

Social Welfare

The community scope of WIN covers all areas north of Hsinchu. Although WIN has not established a foundation, we still make contributions to the society as a corporate citizen when we pursue growth of the Company. By upholding the spirit of respecting life, caring for disadvantaged people, and giving back what is taken from society, WIN spreads its love for society by donating resources as a way of showing our concern for the economically disadvantaged. WIN also invests resources to reduce the impact on the environment and promote environmental protection awareness to fulfill environmental responsibilities.

🔗Social Engagement Focuses and Benefits/KPIs

Business Drivers	Focus	Link to SDGs	Business Benefits and KPIs	Social/Environmental Benefits and KPIs
<ul style="list-style-type: none"> United Nations Sustainable Development Goals (SDGs) WIN's Sustainable Responsibilities Policy Corporate image Social demands 	Environmental Protection		<ul style="list-style-type: none"> Enhancing energy usage efficiency Promote environmental protection awareness and fulfill environmental responsibilities 	<ul style="list-style-type: none"> Reduce the impact on the environment: We implemented 20 energy conservation and carbon emission reduction plans in 2023 and saved approximately 1,043,709 kWh of electricity and 738 tons of CO₂e. Organized the "Guandu Natural Park Invasive Species Removal" event: Through the lectures from the Taipei Wild Bird Society, environmental education courses were conducted to raise awareness about biodiversity. Over 50 employees worked together in the wetlands in marsh clothing to participate in the hands-on experience of removing invasive species from the environment. Organize the "Taoyuan Xinwu Stone Weir Restoration" event: Collaborating with the Taiwan Environmental Information Association to care for Taoyuan's local ecology, volunteers from WIN learned traditional techniques to assist in repairing stone weirs. They helped by moving cobblestones and gravel to reinforce the structure, allowing our employees to actively protect natural resources.
	Talent Cultivation		<ul style="list-style-type: none"> Talent recruitment Promote innovation and development in the semiconductor industry Industry-academia Collaboration Education quality has improved 	<ul style="list-style-type: none"> Support education foundations: NT\$8,070 thousand for Tamkang University, NT\$1,020 thousand for Yang Ming Chiao Tung University. Industry-academia collaboration with Yang Ming Chiao Tung University, Tamkang University, Lunghwa University of Science and Technology and NCU. Internship programs: 14 interns. We collaborated with nearby high schools to organize a lecture for female supervisors in science and engineering named "Meeting the Trend. Deepening the Power of Women", with the aim of cultivating future female scientists.
	Give Back to Society		<ul style="list-style-type: none"> Promote community prosperity Improve corporate image 	<ul style="list-style-type: none"> Arts and culture sponsorship: NT\$7,500 thousand to Paper Windmill Foundation, NT\$5,000 thousand to Taiwan Isles Association, NT\$2,000 thousand to Museum of World Religions Foundation, and NT\$3,000 thousand to Ming Hwa Yuan Arts & Cultural Group. Charity donations: NT\$3,000 thousand to Chainwin Charity Foundation, NT\$5,000 thousand to Woodpecker Cultural and Educational Foundation, NT\$1,000 thousand to ESG World Citizens & Digital Governance Foundation, etc. Support for sports: NT\$1,000 thousand to Chinese Taipei Paralympic Committee.

🔗Type of contribution (Unit: NT\$)

Year	2019	2020	2021	2022	2023
Cash contributions	27,145,020	53,467,368	70,160,207	49,603,990	43,075,480
Employee volunteering cost	46,315	38,639	58,023	114,271	407,749
In-kind giving cost	-	9,250	2,112,677	-	285,000
Management overheads (Note)	-	73,014	309,159	321,528	508,558
Total	27,191,335	53,588,271	72,640,066	50,039,789	44,276,787

Note: Management overheads include management costs and expendables costs.

Environmental Protection

Spirit and philosophy

WIN is deeply aware of the urgency of environmental protection and has been implementing long-term environmental initiatives within the company. We aim to promote an eco-friendly mindset and public welfare actions. This year, the Company is focusing on the concept of "land, sea, and air", encouraging employees to actively care about environmental issues and extend their impact to their surroundings.

