

3 Innovation and R&D

- 3.1 Innovative R&D
- 3.2 Customer Relationship Management
- 3.3 Information Security and Privacy Protection
- 3.4 Sustainable Supply Chain

2025 performance

Sustainable procurement

- Green procurement for office-related supplies and services at Taiwan sites totaled NT\$27.57 million
- 219 smelters were RMAP-conformant
- 499 suppliers have completed sustainability risk evaluations



Innovation momentum

- 219 employee proposals for continuous improvement plans
- 222 patent applications filed, with a total of 2,648 patents held by WNC



Customer relations

- Zero lawsuits for breach of customer confidentiality
- Scored 94.74 points for customer satisfaction, higher than the target of 90



Value chain management

- 390 supplier on-site audits and counseling sessions arranged
- Held four supplier conferences, inviting a total of 84 suppliers to participate



Material topics and goal management

Sustainability focus

Sustainability focus	Material topic	Performance indicator	2025 results		Future goals			Corresponding SDGs
			Goals	Results	Short-term (2026)	Mid-term (2028)	Long-term (2030)	
Innovation	Innovation and R&D	Total number of global patents	≥ 2,550	2,648	≥ 2,700	≥ 2,800	≥ 2,900	9 INDUSTRIAL INNOVATION AND INFRASTRUCTURE 9.5 Strengthen scientific research and enhance the technological capabilities of the industrial sector
	Customer relations management	Average customer satisfaction score (max. 100)	≥ 90	94.74	≥ 90	≥ 90	≥ 90	8 DECENT WORK AND ECONOMIC GROWTH 8.2 Achieve higher levels of customer satisfaction through business diversification, technology upgrade and innovation
		Customer coverage rate	≥ 80%	100%	≥ 80%	≥ 80%	≥ 80%	
		Customer complaint reply rate	100%	100%	100%	100%	100%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 12.6 Continue to integrate sustainability information into reporting cycle
Trust	Supply chain management	Supplier sustainability risk assessment Completion rate: (%)	Tier-1 supplier completion rate ≥ 80%	94.6%	≥ 85%	≥ 95%	95% -100%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities
		Response rate of suppliers to the Supplier Commitment to Sustainability Declaration (%)	Response rate of tier-1 suppliers to the Supplier Commitment to Sustainability Declaration ≥ 96%	98.4%	≥ 98%	≥ 100%	98% -100%	
		Incorporate ISO 14001 and ISO 45001 requirements into the RVL supplier selection criteria	New goal	New goal	85%	95%	95% - 100%	
		RBA audit completion rate for WNC suppliers (%)	100%	118%	100%	100%	100%	
	Information security	Conduct annual information system disaster recovery drills (%)	100%	100%	100%	100%	100%	9 INDUSTRIAL INNOVATION AND INFRASTRUCTURE 9.1 Develop high quality, reliable, sustainable and resilient infrastructure

3.1 Innovative R&D

3.1.1 Quality Management

Quality management policy and framework

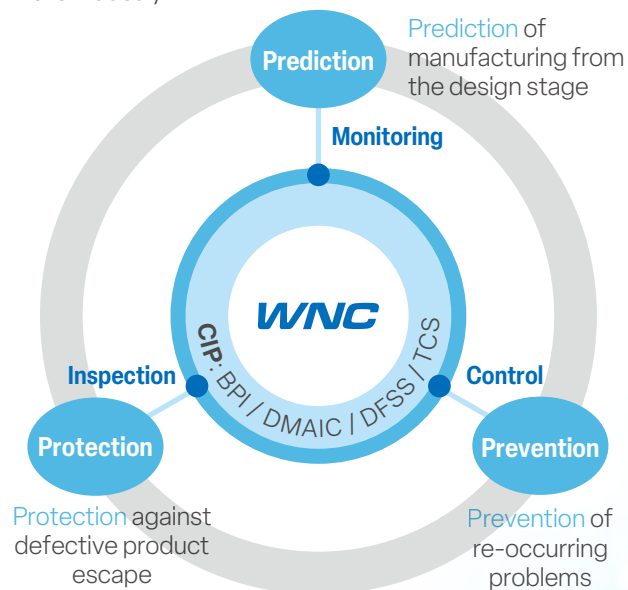
WNC Quality Policy

On-time delivery of defect-free and competitive products & services to our customers



WNC has a "zero defects" long-term quality management objective. We seek to demonstrate our dedication to excellence in terms of design quality, product quality, and service quality. We not only strive to fully meet customer requirements, but also aim to build long-term, stable, and trustworthy partnerships, and become a benchmark in the industry.

During our day-to-day quality operations, we strictly adhere to international management system standards for product categories based on ISO 9001, IATF 16949, TL 9000, and ISO 13485, while flexibly adjusting operational strategies as needed. We conduct annual reviews and set quality objectives covering three key areas: quality, service, and delivery. Through a top-down organizational implementation mechanism, we embed a quality mindset into every department and position. In the spirit of "Prediction, Prevention, and Protection", different quality approaches, tools, and systems are introduced for integration with the product development process to build a high-performance quality management system that is realized in daily operations. WNC (Taiwan) and WNC's sites in China and Vietnam have all obtained ANSI/ESD S20.20 Electronic Discharge Control Program certification. Mexico is expected to gradually improve and obtain certification to ensure that comprehensive electrostatic protection measures are in place throughout the entire manufacturing process. The QE lab in WNC headquarters has also obtained ISO/IEC 17025 (General requirements for the competence of testing and calibration laboratories certification). This not only highlights that WNC's own laboratories adopt robust testing techniques and management capabilities, but also provides customers with highly accurate and efficient product testing and verification services, laying a solid foundation for high-quality products.



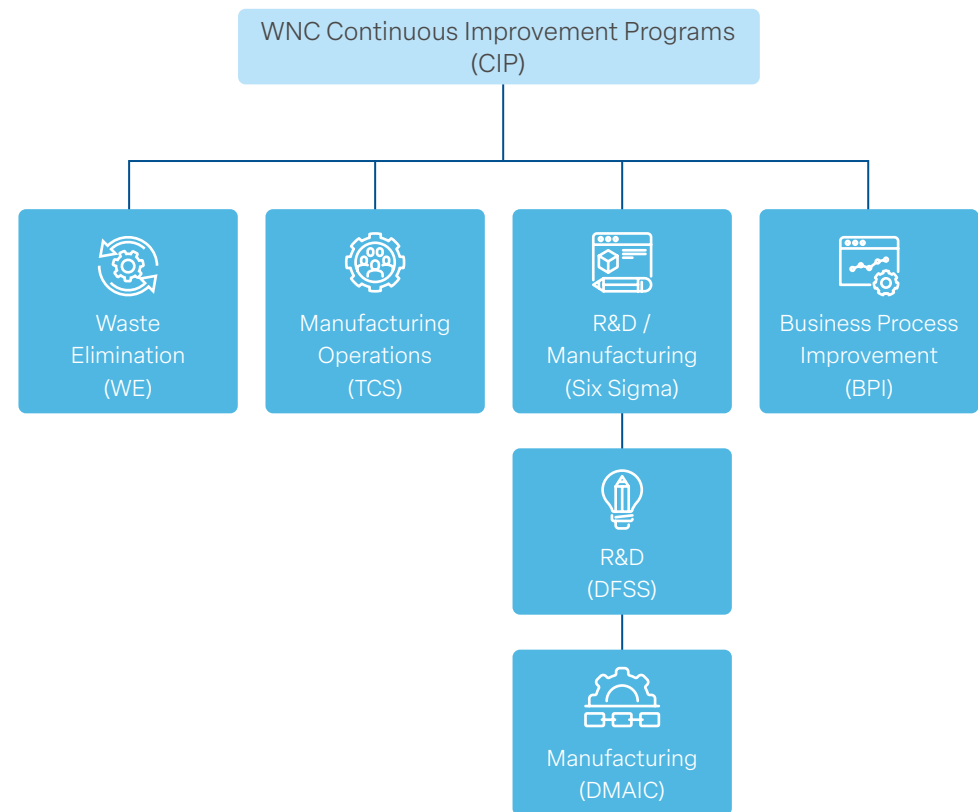
Building a Quality Culture — CIP improvement plan

All WNC production sites enhance product quality, design, costs and efficiency through continuous improvement plans (CIP). These plans include Business Process Improvement (BPI), Total Customer Satisfaction (TCS) for manufacturing operations, Design for Six Sigma (DFSS) for R&D and WE (Waste Elimination). Through analysis and discussions, potential risks are predicted, identified, assessed, and controlled, while simultaneously strengthening quality, design, cost, and efficiency across all operational levels to build a robust and efficient operating environment. To encourage employees' active participation in continuous improvement programs, a proposal-based improvement reward system has been established.

To encourage employees to actively participate in the CIP Improvement Plan, all proposals approved through the review process are not only recognized with employee incentive awards, but also featured in the CIP Continuous Improvement Bimonthly to share results and promote experience exchange and learning. In 2025, a total of 333 CIP proposals from Taiwan, China, and Vietnam sites received cash rewards, totaling NT\$900,807, while another 219 proposals remained in progress. In the meantime, the Mexico plant also held four workshops to actively encourage employees to participate in the CIP Improvement Plan, further strengthening the organization's culture of continuous improvement.

In Six Sigma improvement projects, statistical quality management methods were applied to enhance design efficiency, ensure production stability, and reduce operational and quality failure risks. Different quality control tools were also widely applied across projects, including Failure Mode and Effects Analysis (FMEA), to proactively identify potential risks in products or processes and assess their impact and likelihood of occurrence. In addition, Teoriya Resheniya Izobreatatelskikh Zadatch (TRIZ) and other innovative methods were used for systematic problem analysis and risk mitigation. The relevant processes also incorporated risk controls for product regulatory compliance, such as the Restriction of Hazardous Substances (RoHS) Directive and the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation, to ensure that risk factors in new product development were effectively managed. Additionally, through methods such as Design of Experiments (DOE), Statistical Process Control (SPC), analysis

of variance (ANOVA), hypothesis testing, and measurement system analysis, we verify improvement effectiveness, prevent recurrence of issues, and further identify potential risks and plan protective measures. We have also been committed to building employee quality management training over the long term. In 2025, a total of 336 employees worldwide completed Six Sigma training, and refresher training was provided to 73 internal instructors.



