



Letter from the ESG Committee Chairperson



2023 ended amid global economic downturn and geopolitical risks. Looking back on the whole year, although the pandemic has gradually subsided, the global economy is still shrouded in the haze of inflation. In addition, regional conflicts continue, with the Russia-Ukraine war still raging and the Israeli-Palestinian conflict resurfacing. US-China trade has become increasingly divided, making 2023 a difficult year. WIN Semiconductors Corp. (referred to as "WIN" in this Report) continues to enhance corporate resilience through the practice of ESG. We adhere to the core values of "Integrity and Accountability, Innovation, Customer Satisfaction, and Quality Foremost" to maintain competitiveness within the industry.

Realizing Net Zero Emissions

WIN attaches great importance to the issue of global climate change and is committed to promoting low-carbon transformations. We completed the product life cycle assessment of Fab A and Fab B in 2023. Based on the life cycle assessment results of Fab A and Fab B in 2022, "electricity usage" occupies a significant proportion of a number of environmental indicators, so WIN's Fab A and Fab B converted coal-fired power generation to other energy sources with lower carbon emissions in 2023. In addition, the ISO 50001 Energy Management System was introduced in Fab A to improve energy efficiency. A total of 20 energy conservation and carbon reduction plans were completed in 2023, which reduced electricity consumption by 1,043,709 kWh and reduced carbon emissions by 738 tonnes CO₂e. The Company invested NT\$14.7 million in a 250 kW solar PV system in 2022 and NT\$19.8 million in a 314 kW solar PV system in 2023, and the zero carbon renewable energy is supplied to Fab C. Through various energy-saving and carbon-reduction measures and the installation of energy sources with lower carbon emissions, WIN regularly reviews whether the net-zero path is consistent with actual emissions, so as to gradually move towards the net-zero goal.

In extreme climate conditions, water resources are also deeply affected, with the disparity between abundance and scarcity becoming increasingly extreme. Although WIN is located in the Taoyuan area as a low to moderate pressure on water usage, it still regularly tests the effectiveness and training of its contingency plans for natural disasters to enhance climate resilience. In order to achieve the goal of "sustainable recycling and reuse of water resources", 11 water-saving projects were implemented in 2023, increasing the amount of recycled water by 308,055 metric tons per year, with a recycling rate of 33.54%. In 2023, WIN was awarded "Leadership Level" by CDP for Water Security for the first time.

Talent Development and Harmonious Workplace Environments

Talent is the most important asset of WIN and the source of our growth. With the goal of encouraging more employees to build families and have children with the support of the Company's benefits policy, and in response to the government's policy to encourage childbirth, WIN provides monthly subsidies of up to NT\$5,000 for each child under the age of 7. In 2023, NT\$44.44 million was issued as childcare subsidies, benefiting 716 employees. Since the implementation of childcare subsidies in 2019, the subsidies have amounted to NT\$182.69 million. At the same time, we support the personal career development of employees and encourage the internal transfer of employees. In 2023, the employee replacement rate for internal vacancies reached 79.12%, a new high in the past seven years. WIN strives to create a workplace environment with gender equality. WIN Semi has been selected in the GEI for two consecutive years since 2022.

In recent years, amidst a shortage of talent in the semiconductor industry, WIN has been deeply involved in campus activities, collaborating with National Central University, National Yang Ming Chiao Tung University, Tamkang University, and Lunghwa University for industry-academia exchanges. This effort includes establishing the "Joint Research and Development Center", "NYCU-Win Semiconductor Technology Innovation Center", and conducting campus lectures to strengthen talent development and nurture future industry professionals.

Implementation of Sustainable Governance

Although 2023 was a tough year, WIN has not forgotten its commitment to ESG and corporate governance. In 2023, WIN once again ranked in the top 5% of listed companies in the Corporate Governance Evaluation for the ninth consecutive year. We were also selected for the fourth consecutive year as a constituent of the DJSI World Index. Additionally, we were honored with the 16th Taiwan Corporate Sustainability Award. R&D expenses accounted for 11.39% of revenue, a new high in five years. It shows that even in the face of operational challenges, WIN continues to invest in R&D to maintain our competitiveness. We constantly encourage ourselves to persist in doing the right thing in the face of adversity.

Future Prospects

WIN established the ESG Committee, continuously promoting corporate governance, developing a sustainable environment, and maintaining social welfare. Internally, WIN not only upholds the spirit of responsibility and corporate governance that we have long promoted but we also need continuous innovation and meet customer needs to create a friendly workplace environment, actively retain talent, and externally, we show our concern for society and the pursuit of environmental sustainability. We continue to promote ESG to achieve the goal of sustainable management.