Methods and roles

► Terrestrial Ecological Conservation - Guandu Natural Park Corporate Volunteers

- Located in Beitou District, Taipei City, within the WIN community, WIN collaborates with the Taipei Wild Bird Society to offer environmental education programs that promote awareness of biodiversity. Through a partnership with the Guandu Nature Park's corporate volunteer program, participants engage in a sensory experience to gain a deeper understanding of environmental conservation safety and techniques, which includes hands-on involvement in national-level important wetland environmental education and conservation efforts.
- The event invited employees, their family, and friends to participate, with ages ranging from 5 to 70 years old. Over 50 people wore swamp suits in the scorching sun to experience the removal of invasive species from the environment. The process demonstrates the power of teamwork and the mobilization of the entire family to maintain biodiversity and jointly contribute to the natural environment.



► Taoyuan Xinwu Stone Weir Ecological Restoration Working Holiday

- Located in Xinwu District, Taoyuan City, within the WIN community, this initiative gathered 36 employees to collaborate with the Taiwan Environmental Information Association. The focus was on caring for the local ecology of Taoyuan, combining ecological work with "ecological education" and "volunteer service" in a corporate participation model. This allowed the employees to actively protect nature, while also contributing human resources and consumer support to local NGOs such as the Taoyuan Stone Weir Association and the Yongxing Community Development Association, creating diverse value.
- The hundred-year-old Taoyuan Xinwu stone weirs are precious and tangible cultural assets. They were part of a special fishing technique developed by local residents to make good use of the geographical environment. However, they have been damaged by nature and humans for a long time and require manual repair. WIN volunteers learned traditional construction methods to assist in the repair of the stone weirs. They reinforced the structure by transporting cobblestones and gravel and cleaned up the weirs to ensure that they are safe for use. It involved not only technical learning, but also cultural inheritance and respect for the wisdom of our ancestors.
- Volunteers participated in understanding the process of recycling fishing nets. Discarded fishing nets are considered large marine debris, and their recycling is time-consuming and challenging. Local volunteers clean them during their free time, as these nets require the careful removal of debris and trash due to long-term exposure to seawater. The nets can be recycled after cleaning and drying. Employees learned about the culture of marine conservation through this activity.
- Due to the serious exodus of the population, the Yongxing Community



serves as a care center to take care of the elderly and provide communal dining services. During this activity, mothers from the community made harvest meals, providing diversified employment opportunities for women in the community. The revenue from the meals can be used directly as a source of income to give back and serve more elders.

► Response to and Participation in "21 Days of Green Living"

The Company responded to the "21 Days of Green" event organized by the Taiwan Environmental Information Association. The event was promoted through the Company's internal channels, and online activities were used to encourage participation in the initiative. Our goal was to implement environmental actions, convey a positive and sustainable spirit, raise awareness of environmental issues, and integrate green practices into everyday life.

穩懋今年加入「綠色生活 21 天」響應夥伴行列
本活動為響應地球日所發起，透過連續 21 天，每天一個簡單綠色行動，在日常生活中做一點微小改變，開始習慣，隨時隨地，一起對世界更好的生活方式。

響應參與3步驟：
1. 加入「綠色生活21天」LINE 帳號
<https://mygv.cc/L8uDG>，或點開 綠色生活21天 網頁，按照提示完成每日綠行動
2. 以手機截圖畫面，並將成果捐給綠色夥伴「030 穩懋半導體」
3. 在穩懋半導體臉書粉絲團置頂文章「綠色生活21天」下留言，回報完成任務

將有機會獲得穩懋限量小禮品
飲料提袋、馬克杯、野餐墊、扇子、便利貼、.....

4月19日前完成任務皆可臉書回報，一天一則，最高有21次抽獎機會
綠色生活21天，等你來+1
聯繫窗口：HR Yating#18893

Expectations and outlook

WIN encourages employees to implement environmental protection concepts in their lives, and take action to support the ideals of charity organizations through family participation in environmental protection, making environmental protection and charity a part of daily life. Deepen the connection between environmental protection and employees' daily lives.