In 2025, WNC offered a total of 16 quality-related courses covering three main categories: process improvement and quality tools, quality systems (audit-related), and product safety. The curriculum included a series of Six Sigma courses to strengthen employees' analytical capabilities, as well as diverse audit training to

meet external and customer requirements, ensure compliance with standards, and maintain product quality. A total of 4,897 employees completed the training, with total training hours reaching 16,596 hours.

2025 quality training results

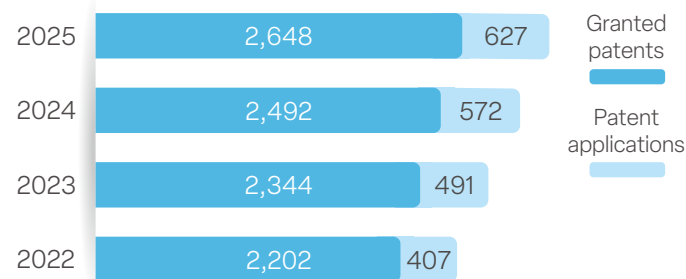
Type	Name	Participants	Number of employees completing the training	Total training hours
 Process improvement and analysis tools	8D process improvement	TMs and PMs	26	52
	AIAG FMEA (ver. 4.0), AIAG VDA DFMEA (ver. 1.0), AIAG VDA PFMEA (ver. 1.0)	Engineers	541	291.75
	Introduction to EDSA	Employees across management, engineering, and R&D functions	102	119.34
	Introduction to reliability	Employees involved in application and mobile app development, hardware design, and hardware quality assurance	52	104
	6 Sigma Green Belt training	Employees across management, engineering, supply chain management, business development and customer relationship management, and R&D functions	218	4,360
	6 Sigma Black Belt training	Employees across management, engineering, and R&D functions who have passed the Green Belt training	136	1,972
	Scientific Injection Molding System training series	Employees from the Mechanical Supplier Quality Management team, Mechanical Engineering Center, and Mechanical Project Design Department	42	2,268
 Quality system (Audit type)	IATF 16949:2016 (including ISO 9001:2015) Clause interpretation and internal auditor training & integration and application of core tools	ISO 9001 & IATF 16949 internal auditors	354	4,248
	ISO 13485 internal audit and management system training	Employees involved in medical devices & TL 9000 seed members	93	369.5
	Training on TL 9000 (including ISO 9001:2015) requirements, measurement metrics, internal auditing, and metrics	TL9000 internal auditors and seed members	592	472.36
	VDA 6.3 2023 workflow audit and management	Employees across management, engineering, supply chain management, business development and customer relationship management, and R&D functions	2741	2,339.44
	Green product roles and responsibilities training	Employees from supplier quality management, tooling, quality control, materials, purchasing, product engineering & repair, and incoming inspection	342	167.49
	Introduction to common international regulations and WNC GP management concepts and practices	Employees in product coordination management, project management, technical management, and sales-related functions	266	665
 Product and safety	Introduction on product safety	Employees who have reported to work within the past year	43	39.99
	Product carbon footprint project kickoff description	Employees who reported to work in 2025	201	201
	Component approval management and PLM system introduction	Employees who have reported to work within the past year	91	182

3.1.2 Intellectual Property

In order to maintain the competitiveness of our technological innovations and safeguard stakeholder interests, WNC has stipulated Management Measures on the Control of Information Equipment and Protection of Documents, WNC Intellectual Property Rights Management Measures, and the General Guidelines on Rewards for Invention and Innovation, and has formulated other management procedures and regulations to protect trade secrets and confidential business information as well as policies on intellectual property rights management and utilization.

As of the end of 2025, WNC held 2,648 patents: 744 in the U.S., 1,129 in Taiwan, 672 in China, and 103 in other countries. WNC continues to hold the number one ranking in Taiwan for patents granted to network communications companies, as listed by the Taiwan Intellectual Property Office in their Top 100 Domestic Patent Applicants rankings list. Incentives are provided at different stages, from proposal, patent application, acquisition of patents, to licensing. In addition, WNC evaluates and selects the best patents every year, winners of which receive additional bonuses, medals and recognition at year-end parties. WNC also encourages employees to submit articles or papers to journals. In 2025, WNC filed 222 patent applications, 98% of which were invention patents. In the same year, WNC's innovation achievements also received recognition through domestic and international awards, including its first-ever Red Dot Award: Product Design, a consecutive win of the Innovative Product Award under the Hsinchu Science Park Outstanding Enterprise Awards, and the National Invention and Creation Award presented by the Taiwan Intellectual Property Office of the Ministry of Economic Affairs.

Numbers of patents granted and patent applications in the last four years



Intellectual property reward mechanism

	Required qualifications	Method of implementation	2025 results
 Outstanding Patent Awards	WNC units submit patents they have obtained to the patent selection committee for review, then WNC's President & CEO selects the winners.	The winning teams of the Outstanding Patent Awards and Outstanding Software Awards receive medals and prize money. The winners also get an extra ticket for the lucky draw at the year-end party.	Four teams won awards in the Outstanding Patent Awards and a total of NT\$150,000 in prize money was given out. - One Gold Award - Three Silver Awards
 Outstanding Software Awards	WNC units submit outstanding software projects to the software selection committee for review, then WNC's President & CEO selects the winners	- Platinum Award: NT\$ 100,000/patent or software - Gold Award: NT\$ 60,000/patent or software - Silver Award: NT\$ 30,000/patent or software	Five teams won awards in the Outstanding Software Awards and a total of NT\$180,000 in prize money was given out. - One Gold Award - Four Silver Awards

Intellectual property rights training

WNC strives to enhance its competitiveness in the communications industry. We develop products based on evolving communications technologies and increasing market demand. To boost research and design efforts, the Legal unit and the Human Resources Administration unit hold patent courses semi-annually, which are also mandatory for new R&D employees. In addition, other intellectual property-related courses are offered, as listed below.

2025 Intellectual property protection courses offered

Course	Content	Subject	Number of employees completing the training
Patent introduction (compulsory)	Introducing the patent system and raising awareness of patent infringement issues	New R&D employees	308
Introduction to legal issues of open source software and software patents (optional)	Providing knowledge and strategic advice on intellectual property to help employees gain a comprehensive understanding of key IP legal issues related to commonly used open-source platforms	R&D and legal employees	300
Analysis of patent rejection cases: How the specification affects patent scope (optional)	Help R&D employees correctly understand that the specification does not equal the patent scope	R&D employees	49

3.2 Customer Relationship Management

To better understand customer requirements and improve service quality, WNC BUs as well as quality assurance, research and development, material management, and production units all have dedicated contact people for different customers. Meetings are held with customers every week, month, or quarter according to project requirements to review product development progress and goal achievement. Each BU also designates representatives to participate in quarterly supplier review meetings with customers to ensure timely communication with customers to solidify and enhance customer relationships. The Customer Service Department under the Quality Assurance Department is responsible for after-sales services, including replacement of new products (DOA), return merchandise authorization (RMA), sales of maintenance parts, customer complaint handling and reporting, and the annual customer satisfaction survey. For customer complaint cases, WNC handles them in accordance with the Customer Complaint Handling Procedures. WNC has established after-sales service and customer complaint platforms, through which relevant cases are received and

initiated by colleagues in the sales or customer service departments. Customer needs are addressed in a timely and appropriate manner to ensure that issues are effectively resolved and that service quality and customer satisfaction are maintained. In 2025, the customer complaint response rate was 100%.



3.2.1 Customer Relationship Management Structure

Guided by its commitment to sustainable management, WNC considers customer relationship management (CRM) an integral part of its corporate governance and sustainable development. Through a systematic CRM framework, supported by internal control mechanisms, WNC strives to build long-term and stable relationships with customers, while continuously strengthening its overall operational resilience amid a rapidly evolving global market environment.

- Fulfill delivery responsibilities
- Ensure consistent quality
- Confirm customer requirements
- Define product structure



- Automation & data management
- Reduce delivery risk
- Enhanced pre-production testing
- Identify risks in advance

1

Product design, testing and verification

At the early stages of a project, WNC confirms customer requirements and conducts technical evaluations in accordance with its established new product introduction (NPI) process and internal control systems, clearly defining the product architecture, functional specifications, and application scenarios. The engineering team follows standard operating procedures to conduct prototype design, RF/EMC testing, thermal simulation analysis, and reliability verification, ensuring that the product meets both company and customer requirements for performance, safety, and regulatory compliance. In addition, WNC strengthens pre-production testing and risk assessment through cross-functional collaboration and supply chain management mechanisms to identify potential quality and delivery risks at an early stage, reduce subsequent operational uncertainties, and demonstrate its strong commitment to product quality.

2

Manufacturing and product sales

WNC has established a comprehensive manufacturing management and supply chain control system by introducing automated production processes, smart factory solutions, and data-driven management tools to ensure stable quality and consistent delivery capability for mass-produced products. The company follows its internal control procedures and works closely with customers to plan production schedules and material requirements, enhancing supply chain transparency and reducing operational risks such as delivery delays and raw material disruptions. Through these mechanisms, WNC not only enhances production efficiency and resource utilization efficiency, but also demonstrates its strong commitment to customer order fulfillment and operational sustainability.

3

Customer (after-sales) services

WNC provides structured after-sales service and global maintenance support, including technical consultation, issue reporting, failure analysis, spare parts management, and remote support. The Company has established a comprehensive issue tracking and feedback mechanism to ensure that customer-reported issues are handled promptly and communicated to the relevant departments as an important basis for product and process improvement. This closed-loop management mechanism helps enhance customer satisfaction, reduce the recurrence of issues, and strengthen the company's overall service quality and brand reputation.

