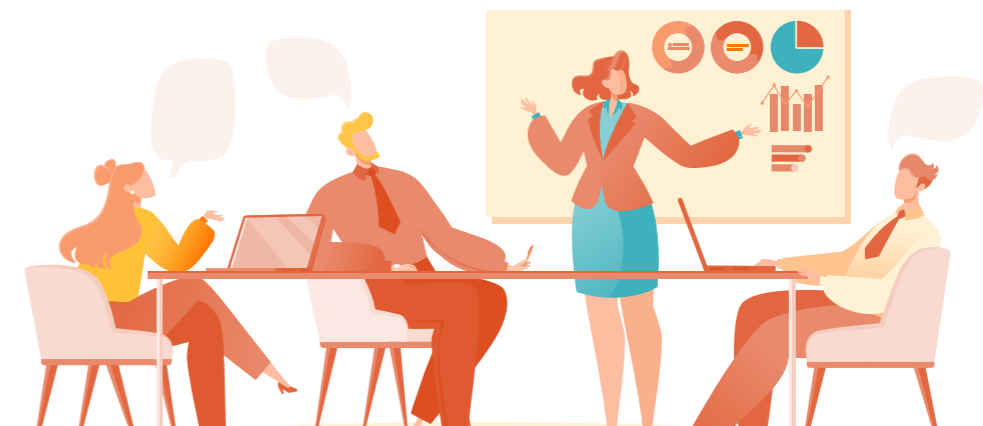


Social Engagement Focuses and Benefits/KPIs

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 24 energy conservation and carbon emission reduction plans in 2022 and saved approximately 1,558,555 kWh of electricity and 1,266 tons of CO2e. Organizing the event "Toy Story": Employees supported the event by participating in toy sorting and understanding reuse methods, so that toys can be recycled and reused while serving an educational purpose. Over a hundred toys were donated by over 50 families.
	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\$5,500 thousand for the Private School Promotion Foundation, NT\$2,220 thousand for Tamkang University scholarships, NT\$400 thousand for Chemistry on the go. Industry-academia collaboration with Yang Ming Chiao Tung University, Tamkang University, Lunghwa University of Science and Technology and NTU. Internship programs: 6 interns.
	Community Building	 	<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 for sponsoring the Paper Windmill Foundation, NT\$5,000 thousand for sponsoring the Taiwan Isles Association, NT\$2,100 thousand for sponsoring the Museum of World Religions Foundation, and NT\$3,000 thousand for sponsoring Ming Hwa Yuan Arts & Cultural Group. Charity donations: NT\$5,000 thousand to Keelung City Yongde Culture and Education Foundation, NT\$1,000 thousand to Boyo Social Welfare Foundation, NT\$1,000 thousand to Taipei Medical University, NT\$1,000 thousand to the Consortium Foundation in Support of the Armed Forces Members and Dependents, and NT\$1,000 thousand to Single Parent Educational Foundation. Support for sports: NT\$500 thousand for sponsoring TLPGA.



Social Welfare

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.

Chairman Chen attaches importance to corporate sustainability and also spares no effort in charity. He continues to follow through with his ideals under the theme "care for society, talent cultivation, and environmental protection," and was awarded the Compassion Award from KH & Macau Taiwanese Charity Fund, Ltd. in 2022, leading by example to exert social influence. The chairman gathers together human and material resources inside and outside the Company for social engagement and actual actions. WIN also actively works with social welfare organizations and continues to promote the concept of mutual assistance. WIN purchases women-friendly products made by Taiwan Fund for Children and Families as gifts for the holidays, which increases employment opportunities for women in rural areas.

Environmental Protection

Spirit and philosophy

WIN is fully aware of the importance of environmental protection and has been promoting environmental protection actions within the Company with the aim of promoting environmental protection and public welfare awareness so that employees will take the initiative to care about environmental topics.

Methods and roles : Toy Story

— During the pandemic, WIN called on employees to sort through toys at home with their children. Employees supported the event by participating in toy sorting and understanding reuse methods, so that toys can be recycled and reused while serving an educational purpose, creating new value for used toys. Over a hundred toys were donated by over 50 families.

— WIN collected toy donations for Taiwan Toy Library Association, which has created an industry chain based on the concept of circular economy ecosystem, recycling and reusing toys to develop a unique network system that achieves "circulation." Besides making donations, employees also served as toy volunteers and participated in the donation by helping to organize and collect toys, taking part in the process to understand how toys are reused. This also allowed them to actively show concern about environmental issues. After the toys are sorted, they will have the opportunity to be distributed to schools in rural areas and related social welfare organizations, and will be used to meet needs of childcare and rehabilitation of elderly people, showing the value of toy reuse.

Expectations and outlook

WIN encourages employees to lead their families in raising environmental protection awareness, and take action to support the ideals of charity organizations, making environmental protection and charity a part of daily life. Actively strengthen the connection between environmental protection and employees' daily life.

Toy Story activity



Taiwan Toy Library Association awards a letter of appreciation to WIN



WIN serves as a volunteer



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.

Methods and roles

- 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.

NYCU-WIN Joint Technology Innovation Center



- 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.

