

2024 Sustainability Report





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Address from the Chairman

Dear shareholders, business partners, and friends of Wendell,

Last year, global economic fluctuations and geopolitical tensions posed significant challenges to the electronics industry. In response to this rapidly changing environment, Wendell Industrial Co., Ltd. flexibly adjusted its business strategies and continued to invest in innovative research and development in emerging application areas such as automotive electronics, network communications, data centers, and cloud computing. At the same time, we strengthened our connections with global partners to enhance our resilience and market competitiveness amid uncertainties. Thanks to the collective efforts of our entire team, we not only overcame difficulties and continued to grow steadily, but also achieved encouraging results on the path to sustainable development.

In terms of corporate governance, we firmly believe that transparency and accountability are critical foundations for corporate success. Over the past year, the Company has adhered to ethical corporate management and enhanced its internal governance mechanisms. As a result, we stood out in the 10th Corporate Governance Evaluation and received the "Most Improved Award." This recognition is the best affirmation of our team's joint efforts and motivates us to continue striving forward. We will further strengthen the Board's functions and internal control systems to ensure that all decision-making processes remain open and transparent. We will also maintain close communication with shareholders and all stakeholders, actively responding to expectations and fulfilling our corporate social responsibilities.

In environmental sustainability, we recognize that business development must not come at the expense of the environment. To fulfill our commitment to combating climate change, Wendell has proactively conducted greenhouse gas emission inventories in recent years and actively promoted energy conservation and carbon reduction initiatives. We are pleased to report that in 2024, we successfully passed third-party verification of greenhouse gas emissions in accordance with ISO 14064-1, ensuring transparency and accuracy in carbon emission disclosures. In the face of potential risks and impacts brought about by climate change, we take a proactive

approach to identification and response, enhancing our resilience to climate adaptation and supporting international carbon reduction initiatives as well as government net-zero transformation policies. At the same time, the Company remains committed to improving energy efficiency, increasing the use of renewable energy, reducing waste, and promoting resource recycling to minimize environmental impact from our operations. We believe that every effort we invest in environmental protection today contributes to a better future for our planet.

In terms of the green supply chain, we deeply understand that achieving sustainability goals requires the collective efforts of the entire value chain. Wendell continues to work closely with suppliers to implement strict environmental and social responsibility standards, encouraging our supply chain partners to improve their sustainability performance. We regularly monitor suppliers' environmental protection measures and labor rights, assisting them in strengthening management and reducing risks to ensure that every stage—from raw material procurement to product delivery—adheres to sustainable principles. By building a responsible and green supply chain network, we aim to drive upstream and downstream industries toward sustainability and expand the Company's positive impact on the environment and society.

We have always believed that employees are the Company's most valuable asset and the driving force behind sustainable development. Therefore, fostering a diverse, inclusive, and friendly workplace environment is one of the core missions of Wendell's corporate culture. Over the past year, we have implemented various people-oriented initiatives, including the provision of healthy meals, regular health checkups and vaccinations, and stress-relief massage services to safeguard the health of our team. We have also established lactation rooms, offered flexible work arrangements, and provided maternity and parental leave benefits exceeding legal requirements to help employees strike a balance between career and family. Regardless of gender, age, ethnicity, or background, every team member at Wendell can work with peace of mind, grow and thrive, and fully realize their potential. Looking ahead, we will continue to enhance talent development by offering diverse



learning opportunities that encourage skill advancement and cultivate innovative thinking, achieving mutual growth for both individuals and the organization.

In addition, as a corporate citizen, Wendell actively participates in public welfare and gives back to society by turning care into concrete action. We support underprivileged groups, with a particular focus on education for children of immigrant families and second-generation immigrants. Wendell has long provided educational support for children from immigrant families, offering monthly scholarships to 60 students to help them pursue their studies with peace of mind. We also regularly organize volunteer activities to help these families integrate into society and promote inclusiveness and harmony within the community. Furthermore, we enthusiastically support emerging athletes by sponsoring youth participants in less mainstream sports in Taiwan, such as boxing, diving, and rowing, empowering them to pursue their dreams and shine on the international stage. Through these acts of corporate social responsibility, we hope to spread love and warmth throughout every corner of society, sharing growth and prosperity with the public.

Looking to the future, we hold even higher expectations and commitments for sustainable management. Building on the foundation of our existing achievements, we will continue to refine our sustainability strategies and further integrate ESG principles into corporate governance and daily operations, proactively working toward net-zero carbon emissions and circular economy goals. At the same time, we will enforce stricter supply chain responsibility by requiring and supporting our partners to improve their environmental and social performance, thereby amplifying our sustainability impact. We will also invest more resources in talent development to nurture the next generation of professionals and foster innovation, continuously injecting vitality into the Company. I would also like to express my heartfelt gratitude to every colleague and partner whose efforts and support make it possible for Wendell to continue progressing on the path to sustainability. Moving forward, we will continue to work hand in hand with all stakeholders to pursue a balanced development of economy, society, and environment, and advance toward a sustainable future of shared success and prosperity—for the benefit of future generations.



Chairman:  Kao, Chih-Hung



About This Report

Scope and Principles

This Report discloses the operations of Wendell in Taiwan and involves specific practice and performance data regarding economy, governance, society, and environment. The data used in this Report was provided by each department of the headquarters, and then submitted to the Sustainability Report Preparation Group for summarization and edition. After being rechecked and revised by the supervisors of promotion centers at the Sustainable Development Committee, this Report was presented to the president and chairman for review in accordance with relevant administrative procedures before it was finalized for publication. This Report hasn't contained relevant information of subsidiaries listed in the consolidated financial statements. Nevertheless, such information will be successively disclosed in the subsequently published sustainability reports.

The information disclosure period in this Report started from January 1, 2024 and ended on December 31, 2024. However, to ensure the integrity of the performance of related projects and

activities, some contents hereof will cover the information and data in 2022 and 2023.

The statistical data disclosed herein is sourced from the results of statistics and investigations performed by Wendell. Information published by PWC after auditing and certification has been adopted as the source of relevant financial data. Also, some of the data has been quoted from the data published on the websites of relevant government agencies, and presented in commonly used numerical formats. The financial statements of Wendell have been prepared in accordance with International Financial Reporting Standards (IFRSs) and relevant data has been calculated in New Taiwan Dollar (NT\$).

Principle of Preparation

This Report has been prepared with reference to the Universal Standards 2021 published by GRI in 2021 as a primary comprehensive disclosure structure, and in accordance with standards specified by the Task Force on Climate-related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB).

Restatement of Information

The following prior-year information in this report has been restated. For details, please refer to the respective sections:

■ **Recalculation of Energy and Water Resource Data:** For 2023, energy and water consumption figures have been recalculated based on more comprehensive data sources. As a result, there may be slight differences from the figures reported in the previous year. Please refer to Section 4.4 “Environmental Sustainability” for more information.

■ **Adjustment to Report Structure:** To enhance logical flow and readability, certain sections have been reorganized and retitled. However, the disclosed content remains unchanged and is not materially affected.

Internal Review/Independent Assurance

■ **The Sustainability Report Compilation Team** is responsible for editing the content of this report. Department heads and the Sustainability Development Committee oversee and review the accuracy of each section. The team also reports quarterly progress to the Sustainability Development Committee and the Board of Directors.



■ This report has been assured by an independent third-party assurance provider, AFNOR Asia Ltd., in accordance with Type 1, Moderate Level of the AA1000 Assurance Standard (AA1000AS v3). For details of the assurance methodology and results, please refer to Appendix 4.

Overview of Publication

- First edition: Published in September 2023.
 - Current edition: To be published in August 2025.
- The Company regularly publishes its sustainability report every year, discloses it publicly on its website, and provides relevant electronic file. Stakeholders are welcome to check and download the report online. In case of any error corrections or data updates in the contents of this report, the contents of the electronic file announced on the corporate website shall prevail.

Contact Information

In case of any doubt, guidance or suggestion about this Report, please do not hesitate to contact us.

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2024 ESG Highlights

10th Corporate Governance Evaluation – “Most Improved Ranking” Award

Wendell was one of only two companies to receive the “Most Improved Ranking” award in the 10th Corporate Governance Evaluation, a testament to our ongoing commitment and progress in the field of corporate governance.

Greenhouse Gas Inventory Scope 1 and 2 – Third-Party Verified

Wendell has conducted self-directed greenhouse gas inventories for many years, following ISO 14001 standards to implement internal environmental and energy-saving initiatives and track carbon emissions—positioning us as a leader among companies of similar scale. In 2024, we achieved third-party verification in accordance with ISO 14064, four years ahead of the timeline outlined in the Financial Supervisory Commission’s “Sustainable Development Roadmap,” ensuring the accuracy of our disclosures.

Enhancing Energy Management and Continuously Improving Electricity Efficiency

Wendell has established a daily inspection system to strengthen energy management, particularly by ensuring the shutdown of non-essential power sources after working hours. This system leverages QR code-enabled forms for efficient data collection and monitoring. In 2024, the company’s total electricity consumption decreased by 6,925 kWh compared to 2023, representing a 1.21% reduction, equivalent to approximately 3.28 tCO₂e. This reflects Wendell’s strong commitment to energy conservation and continuous improvement in electricity efficiency.

2024 Enterprise Epidemic Prevention Alliance – Silver Award for Epidemic Prevention Leadership

Wendell actively promoted influenza vaccination among employees to safeguard their health, earning recognition from the Taiwan Vaccine Promotion Association and the Centers for Disease Control.



Selected as a “Family Friendly Business” by the Labor Affairs Department, New Taipei City Government (No. 91)

Wendell was recognized for its well-rounded family-oriented measures such as childbirth gift bonuses, seniority awards, and health promotion activities, which help retain outstanding talent.