3.2.2 Customer Satisfaction

Customer satisfaction survey

WNC conducts a global customer satisfaction survey in the fourth quarter of each year. The survey targets customers in the current year whose combined shipment volume accounts for more than 80% of the company's total shipment volume. As of the end of 2025, the coverage rate of the customer satisfaction survey reached 100%. The survey covers areas including order management / sales representative services, product R&D, product quality, and after-sales service. The content and goals of the customer satisfaction survey are formulated in the quality management system review meeting each year. In 2025, all WNC business units received positive recognition and encouragement from customers. The average customer satisfaction score reached 94.74 out of 100, exceeding the annual target of 90. The average scores for all categories in the 2025 customer satisfaction survey met their targets and showed growth. Among the four surveyed items, product R&D recorded the highest growth rate, increasing by 2.5% to 95, while product quality also rose by 2% to 94.28.

In 2025, WNC formed a new business group by merging two business groups to integrate R&D, manufacturing, supply chain, and sales resources, reduce duplication, focus on core projects and key customers, and enhance operational efficiency and market competitiveness. In addition, the Vietnam plant continues to ramp up mass production of new product models, while actively expanding capacity and improving quality. At the same time, it supports product technology transfer to Mexico, strengthening local delivery capabilities in North America, reducing geopolitical and tariff risks, and enhancing flexibility in the introduction and mass production of major customer projects.

Customer satisfaction survey results in the most recent four years

Year	2025 Goals	2025	2024	2023	2022
Average customer satisfaction score ^{Note 1}	90	94.74	93.23	94.30	93.57
Average NPS ^{Note 2}	90	94	92.48	94.43	- ^{Note 5}
Customer satisfaction rate (%) ^{Note 3}	80	87.76	64.06	75.51	82.45
Customer Coverage Rate (%) ^{Note 4}	80	100	100	100	100
Customer complaint reply rate (%)	100	100	100	100	100

Note 1: The average customer satisfaction score is a value between 60 and 100, and is a weighted average score incorporating scores from all sections in questionnaires which were filled in and sent back.

Note 2: The NPS is a value between 60 and 100, and is an average of scores from questionnaires which were filled in and sent back.

Note 3: Customer satisfaction rate (%): The number of customers scoring 90 or above in the satisfaction survey divided by the total number of customers who responded to the satisfaction survey.

Note 4: Number of customers surveyed (including both respondents and non-respondents) divided by the total number of customers, where the total number of customers refers to customers accounting for more than 80% of annual shipment volume.

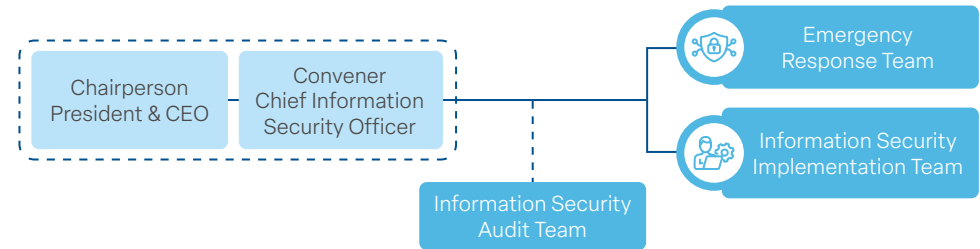
Note 5: WNC introduced the Net Promoter Score (NPS) in 2023. Since it was still in the planning stage in 2022, no relevant data was available.

3.3 Information Security, Privacy and Data Protection

3.3.1 Information Security Policy and Organization

WNC strictly adheres to customer contract terms and confidentiality commitments. To strengthen the control of confidential information, the company has established an [Information Security Policy](#). By integrating management processes and systems, regulatory compliance, education and training, and technological applications, WNC mitigates the risk of information assets being improperly used, disclosed, altered, or destroyed as a result of natural disasters, malicious acts, or human error. This approach helps safeguard the confidentiality, integrity, and availability of information assets, while fulfilling the company's commitments to shareholders, customers, suppliers, and employees.

To enhance its sustainable competitiveness and strengthen information security management, WNC has established an Information Security Committee and a System and Product Information Security Committee within its governance framework. Both committees are chaired by the President and CEO, and a senior executive is appointed as the Chief Information Security Officer (CISO) to oversee information security governance. The CISO is responsible for formulating technical standards and driving the implementation of risk monitoring and operations management practices, demonstrating a top-down approach to information security management. WNC has fully implemented the ISO/IEC 27001 Information Security Management System (ISMS) and continues to align with evolving standards. In October 2024, it successfully obtained SGS certification for the transition to ISO/IEC 27001:2022. In accordance with the standard, the company has adopted the Plan-Do-Check-Act (PDCA) management cycle. Currently, operations in Taiwan, China, Vietnam, and the United Kingdom have completed certification, and the certification scope will be expanded to the Mexico site in 2026 to ensure the stability and reliability of global operations.



Information Security Committee

WNC established an Information Security Committee in 2014, with the President and Chief Executive Officer serving as Chairperson and the Chief Information Security Officer designated as the convener. The Committee comprises first-level executives from all business units. The Committee holds regular management review meetings every six months and convenes ad hoc meetings as necessary.

In response to stakeholder expectations, emerging technology risks, and regulatory trends, the Committee is responsible for formulating and reviewing information security policies and for comprehensively advancing various protection mechanisms. Its scope of responsibilities covers:

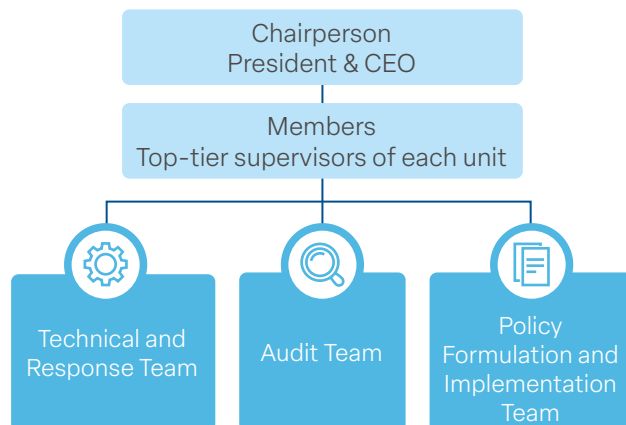
- Risk management and drills: Conduct risk assessments, business impact analyses (BIA), and drills for disaster recovery plans (DRP) and business continuity plans (BCP).
- Technical control and monitoring: Carry out vulnerability scanning, penetration testing, red team exercises, and firewall rule reviews on a regular basis.
- Access management and awareness training: Conduct user account and access rights reviews, periodic social engineering exercises, and information security awareness programs and training.

The Information Security Committee is also responsible for overseeing the reporting and handling of information security incidents and reviewing the effectiveness of various improvement measures. Under the Committee, an Information Security Execution Team, Emergency Response Team, and Information Security Audit Team have been established, all of which are led by the Chief Information Security Officer (CISO) to carry out designated tasks. To reinforce top-level governance, information security has been incorporated into the Corporate Governance Task Force under the Sustainability Committee of the Board of Directors. The CISO delivers quarterly reports on progress and performance, ensuring close integration of information security governance with the Company's sustainability objectives.

System and Product Information Security Committee

In 2022, to strengthen the resilience of product information security, a System and Product Information Security Committee was established, which is composed of top-tier managers of each unit and chaired by the President & CEO. Through regular management review meetings, the aforementioned committee works in collaboration with the Information Security Committee to establish a dual oversight mechanism. Information security requirements are fully integrated into Secure Development Lifecycle (SDL) practices, covering end-to-end process controls from R&D to production testing. This ensures that the company's products are capable of defending against potential vulnerabilities and reduces the risk of sensitive data leakage.

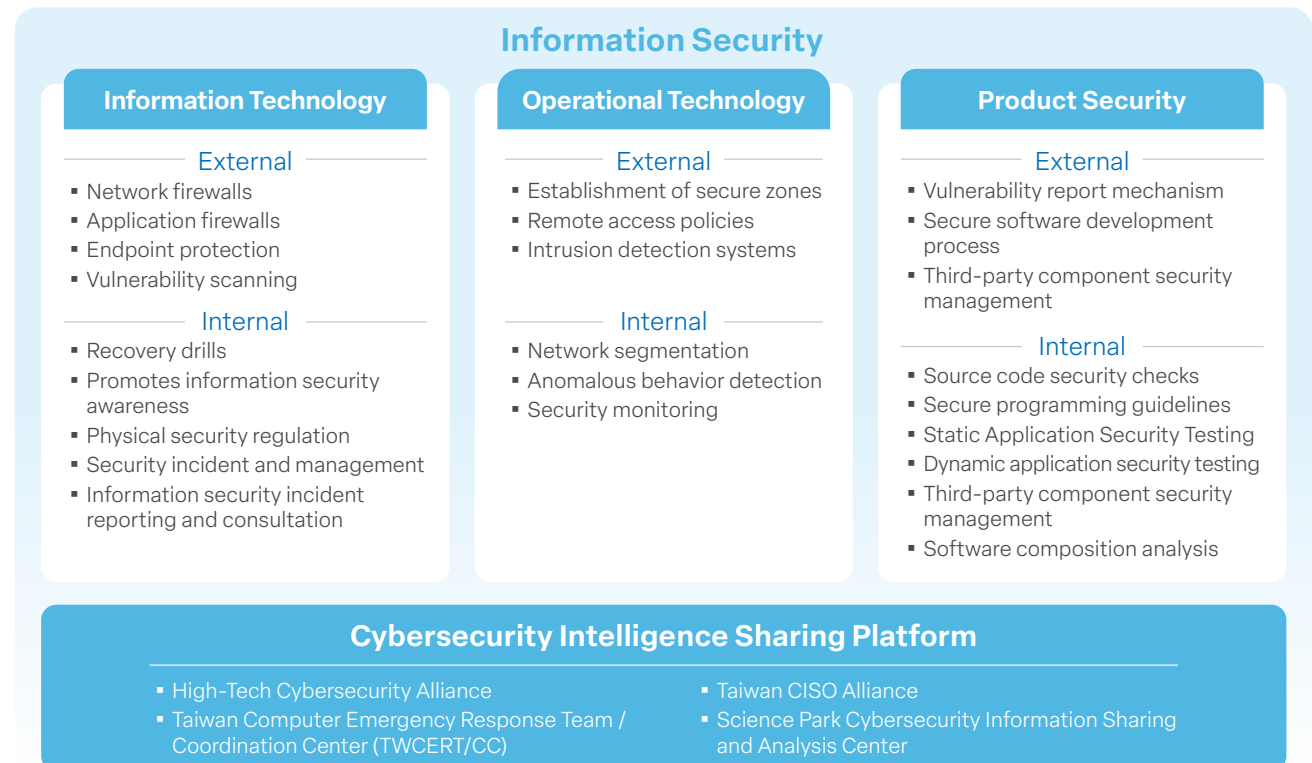
In the aspect of process systematization and compliance, WNC obtained IEC 62443-4-1 certification in April 2024. To enhance management efficiency, the company completed the integration of its operational processes with JIRA, a project management and issue-tracking platform, in December 2024, thereby enabling automated cybersecurity vulnerability management. Based on project needs, the cybersecurity team conducts Dynamic Application Security Testing (DAST) on products and provides recommendations to product development teams on how to fix vulnerabilities, ensuring that all stages of the product lifecycle comply with security requirements.