Talent Development

Spirit and philosophy

- WIN contributes to campus activities to develop talent for Taiwan's industries through industry-academia collaboration. We help young students reduce the gap between their campus life and professional life and adapt to the workplace environment. We also obtain new knowledge from the academia to enhance internal capabilities. We integrate the resources of the industry and academia to power development of Taiwanese industries.
- STEM education is an educational model that covers the fields of science, technology, engineering, and mathematics. By integrating, applying, and accumulating critical thinking, it cultivates the ability to solve problems, aids in interdisciplinary integration, and encourages outstanding young women to develop an interest in fundamental scientific disciplines.
- Strengthen the trinity of industry, government and academia and establish cooperation methods to jointly encourage STEM education and development, providing learning and adjusting to the needs of industrial development.

Methods and roles

- Establishment of the "Win Semiconductor-National Central University Joint Research and Development Center"

WIN has a long-standing commitment to nurturing top talents. Based on the "Forward-looking Technology Industry-Academia Cooperation Industry-Academia R&D Center Plan" subsidized by the National Science Council in cooperation with National Central University, WIN established the "Joint Research and Development Center" in 2023 and jointly established the "Compound Semiconductor Academic Program" to enhance the cultivation of high-level industry talents, strengthen technology research and development, and expand and deepen the cooperative relationship between the two parties. Through the implementation of the plan, the expertise of professors from the Department of Electrical Engineering, Department of Optoelectronics, and Department of Mechanical Engineering will be integrated across disciplines to cultivate the next generation of compound semiconductor wafer manufacturing, component development, and chip design and R&D talents. Subsequently, through the planning of corporate internships, continuing education for employees, talent recruitment, corporate visits, etc., talents will be deeply involved in the compound semiconductor industry.

- Established the NYCU-WIN Joint Technology Innovation Center

WIN actively cultivates compound semiconductor talent in Taiwan, laying a foundation for long-term academic exchanges and cooperation. In 2021, we established the NYCU-WIN Joint Technology Innovation Center in cooperation with National Yang Ming Chiao Tung University. The two parties signed a cooperation agreement, combining their respective advantages and resources to form a national compound semiconductor development team with the aim of engaging in industry-academia exchanges and technological development for the application of compound semiconductor materials and components in wireless communication and optoelectronics to ultimately cultivate top talent required by the compound semiconductor and optical communication

industries in the future.

- Participation in the "Semiconductor Industry Talent Training" program

To address the talent shortage in the semiconductor industry in southern Taiwan, National Cheng Kung University collaborates with the Kaohsiung, Pingtung, and Penghu Branches of the Ministry of Labor's Bureau of Labor Affairs to implement the "Regional Industry Training Program". This program aims to cultivate industry professionals by providing relevant vocational training and offering basic courses for job seekers from non-related backgrounds through pre-employment training classes. Since 2021, WIN has been participating in corporate cooperation through its cooperation with National Cheng Kung University's "Smart Semiconductor and Sustainable Manufacturing Institute". After completing the training, talent is given priority matching for employment opportunities in southern Taiwan, thereby nurturing future industry professionals.

- Industry-academia collaboration with Tamkang University and Lunghwa University of Science and Technology

Train our own talents and close the gap between education and employment! WIN believes that we must adopt long-term talent development strategies to produce good products. We therefore engaged in industry-academia collaboration with Tamkang University starting in 2018 and added Lunghwa University of Science and Technology in 2020. We arranged top lecturers to give courses on campus to let university students learn about the latest technologies in the industry and how to put their knowledge and skills to use. Students with outstanding performance in their studies can also enter WIN directly in the future and put their knowledge to use.

- Girl power

To deepen the connection with future talents, we follow ratio of women in STEM as outlined in the DJSI, GEI, and the Report. WIN is focused on cultivating local students and collaborates with nearby high schools to organize a seminar titled "Meeting the Trend. Deepening the Power of Women", in which female executives from WIN shared their academic and workplace experiences. We aim to break the stereotype of girls studying liberal arts and boys studying science, allowing young students to glimpse the rising trend of female empowerment in the technology industry. It also encourages students to explore directions that suit them and expand their career choices. 90 students participated in the event. In the future, we will continue to deepen our connection with the school to create diverse value.



- Sustainable Education

We pay long-term attention to relevant teams, encourage in-depth training of young students, and establish cooperation links with local schools through award support, sponsorship of training funds, etc., to create sustainable and high-quality educational developments.