Public Welfare Initiatives for New Immigrants and Emerging Athletes

Supporting New Immigrants: Wendell is committed to supporting underprivileged groups and emerging communities. Through long-term sponsorships, we provide monthly scholarships to 60 schoolchildren from immigrant families to promote educational development. We also organize regular volunteer activities to help immigrant families integrate into society and foster social inclusiveness and harmony.

Supporting Emerging Athletes: Wendell supports promising young athletes by sponsoring up-and-coming talents in domestic boxing, table tennis, and diving, helping them shine on the international stage.

Comprehensive Wellbeing Workplace: Fostering Health, Vitality, and Family-Friendly Support for Working Parents

Creating a Friendly Workplace Environment: Wendell promotes employee health through nutritious lunch offerings, massage services, health checkups, and vaccination programs. We also encourage a culture of fitness and host sports activities to boost physical and mental wellness and enhance team cohesion. Additionally, we design age-friendly workplaces for middle-aged and senior employees by offering comfortable office facilities and convenient transportation services, while various awards and benefits strengthen employees’ sense of belonging.

Implementing Family-Friendly Policies: Wendell has established lactation rooms in the workplace and offers flexible work arrangements, along with maternity and parental leave benefits that exceed legal requirements. We also collaborate with childcare providers to support new parents, offering paid family care leave and access to professional health consultations to help employees maintain a healthy work-life balance.

1. Sustainable Development

1.1 About Wendell

Company Profile

Profile of Wendell Industrial Co., Ltd.	
Name	Wendell Industrial Co., Ltd.
Time of incorporation	1979
Market	TPEX
Industry	Electronic component industry
Paid in Capital	NT\$ 301 million
Location of the headquarters	6F/6F-1, No. 188, Baoqiao Rd., Xindian District, New Taipei City
Website	https://www.wendell.com.tw/



Table of Shareholding Structure		
Cut-off date : 2024/07/30		
Shareholder	Shares held	Shareholding ratio (%)
Individuals	16,746,225	55.54
Foreign institutions and individuals	1,279,794	4.24
Other legal entities	12,127,045	40.22

The Company is a provider of complete EMC (Electromagnetic Compatibility) and line protection solutions in the electronic component industry. Different from general electronic component suppliers and certification service vendors, Wendell provides complete one-stop services, integrates the sales of components, assigns engineers to assist debugging, and offers EMC, RF and safety certifications, so that our customers can greatly shorten the time needed for product certification and marketing. We sell products to approximately 20 countries and regions, including Taiwan, Central China, East China and North China in the Chinese mainland, Japan, South Korea, Singapore, Thailand, Vietnam, Australia, etc.



As of 2024, Wendell has cooperated with partners distributed in regions including the Chinese mainland, South Korea, Japan and Singapore, and it owns 8 reinvested enterprises in Taiwan and abroad. The Company mainly promotes EMC one-stop procurement services, and cultivates long-term partnership with customers based on the service spirit of “A Team of Customer Orientation”. Furthermore, Wendell expands the global layout of laboratory platform and continues to develop test items for laboratory certification, so as to improve the breadth and depth of customer services through cooperation with overseas laboratories.

The main customers of Company include local and foreign TWSE/TPEX listed companies and SMEs specialized in network communication, security monitoring, industrial computers, automotive electronics, and consumer electronics.

Diagram of Upstream, Midstream and Downstream Supply Chains of Wendell

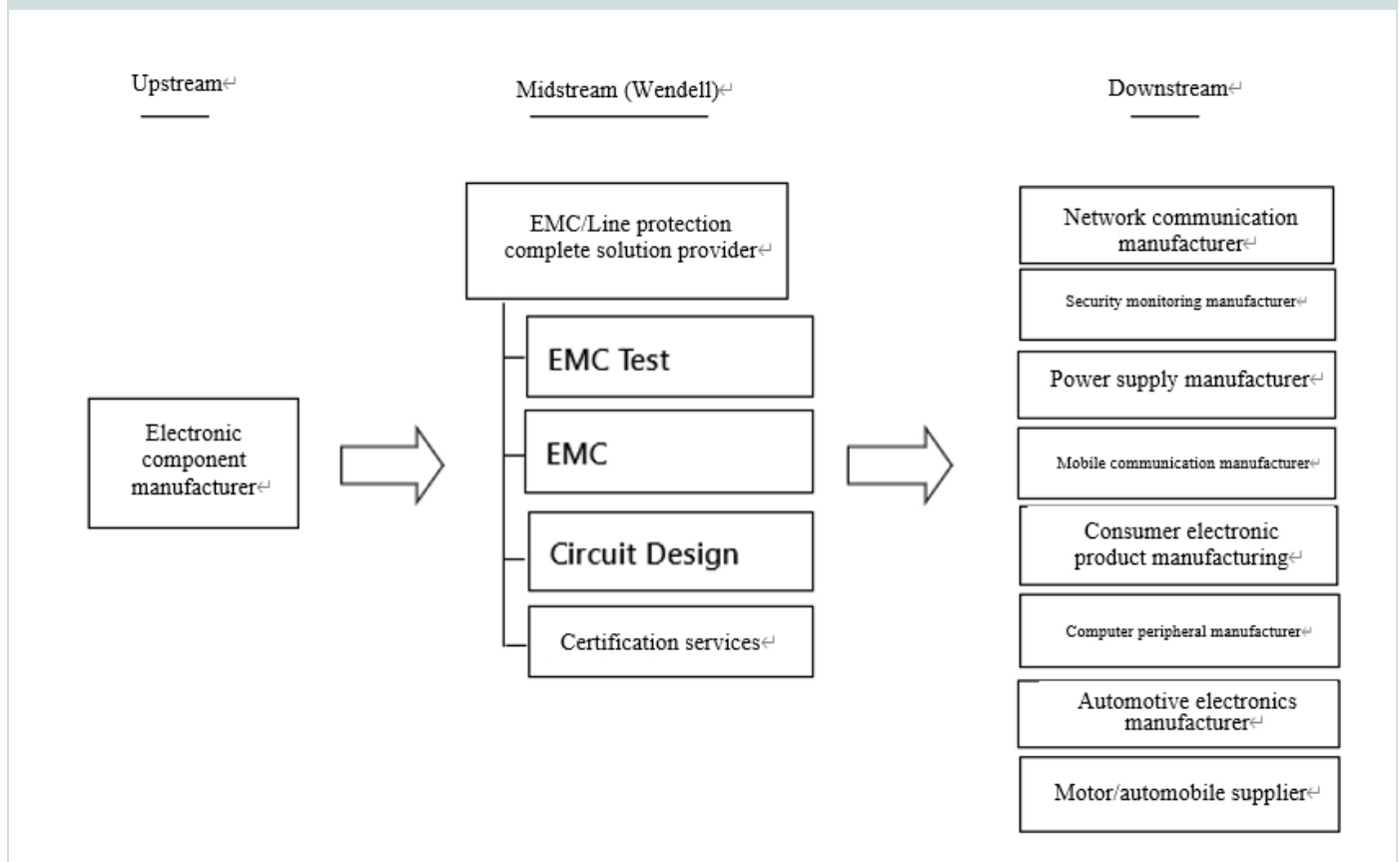
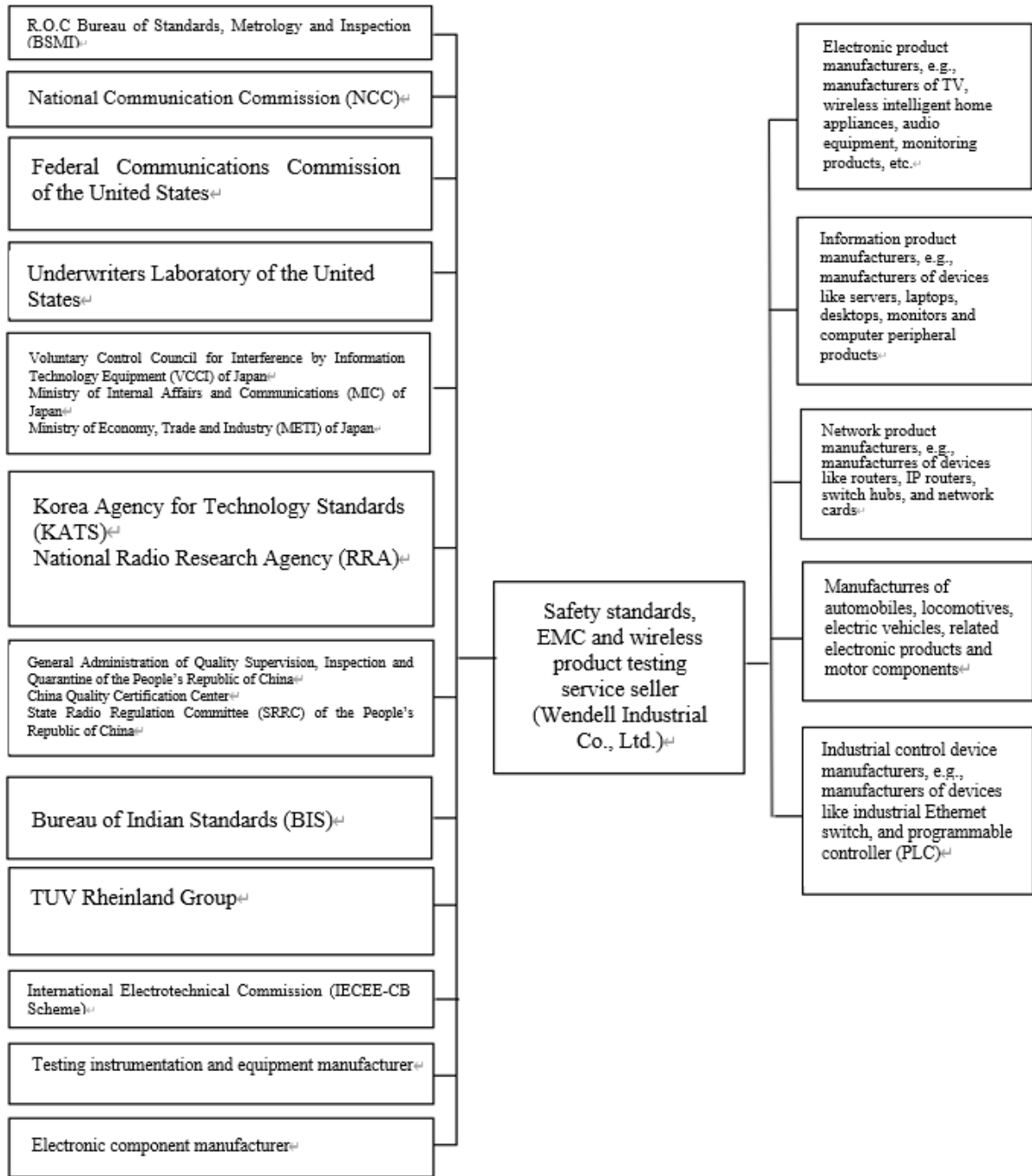