3.3.2 Information Security Management System

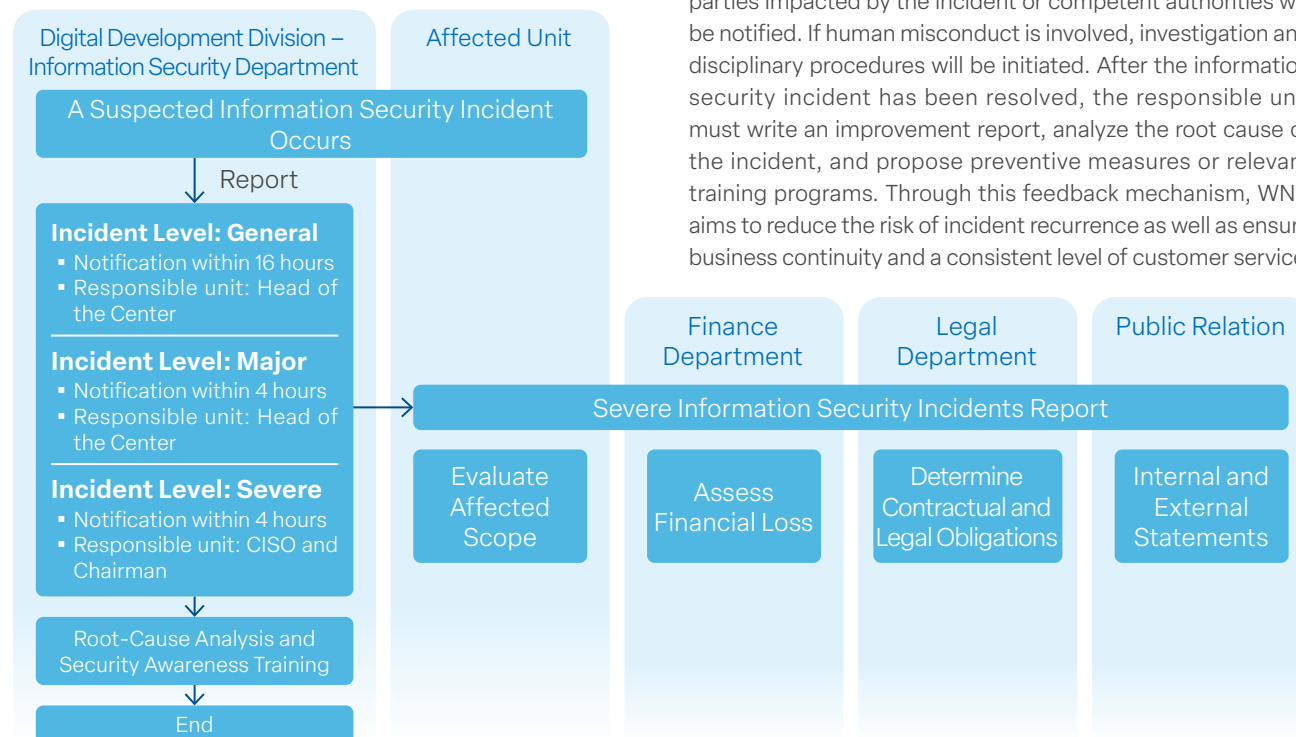
Information security management framework

In response to rapid changes in internal and external environments as well as global supply chain risks, WNC has established a dedicated cybersecurity unit, the Information Security Department. This unit is responsible for planning and implementing information security policies and managing related risks. Focusing on three key dimensions, information technology (IT) security, operational technology (OT) security, and product security, WNC continues to strengthen its capabilities in system protection, data security, and operational stabilization through external and internal control mechanisms. Externally, WNC uses firewalls and intrusion prevention systems to prevent viruses and hacker intrusion. Internally, the company regularly conducts recovery drills, promotes information security awareness among employees, establishes incident reporting and response procedures, and implements physical security and visitor access regulations. WNC also participates in cybersecurity intelligence-sharing platforms, including the High-Tech Cybersecurity Alliance, the Taiwan Computer Emergency Response Team / Coordination Center (TWCERT/CC), the Taiwan CISO Alliance, and the Science Park Information Sharing and Analysis Center. Through these platforms, WNC obtains the latest threat intelligence, vulnerability information, and cybersecurity alerts, enabling the company to quickly identify potential risks and deploy protective measures in advance.



Information security risk identification

WNC conducts risk assessment operations every six months. Each WNC site proposes risk issues and conducts risk assessments. If the result of the risk assessment exceeds the acceptable risk level, each site identifies and implements risk response measures and proposes improvement or enhancement solutions. In 2025, through red team exercises, WNC incorporated technical assessment approaches to identify risks and verify the effectiveness of controls, which also helped the company uncover potential vulnerabilities and areas for further improvement. Risk assessment results related to management and technical aspects are reported at the management review meeting of the Information Security Committee. Based on the risk assessment report, the Information Security Committee reviews, evaluates, and approves the acceptable level of risk at the company level. In 2025, WNC had no record of any lawsuits related to violations of confidential customer information, and there were no major cybersecurity incidents.



Response measures for information security incidents

To strengthen information security resilience, WNC has established a comprehensive information security incident reporting and response mechanism. If employees or external partners identify a suspected information security incident, they are required to report it immediately via a dedicated internal email address or telephone hotline. Incidents are classified into three levels based on their scope of impact: general, major, and severe. The contact person for these incidents determines the incident level and mobilizes the corresponding response team. Clear handling deadlines are defined for incidents at each level. Responsible units are required to respond immediately, record handling progress, and upload the incident report and improvement measures in the system. If an information security incident cannot be resolved within the required timeframe, escalation should be considered, and the response team should discuss subsequent handling measures. When necessary, external parties impacted by the incident or competent authorities will be notified. If human misconduct is involved, investigation and disciplinary procedures will be initiated. After the information security incident has been resolved, the responsible unit must write an improvement report, analyze the root cause of the incident, and propose preventive measures or relevant training programs. Through this feedback mechanism, WNC aims to reduce the risk of incident recurrence as well as ensure business continuity and a consistent level of customer service.

Information security management plans

To protect its own critical information and those of its customers, WNC conducts an internal audit every year in accordance with the ISO/IEC 27001: 2022 standard and the standards of its Information Security Management System (ISMS), and the company also invites third parties to conduct relevant verification. The audit scope covers relevant business groups at WNC headquarters, the S1 site, the S3 site, the Vietnam site, and sites in Kunshan and Nanjing, ensuring the continued operation and improvement of the ISMS. In 2025, WNC passed the ISO/IEC 27001 audit with no major nonconformities, and its certification for this ISO standard remains valid.

Starting in 2025, WNC expanded company-wide information security audits in accordance with ISO 27001 and internal management regulations to enhance information security awareness and management. On the technical front, WNC has built an IoT device detection and protection system. The company has expanded the monitoring and correlation analysis capabilities of its Security Operations Center (SOC), optimizing monitoring rules to shorten investigation time, and has also increased the coverage of Managed Detection and Response (MDR) and Extended Detection and Response (XDR) services across more endpoints and servers. In addition, WNC has built and optimized its Security Information and Event Management (SIEM) platform, integrating logs and creating a cybersecurity status dashboard. WNC also conducts red team exercises and implemented a three-year in-depth vulnerability remediation program. Through attack surface management and defense-in-depth, the company has strengthened monitoring and logging of hacking activities. WNC is continuing its efforts to ensure that its products comply with information security regulations such as the EU Artificial Intelligence Act, and incorporates security and privacy into each stage of the product lifecycle. These efforts ensure regulatory compliance while enhancing customer trust and the company's market competitiveness. WNC has also obtained cybersecurity insurance to protect itself from potential financial losses arising from hacker attacks, business interruptions, and litigation, thereby strengthening its cybersecurity resilience and improving supply chain partners' trust in the company.

Completed and ongoing information security action items in 2025 and 2026

Completed

- Established product security testing service items and developing standardized procedures
- Continued conducting red/blue team assessment
- Deployed factory-wide monitoring and alert response mechanisms for non-IT production networked devices
- Established and implemented cybersecurity control processes and mechanisms for WNC's supply chain
- Enhanced the suspicious activity detection and monitoring network (MDR/XDR)
- Established an endpoint suspicious behavior monitoring network

In progress

- Expand the scope of application of the information security operations center (SOC)
- Enhance correlation analysis and the depth of SOC monitoring
- Build and optimize an in-house SIEM monitoring platform
- Strengthen "blue team" information security talent
- Conduct red team exercises and in-depth vulnerability remediation
- Conduct cybersecurity compliance audits for all sites
- Obtain ISO 27001 certification for more sites, including the Mexico site
- Obtain TISAX VDA ISA 6.0 AL2 certification for automotive products
- Expand MDR coverage
- Formulate AI governance regulations

Supply chain information security management

WNC has established a comprehensive lifecycle for supply chain information security risk management with reference to the core structure of the U.S. NIST Cybersecurity Framework 2.0. Based on risk factors such as supplier attributes, the degree of system integration, the sensitivity of data being accessed, and transaction scale, WNC selected 66 suppliers for in-depth information security evaluation. The evaluation indicators cover seven major dimensions: governance, identification, protection, detection, response, recovery, and supply chain security. WNC has also established its Cybersecurity Baseline through use of 80 quantitative indicators. Supplier information security management is implemented using a three-tier classification system. For suppliers scoring below the average, WNC will implement a "tiered guidance and audit" mechanism and a two-stage cybersecurity baseline program. On-site or online audits will begin in 2026, and the aforementioned suppliers will be required to meet the cybersecurity baseline by the end of 2027. In addition, to strengthen supplier lifecycle management, the company plans to add information security assessment items to its supply chain procurement evaluation process by the end of 2026. Supplier capabilities in the area of information security will be incorporated into the existing financial, sustainability, and quality evaluation criteria to ensure that suppliers meet WNC's information security risk tolerance level from the initial contract stage, thereby safeguarding stakeholders' information security.