- Sponsorship of the PIDA STEM Creative Competition: Organized by the Photonics Industry & Technology Development Association, it provides educational awards and supports STEM projects.
- Sponsorship of the Taiwan Science Festival - Sustainable Education Hackathon Competition: Organized by the Science and Technology Museum and Kaohsiung University of Science and Technology, it establishes connections for cooperation with local schools.
- Sponsorship of the STP Seed Talent Training Program: It provides program funding support, combines academic and industry resources in the form of public welfare, eliminates the gap between industry and academia, and accumulates practical experience opportunities.
- Donation of antigen rapid screening reagents as experimental materials for science exhibitions: After the Covid-19 pandemic subsided, we contacted multiple channels to donate 500 doses of the rapid screening reagents to the our partner "Tamkang University Chemistry On the Go Team", as well as 1,000 doses to New Taipei City Sanchong High School for use as raw materials for the school's scientific experiments.

Expectations and outlook

- Through industry-academia collaboration, we actively nurture future industrial talents, cooperate with each other in academic and industrial activities, spark innovation, and power Taiwan's technology industry.
- Through the seminar sharing, high school students can gain a preliminary understanding of STEM, cultivating their interest in STEM disciplines and increasing their willingness to choose related majors, in order to nurture future female scientists and create professional industry talents.
- Support talent training projects for different teams, enhance the cross-field talents and relationships between the industry, government, and academia, and strengthen the effectiveness of sustainability education.



Giving Back to Society

Chemistry on the go

Spirit and philosophy

A relatively low percentage of professional talent in the semiconductor industry is female. WIN began collaborating with Tamkang University in the event "Chemistry On the Go" in 2018, and has been a corporate partner for years, setting out from the concept of giving back to localities, and jointly spreading chemical safety and interesting elements to more schools that lack resources around Taiwan. The event allows female students to come in contact with interesting chemistry knowledge that span multiple fields, and cultivates future talent that is interested in STEM.

Methods and roles

In 2023, WIN donated NT\$400,000 in cash and mobilized 40 employees as chemistry volunteers to serve Xingnan Junior High School and Fuyuan Elementary School in Taoyuan City, as well as Sanzhi Junior High School and Beigang Elementary School in New Taipei City. The volunteers served as lecturers or assistants in lab courses and provided services on the front line, allowing resources to be delivered around Taiwan through the chemistry bus. This increased students' chemistry knowledge and allowed students to experience the fun of conducting experiments with their own hands, spreading chemistry safety and interesting elements for students while learning the scientific knowledge in textbooks.

Expectations and outlook

WIN has created new value through interactions in its long-term partnership with Tamkang University, and also creates opportunities for industry-academia collaboration. WIN employees are also given the opportunity to contribute their expertise on campus, making students motivated and interested in learning knowledge through the innovative event design. We hope to use simple experiments that are easy to understand to demonstrate correct ideas and let students learn about science beyond textbooks. We aim to develop talents for chemistry and open up opportunities for employment in related sectors. We invited female employees to serve as chemistry volunteers, and female volunteers now account for over 50% of volunteers. We hope to encourage female students to breakthrough the stereotypes of gender in the workplace, so that they will have the opportunity to work in related fields in the future.



ESG Activity Subsidy Program for Colleges and Universities

Spirit and philosophy

In order to implement the WIN ESG policy and continue to promote sustainable development goals, we encourage the younger generation to experience the values of S (Social Responsibility) & E (Environmental Protection) by subsidizing club activities. Through planning, taking action, reflection, and feedback, we guide students to combine what they have learned and deepen local connections and enrich services throughout Taiwan to achieve sustainable care and deep cultivation in the local area.

Methods and roles

Through the selection of 21 activity proposals, WIN subsidized college and university clubs to handle ESG-oriented design-related service activity plans. In 2023, NT\$200,000 was provided in subsidies. Bring resources to local areas and deepen service activities. In the 2022 school year, a total of 20 projects were completed, with 2,810 participants and 640 young volunteers assisting in the services. Among the young volunteers, nearly 60% were women. The students' activity plans were diverse, including helping rural and disadvantaged children's education, protecting marine ecology, terrestrial ecology, health clinics, gender equality, preventing online bullying, etc. WIN accompanied the organizations in organizing activities and provided necessary assistance, creating a virtuous cycle that expands service subjects through students and continues to exert influence.

Expectations and outlook

By cooperating with various schools, we provide financial support for club activities. We expanded our services to take care of more places that need resources. We hope that university clubs will become a diverse social network that will provide support and care.