Diagram of Upstream, Midstream and Downstream Relations of Vendors of ECM, Safety and RF Testing Services and Component Sales



Products or services of the Company

Product or service	Regions of sales	Type of customer	Sales volume (Unit: 1,000PCS)
Protection Devices	Taiwan and Asia	Consumer electronics, network communication, industrial control, and automotive customer groups	965,163
Magnetics (EMI Devices)			110,141
Potentiometer			53,066
Modular products			41



1.2 Sustainability Commitments

Since its establishment, the Company has upheld the philosophy of “**giving back to society what is taken from society.**” While focusing on the growth and development of our core business, we have also actively engaged in sustainability initiatives. We believe that enterprises are not only drivers of economic development but also practitioners of social responsibility. Therefore, starting from the traceability of raw materials, Wendell is committed to creating a non-toxic environment and cherishing resources to realize our vision of sustainable operations. We aspire to be an outstanding corporate citizen and give back to those in need.

In terms of corporate governance, Wendell fully complies with the standards of the **Responsible Business Alliance (RBA)** and adheres to local laws to protect employee rights. We place great importance on work hour management, health and safety, and working conditions. We are committed to the principle of fair treatment, offering equal opportunities regardless of gender or ethnicity. Through continuous communication, we strive to create a friendly workplace where employees are treated like family and can work in a secure and supportive atmosphere. As the Company grows, we hope to plant more seeds of compassion and bring more positivity and harmony to society.

In addition, Wendell actively responds to the **United Nations Sustainable Development Goals (SDGs)**, incorporating ESG concepts into daily operations and decision-making processes, and progressively deepening the foundation of corporate sustainability governance to exert a positive impact.

Below are Wendell’s **medium- to long-term strategic directions** across the three ESG dimensions:

■ Environmental: Toward a Low-Carbon Future

In response to the government’s 2050 net-zero emissions policy, the Company has set a medium- to long-term goal to reduce greenhouse gas emissions by 20% by 2030, using 2023 as the base year. To achieve this, we have developed concrete strategies and action plans, including gradually increasing the proportion of renewable energy usage, continuously optimizing energy efficiency, and

implementing Scope 3 emission inventory and management—demonstrating our commitment to environmental sustainability.

■ Corporate Governance: Integrity and Transparency

Wendell is committed to sound corporate governance as the foundation for long-term business development. Specific measures include implementing medium- to long-term operational and risk management strategies, strengthening stakeholder trust, and continuously improving governance systems and a culture of integrity. The Company continuously enhances its corporate governance practices and strengthens relevant operations in alignment with annual evaluation indicators.

■ Social: Expanding Public Engagement and Promoting Inclusion

● Deepening Public Engagement and Fostering a Volunteer Culture

We actively promote corporate volunteer programs to increase employee participation in public welfare and establish long-term partnerships with non-profit organizations, making public service an integral part of corporate culture and fostering a virtuous cycle of goodwill.

● Practicing Environmental Sustainability and Promoting Green Action

Employees are encouraged to participate in ecological conservation activities such as beach cleanups and green office initiatives. Together with communities and partners, we fulfill our environmental responsibilities and protect the planet.

● Caring for the Disadvantaged and Embracing Diversity and Inclusion

We continue to support new immigrants, the elderly, and underprivileged children, promote the development of non-mainstream sports, and expand our influence through donations and collaborative programs—advancing diversity, inclusion, and widespread community participation.

Wendell firmly believes that only by integrating corporate governance, social engagement, and environmental responsibility—and uniting the strength of our employees, supply chain, and communities—can we realize our medium- to long-term sustainability vision and build a shared and thriving future.



1.3 Stakeholder Engagement

In 2024, Wendell listed a total of 8 categories of stakeholders with priority, i.e., shareholders and other investors, customers, suppliers (or contractors/outsourcers), employees and other workers, financial institutions, government, social welfare organization, academic and industry-university cooperation units.

Communicating Channels for Stakeholders

Stakeholder	Significance of stakeholder for the Company	Issues concerned	Communicating channels	Frequency	Communication effect
Shareholders and other investors	Shareholders and investors have recognized the management philosophy and guidelines of Wendell for a long term. Wendell promotes the exclusive EMC one-stop integration services in the market, endeavors to acquire stable profits and return on investment for shareholders and other investors, and implements corporate sustainable management.	<ul style="list-style-type: none"> Corporate Governance and Ethical Corporate Management Operating Performance Risk Management and Regulatory Compliance 	<ul style="list-style-type: none"> Board of Directors and Audit Committee Remuneration Committee Regular Shareholders' Meeting Investor conference Dedicated line for investors/Mailbox Spokesperson system MOPS Annual report Financial reports Official website of the Company and dedicated zone for investors 	<ul style="list-style-type: none"> At least once per quarter At least twice per year At least once per year At least once per year Immediate Immediate Immediate/Irregular Once per year Four times per year Immediate/Irregular 	<ul style="list-style-type: none"> In 2024, 5 meetings of the Audit Committee, 6 meetings of the Board of Directors, 4 meetings of the Remuneration Committee, 1 regular Shareholders' Meeting, and 1 investor conference were held. In 2024, the Company announced monthly revenue for 12 times, and released 26 major messages on MOPS. In 2024, the Company published 1 annual report and 4 financial reports. Reply to the questions raised by investors immediately. Update the official website and dedicated zone for investors at any time.
Financial institutions	Financial institutions are indispensable partners for the flexible application of working capital.	<ul style="list-style-type: none"> Corporate Governance and Ethical Corporate Management Operating Performance 	<ul style="list-style-type: none"> Bank credit 	<ul style="list-style-type: none"> Once per year 	<ul style="list-style-type: none"> Sign credit limit contracts with banks.



Stakeholder	Significance of stakeholder for the Company	Issues concerned	Communicating channels	Frequency	Communication effect
		<ul style="list-style-type: none"> Risk Management and Regulatory Compliance 			
Customers	<p>Customers are not only the source of the Company’s main revenue but also the source of needs for product development and technical support. We will continue to provide innovative product and high-quality platform services, dedicate to becoming a partner trusted by customers, and guarantee to join hands with customers in a definite path of sustainability that complies with the market demand.</p>	<ul style="list-style-type: none"> Environmental Sustainability Corporate Governance and Ethical Corporate Management Operating Performance 	<ul style="list-style-type: none"> E-mail/Dedicated telephone line/Visit Communication software Meeting Seminar Customer satisfaction survey 	<ul style="list-style-type: none"> Immediate/Irregular/Every 2-3 days or weekly Immediate/Irregular Irregular 1-2 times/year Once per half a year 	<ul style="list-style-type: none"> The Company has established a full-time department to provide customer services. Learn about the score and deepen customers’ stickiness through customer satisfaction/supplier audit of customers/general meeting of suppliers of customers. Enable customers to obtain the explanations for the questions raised within the short time through the quality system of Wendell. Conduct regular customer satisfaction survey every year. The result of customer satisfaction survey of the Company in 2024 was higher than the indicator of “Satisfied”.