Establishing information security awareness

WNC instills information security awareness in its employees by conducting regular drills, improving areas of deficiency, and tracking the effectiveness of training. In response to increasingly sophisticated social engineering techniques, the company conducts social engineering drills across all sites every six months. Drill scenarios are updated in accordance with information security trends to ensure that they meet the needs of each site. To strengthen proactive defense, WNC will periodically share real-world fraud cases on the company's internal portal, and employees are encouraged to report suspicious situations immediately through the designated mailbox and hotline. Employees who mistakenly click links or open attachments during drills are asked to take information security training courses on WNC's online learning system and are required to pass a test. Through implementing the aforementioned measures, the failure rate (or click rate) in social engineering drills decreased significantly from 9.97% in 2024 to 6.2% in 2025, enabling the company to reach its 2025 target of keeping the social engineering drill failure rate below 10%.

Participation in information security training courses in 2025

Name	Participants	Number of employees completing the training	Training hours
Information security policies and regulations promotion	IDL	4,180	1,184
Information security general knowledge courses	IDL	4,201	1,120
Defenses against social engineering	Employees who fail phishing tests	190	31
Overview of TISAX VDA ISA 6.0 standards	TISAX certification unit personnel	41	102.5

3.3.3 Privacy Protection

Privacy governance strategy and global compliance

To implement personal data protection, WNC has created a management system focused on international regulatory compliance and published the [WNC Privacy Policy](#) on its website, disclosing how the company processes personal data and how people can exercise their rights over the personal data they provide to the company. In 2024, WNC established the Data Protection Group to protect the data of the company and its relevant stakeholders. The group is comprised of members from legal, DMIS, HR, sustainable development, and auditing units. The group holds quarterly meetings to review and ensure the effectiveness of relevant management mechanisms. WNC also undergoes annual external audits conducted by SGS, a third-party verification body, in accordance with the ISO 27001: 2022 standard, covering control measures related to privacy protection and personally identifiable information. In addition, based on the results of the 2025 risk assessment, personal data protection has been incorporated into the annual internal audit plan. Auditing units conduct regular reviews of relevant management and control operations to ensure continued improvement. In 2026, WNC will issue the Personal Data Protection Management Regulations, replacing the Personal Data Protection Measures. The aforementioned regulations integrate the requirements of the European Union's General Data Protection Regulation and use standardized frameworks to clearly define the responsibilities and

work procedures of personnel responsible for handling data protection measures, unifying the operating procedures for the collection, processing, and use of personal data across WNC sites, and introduce a data lifecycle management mechanism. This enables systematic inventorying of data retention periods for documents at each site and provides the necessary flexibility to comply with local regulatory requirements.

WNC has established several reporting and consultation channels to ensure that stakeholders can promptly exercise their rights and provide feedback on privacy-related issues.

- Mailbox for violation reporting: WNC.integrity@wnc.com.tw
- Mailbox for submitting requests to exercise rights relating to personal data: public@wnc.com.tw
- Mailbox to request personal data of job applicants: wnchr@wnc.com.tw

Implementation of privacy protection measures

WNC adopts preventive risk management and control measures. In 2026, its Data Protection Group will conduct a comprehensive personal data inventory across core units. The scope of the inventory will cover a few dimensions, including types of personal data (special/sensitive personal data), data formats, legal basis, cross-border data transfers, and the outsourcing-related data security. In addition, group members gave internal briefings regarding Privacy Impact Assessment (PIA) and ISO 27701: 2025 Privacy

Information Management System in the second half of 2025. Once inventory is completed, impact assessments will be conducted for high-risk activities, and follow-up action plans will be formulated.

Improving the information security and privacy protection awareness of employees

In 2025, WNC performed well in the area of personal data protection, with zero incidents of personal data breaches. To improve information security and privacy protection awareness among employees, the Data Protection Group organized a personal data protection training course in 2025. The course focused on personal data identification and risk prevention, with the aim of improving employees' compliance with information security regulations and awareness of good practices in the handling of personal data. This training course was first implemented at WNC's sites in Taiwan and China, targeting both DL and IDL employees. A total of 643 training hours were completed, with 3,853 attendances recorded. Among indirect employees, the completion rate reached 96.2%. In 2026, WNC will formulate personal data protection training courses catered to the needs of each site and gradually implement the courses to its sites around the world, including the Vietnam and Mexico sites.

3.4 Sustainable Supply Chain

3.4.1 Supply Chain Management

Supply chain policy

WNC Global Supply Chain Management Policy



Policy

Through continuous optimization of supplier management strategies and operational efficiency, WNC works with suppliers to manage sustainable supply chains. We aim to achieve balanced development in profitability, environmental protection and social responsibility, in order to create better value for all stakeholders.

Mission

By supporting the company's business development and enhancing the company's market competitiveness, WNC will continue to effectively manage and jointly improve the quality, price, delivery, service, and environmental and social responsibility performance of suppliers, and develop the most suitable supplier portfolio and purchasing policies to be able to work with suppliers in a responsible supply chain.

Sustainable supply chain management organizational structure

WNC's Board of Directors is the highest governance body for sustainable supply chain management. The Corporate Governance Working Group under the Sustainable Development Committee is responsible for overseeing the implementation of related initiatives. The Global Supply Chain Management Division and Quality Assurance Division serve as the primary units responsible for sustainable supply chain management, and these units regularly review the implementation status of related projects. The Corporate Governance Working Group convenes quarterly meetings to report on the progress of related initiatives/projects and review the achievement of targets. Key implementation results are reported to the Board of Directors through the Sustainability Development Committee at least twice a year.



Sustainable raw materials management

In response to the growing global emphasis on sustainable materials, WNC released a WNC Sustainable Raw Materials Policy in June 2024, following its approval and signing by the President & CEO. This policy further reinforces our commitment and actions in material management, aiming to minimize the sustainability-related impact of raw materials and to set an example for other businesses in their sustainable development commitments. When it comes to the use of recycled materials (plastics and metals), WNC will continue to ensure that all of the recycled material sources used by the company are certified by independent third parties. In particular, for recycled plastics, the use of materials certified under the Global Recycled Standard (GRS) enables clear traceability to their original place of production and source.

Policy commitments and goals

Increase ratio of recycled raw materials used

Prioritize the use of recycled raw materials to reduce negative environmental impact

Increase ratio of verified sustainable materials

Use materials that have received third-party verification and encourage suppliers to obtain verification relating to sustainable raw materials

Reduce impact on biodiversity

Avoid the use of raw materials sourced from protected areas globally and in Taiwan

Minimize negative sustainability impacts

Optimize management mechanisms for raw material traceability, and minimize environmental and societal impact of raw materials

Expand our influence on sustainable supply chain

Encourage supply chain partners to adhere to the policy and work together toward shared sustainability goals

Regular review and improvement

Update the policy based on the latest trends and continuously optimize implementation effectiveness

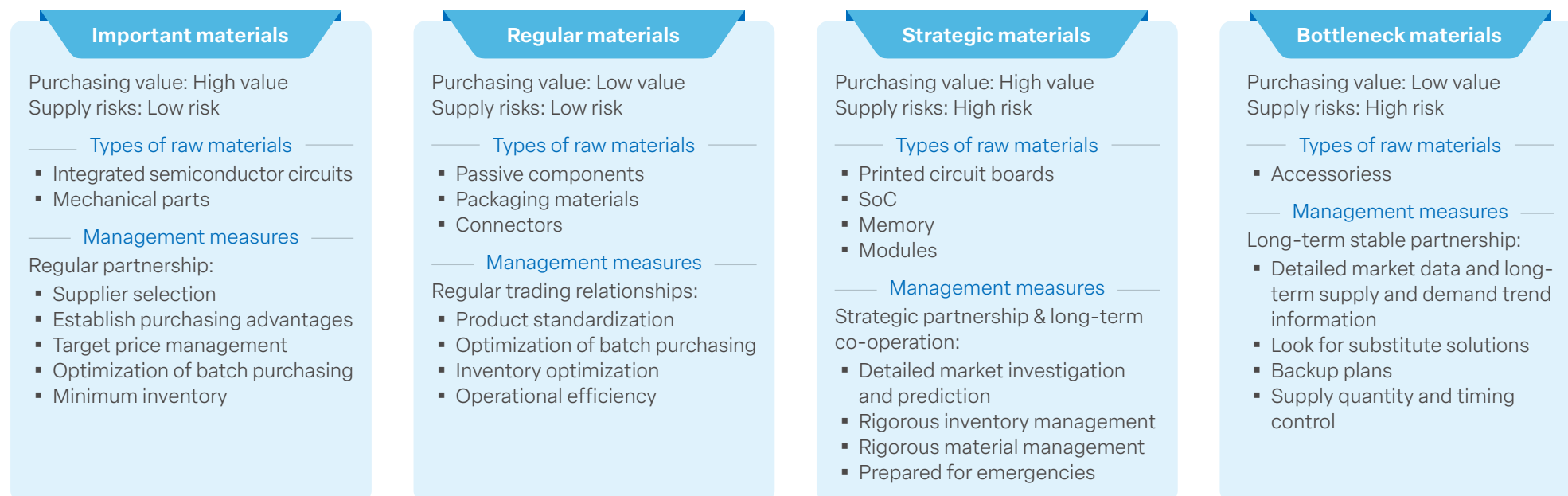
Promote transparent communications and reporting

Regularly disclose policy implementation reports to all stakeholders

Provide employee training and raise awareness

Provide regular training to enhance understanding and practical implementation of the policy

WNC has divided materials into four categories according to purchasing value and market supply risks of different material types. The categories are important materials, general materials, strategic materials, and bottleneck materials. WNC has formulated purchasing strategies and policies, purchasing management measures, and material production capacity planning and management for suppliers.