Workplace Teacher Appreciation Festival - "Swing Reeds"

Spirit and philosophy

Encourage employees to convey their gratitude and blessings to "workplace teachers" through text, and add the personal touch through handwritten cards. WIN is even more grateful to the Company's internal lecturers. We purchase charity goods regularly as Teacher's Day gifts, adding more meaning to our gratitude.

Methods and roles

This year, employees were once again encouraged to write handwritten cards to thank the teachers in the workplace. To combine the event with social welfare, charity products from "Swing Reeds" were sold as gifts for the teachers. Employees could purchase the charity gifts to thank the teachers. By purchasing the products for self use or as gifts, they can help the financial independence of "Swing Reeds" through their purchases. "Swing Reeds" is a charity brand affiliated to the "Spring Sprouts Innovations for Social Service". Based on innovative charity services, the profits are returned to associations and trust funds, and the charity trust fees are used to sponsor small NPO social innovation projects. Support the employment and social participation of middle-aged and elderly women with "creating social welfare sustainability" as the action concept.

Starting with social welfare, employment, and circular economy, through cross-domain cooperation and sustainable circular design, we recycle discarded coffee bean burlap sacks into handmade products. This initiative provides stable development for community women's organizations, supports the employment and social participation of middle-aged and older women, creates job opportunities, promotes economic development, and offers diverse benefits including environmental protection and female employment. 800 thank-you cards were issued, with sales totaling NT\$44,645. WIN employees also served as volunteers to assist in selling the products during the event, with a total of 24 people working together.

Expectations and outlook

Support disadvantaged women through charity purchases, indirectly providing employment and study assistance and achieving the benefits of a circular economic. Employees can also deliver positive energy internally, build employee relationships, and create diverse social welfare value through participation and support.



Paper Windmill Foundation

Spirit and philosophy

Paper Windmill has long adhered to the concept of children need children's theater, and Taiwan needs its own children's theater for creating a children's theater dream factory. Paper Windmill has promoted the Paper Windmill Rural Area Children's Art Project for many years, creating a platform where children can experience theater. WIN hopes to bring resources to all parts of Taiwan and cultivate remote areas to create a dream environment for children that is filled with laughter, and expand its influence to overseas.

Methods and roles

As a corporate sponsor, WIN donated NT\$7.5 million in 2023 as a long-term supporter of the Paper Windmill Foundation's initiatives, including the "Paper Windmill Rural Area Children's Art Project" and the "Paper Windmill Taiwan Rural Truck Art Project". We have also sponsored performances such as the Hakka parent-child drama "Rain Horse", the multimedia creation "Norza The Adventure of Dragon Palace" which combines live action puppetry and animation, and the peace-themed play "The New Incense Burner of Shun Feng Er", expanding these activities from the community to international exchanges. In addition, we supported the "Paper Windmill Taiwan Youth Awards - 368 My Home" call for submissions, which cultivates video creation among young people. It also encourages students to pay attention to their hometown culture through creative methods, enhancing their self-confidence and reducing the gap between urban and rural areas. It has also successively implemented a plan to continue the rooting of artistic talents and cultivating Pingtung drama talents.

The Paper Windmill Anti-Drug Youth Theater Project implemented in 2012 toured junior high and elementary schools nationwide. WIN began sponsoring performances of the Paper Windmill Foundation in 2015, and became a co-organizer of the Paper Windmill Anti-Drug Youth Theater Project in 2019. We have become a major force in anti-drug efforts among domestic youth. The anti-drug play "I'm Happy You're Safe" produced this year toured all over Taiwan, putting on 44 performances which were attended by more than 24,232 teachers and students. More than 781 junior high schools and 25 elementary schools have watched the 907 performances of the anti-drug play, and more than 560,000 teachers and students watched the anti-drug play (information provided by Paper Windmill as of June 2023). WIN continues to engage in charity with a positive attitude, and spreads the warmth of different sectors through the theater performance.

Expectations and outlook

Paper Windmill has entered 368 rural areas with theater, letting children throughout Taiwan experience the charm of live performances. As a long-term sponsor, WIN gives support by taking action and hopes to achieve social care and children's education through resource investments. Remote areas can take watching theater performances as an opportunity to expand the resources of disadvantaged schoolchildren throughout Taiwan.