Stakeholder	Significance of stakeholder for the Company	Issues concerned	Communicating channels	Frequency	Communication effect
Suppliers (or contractors/outsourcers)	They are the business partners of the Company. We need to cooperate closely with suppliers in terms of product quality, production and technical management, and after-sales services, for the purpose of establishing a developing sustainable supply chain. Besides, the appraisal and review of suppliers are an important process that benefits the establishment of a mutually beneficial model.	<ul style="list-style-type: none"> Environmental Sustainability Operating Performance 	<ul style="list-style-type: none"> E-mail/ Telephone/Visit Vendor appraisal form 	<ul style="list-style-type: none"> Irregular/Every 2-3 days or weekly Once per half a year 	<ul style="list-style-type: none"> Require the suppliers to abide by the Company's quality code as well as requirements addressing the issues of hazardous environmental substances and sustainable development according to QMS Supplier Selection Measures of the Company. In 2024, the Company signed "Statement of Commitment to Sustainable Management" and "Supplier ESG Evaluation Questionnaire" with suppliers having transactions with Wendell, and the signing rate reached 94% and 84% respectively. The Company immediately discusses and negotiates relevant solutions with suppliers who do not comply with the provisions, so as to properly manage and improve the problems. The quantity of cooperative materials may be added if the score in the vendor appraisal form is high. Actively cooperate with suppliers and improve their development capabilities, and also create local jobs, to increase contributions to overall environment and society.
Employees and other workers	Employees are the most important assets valued by Wendell as well as a key to our successful operation.	<ul style="list-style-type: none"> Talent Cultivation and Retention 	<ul style="list-style-type: none"> Welfare Committee meeting 	<ul style="list-style-type: none"> 1~2 times/quarter Once per quarter Once per half year Once per month 	<ul style="list-style-type: none"> In 2024, a total of 4 Labor-Management Meetings and 4 Welfare Committee Meetings were held; employee performance



Stakeholder	Significance of stakeholder for the Company	Issues concerned	Communicating channels	Frequency	Communication effect
	<p>Employees may be fully cared for and concerned and grow vigorously together with the Company only when we provide them with a friendly employment environment, improve our systems, abide by laws, regulations and rules, and care for employees physically and mentally as appropriate, so as to realize the goal of attracting more professional talents. In addition, talent cultivation is also a goal we are exerting continual efforts for.</p>	<ul style="list-style-type: none"> ● Corporate Governance and Ethical Corporate ● Operating Performance 	<ul style="list-style-type: none"> ● Labor-management/ Occupational safety meetings ● Performance assessment and feedback of suggestions ● Onsite services ● Family Day/Employee tourism ● Employee health examination/ Health consulting ● Appeal mailbox/Dedicated appeal line/Internal publicity channel 	<ul style="list-style-type: none"> ● Once per year ● Once per year/Irregular ● Immediate 	<p>evaluations were conducted 2 times; 1 annual health checkup was provided; 12 sessions of physician and nurse consultations were offered; 24 on-site medical service sessions were held; 3 health lectures were conducted; and both 1 Family Day and 1 employee outing were organized. In addition, 2 employee engagement events were held; 12 health e-newsletters were published; and a total of 10 employee feedback cases were received.</p>
Government	<p>Wendell abides by the latest laws and regulations and policy amendments of the competent authority, to comply with regulatory requirements. Wendell is employee-oriented. When any circumstance occurs, we guarantee to prioritize the compliance with laws and regulations and the safeguarding of employees'</p>	<ul style="list-style-type: none"> ● Environmental Sustainability ● Climate Change ● Corporate Governance and Ethical Corporate ● Operating Performance ● Risk Management and Regulatory Compliance 	<ul style="list-style-type: none"> ● Telephone/Email/Letter 	<ul style="list-style-type: none"> ● Immediate/Irregular 	<ul style="list-style-type: none"> ● Wendell already learned about relevant regulations in doubt after communicating with relevant units. No major deficiencies existed. ● In 2024, the Company received 248 official documents and complied with all regulatory requirements, with no fines or legal violations recorded.



Stakeholder	Significance of stakeholder for the Company	Issues concerned	Communicating channels	Frequency	Communication effect
	<p>interests. If employees' interests are harmed, we will immediately manage to minimize the damages. In addition to the compliance with relevant regulations, the Company also conducts two-way communication with the competent authority.</p>				
<p>Social welfare organizations</p>	<p>Since its establishment, Wendell has not only focused on the growth and development of its main business, but also adhered to the concept of "Taking from society and using for society", in the hope that we can become an excellent corporate citizen and give back to children and the elderly in need to spread the seeds of care.</p>	<ul style="list-style-type: none"> ● Talent Cultivation and Retention 	<ul style="list-style-type: none"> ● Telephone/Email ● Card writing ● On-site volunteer activities ● Charitable donation events 	<ul style="list-style-type: none"> ● Irregular ● Twice per year 	<ul style="list-style-type: none"> ● In 2024, a total of six volunteer activities were held, with 191 participants contributing a total of 889 service hours. ● In 2024, three charitable donation events were held with a total of 109 participants, resulting in the donation of 82 bags of blood, 4 large boxes of used blankets, and 2 large boxes of secondhand books. ● Nearly 150 employees participated in writing letters to 60 children sponsored through the Pearl S. Buck Foundation at the end of the school term and during Christmas in 2024. ● In 2024, 49 massage sessions were arranged with visually impaired



Stakeholder	Significance of stakeholder for the Company	Issues concerned	Communicating channels	Frequency	Communication effect
					<p>massage therapists, providing services to 441 participants.</p> <ul style="list-style-type: none"> In 2024, a total of 1,329 Mid-Autumn Festival gift boxes were purchased from two charitable organizations.
<p>Academic and industryuniversity cooperation units</p>	<p>People are the most important assets of Wendell. We hope that more young students can be recommended by schools to apply the knowledge they have learned in practice through industryuniversity cooperation. Besides, we will help them find their interest as early as possible and expect that they will develop more creative ideas. Hopefully, these young students can get a stable job before graduation, and the employment rate of society can be improved.</p>	<ul style="list-style-type: none"> Talent Cultivation and Retention Innovative R&D Patents 	<ul style="list-style-type: none"> Telephone/Email Conversion 	<ul style="list-style-type: none"> Real-time Irregular 	<ul style="list-style-type: none"> The Company has established fulltime department and laboratory factories to provide teaching services. In the recent 3 years, the Company has hired a total of 6 interns from different universities, including 3 from Lunghwa University of Science and Technology, 1 from Tungnan University, and 1 from Ming Chi University of Technology respectively, and 1 from National Taipei University of Science and Technology. After graduation, 3 of them stayed with us, presenting a retention rate of 50%.

1.4 Identifying Material Topics

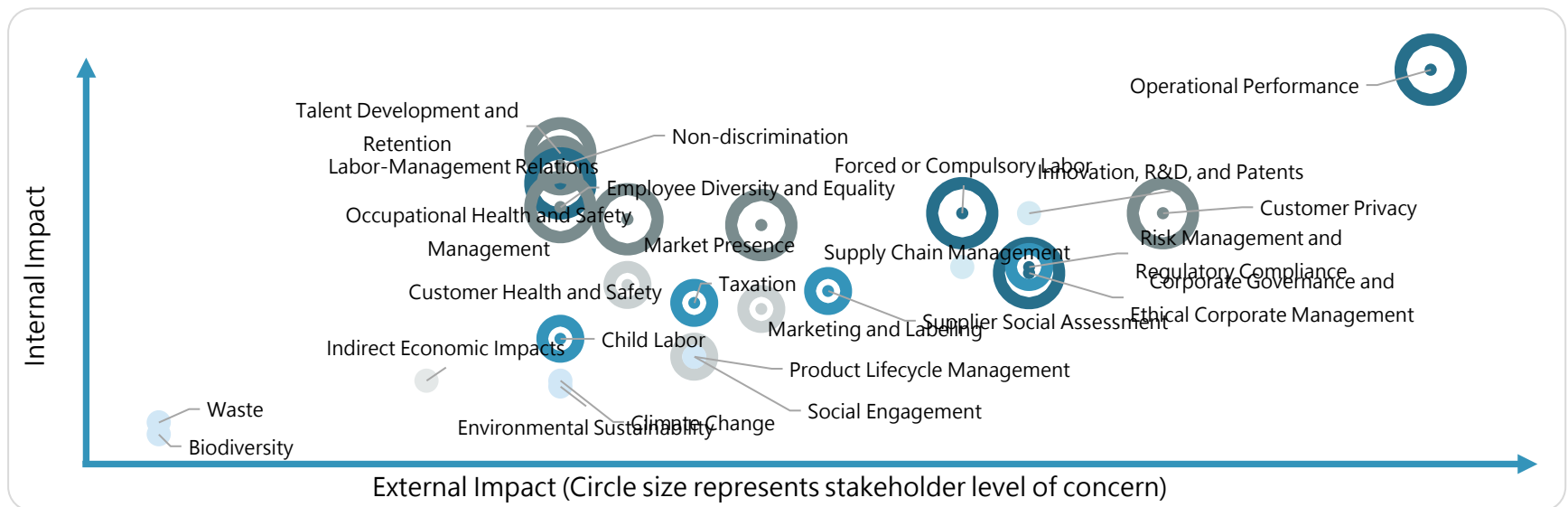
The material topics of the Company were selected with reference to GRI Standards and SASB Standards, and identified by the representatives of the Company, department supervisors, and external experts who gave scores in accordance with the actual or potential negative and positive impacts of each topic on economy, environment, and society (mankind and human rights).



The material topics were identified specifically in four stages:

1. Understanding the organization	A total of 25 sustainability topics have been summarized with reference to GRI Standards and SASB Standards.
2. Identifying actual and potential impacts	The representatives of the Company, department supervisors, and external experts gave scores in accordance with the actual or potential negative and positive impacts of each topic on economy, environment, and society (mankind and human rights), and then added up and sorted the actual negative impact, potential negative impact, actual positive impact and potential positive impact of each topic on economy, environment, and society (mankind and human rights).
3. Assessing the significance of impacts	After engaging stakeholders, the representatives of the Company and department supervisors held meetings to discuss with external experts. The extent and possibility of significance of the impacts of the topics were explored. Through the "Stakeholder Sustainability Issues Survey," feedback was collected from eight categories of stakeholders on the importance of 25 sustainability issues. A total of 143 valid responses were received and used to rank the material topics by level of importance.
4. Prioritizing Impact Severity	According to the analysis results of material sustainability topics, the representatives of the Company and department supervisors conducted comprehensive assessment with external experts based on the nature of the topics, and finally concluded and determined a total of 7 material topics for ESG according to the material topic analysis matrix. The material topics have been successively arranged in each section of this Report for disclosure.