Supply chain overview

The materials and components WNC purchased are mainly integrated circuits, circuit boards, display panels, electromechanical components, mechanical parts, and packaging materials. Production consumables are mainly solder paste and solder wires used in manufacturing processes. In 2025, there were 1,213 qualified suppliers of raw materials, components, and manufacturing consumables to WNC's sites. Among them, 499 are tier-1 or key suppliers, with key suppliers accounting for 82% of total procurement spending.

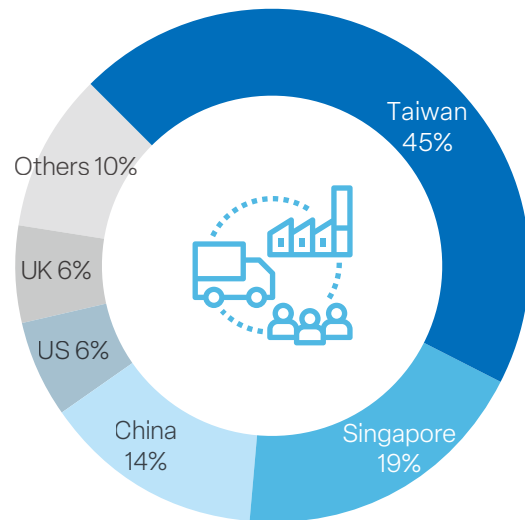
Overview of WNC suppliers in 2025

Type	Definition	No. of suppliers
Suppliers in approved vendor list (AVL)	Suppliers that pass the new supplier evaluation may be placed on the AVL after approval from the Chief Quality Officer.	1,213
Tier-1 suppliers	- Branded suppliers listed on the BOM - Annual transactions exceeding NT\$3 million - Suppliers with more than three incoming materials shipments within the current fiscal year	425
Key suppliers	- Suppliers contributing to 80% of WNC's annual transactions for the year - Single or key indispensable material source	74

Local procurement

Local procurement can support the development of local economies, generate employment opportunities and income, and reduce costs and carbon emissions of transportation. Therefore, WNC establishes a dedicated procurement team for each country/region, responsible for the selection and management of local suppliers. According to the amount of raw materials, components and production consumables purchased by WNC, suppliers in Taiwan are the main suppliers, accounting for 45% in 2025. Other suppliers are located in Asia, Europe and the United States.

Distribution of WNC suppliers in 2025 (by purchasing amount)

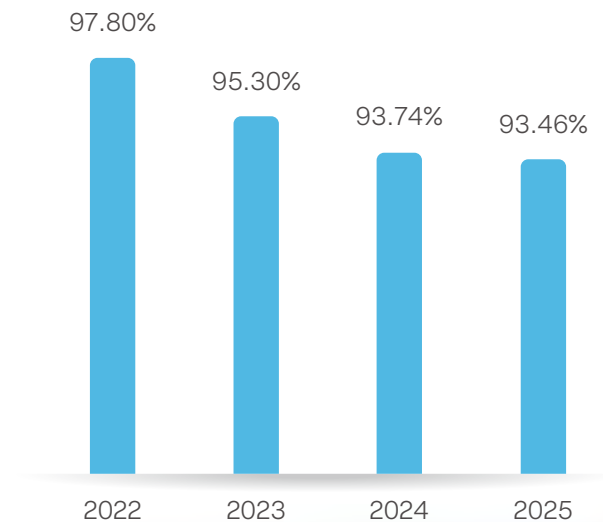


In 2025, 49% of WNC's procurement was with local suppliers in Taiwan while 38% of procurement for WNC's China sites is with local suppliers in China. Currently, most raw materials used in manufacturing in WNC's Vietnam site come from suppliers in Taiwan and China. Items purchased from local suppliers in Vietnam are mainly production consumables, which only account for 7% of all procurement. As demand for manufacturing in Vietnam is increasing significantly, WNC will continue to evaluate and plan for the establishment of local supply chains.

Green purchasing

In response to the Ministry of Environment's advocacy of green purchasing, WNC prioritizes the selection of office supplies and information products that comply with the Ministry of Environment's definition of green purchasing and that have obtained domestic and international environmental product certifications. These items include paper towels, electrical equipment, laptops, etc. In 2025, the total green purchasing expenditure for office supplies and equipment at WNC's Taiwan sites amounted to approximately NT\$27.57 million, accounting for 93.68% of total expenditure on said supplies and equipment for the year and a 10% increase compared to 2024.

Green purchasing as a percentage of total expenditure on office supplies and equipment in the most recent four years



3.4.2 Implementing Supply Chain Management

Supply chain management framework

New supplier assessment

- Suppliers are asked to sign the Supplier Commitment to Sustainability Declaration, Supplier Integrity Commitment Letter, WNC Security NDA, Restricted Project Acknowledgement, and Legal Compliance Commitment Letter
- Suppliers are asked to fill out the ESG Questionnaire
- General materials suppliers are required to obtain ISO 9001 Quality Management System certification, and automotive parts suppliers are required to obtain IATF 16949 Global Automotive Industry Quality Management System certification

Supplier risk assessment

- EcoVadis is used to assess suppliers' sustainability risks, and the rating results are incorporated into supplier performance evaluation criteria
- Adopts the RBA audit risk assessment approach to divide different types of major suppliers into three categories: A (high risk), B (medium risk), and C (low risk) according to their risk level of labor, ethics, health and safety, environmental and management system. Every year, suppliers that require RBA audits are selected and included in the audit plan for the current year according to relevant items.

Supplier audit and improvement

- WNC conducts a quarterly Vendor Performance Evaluation (VPE), with key evaluation criteria including quality, delivery, service, and price competitiveness. In 2025, a total of 390 on-site audits and improvement follow-up reviews were completed.
- Compile a Recommended Vendor List (RVL) based on the VPE results for the selection of new partners and purchasing targets

Reward and elimination mechanisms

- Reward mechanisms: Provide opportunities to participate in new projects; where appropriate, add the vendor to the quarterly RVL or the preferred key supplier list
- Elimination mechanisms: If a supplier underperforms in leading indicators, experiences significant business or product quality anomalies or is unwilling to implement sustainability performance evaluation, the issue will be reported and appropriate action will be taken according to relevant management procedures.

New supplier assessment

WNC requires all suppliers to sign and return supplier-related documents, including a Supplier Commitment to Sustainability Declaration and Supplier Integrity Commitment Letter, declaring that they are committed to prohibiting the use of child labor and forced labor, implementing occupational safety and health management, enforcing anti-bribery and anti-corruption measures, fair trade, and supporting freedom of association for workers and collective bargaining rights as stipulated in [WNC's Supplier Code of Conduct](#). In addition, the company asks new suppliers to complete and return a Supplier ESG Questionnaire so we can understand their implementation of labor, health and safety, environmental, ethics, and management systems. To enhance supply chain partnerships and boost efficiency, WNC's suppliers can sign and submit related documents in the Digital Supply Chain Portal (DSCP). As of the end of 2025, the response rate among first-tier suppliers for the Supplier Commitment to Sustainability Declaration reached 98.4%.

WNC regards supplier management as a key action in the implementation of sustainable operations, and requires suppliers to comply with the [WNC Supplier Code of Conduct](#). The Global Purchasing Center of the Global Supply Chain Management Division is responsible for proposing new supplier evaluations based on material purchasing requirements, and establishing a survey team to conduct desk review or on-site evaluations of candidate suppliers based on material properties. Members of the survey team include representatives from the Global Supply Chain Management Division, Supplier Quality Management Center, R&D units and other relevant departments. The survey team reviews the candidate suppliers' operational services, quality systems, R&D capabilities, manufacturing, ESG and other aspects. In 2025, 78 suppliers completed the new supplier survey according to the Supplier Evaluation and Management SOP and were listed in the AVL.

Supplier evaluation and management SOP

Sustainable management

New suppliers must sign a Supplier Commitment to Sustainability Declaration and Supplier Integrity Commitment Letter, declaring that they adhere to the [Supplier Code of Conduct](#), aiming to reduce potential negative impacts related to environmental, social, and corporate governance issues.

Quality system

General materials suppliers are required to obtain ISO 9001 Quality Management System certification, and automotive parts suppliers are required to obtain IATF 16949 Global Automotive Industry Quality Management System certification. All suppliers must obtain ISO14001 Environmental Management System and ISO 45001 Occupational Safety and Health Management System certification and are encouraged to obtain TL 9000 Telecommunications Industry Quality Management System certification.

Intellectual property

To comply with customer confidentiality requirements and safeguard intellectual property of WNC and its customers, new suppliers must sign related protection documents, such as the WNC Security NDA and the Restricted Project Acknowledgement (RPA).

Export Administration Laws and Regulations Key suppliers

New suppliers must sign a Legal Compliance Commitment Letter, declaring that they are committed to complying with all applicable export administration laws and regulations, and to take into account geopolitical factors and the regional characteristics of high-conflict-risk countries.