Ming Hwa Yuan Arts & Cultural Group

Spirit and philosophy

Ming Hwa Yuan Arts & Cultural Group is one of the most representative opera theatre companies in Taiwan with nearly a century of history. It is a representative art family that has attempted innovative types of performance to carry on the past heritage and open up the future of theater, and also promote Taiwan's traditional performance culture around the world.

Methods and roles

The pandemic severely impacted performing arts companies. WIN has played the role of corporate sponsor by donating NT\$3 million in cash in 2023 to support Ming Hwa Yuan in arranging new plays, preparing for numerous plans, and encouraging the youth to pass on performances. In 2022 and 2023, we sponsored the performances of "ZhongLi of Han". For the younger generation to attach importance to traditional arts performances, WIN sponsored the performances of schools that won the Golden Palm Awards, and gave students an opportunity to experience the unique appeal of theater performances.

Expectations and outlook

Four generations of the Ming Hwa Yuan family are all involved in the arrangement, directing, and performances of Chinese opera. In addition to performances each year, they also perform around Taiwan and arrange drama suitable for children, promoting Chinese opera from a young age. WIN continues to support art and culture groups with its actions, and hopes that different forms of theater performances will allow Taiwan to shine on the international stage.

The General Association of Chinese Culture – Matsu Biennial

Spirit and philosophy

The General Association of Chinese Culture promotes cross-Strait cultural exchanges and organizes various cultural events with the goal of international exchanges and cooperation, in order to strengthen Taiwan's cultural strength. In recent years, the association organized various in-depth cultural events, such as the Yoshimoto Nara Exhibition, South Taipei Fun Carnival, and Roar Now Bangkok and Matsu Biennial.

Methods and roles

In 2023, the Company donated NT\$1 million to The General Association of Chinese Culture. The second Matsu Biennial was organized by Lianjiang County Government and the General Assembly of Chinese Culture. The event was based on the theme of "Ruby Red after Summer", conveying the local culture with artistic exhibitions. The reinterpretation of space, architectural plans and various artistic creations combined local aesthetics with art to showcase the multiple aspects of life. WIN supports events as a corporate sponsor. The second Matsu Biennial consisted of 9 projects, with 80 teams composed of artists from 6 countries creating 70 works. The first Matsu Biennial sponsored by WIN won the "Brands & Communication Design" award of the Red Dot Design Award, enhancing the visibility of Taiwan's activities.

Expectations and outlook

The Matsu Biennial has been planned for 10 years, and the both event exceeded 30,000 participants. The Matsu Biennial will be held once every two years, in hopes of presenting a new appearance of localities through the project.



Anit-Fraud Promoter- Contribute to the Prevention of Fraud

Spirit and philosophy

In recent years, with the rampant increase in scams and information security risks, Gogolook has the technology and experience in communication protection. Their product "Whoscall" not only helps phone users identify scams but also extends its database to financial institutions, collectively reducing the risk of fraud for the public.

Methods and roles

When Gogolook raised funds to expand into the Japanese market in 2020, WIN was optimistic about its prospects in information security protection and reinvested in the company. As of the end of 2023, the investment amount was NT\$299,937,000, making us the company's second largest shareholder. Gogolook was founded in 2012. Its services include the unknown call identification software "Whoscall", the personal financial product comparison platform "Roo.Cash", the suspicious message verification robot "Auntie Meiyu", and the enterprise risk management services "Identity Suite", "Watchmen Business Reputation Protection Service", and "Number Identification Service". With "Build for Trust" as the core, it established a global digital anti-fraud and risk management service (Risk Management as a Service) driven by AI and data. From diversified communications, financial technology to enterprise SaaS services, it creates trust-empowering technology for different usage scenarios. Based on a vast number database and centered in Taiwan, Gogolook collaborates with the Criminal Investigation Bureau of Taiwan's National Police Agency, the Financial Supervisory Service of South Korea, the Royal Thai Police, the Fukuoka City Government of Japan, the Philippines' Cybercrime Investigation Center, the Royal Malaysia Police, and state governments to jointly prevent fraud issues, creating a global anti-fraud industry chain.

Expectations and outlook

It continues to uphold communication security for the world to create a "zero fraud environment".