Materiality Matrix





Material Topic Identification Results

Material Topics of 2024						
1) Operating Performance	2) Corporate Governance and Ethical Corporate Management	3) Risk Management and Regulatory Compliance	4) Innovative R&D Patents	5) Talent Cultivation and Retention	6) Environmental Sustainability	7) Climate Change
Material Topics of 2023						
1) Environmental Sustainability	2) Climate Change	3) Talent Cultivation and Retention	4) Employee Diversity and Equality	5) Occupational Safety and Health Management	6) Product Lifecycle Management	7) Social Participation
8) Corporate Governance and Ethical Corporate Management	9) Operating Performance	10) Risk Management and Regulatory Compliance	11) Innovative R&D Patents	12) Supply Chain Management		

Based on the analysis methodology, the Sustainability Team integrated the significance of the impacts of sustainability issues and stakeholder concerns, identifying 7 material topics. Compared to the previous year, the 2024 material topics saw the removal of 5 topics: Employee Diversity and Equality, Occupational Health and Safety Management, Product Lifecycle Management, Social Engagement, and Supply Chain Management. No new material topics were added.

The Company has developed corresponding policies and management actions for each material topic according to the nature of its impacts. Designated departments are responsible for tracking the effectiveness of these policies and strategies, setting performance indicators and goals, and regularly reviewing goal achievement. The following outlines the management measures for each material topic:



List of Material Topics

Material topic	Description of impacts		Main objects impacted	Policies/strategies	Corresponding section
Operating Performance (GRI 201)	Positive	Economic: By implementing effective business strategies, the Company aims to improve profitability, thereby enhancing investor and market confidence and laying a solid foundation for future operational development.	Direct impact: Shareholders and other investors, customers, and employees	<ul style="list-style-type: none"> Review the budget. If the objective environment is changed to make the budget greatly different from the facts, the budget shall be added or reduced accordingly. 	2. Corporate Governance
	Negative	Economic: Budget performance affects financial and operational outcomes. Poor performance may indirectly impact the interests of stakeholders.			
Corporate Governance and Ethical Corporate Management (GRI 205 ∙ GRI 206)	Positive	[Economy and Population] Implement corporate governance, and require employees to abide by ethical corporate management, and comply with laws and regulations, which can improve corporate reputation and increase opportunities for investment and financing.	Direct impact: Shareholders and other investors, customers, and employees	<ul style="list-style-type: none"> The functional committees established under the Board of Directors per authorities and functions include Audit Committee, Remuneration Committee, and Sustainable Development Committee which regularly report to the Board of Directors. A complaint mailbox has been set up to provide whistleblowers with transparent and effectively communicated channels. 	2. Corporate Governance
	Negative	[Economy and Population] When dishonesty, corruption, deception or fraud incidents occur, operating risks will be caused to the Company, and the rights and interests of customers and other stakeholders will be infringed upon. Furthermore, the Company's credit ratings will be jeopardized, and reputation declined for outside world and stakeholders.			



Material topic	Description of impacts		Main objects impacted	Policies/strategies	Corresponding section
Risk Management and Regulatory Compliance (GRI 418)	Positive	[Economy and Population] Through risk management, employees are able to learn about and prevent risks and reduce financial or goodwill impact and influence from internal and external risks. In addition, improved decision-making efficiency at the management level has also enhanced the company's competitiveness in the market.	Shareholders and other investors/financial institutions, customers, suppliers, employees, and other workers	<ul style="list-style-type: none"> The Company established the Risk Management Policy and Procedures, approved by the Board of Directors in November 2024. It sets forth principles and execution mechanisms for risk management to guide all departments in identifying, assessing, and responding to risks. All business operations must comply with applicable laws and regulations. Regulatory compliance mechanisms are integrated to ensure conformity. 	2. Corporate Governance
	Negative	[Economy and Population] Factors like failure to abide by relevant regulations, poor regulation, omission of terms, etc. can result in the failure to restrict the counterparties to perform their obligations as agreed and then give rise to the risks of derivative financial or goodwill losses.			
Innovative R&D Patents (Self-determined topic)	Positive	[Economy] The collective management of patent rights is achieved mainly through the establishment of relevant rules and regulations, so that patent rights, as private property, exist in a way similar to co-owned property. As a result, the patent	Direct impact: Shareholders and other investors, customers, suppliers, and employees	<ul style="list-style-type: none"> In accordance with the Company's internal control R&D cycle (CD-100), and the CD-106 	3. Green Supply Chain



Material topic	Description of impacts		Main objects impacted	Policies/strategies	Corresponding section
		<p>licensing cost can be reduced, and the group interests can be maximized. At the same time, the diversity of product lines can also be increased to provide customers with diversified countermeasures. If viewed from the perspective of users, the Company needs to think continually and make innovative breakthroughs in product R&D, to improve product competitiveness and enable customers and final consumers to use high-quality products.</p>		<p>Patent Rights Management Procedures, Wendell has established a comprehensive strategy for patent deployment and management. R&D personnel conduct feasibility studies through proposal evaluation procedures before filing patent applications. Upon acquisition, patents are managed rigorously to protect the Company's intellectual assets.</p>	
	Negative	<p>[Economy] The negative aspect of innovation lies in the emphasis on external appearance or functional features of products only, and the ignorance of deep understanding of and satisfaction with customer requirements. This kind of practice may result in the lack of market demand support for products development and finally lead to the failure to acquire market share. An enterprise may survive and succeed in a fiercely competitive market only through the deep understanding of and satisfaction with customers' true needs and the realization of real value creation in each aspect of products.</p>			
<p>Environmental Sustainability (GRI 302 、 GRI 303)</p>	Positive	<p>[Environment] Shipments will be combined as much as possible during procurement of raw materials for production to lower products' carbon footprints; stable supply relations are established with procurement factories and planned backup supply is provided. Support international carbon reduction</p>	<p>Direct impact: Customers, suppliers, and employees</p>	<ul style="list-style-type: none"> The Company's core environmental sustainability strategy centers on "reducing pollution and waste, 	<p>4. Environmental Sustainability</p>



Material topic	Description of impacts		Main objects impacted	Policies/strategies	Corresponding section
		<p>initiative and Net Zero policy of the government, identify opportunities and risks from climate change, improve preparations for climate mitigation resilience, improve energy utilization efficiency, and promote energy-saving measures to lower energy consumption. Save water through daily management to avoid water resource waste. Effectively control waste generated in the operation process, and carry out outsourcing in a proper manner to avoid environmental pollution.</p>		<p>ensuring environmental safety; practicing environmental protection, and cherishing resources.”</p> <p>Energy Management Policy:</p> <ul style="list-style-type: none"> ● Adopt energy-saving equipment and assess the feasibility of introducing renewable energy in the future. <p>Water Resource Management Policy:</p> <ul style="list-style-type: none"> ● Reduce faucet water pressure to minimize unnecessary water consumption. ● Record monthly water bills to monitor for abnormal usage patterns. <p>Waste Management Policy:</p> <ul style="list-style-type: none"> ● Implement the 3Rs (Reduce, Reuse, Recycle) to minimize operational waste. 	
	Negative	<p>[Economy] Due to the impact of energy transition policy and the government energy policy, power rationing will directly affect operating revenue. Also, the failure to properly respond to the physical and transition risks resulting from climate change will increase operating cost. Water insufficiency, water restriction, or rising water resource prices resulting from scarcity of water resources due to climate change will increase operating cost. Climate change policy and market change may result in the rising energy prices. Relevant stakeholders may raise higher requirements for future sustainability.</p> <p>[Environment] Raw materials rely on stable factory support. The uncertainty of operating environment (e.g., geopolitics) may affect production. The overall supply chain operation will be affected due to unstable water quality supply, increase of</p>			



Material topic	Description of impacts		Main objects impacted	Policies/strategies	Corresponding section
		demand, and decrease of supply. Risks of health and exposure to hazardous substances may exist during the waste treatment or transportation process.		<ul style="list-style-type: none"> ● Ensure that all waste is handled by qualified entities to prevent environmental pollution. 	
Climate Change (GRI 305)	Positive	<p>[Environment] Implement environmental protection and carbon reduction policy, to reduce the negative impact on environment.</p> <p>[Economy] In response to global sustainability policy, each enterprise has attached increasing importance to the environmentally sustainable development, and executed surveys like energy-saving carbon emission survey, to improve product competitiveness in terms of sustainability issues.</p> <p>[People and Human Rights] Improve the Company’s and employees’ sense of social responsibility and contributions.</p>	Direct impact: Customers, suppliers, and employees	<ul style="list-style-type: none"> ● A governance framework aligned with the Task Force on Climate-related Financial Disclosures (TCFD) has been established to ensure climate risk management is integrated into decision-making. ● The Company actively promotes ISO 14064-1 greenhouse gas inventory and third-party verification to ensure transparency in emissions disclosure. 	4. Environmental Sustainability
Negative	<p>[Environment] Failure to implement environmental protection and carbon reduction policy would cause great harm to ecosystems, water and soil resources, human social and economic activities, life safety, etc.</p> <p>[Economy] In response to global sustainability policy, carbon pricing will be inevitably implemented in the future. Take (high carbon price scenario) as an example. If the Company does not continue to take carbon reduction management measures, the financial impact will account for a relatively high ratio in the operating revenue.</p>				