Director & General Manager of Corporate Administration
and Chairperson of ESG Committee

Steve Chen



Sustainability Performance



Environmental

- Received **Leadership Level**
For Water Security by CDP for the first time
- The Green Procurement Enterprise Award** from Taoyuan City
For 6 consecutive years
- Recycled **308,055** tons of water
Implemented 11 water conservation projects
- ISO 50001** Energy Management System
Introduced in 2023
- Saved **1,043,709** kWh of electricity and **738** tons of CO₂e
Implemented 20 energy conservation and carbon reduction measures



Society

- Selected into the **GEI Index**
For 2 consecutive years
- NT\$44,277** thousand
Total investment in social engagement
- NT\$182,690** thousand
The amount of childcare subsidies as of the end of 2023
- 79.12%**
The employee replacement rate for internal vacancies was a new high for the past seven years



Governance

- Recognized in the top **5%**
Ranked among TPEx-listed companies in Taiwan in the corporate governance evaluation for 9 consecutive years
- Top **11%~20%** industry benchmark companies
Electronics companies with a market value of more than NT\$10 billion
- DJSI** World Index
For 4 consecutive years
- 11.39%**
Invested of revenue into R&D expenses

Awards, Recognition and Ratings



Received Water Security
Leadership Level rating from the
CDP



Selected into the GEI Index



Awarded the Green Procurement
Enterprise Award from Taoyuan
City



Ranked in the Top 5% of TPEX-
listed companies in Taiwan in
the 9th Corporate Governance
Evaluation



Received a certificate of
appreciation from Ministry
of Environment for green
procurement

Member of
Dow Jones
Sustainability Indices
Powered by the S&P Global CSA

Selected into the DJSI World Index



Received the Carbon
Management Awards in the SGS
2023 ESG Awards



Received the Gold Award for
the ESG Report in the 16th
Taiwan Corporate Sustainability
Awards



About this Report

Scope of the Report

This Report details the material topics regarding corporate sustainability that are of concern to WIN Semiconductors Corp. (hereinafter abbreviated as WIN) between January 1, 2023, and December 31, 2023, as well as issues of concern as reflected by stakeholders. The Report contains relevant data regarding three wafer plants (fabs), namely Fab A and Fab B in Hwaya Technology Park, and Fab C in Guishan Industrial Park, Taoyuan City, which is the parent company information for consolidated financial statements, and account for approximately 94% of revenue in the consolidated financial statements. Adjustments in the scope of the data, if any, shall be described separately in the Report. The financial statements are based on 2013 Taiwan IFRSs and the Regulations Governing the Preparation of Financial Reports by Securities Issuers, and the financial statement information are audited by independent auditors (KPMG Taiwan). The numbers are expressed in New Taiwan Dollars.

Reporting Principles

This Report is the 8th Sustainability Report published by WIN, and discloses our sustainable development status. It is reference to the Global Reporting Initiative (GRI) Standards published in 2021, and the principles and requirements of the AA1000 Assurance Standards. WIN upholds the core values of Integrity, Innovation, Discipline, and Efficiency in disclosing the Company's sustainability philosophy and outcomes with regards to the economy, environment, and society. We also disclose the contents of the Report on the ESG webpage of WIN's website.

Report Quality Management Process



Date of Issuance

WIN regularly publishes the ESG Report each year and an electronic version of the Report will be provided on the WIN official website.

Current issue: 2023, to be published in June 2024

Date of previous publication: June 2023

Date of publication for the next issue: June 2025

Feedback

Please contact us should you have any suggestions or questions regarding this Report.

Contact information:

WIN Semiconductors Corp.

ESG Committee

Address: No.69, Keji 7th Road, Hwaya Technology Park, Guishan District, Taoyuan City, Taiwan 333

Tel: +886-3-3975999 #18642 Ms. Lai

Email: wincsr@winfoundry.com

Website: www.winfoundry.com

Report Assurance

The chairperson of the ESG Committee agreed to commission third party verification company DNV Business Assurance Co. Ltd. to provide assurance for this Report with reference to GRI Standards and AA1000 Type 2 moderate level assurance.

Appendix

About this Report

GRI Content Index

Sustainability Accounting Standards Board Content Index (SASB)

Sustainability Disclosure Indicators of TPEX-listed Companies

United Nation Global Compact Comparison Table

Climate-related Information of TPEX-listed Companies

External Assurance Statement