- WIN signed an industry-academia collaboration project with National Taiwan University to jointly develop the next-generation compound semiconductors

NTU has accumulated R&D creativity, achievements, and talents in optoelectronics for many years, whereas WIN has an outstanding R&D team and top process technologies. The two parties thus signed a two-year industry-academia collaboration project in 2020. We plan to apply our research results to next-generation base station communication technologies such as 5G, high-speed driving circuits for data centers, long-range sensing and transmission for automotive LiDar applications, 5G, and biomedical imaging. Our goal is to satisfy next-generation integrated high-bandwidth optical communication module applications, and increase Taiwan's international visibility in compound semiconductors with more rapid adoption of research results.

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.



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

WIN recruited 70 chemistry volunteers in 2022, and provided services to Taoyuan City Daxi Junior High School, Longtan Junior High School, Taoyuan Junior High School, and New Taipei City Shihmen Experimental Junior High School. The volunteers serve as lecturers or assistants in lab courses and provide services on the front line, allowing resources to be delivered around Taiwan through the chemistry bus. This increases students' chemistry knowledge and lets students experience the fun of conducting experiments with their own hands, spreading chemistry safety and interesting elements for students to learn the popular science 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 60% 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.

Chemistry on the go



Deep cultivation of local care in campuses - subsidizing colleges and universities for charitable activities

Spirit and philosophy

WIN makes contributions to encourage clubs of colleges and universities. During the epidemic, charitable activities were still organized in different forms. 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

WIN selected 21 event proposals through a request for proposal and assisted college clubs in implementing charity service plans, bringing resources to localities and providing services and activities with more in-depth contents. Due to the pandemic, a total of 18 proposals were completed in 2021 and 360 young volunteers assisted in providing services, in which 60% of the volunteers was female. Students proposed a wide range of charity services, including services for rural areas, education of underprivileged children, conservation of marine ecology, land ecology, health education, land administration consultation, and animal protection. 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.

► 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.

- Methods and roles

As a corporate sponsor, WIN supports the Paper Windmill Foundation in promoting performances such as the Paper Windmill Rural Area Children's Art Project, the Hakka family drama, Rain Horse, and Norza The Adventure of Dragon Palace, a hand puppet theater played by real actors together with animations, and also supported the Paper Windmill Taiwan Youth Awards - 368 My Home call for contributions, cultivating the creation of films by youth. We encourage students to pay attention to their hometown culture through creative means and increase their confidence as the topics attract public attention, thereby reducing the gap between urban and rural areas.

The Paper Windmill Anti-Drug Youth Theater Project implemented in 2012 toured 945 junior high schools nationwide over that past decade. WIN began sponsoring performances of the Paper Windmill Foundation in 2015, and has sponsored a total of 35 performances at 33 schools. Starting in 2019, WIN became a co-organizer of the Paper Windmill Anti-Drug Youth Theater Project, and became a major force in anti-drug efforts among domestic youth. 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

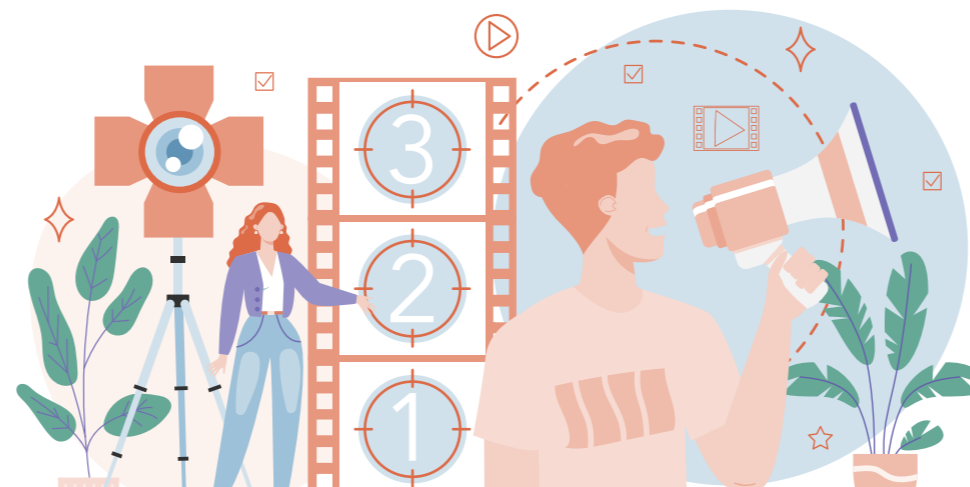
Ming Hwa Yuan Arts & Cultural Group is one of the most representative opera theatre companies in Taiwan with nearly a century of history. It is a representative art family that has attempted innovative types of performance to carry on the past heritage and open up the future of theater, and also promote 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 to support Ming Hwa Yuan in arranging new plays, preparing for numerous plans, and encouraging the youth to pass on performances. 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. The chairman took action to support the performances by purchasing tickets and inviting employees and their families to jointly appreciate Chinese opera 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.

- Methods and roles

The first Matsu Biennial was co-organized by Lienchiang County Government and the General Association of Chinese Culture under the theme "Island Brew" in 2022, and develops local communities through an art exhibition, which combines local culture and art into different appearances through space translation, building plans, and artistic creations. WIN supports events as a corporate sponsor. The first event comprised of 8 projects, in which 41 teams jointly created 39 works in 3 exhibition spaces. The event won the Brands & Communication Design award in the Red Dot Design Award, increasing the visibility of Taiwan's events.

- Expectations and outlook

The Matsu Biennial has been planned for 10 years, and the first event already 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.

Matsu Biennial (Photos)