Material topic	Description of impacts		Main objects impacted	Policies/strategies	Corresponding section
<p>Talent Cultivation and Retention (GRI 401、GRI 402、GRI 404)</p>	Positive	<p>[People and Human Rights] Talent is a key indicator for corporate competition. A complete talent cultivation system can bring stable cohesion, improve talents' professionalism, bring positive cycle to the Company, continually enhance competitiveness, and enhance talents' willingness to stay and develop with the Company, thus realizing healthy and stable development of corporate organization.</p>	<p>Direct impact: Employees and external job seekers</p>	<ul style="list-style-type: none"> The Company offers competitive salaries and motivating bonuses based on market standards, striving to provide greater development opportunities for talent. A portion of the distributable earnings is allocated to employees annually to continuously improve employee benefits and the work environment, thereby building a high-quality and stable workforce. 	<p>5. Happy Workplace</p>
	Negative	<p>[People and Human Rights] If the talent cultivation Workplace plan is not implemented, or does not comply with the development, talents may be limited, or the direction may become wrong, to affect corporate competitiveness; in case of talent loss, the Company needs to pay more labor cost. Furthermore, due to technical discontinuity of internal personnel and insufficiency of labor, employees' morale will be affected and customers will trust the Company less due to quality decline of its products or services. As a result, intangible costs will be incurred.</p>			
		<p>[People and Human Rights] Differences in age and seniority exist inside the Company. If the existing culture cannot flip employees' thinking to fully accept and respect diversity and equity, exclusivity will arise, meaning that homogenous talents will be continually promoted inside and talent loss will be caused due to unequal treatment, thus hindering the enterprise's opportunities for innovation and development.</p>			



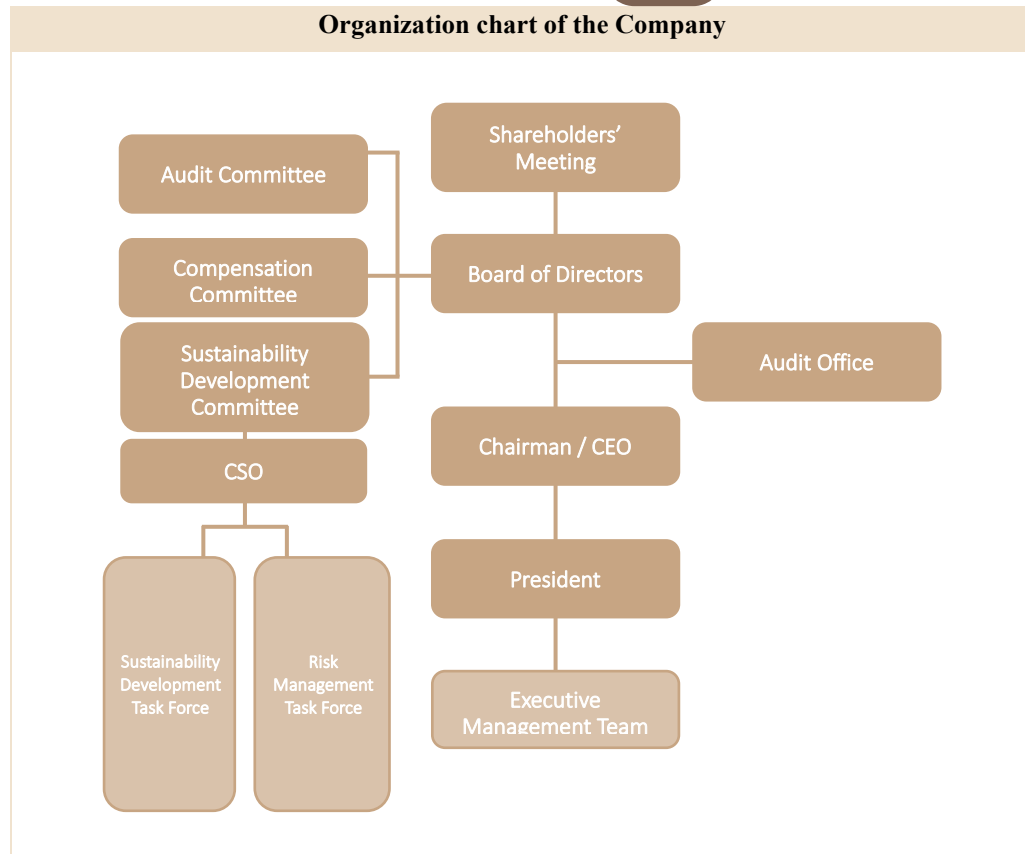
2. Corporate Governance

2.1 Corporate Governance and Ethical Corporate Management

Material topic: Corporate Governance and Ethical Corporate Management	
Reporting requirements	Description of reporting requirements and examples
Reason for materiality of this topic	<ul style="list-style-type: none"> Corporate governance is the cornerstone of sustainable business operations and must be implemented across all business units by establishing a sound governance structure. Functional committees and working groups are formed to address material topics, ensuring that stakeholder rights and interests are properly safeguarded. The Company must protect shareholder rights, strengthen the functions of the Board of Directors, respect stakeholder interests, and enhance information transparency. Ethical corporate management is not only the ethical principle of the Company, but also the foundation of stewardship. Wendell adopts a zero-tolerance policy to prohibit any form of corruption. The complete corporate governance benefits systematic development of the organization and protects the interests of major shareholders and other stakeholders, as well as prevents the impairment or loss of corporate interest and jointly safeguards reputation, to win respect and trust from customers, suppliers, and the industry. Such actions have a positive impact on the Company's each business and operation.
Policies/strategies	<ul style="list-style-type: none"> The functional committees established under the Board of Directors per authorities and functions include Audit Committee, Remuneration Committee, and Sustainable Development Committee which regularly report to the Board of Directors. A complaint mailbox has been set up to provide whistleblowers with transparent and effectively communicated channels.
Targets and objects	<ul style="list-style-type: none"> Implement corporate governance policy to support further operational development. Ensure that the information on corporate operation is open and transparent, and ethical corporate management is conducted. The Company continuously enhances its corporate governance practices and strengthens relevant operations in alignment with annual evaluation indicators.
Management and evaluation mechanism	<ul style="list-style-type: none"> Performance evaluation is regularly executed for the Board of Directors and functional committees every year through self-evaluated questionnaires. External performance evaluation is conducted at least once every three years.
Performance and adjustment	<ul style="list-style-type: none"> In 2024, the Company completed improvements based on recommendations from an external professional organization, the Taiwan Corporate Governance Association, as part of its enhancement plan. We continue to refine our governance performance to protect shareholder and stakeholder rights, strengthen board functions, and enhance information transparency. The Company ranked in the top 6%–20% in the 11th Corporate Governance Evaluation in 2024. In 2024, no reports regarding unlawful acts were received.
Preventive or remedial measures	<ul style="list-style-type: none"> The Company has established and legally and timely amended relevant regulations including “Ethical Corporate Management Best Practice Principles”, “Procedures and Behavioral Guidelines for Ethical Corporate Management Work”, and “Code of Ethics”. Directors, principals, managers, and employees sign “Statement of Ethical Management Policy”, which strictly prohibits directly or indirectly offering, promising, requesting, or accepting any improper benefits, or engaging in any conduct that violates integrity, the law, or fiduciary duties during the course of business activities.

Organization Chart of the Company

GRI 2-9



Composition of Board of Directors

As the highest governing body, the Board of Directors is responsible for the Company’s long-term development. To enhance financial disclosure, improve managerial performance, and promote sustainable development, the Board has established the Audit Committee, Compensation Committee, and Sustainability Development Committee. Under the Sustainability

Development Committee, the Sustainability Development Task Force and Risk Management Task Force are organized to ensure sustainable operations through top-down management.

Board Conflict of Interest Avoidance and Diversity

To ensure fair decision-making, directors must proactively declare any conflicts of interest related to meeting agendas and must recuse themselves from discussions and voting when such conflicts exist, ensuring that decisions are not influenced by personal gain. At the same time, the Company promotes board diversity by inviting professionals from various fields to enhance the comprehensiveness and quality of decision-making and ensure the Company’s long-term development and the maximization of shareholder interests. The Company places importance on gender equality in board composition and has set a goal to have at least one-third of board seats held by directors of a different gender by 2025. The current proportion of female board members has not yet reached one-third. Moving forward, the Company will strive to balance board seats across genders to support the national goal of achieving gender equality.

The seventh Board of Directors of the Company comprises 7 directors, among whom 3 directors are served by the employees of the Company who are specialized in leadership, decision-making, operational judgment, operation and management ability and crisis management with industrial



knowledge and international market view; director LIU, SHENG-CHANG currently serves as the director of Everest CPA & Co. and the vice president of CPA Associations R.O.C. (Taiwan), specialized in management, accounting, and finance analysis; 3 independent directors, i.e., HO, TZU-SHUN, LIN, CHIN-FENG, and TSENG, HSIAO-CHUAN, are specialized in law, finance and accounting, management, and financial 70 investments, which are important professional skills needed for the operation of the Company. The diversified and professional backgrounds of the directors facilitate the Company to make most timely and crucial decisions and improve its operational performance and management benefits.