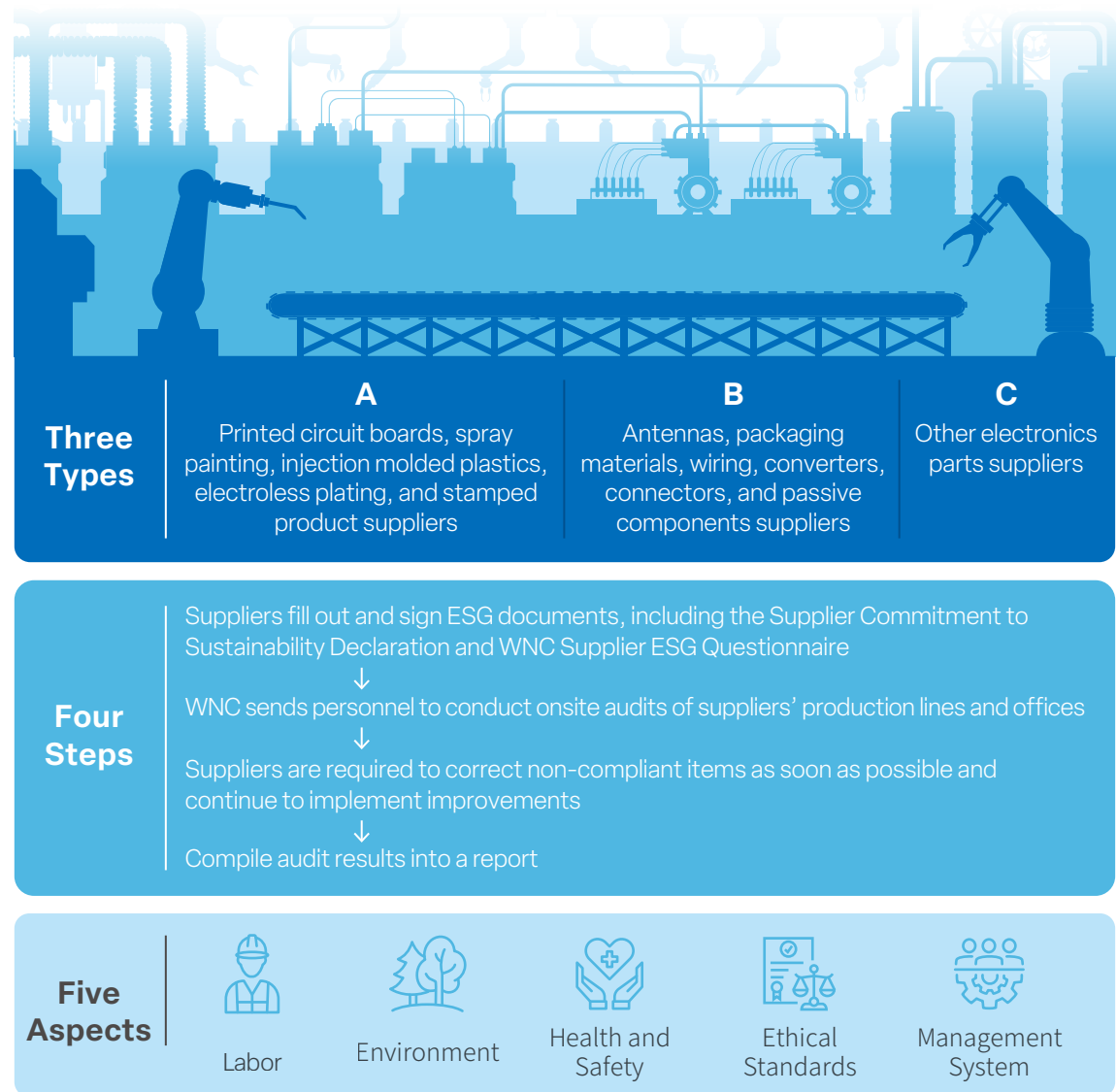
Supplier risk assessment

EcoVadis risk assessment

WNC primarily assesses supplier sustainability risks using EcoVadis scores. If an EcoVadis score is unavailable, RBA, S&P Global CSA, or Sustainalytics results are also considered. This assessment evaluates suppliers' environmental, social, and governance performance. The external assessment results are converted into WNC's internal ESG score, on a scale of zero to five, and incorporated into its VPE. In 2025, 499 key and tier-1 suppliers participated in the EcoVadis sustainability risk assessment. Among them, 472 completed the evaluation and received an ESG score, representing a 94.6% completion rate.

RBA audit risk assessment

WNC divides different types of major suppliers into A (high risk: printed circuit boards, spray painting, injection molded plastics, electroless plating, and stamped product suppliers), B (medium risk: antennas, packaging materials, wiring, converters, connectors, and passive components suppliers) and C (low risk: other electronics part suppliers) according to the risk level of labor, ethics, health and safety, environmental and management system. Every year, suppliers that require RBA audits are selected and included in the audit plan for the current year according to "top 10 suppliers providing the most materials in the previous year and that have not been audited in the past year", "suppliers that must meet customer RBA requirements", and "priority issues in the previous year's audit". Except for Type C, which are considered low risk and undergo only document review (with exceptions for suppliers designated by customers), the other two types of suppliers follow a process involving completion of ESG documents signing, actual auditing, continuous improvement, and audit results reporting, along with auditing in accordance with RBA standards covering labor, health and safety, the environment, ethics, and management systems.



Supplier audits and improvements

Vendor performance evaluation (VPE) and improvements

WNC has established a Supplier Performance Review Committee with personnel from the Global Supply Chain Center, Supplier Quality Management Center, and R&D Projects unit. Comprehensive performance evaluations are conducted based on supply chain performance indicators on a quarterly basis to ensure the overall performance of suppliers through visit and guidance.

WNC conducts a quarterly VPE, with key evaluation criteria including quality, delivery, service, and price competitiveness. In addition, to strengthen supply chain sustainability and resilience, sustainability risk ratings were incorporated into the VPE for key suppliers, accounting for 10% of the total score. For suppliers with higher sustainability risk (receiving an ESG score of 2 out of 5), the supplier quality management unit conducts subsequent audits and follows up on corrective actions. In 2025, 67 suppliers are rated with higher risks and 38 were included in the audits. The audit rate was 56.72%.

After completing the quarterly VPE, the Global Supply Chain Center will, based on results and strategic considerations, work with the Supplier Quality Management Center, R&D project and design units etc. to compile an RVL during the quarterly recommended supplier meeting. To ensure comprehensive safety and compliance across the entire supply chain, in 2025, ISO 14001 and ISO 45001 certifications were established as baseline requirements for selecting new partners and purchasing targets. Based on these ratings, WNC selects tier-1 suppliers, key suppliers or suppliers required to meet specific customer demands to undergo product quality audits and participate in continuous improvement projects. For suppliers whose audit results do not meet the required standards, specialists are assigned to review and formulate improvement plans, while providing appropriate assistance, guidance, and training.

In 2025, following VPEs and regular quality assessments, WNC completed 390 on-site audits and improvement follow-up reviews (including audits and reviews for eight suppliers with unsatisfactory VPE results). This included 154 quality system audits, 190 product process audits, and 46 continuous improvement plan reviews, covering a total of 235 suppliers. Non-compliance items found during the audits include unclear definitions of specifications/procedures, deviations from SOPs for in-factory operations, and anomalies in record sheets. All identified issues have been remediated and resolved. In 2025, WNC suspended one supplier from participating in new projects and excluded it from the RVL due to unsatisfactory quality improvement results.

RBA audits for suppliers and improvements

WNC has set a goal of completing RBA audits for 50 key and tier-1 suppliers annually. In 2025, the actual number of audits completed was 59, representing a 118% completion rate. The audits included 23 suppliers from Category A, 26 from Category B, and 10 from Category C. The non-compliant items found during audits are mostly labor-oriented, health-oriented and safety-oriented, and environment-oriented. The issues include missing policies or procedures regarding child labor and overtime, inadequate lactation environments or facilities, blocked emergency exits, insufficient firefighting equipment, unmonitored energy consumption and greenhouse gas emissions, and absent waste management processes.

All suppliers with identified non-conformances agreed to implement corresponding improvement plans, which are tracked by WNC's Supplier Quality Management Center. The Center collaborated with the Global Supply Chain Management Division to oversee suppliers' implementation of RBA specifications and continuous improvements in accordance with Supplier Evaluation and Management SOP. In 2025, no supplier relationships were terminated due to unsatisfactory RBA audit results or failed remediation efforts.

RBA supplier audits and improvement actions in 2025

Human rights and labor protection

Procedures regarding overtime and young worker protection as well as verification

Improvement Action

- Optimize system control mechanisms. If an employee's weekly overtime hours approach the maximum limit, the system alerts department managers to intervene and manage the hours. All weekly overtime hours are verified and approved by unit heads.
- Revise management procedures to strengthen young worker protections and improve audit execution guidelines.

Workplace and safety

Emergency preparation and machine guarding

- Emergency exits along the evacuation routes have been replaced with doors equipped with panic bars. This type of door allows personnel to easily open it from the inside with a gentle push on the horizontal bar, thereby improving safety and convenience during emergencies.
- Conduct comprehensive inspections of all labels on existing equipment, identify potential hazards, and apply new warning labels in highly visible locations near hazardous areas in accordance with safety standards.

Reward and elimination mechanisms

To encourage suppliers to advance sustainable development, WNC conducts supplier sustainability performance assessments and implements reward and elimination mechanisms in accordance with relevant management procedures.



Reward

Suppliers with an ESG score of 5: Key suppliers are given opportunities to participate in new projects and, where appropriate, are added to the current quarter's RVL. In addition to new project opportunities, tier-1 suppliers are evaluated for the current quarter's RVL and given priority to become key suppliers. In 2025, no suppliers met these criteria.



Elimination

Suppliers with an ESG score of 2 or less: If their subsequent performance fails to improve, they will be suspended from participating in new projects, excluded from the RVL, or have their orders transferred. In 2025, no suppliers were eliminated for receiving an ESG score of 2 or below. However, WNC suspended one supplier from participating in new projects and excluded it from the RVL because it was unwilling to implement the EcoVadis project.

If a vendor underperforms in leading indicators or experiences significant business anomalies, the issue will be reported, and appropriate action will be taken according to relevant management procedures. In 2025, no suppliers were eliminated due to this situation.



