



WT MICROELECTRONICS

General Affairs Supplier Code of Conduct

Effective December 2024; last updated March 2025



Our Purpose

To enable suppliers to understand and comply with the Group's requirements for product safety and ethics, thereby enhancing social and environmental responsibilities, and to pursue the goal of sustainable corporate development based on the principle of mutual cooperation. This code applies to WT MICROELECTRONICS and all group subsidiaries.

Code Content

Labor Rights

- Suppliers must strictly comply with national and local laws regarding employee management systems, including employment conditions such as wages, labor conditions, and occupational health and safety standards.
- Suppliers must provide a dignified working environment, respect employees' free will, prohibit forced labor, and refrain from using coercion or threats. Suppliers should also adopt an open and respectful attitude toward employees' freedom of association, allowing them to join or establish organizations freely.
- Suppliers must not employ child labor below the legal minimum age or hire illegal foreign workers.
- Suppliers must eliminate all forms of discrimination in employment and the workplace. Employees must be treated equally, regardless of gender, race, religion, nationality, age, marital status, sexual orientation, union membership, or political affiliation.
- To prevent workplace sexual harassment and uphold gender equality and personal dignity, suppliers must establish relevant policies or regulations.

Health and Safety

- Suppliers must provide a safe and healthy working environment for employees, establish an occupational safety and health management system, and emphasize occupational safety and health education for employees as part of daily operations to enhance disaster prevention.
- New employees must receive occupational safety and health training, and regular training courses must be arranged to enhance employees' awareness of occupational safety and health.
- Suppliers must provide employees with clean restroom facilities, potable drinking water, and hygienic cooking utensils, food storage facilities, and dining equipment. Employee dormitories provided by suppliers must be kept clean and safe, with adequate emergency exits, hot water for bathing, sufficient heating and ventilation equipment, and appropriate and accessible private spaces.



Environmental Protection

- Suppliers must obtain necessary environmental permits (such as discharge monitoring), approvals, and registration documents, maintain and regularly update them, and comply with the operational and reporting requirements of such permits.
- Suppliers must reduce and eliminate any type of resource consumption and waste generation, including water and energy, at the source or through practices such as resource conservation, material recycling, and reuse.
- Suppliers must identify and manage hazardous chemicals and other materials released into the environment to ensure their safe handling, transport, storage, use, recycling, reuse, and disposal.
- Suppliers must implement systematic measures to identify, manage, reduce, and responsibly dispose of or recycle solid waste.
- Suppliers must classify, routinely monitor, control, and treat volatile organic compounds, aerosols, corrosive substances, particulates, ozone-depleting chemicals, and combustion by-products generated during production before discharge, as required.
- Suppliers must comply with all applicable laws, regulations, and customer requirements that prohibit or restrict certain substances in products and manufacturing processes (including recycling and disposal labels).
- Suppliers must prevent the illegal discharge or leakage of substances into the water cycle.
- Suppliers must seek cost-effective methods to improve energy efficiency, minimize energy consumption, and reduce greenhouse gas emissions.
- Suppliers must ensure that their operations and business activities comply with international, national, and local biodiversity laws, avoiding harm to endangered and protected species.
- Suppliers must commit to business practices that do not cause deforestation, avoid conducting business in critical biodiversity areas, and support forest and land conservation efforts.

Ethical Standards

- Suppliers must require that neither employees nor their family members accept any form of improper benefits.
- Suppliers must commit to complying with laws and regulations related to intellectual property rights.
- Suppliers must commit to fair trade and avoid participating in market competition through illegal means such as false advertising.
- Suppliers must protect customers' business and technical information and refrain from disclosing it to any third party without authorization.



- Suppliers must ensure that metals such as tantalum, tin, tungsten, and gold contained in their products do not directly or indirectly fund or benefit criminal armed groups involved in serious human rights violations in the Democratic Republic of Congo and neighboring countries.

Consequences of Violations

Suppliers must read and commit to complying with this code. In case of violation, the Group reserves the right to terminate its cooperation with the supplier immediately and seek compensation for damages

Signed

Chairman of the Board
WT Microelectronics Co., Ltd