The Company has a total of 7 directors, including 3 independent directors. The directors served by employees of the Company account for 42.86%, the independent directors account for 42.86%, and the female directors account for 28.57% of the total number of directors respectively. The seniority of 2 independent directors lasts for 5–6 years, and that of 1 independent director lasts for 1–2 years. There are 2 directors aged 41–50, 3 directors aged 51–60, and 2 directors aged above 61. Relevant information of the Board of Directors and supervisor(s) is shown in the table below:

Title	Name	Gender	Age	Date first elected	Main education and experience	Concurrent position(s) currently held in the Company and other companies	Diversified professional and industrial experience							
							Operational judgment	Accounting and financial skills	Operation and management ability	Crisis management capacity	Industrial knowledge	International market view	Leadership	Decision-Making Capability
Chairman	Bo Hong Investment Co., Ltd. Rep: Kao, Chih-Hung	Male	51~60	Nov. 12, 2019	<ul style="list-style-type: none"> Department of Advertising, National Chengchi University 	<ul style="list-style-type: none"> Chairman & CEO of Wendell Industrial Co., Ltd. Chairman of Bo Hong Investment Chairman of Wei Hong Assets Chairman & President of Wendell Electrical Testing Co., Ltd. Director of Wendell Industrial Limited Director of Nichteck Industrial Co., Limited 	✓	✓	✓	✓	✓	✓	✓	✓



Title	Name	Gender	Age	Date first elected	Main education and experience	Concurrent position(s) currently held in the Company and other companies	Diversified professional and industrial experience							
							Operational judgment	Accounting and financial skills	Operational and management ability	Crisis management capacity	Industrial knowledge	International market view	Leadership	Decision-Making Capability
Director	Hong Hui Co., Ltd. Rep: Kao, Min-Hung	Male	51~60	Nov. 12, 2019	<ul style="list-style-type: none"> Department of Shipping and Transportation Management, National Taiwan Ocean University President of Wendell Industrial Co., Ltd. 	<ul style="list-style-type: none"> Vice Chairman and CSO of Wendell Industrial Co., Ltd. Chairman of Hong Hui Co., Ltd. Director of Wendell Electrical Testing Co., Ltd. Chairman of Shenzhen Qianhong Electronics Co., Ltd. Chairman of Wendell Industrial Limited Chairman of Wendell Korea Co., Limited Director of Wendell Pte.,Ltd Chairman of Nichteck Industrial Co., Limited Chairman, Morisawa Power Energy Co., Ltd. 	✓	✓	✓	✓	✓	✓	✓	✓
Director	Wei Hong Asset Co., Ltd. Rep: Chan, Po-Hsiang	Male	41~50	Nov. 12, 2019	<ul style="list-style-type: none"> York University Information technology Vice President of Wendell Industrial Co., Ltd. Product Manager of GIGABYTE 	<ul style="list-style-type: none"> Director and President of Wendell Industrial Co., Ltd. COO of Wendell Electrical Testing Co., Ltd. 	✓	✓	✓	✓	✓	✓	✓	✓



Title	Name	Gender	Age	Date first elected	Main education and experience	Concurrent position(s) currently held in the Company and other companies	Diversified professional and industrial experience							
							Operational judgment	Accounting and financial skills	Operational and management ability	Crisis management capacity	Industrial knowledge	International market view	Leadership	Decision-Making Capability
Director	Liu, Sheng-Chang	Male	Above 61	Jun. 16, 2022	<ul style="list-style-type: none"> EMBA, National Chengchi University Bachelor of Commerce, National Taiwan University 	<ul style="list-style-type: none"> Director of Everest CPA & Co. Vice President of CPA Associations R.O.C. (Taiwan) Resident Supervisor of Mega International Commercial Bank Executive Director of Accounting Research and Development Foundation Director, CIRCLE AND SQUARE INVESTMENT CO., LTD. Director, CIRCLE AND SQUARE ARTS LTD. 	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Ho, Tzu-Shun	Male	51~60	Nov. 12, 2019	<ul style="list-style-type: none"> Bachelor of Law, National Taiwan University Master of Law, Soochow University Procurator, Taiwan High Prosecutors Office Head Prosecutor, Taiwan Shilin District Prosecutors Office Procurator, Taiwan Taoyuan District Prosecutors Office 	<ul style="list-style-type: none"> Lawyer of Shih Hsun Hsu Law Firm Supervisor of Dimei Biotechnology Co., Ltd. 	✓	✓	✓	✓	✓	✓	✓	✓



Title	Name	Gender	Age	Date first elected	Main education and experience	Concurrent position(s) currently held in the Company and other companies	Diversified professional and industrial experience							
							Operational judgment	Accounting and financial skills	Operational and management ability	Crisis management capacity	Industrial knowledge	International market view	Leadership	Decision-Making Capability
Independent Director	Lin, Chin-Feng	Female	41~50	Nov. 12, 2019	<ul style="list-style-type: none"> ● Master, Department of Accounting, Soochow University ● Business Administration, National Taiwan University of Science and Technology ● Taiwan CPA ● China Certified Tax Agent ● Head of Auditing Department, Weizhong Certified Public Accountants ● Partner of Ding Xin Certified Public Accountants 	● Practicing CPA of Crowe (TW) CPAs	✓	✓	✓	✓	✓	✓	✓	✓
Independent Director	Tseng, Hsiao-Chuan	Female	Above 61	Aug. 30, 2023	<ul style="list-style-type: none"> ● Master of Management, National Taiwan University of Science and Technology ● General Auditor of Yuanta Bank ● Vice President and Senior Vice President of Yuanta Bank ● Assistant Manager and Senior Assistant Manager of Yuanta Bank ● Audit Department, Manager of Yuanta Financial Holding Co., Ltd. 	● Independent Director, Protrade Applied Materials Corp.	✓	✓	✓	✓	✓	✓	✓	✓

Note:

1. There are 2 directors aged 41~50, 3 aged 51~60 and 2 aged above 61.
2. There are no conflicts of interest between the Company's directors and the independent operation of the Board of Directors.

Nomination and Election of Directors

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The nomination and election of the Company's directors are conducted in accordance with the Articles of Incorporation and relevant laws and regulations. The number of directors ranges from five to nine, each serving a three-year term and eligible for re-election. The Company adopts a candidate nomination system, with elections held at the shareholders' meeting. Diversity of the Board is considered, including gender, age, nationality, and professional background, to ensure directors possess various competencies such as operational judgment, financial analysis, and business management. Elections use the single-name cumulative voting system. Independent directors and non-independent directors are elected separately, and the number of independent directors shall be no less than three and no less than one-fifth of the total number of board seats.

The Company's Board of Directors is committed to efficient, transparent, and professional governance. Board members possess extensive expertise across operational judgment, financial analysis, business management, crisis response, and international market insights, enabling sound decision-making in complex situations. The Board includes internal directors with deep knowledge of the industry and market, as well as external directors (including independent directors) with backgrounds in accounting, law, and finance. The independent perspectives and professional capabilities of the external directors, combined with the experience of internal directors, enhance both the efficiency and comprehensiveness of decision-making, ensuring the Company's long-term development and the maximization of shareholder value, while effectively addressing future challenges.

Operation of the Board of Directors

The Board of Directors of the Company convenes 1~2 meetings every quarter to review the matters submitted by each department to the Board of Directors. In 2024, 6 board meetings were convened (with directors' average attendance rate as 100.00%). The finance and accounting department attended meetings as needed based on the agenda items to provide explanations, ensuring sufficient communication between the Board and the financial team. **In 2024, the Board reviewed a total of 68 proposals.**

Nature	Total number of critical concerns	Communication method and frequency	Communication results
Environment	13 in total in 2023	Convening of board meetings/At least 1-2 meetings per quarter	These issues will be handled by the senior management with the authorization from the Board of Directors. The senior management shall report the handling status to the Board of Directors as necessary. The resolutions made by the Board of Directors will be subsequently followed up, and the implementation progress will be reported to the Board of Directors as necessary.
Economy	68 in total in 2023	Convening of board meetings/At least 1-2 meetings per quarter	
Society	20 in total in 2023	Convening of board meetings/At least 1-2 meetings per quarter	

Continuing Education of Board Members

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2-17

In addition to relevant industrial experience and professional knowledge and abilities possessed by the board members, the Company has also regularly arranged directors to plan education and training courses which cover a range of corporate governance, regulations, finance, consumer protection, corporate social



responsibility, Net-Zero emission and other relevant topics. Through the continual arrangement of diversified external courses for continuing education, board members are expected to improve their professionalism, faithfully perform their business and duty of care as a good manager, and give full play to their operation decision-making, leadership and supervision functions. **In 2024, the average training duration of each director reached 6 hours, and the total duration of continuing education reached 42 hours.**

Performance Evaluation of the Board of Directors and Functional Committees

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Internal Evaluation

The Company has established the “Rules for Performance Evaluation of Board of Directors,” under which an internal evaluation is conducted annually. The evaluation covers the performance of the Board of Directors, self-assessment by individual board members, and the performance of each functional committee. Each director and committee member completes a regular self-assessment via questionnaire. In 2024, the evaluations indicated that the overall operations of the Board and its functional committees were effective, aligned with corporate governance requirements, and helped to strengthen board functions and safeguard shareholder rights. The evaluation results were presented to the Board of Directors on March 5, 2025.

External Evaluation

Every three years, the Company commissions an external professional independent institution or a team of external experts and scholars to conduct an evaluation of the Board’s performance. This process includes on-site interviews with board members, conveners of functional committees, and senior executives to enhance governance effectiveness, ensure decision-making transparency and fairness, and strengthen the Company’s long-term sustainability competitiveness. In 2023, the Company commissioned the Taiwan Corporate Governance Association, which is neither a related party nor has any business relationship that may affect its independence. The participating personnel did not hold positions with material influence in the Company and had no direct or indirect financial interest in the Company. The evaluation results were presented to the Board of Directors on March 7, 2024.

The full results of both internal and external evaluations are available on the Company’s website: (<https://www.wendell.com.tw/Investors/Corporate Management/Corporate Management Implementation Status/Performance Evaluation of The Board and Functional Committees>).

Functional Committees

To effectively leverage the functionality of the Board of Directors and better the decision-making quality of the Board of Directors, functional committees have been set up under the Board of Directors according to the authorities and functions, including Audit Committee, Remuneration Committee and Sustainable Development Committee.



Audit Committee Members and Operations

The Company's Audit Committee is composed of three independent directors. The current convener is Independent Director Lin, Chin-Feng. The committee's responsibilities include overseeing the accuracy of the Company's financial statements, appointing and dismissing the certified public accountants and evaluating their independence and competence, ensuring the effective implementation of the internal control system, supervising compliance with relevant laws and regulations, and managing existing or potential risks. The committee operates in accordance with the Company's "Audit Committee Charter." In 2024, a total of five meetings were held, with a 100% attendance rate by all members.