3.4.3 Supply Chain Environment and Social Action

Green supply chain

In response to international trends and customer needs, WNC actively promotes green products and integrates green management principles into its supplier management mechanisms. WNC requires suppliers to sign a Supplier Quality Agreement and a Supplier Compliance Statement for the Non-Use of Environmentally Hazardous Substances. In addition, suppliers must strictly adhere to the Environmentally Hazardous Substances Standard Guidelines formulated by WNC. When necessary, suppliers are required to submit third-party testing reports to ensure that all products and parts (including accessories, packaging materials and other materials delivered with the product) comply with relevant regulations. Through these mechanisms, WNC ensures that all products designed and produced by the company comply with global regulations for restricted substances, including Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Persistent Organic Pollutants (POPs), and batteries and accumulators and waste batteries and accumulators. Furthermore, suppliers must comply with WNC's management requirements for non-use of environmentally hazardous substances.

In addition to signing of environmental protection statements, WNC also incorporates the control of hazardous substances into the incoming inspection process. For raw materials that violate regulations on controlled substances, suppliers are required to immediately take corrective and preventive measures to avoid recurrence. The Production Part Approval Process (PPAP) recognizes key components, formulates checklists and regulations, and inspects the source to avoid subsequent production waste and social costs caused by production quality problems.

Supply chain carbon reduction

In 2023, WNC signed the SBTi Commitment Letter and committed to achieving net-zero Scope 3 emissions by 2050, aiming to drive our suppliers to create a low-carbon supply chain together with us. WNC regularly distributes a Sustainability and Greenhouse Gas Inventory Information Questionnaire to suppliers potentially having high sustainability and carbon emission risks to assess their sustainability governance and carbon management practices. The questionnaire covers energy and carbon emissions management, emission reduction goals, inventory data, reduction measures, water resource management goals and measures, and sustainability disclosure. Evaluating

these areas enables WNC to understand and regularly monitor suppliers' sustainability and carbon management performance. To facilitate the low-carbon transition of its suppliers, WNC launched a program in 2025 to assist suppliers in establishing their carbon reduction goals. A total of 66 key high-emission suppliers completed their GHG inventories and obtained third-party certification. The overall completion rate for third-party certification achieved 85% in 2025. Furthermore, WNC requires suppliers to establish concrete carbon reduction goals, including joining the SBTi, committing to the RE100 program, or formulating carbon reduction plans (achieving at least a 25% reduction by 2030 compared to the base year). In 2025, 83% of all suppliers met this requirement.

Featured Case of the Year

Digital Supply Chain Portal (DSCP) for carbon management

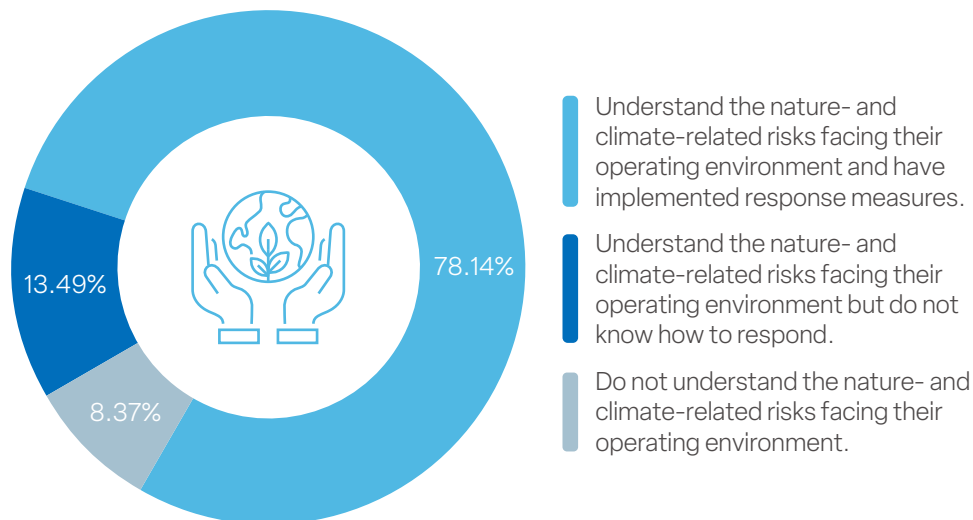
Since WNC's GHG footprint consists primarily of Scope 3 emissions, supplier carbon emission management is critical to achieving WNC's SBTi reduction targets. To eliminate the inefficiencies and data-tracking issues associated with manual emails and data consolidation in Excel, WNC has developed a proprietary carbon management interface. This digital platform allows employees to manage survey questionnaires centrally, increasing governance efficiency. By automating work processes, this platform significantly reduces costs and ensures the real-time exchange of information. In addition, WNC requires suppliers to upload supporting documents when submitting their carbon data on the platform, laying a solid foundation for rigorous, traceable, high-quality data. WNC leverages platform data to generate supply chain carbon management reports and conducts analysis to monitor its decarbonization pathways. This enables the company to project supply chain emission reduction rates through 2030 and collaborate with suppliers to achieve its long-term goals of net-zero emissions and a green supply chain.



Nature-related impact management across supply chain

To address the potential impacts of climate change and ecological degradation on its supply chain and business operations, WNC has included upstream suppliers in its nature- and climate-related risk management systems. Via scenario analysis and geographic information systems (GIS), WNC identifies supplier sites exposed to high physical risks. The company also assesses how operational activities across the value chain depend on specific ecosystem services, as well as their impacts on the natural environment (including resource consumption, ecological degradation, pollution emissions, and impacts on biodiversity). Based on the results of supply chain dependence and impact assessment, over 70% of tier-1 suppliers are aware of the relevant risks and have initiated management measures, indicating that they have taken preliminary steps to address nature-related issues. However, some suppliers have yet to take action or still lack the necessary knowledge to conduct risk assessments. To enhance overall supply chain resilience, WNC will continue to raise suppliers' awareness of nature- and climate-related risks and build their response capabilities through sustainable supply chain conferences and dedicated training resources. In addition, the company will use the Sustainability and Greenhouse Gas Inventory Information Questionnaire to monitor suppliers' progress, facilitate continuous improvement, and ensure they fulfill their sustainability responsibilities. WNC expects to facilitate more sustainable practices along with suppliers to address the challenges caused by climate change and ecological degradation. For details, refer to our 2025 T(C)NFD Report. °

Survey of Supply Chain Awareness of Nature and Biodiversity



Responsible mineral sourcing

WNC does not directly purchase metal raw materials, and adopts the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) developed by the Responsible Minerals Initiative (RMI) to conduct conflict mineral investigations. WNC has formulated a Responsible Minerals Policy Statement, committed to banning the use of conflict minerals that contribute to significant human rights violations such as armed conflict and forced labor in conflict-affected and high-risk areas (CAHRAs). Suppliers are required to avoid using conflict minerals, disclose the sources of tin (Sn), tungsten (W), tantalum (Ta), gold (Au), cobalt (Cu), and mica they use, and communicate this policy to their upstream suppliers to achieve alignment throughout the supply chain.

WNC conducts supplier conflict mineral surveys through the CMRT to find out whether smelters used by suppliers are participants in the Responsible Minerals Assurance Process (RMAP). New suppliers are required to provide valid supporting information. If their products contain conflict minerals, they must explain the necessity and outline the corresponding due diligence and control mechanisms. In addition, WNC requires suppliers to promise that products they provide to WNC do not contain any conflict minerals by signing a Supplier Quality Agreement. Suppliers are also required to avoid sourcing from smelters known to be involved in human rights violations. According to survey results in 2025, there are a total of 229 smelters within WNC's supply chain, of which 219 are RMAP-compliant smelters and are participants in compliance projects, representing 96% of total smelters. Ten smelters do not participate in the RMAP program. WNC will continue to monitor the compliance status of these 10 smelters to ensure that products delivered to customers meet their conflict minerals requirements.

2025 WNC supply chain smelter distribution

Region	Gold	Tantalum	Tin	Tungsten	Total
Asia	51	25	33	27	136
Europe	22	4	7	3	36
North America	11	6	4	4	25
South America	5	3	11	1	20
Africa	6	1	3	0	10
Australia	1	0	1	0	2
Total	96	39	59	35	229

3.4.4 Sustainable Supply Chain Training

To improve sustainable supply chain management, WNC offers sustainable procurement courses for employees in the Global Supply Chain Management Division. These courses are mandatory for new procurement employees. Through sharing of trends in sustainable procurement and case studies, WNC hopes to implement the concept of sustainable procurement in materials procurement and the screening and management of suppliers. In 2025, sustainable procurement training focused on introducing ISO 20400 sustainable procurement guidance. The program achieved a 100% completion rate, with 68 employees completing a combined total of 68 training hours throughout the year.

WNC continues to communicate sustainable supply chain requirements to suppliers through the DSCP and provides online Supplier ESG & RBA training to systematically enhance suppliers' understanding and implementation of supplier code of conduct and anti-corruption regulations. As of the end of 2025, all tier-1 and key suppliers have completed the related online courses.

Featured case

supplier engagement in 2025

WNC holds a Sustainable Supplier Conference annually. The company regularly shares sustainability trends and engages in relevant topics with both WNC's suppliers and internal units responsible for procurement and supplier management, such as the Global Supply Chain Management unit and the Quality Assurance Division. In 2025, WNC hosted four supplier conferences, engaging 84 high-carbon-emitting suppliers. To deepen partnerships with overseas suppliers, two of which were held in Vietnam in March to strengthen collaboration with overseas suppliers. These conferences aimed to communicate WNC's sustainable supplier strategies and requirements, and to provide carbon management training to enhance Vietnamese suppliers' knowledge of, and capabilities in, carbon reduction. For the other two conferences were held at the Taiwan headquarters, invited a total of 66 suppliers with potentially high carbon emissions to participate. In addition to sharing WNC's sustainability strategy and carbon management requirements for suppliers, industry experts were invited to deliver training sessions on carbon inventory practices, information security, sustainable materials, and human rights. Overall satisfaction rating of these activities reached 4.75 (out of 5).

WNC also invites its suppliers to participate in the annual Wistron Group Vendor Conference. During the event, WNC commends suppliers who have performed outstandingly or made special contributions. In 2025, 103 WNC suppliers attended the Wistron Group Vendor Conference.

