy use, WNC's S3 site as well as its sites in China and Vietnam achieved a platinum rating in UL 2799's Zero Waste to Landfill validation program. In addition, the company received Leadership-level "A" ratings in both the Climate Change and Water Security questionnaires conducted by CDP. WNC has also expanded solar panels installations across all manufacturing sites, achieving an 34.47% renewable energies use ratio in 2025, exceeding the company's goal of 25% for the year.

WNC has a long-standing commitment to supporting children, the environment, smallholder farmers, and seniors. Its initiatives have expanded from Taiwan to Vietnam and Mexico, working with employees, NPOs, and schools to create shared value. WNC hosts the WNC Classroom to support rural education. In addition, it has partnered with the Chi Po-lin Foundation for the past four years to organize an Environmental Photography Camp, encouraging children to connect with nature. In Vietnam, WNC has launched a program to support a local orphanage. The company also does regular maintenance work at the WNC Forest Park. It has implemented an ecological monitoring mechanism and established a biological database to safeguard the area's biodiversity. Furthermore, our employees volunteer their time to enhance the quality of life for the elderly in various communities. WNC is also fully committed to supporting smallholder farmers. In addition to purchasing organic produce and assisting farmers with sales, the company regularly brings together employees and their families to volunteer on farms. Internally, WNC has launched the Good Food Movement. Its employee cafeterias earned two stars in the "Food Made Good" program, and received an Organic & Eco-Friendly Ingredients Award in 2025. These achievements are a testament to

Chief Sustainability Officer
Molly Lin



the company's commitment to reducing carbon emissions, minimizing waste and supporting sustainable agriculture.

On the governance front, the company has incorporated sustainability performance indicators into senior management evaluations to ensure effective strategy execution. WNC has also published its first TCFD & TNFD Report, and the report has been verified by a third party. Furthermore, a double materiality analysis has been conducted at the Mexico site, marking the completion of data verification and information disclosure across all sites. To enhance climate governance alongside its supply chain partners, WNC has implemented carbon management strategies across all scopes. The company has integrated EcoVadis and other international ratings into supplier performance evaluations, and successfully engaged high-emission suppliers to commit to SBTi reduction targets. In addition, WNC has conducted on-site supplier carbon audits and organized four international supplier conferences to discuss and learn more about sustainability capabilities and international trends with key suppliers. The company's achievements include a 7.69% reduction of emissions in significant Scope 3 categories in 2025, exceeding its annual target, while receiving an A rating for its supplier engagement questionnaire from CDP. These results show that our supply chain carbon management has achieved global standards.

Sustainability transitions are a challenge that evolves over time, but WNC chose to proactively face the challenge to maintain its leadership position. The company makes informed decisions based on carbon data, and has made knowledge sharing a key driver of its carbon reduction efforts. Through technological innovation and optimized energy efficiency, WNC continues to develop highly competitive green products and services. Our goal is to achieve shared prosperity across the supply chain and create a better future for society.

ESG Highlights

Governance & Trust

- Constituent of Dow Jones Best-in-Class Emerging Markets Index
- Selected for TIP Taiwan Listed and OTC Technology High Dividend Growth Index
- Selected for Taiwan Pristine Stock Index

Zero lawsuits for breach of customer confidentiality & zero major cybersecurity incidents

222 new patent applications, cumulative patents: 2,648

Customer satisfaction: 94.74 (target: 90)

4 multinational supplier conferences, 84 suppliers engaged

Environmental Sustainability

SBTi-validated emission reduction targets, aligned with international carbon standards

GHG Scope 1 & 2 Emissions: -19.01% (vs. Base Year 2022)

Renewable electricity ratio is up to 34.47%

UL 2799 Zero Waste to Landfill Platinum certified: Taiwan, Vietnam, China plants

39.4% recycled plastic ratio by weight in routers

Harmonious Workplace

Achieved an overall workplace security score of 90.87% among global employees

Employee Stock Ownership Trust: 3,088 eligible, 2,034 enrolled, matching funds for NT\$72.31 million

Women accounted for 28.91% of managerial positions, with women representing 43.75% of sales management roles

WNC Colleges held a total of 566 courses, with a total of 154,763 participations

Internal vacancy fulfillment rate increased to 91%, supporting talent retention

Caring for Society

Social investment: NT\$3.33 million+ across 5 key pillars

386 Volunteer Participants & 1,292 volunteer hours

WNC Forest Park initiative carbon sink: 1,198.1 kg/ CO₂e and YoY increase +967.1 kg CO₂e

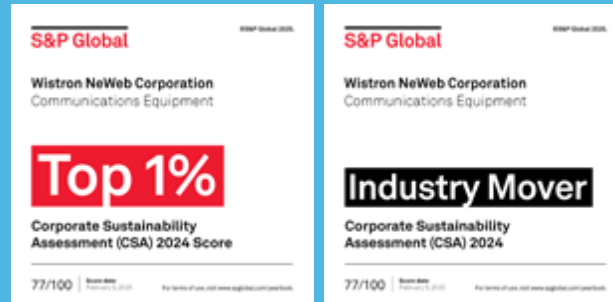
Senior music therapy program: 99 classes hosted in Year 1

Expanding social impact to Vietnam & Mexico: deepening local humanitarian care

Award and Recognition



Constituent of Dow Jones Best-in-Class Emerging Markets Index



Top 1% & Industry Mover in S&P Global Sustainability Yearbook 2025



2025 CDP "A" List: Supplier Engagement, Climate Change & Water Security



TIME Magazine's World's Best Companies in Sustainable Growth 2025



EcoVadis

2025 Gold Sustainability Rating (Top 5%)



SEAL Awards

2025 Environmental Initiative Award



FinanceAsia

2025 Best Investor Relations - Gold Most Committed to ESG - Gold

Taiwan Institute for Sustainable Energy

2025 English Sustainability Reporting Bronze Class

Taiwan Institute for Sustainable Energy

2025 Top 100 Exemplary Companies in Sustainability Corporate Sustainability Report Awards – Platinum Medal

CommonWealth Magazine

2025 Commonwealth Talent Sustainability Award – Top 100 Talent Enterprises (Large Enterprises – Manufacturing)

CommonWealth Magazine

- 2025 Excellence in Corporate Social Responsibility Award
- Ranked 21st (Large Enterprises – Manufacturing)

Business Weekly

- 2025 Carbon Competitiveness Top 100
- Top 3 in Network Communications Industry: Equipment and Hardware Manufacturing

Green Restaurant Guide

2025 Organic & Eco-Friendly Ingredients Award

SGS Green Marks

2025 Hazardous Substances Assessed trophy

Hsinchu Science Park

2025 Workplace Equity Award – Outstanding Enterprise