Compensation Committee Members and Operations

The Company's Compensation Committee is composed of three independent directors. The current convener is Independent Director Ho, Tsu-Shun. The committee is responsible for establishing and periodically reviewing the performance evaluation criteria, as well as the policies, systems, standards, and structures for the compensation of directors and managerial officers. It operates in accordance with the Company's "Compensation Committee Charter" and shall perform its duties with the care of a prudent manager. All recommendations are submitted to the Board of Directors for discussion. In 2024, a total of four meetings were held, with a 100% attendance rate by all members.

Sustainability Development Committee Members and Operations

To assist the Board of Directors in evaluating risks and developing response strategies related to environmental, social responsibility, and corporate governance issues—thereby advancing the goal of sustainable operations—the Company has established the Sustainability Development Committee. Former President Kao, Min-Hung has been appointed as the Chief Sustainability Officer, responsible for overseeing all sustainability-related matters. The committee consists of one independent director and six senior executives authorized by the Board. The structure includes two full-time personnel (the Chief Sustainability Officer and a Sustainability Specialist) and is supported by the Sustainability Development Task Force and Risk Management Task Force, composed of members from other relevant departments. The Company has built a comprehensive sustainability governance framework, under which all departments align their objectives with sustainable development and implement relevant policies, systems, management guidelines, and action plans. The committee operates in accordance with the Company's "Sustainability Development Committee Charter." In 2024, a total of four meetings were held, with a 100% attendance rate by all members.

For more information about the organization of each functional committee, please refer to the Company's website: (<https://www.wendell.com.tw/Investors/Corporate Management/Corporate Rules>).



Salary Structure

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The performance evaluation and remuneration of directors and managerial officers are determined with reference to industry standards, considering individual performance, time commitment, responsibilities, goal achievement, other roles held, compensation for comparable positions, as well as the company’s short- and long-term business goals, financial performance, and associated risks.

The Remuneration Committee assists the Board of Directors in evaluating the linkage of remuneration level of directors and managers with the Company’s operating performance, determining the appropriation ratio of dividends, and making suggestions on the remuneration of managers and the Company’s remuneration policy. In accordance with the provisions of Article 20 of the Articles of Association, if there is a balance after deduction of accumulated losses from the profits obtained in current year if any, the Board of Directors shall set aside at least 1.5% of the annual profits as employee reward and no more than 3% of the annual profits as director reward respectively. Besides, with respect to managers’ remuneration, in addition to fixed basic salary and welfare which are adjusted based on the industrial conditions and market salary status in the current year to remain competitive in the industry, their salary adjustment and performance bonus shall be adjusted in comprehensive consideration of personal performance, reviewed by the Remuneration Committee regularly and submitted to the Board of Directors for approval before execution.

- Director reward

The amount of director reward set aside shall comply with the provisions of Article 20 of the Articles of Association of the Company. If there a balance after deduction of accumulated losses from the profits obtained in current year if any (i.e., profit obtained before deduction of employee reward and director reward distributed from the before-tax profit), the Board of Directors shall set aside no more than 3% of the annual profits as director reward.

- Managers’ remuneration

(1)Salary (recurring): The managers’ salaries are jointly evaluated and determined with reference to the human resources market of Taiwan, category of industry of same nature, and the Company’s salary and welfare policies; upon employment, promotion or salary 68 adjustment of managers, their titles, ranks, education, work experience, professional abilities and work responsibilities shall be considered to facilitate the verification and determination of their salaries. The applications for such employment, promotion or salary adjustment shall be presented level by level to the Chairman for approval, then submitted to the Remuneration Committee for deliberation, and then implemented after being approved by the Board of Directors.

(2)Mid-Autumn Festival bonus and yearend bonus (non-recurring): With reference to the annual profits of the Company and based on the results of annual performance evaluation of managers, the human resources unit will draft a suggestion on the payment of yearend bonus and present it to the Board of Directors for approval. After that, the suggestion will be submitted to the Remuneration Committee for deliberation, and then to the Board of Directors for approval before implementation.



Deliberation Process

Reasonable remuneration will be provided in accordance with the provisions of “Articles of Association” of the Company, with reference to the Company’s operating strategies, profitability, future development, industrial environment and other relevant factors, and based on individual directors’ participation in the Company’s operation and value contributed by them. The Remuneration Committee is responsible for making a proposal which will be approved by the Board of Directors first and then executed.

Risk Linkage

To ensure the close linkage of the managers’ performance with the corporate strategies and maintain competitive overall remuneration, the Company has established “Regulations Governing Performance Evaluation”. The managers’ remuneration includes salaries and bonuses. The salaries are determined with reference to the Company’s operating strategies and profitability and in consideration of managers’ personal speciality, scope of responsibility, market competitiveness, and other factors; the bonuses are determined in consideration of results of personal performance evaluation, the Company’s operating performance and reasonableness of linkage with future risks. The bonuses will be verified and reduced, or not paid if major risk incidents occur, including influence on the corporate goodwill, improper internal management, and personnel fraud.

Linkage of Remuneration with Performance

To ensure the close linkage of the managers’ performance with the corporate strategies and maintain competitive overall remuneration, the Company has established “Regulations Governing Performance Evaluation” as basis for manager’s performance evaluation and remuneration payment. The preceding 69 regulations include policy, system, standards and structure of managers’ performance evaluation and remuneration. These regulations will be deliberated by the Remuneration Committee and then submitted to the Board of Directors for negotiation and determination. The structure of managers’ performance evaluation includes “self-evaluation” and “mutual evaluation”. The performance evaluation is conducted every half a year after relevant objectives are established in the beginning of the year. The aspects to evaluate and assess include the achievement of profiting objectives, organizational decision-making, and improvement of execution capability, cultivation of cadres, and implementation status of corporate governance. The Remuneration Committee is responsible for making a proposal which will be executed after being approved by the Board of Directors.



Membership in Societies and Associations

GRI 2-28

In order to continually strengthen its industrial competitiveness, Wendell has also actively participated in other societies and associations to acquire the latest industrial information and build a favorable sustainable value chain. The societies and associations attended by the Company are as follows:

Industrial societies and associations, other member associations, and national or international initiatives	Membership
National Association of Small & Medium Enterprises, R.O.C.	Member
Fellowship Committee of National Award of Outstanding SMEs	Member
Taipei Computer Association	Member
National Taiwan University of Science and Technology-Advanced Power Technology Industry-Academia Alliance	Member

Tax Management Guidelines

GRI 207

Wendell strictly follows relevant tax laws governing securities transaction tax, business income tax, and business tax, and takes relevant measures as appropriate, which helps reduce the Company’s risks and operating cost to achieve the goal of sustainable development.

Wendell has established the following taxation policies:

1. Principle of regulatory compliance: Follow tax regulations and legislative spirits, correctly declare the paying of taxes and properly prepare supporting documents.
2. Principle of comprehensive decision-making: Pay attention to the reforms of local and international tax laws, evaluate the impact of these reforms in an all-around way, and draft responsive measures.
3. Principle of information transparency: Disclose tax information via public channels like financial statements and annual reports regularly to ensure information transparency.
4. Principle of active communication: Keep open and honest communication with the tax collection authority to assist the improvement of taxation environment and system.
5. Principle of reasonable tax saving: Use legal and transparent taxation rewards, and avoid saving taxes by using methods that go against the spirit of law.
6. Principle of reasonable structure: Make sure the corporate structure and transaction arrangements comply with the economic essence, and avoid making special arrangements for tax avoidance.
7. Principle of risk control: Evaluate relevant risks and take appropriate strategies when formulating and executing decision-making on taxation.
8. Principle of commercial essence: The related party transactions shall comply with the economic essence and the decision makers shall take the risks and acquire reasonable remuneration.



9. Principle of regular transaction: The prices and conditions of related party transactions shall be similar to those required of non-related parties in similar transactions.

The tax unit shall present tax compliance status of all local and overseas operations as well as the new information regarding global tax laws to the Board of Directors every quarter so that the Board of Directors may master the internal risks and taxation trends. Given the effective operation of the risk management mechanism, Wendell has managed to control risks of the occurrence rate and amount of tax dispute incidents at a low level.

- Taxation guidelines

- 1、Compliance and planning: In 2024, system improvement and process restructuring effectively improved the efficiency of tax operations. As a result, days of annual declaration operations of various kinds of income of local people were substantially reduced. For the original mailing part of business tax declaration attachment, it was replaced with attachment uploading, to reduce mailing risk and comply with the provisions on carbon reduction. We will continually develop other tax systems and integrate science and technology to the daily operations, thus improving accuracy and efficiency.

- 2、Professional inheritance: Establish operating manuals and systematic working paper, share experience, and establish a proxy system to ensure the inheritance of professional knowledge on taxation.

- 3、Performance evaluation: The taxation personnel's work performance is highly related to the annual taxation work plan, and the evaluation will be conducted based on the achievement of the objectives. Also, it is prohibited to use aggressive tax avoidance approaches to acquire individual performance.

- Tax risk management mechanism

- 1、Three lines of defense: In 2024, no abnormal risk events were identified through the monitoring of the three lines of defense and key risk indicators.

- 2、Board of Directors: Relying on risk identification and the mechanism of three lines of defense, we have presented high-risk taxation incidents to the Board of Directors, the highest governance unit, to bring its supervisory role into full play.

- Whistleblowing mechanism

Dedicated whistleblowing line and whistleblowing mailbox have been set up so that employees and stakeholders may report illegal or immoral tax matters.

- Assurance of tax disclosure

Taxation information is disclosed in public channels like official website and annual reports of the Shareholders' Meeting on the basis of the financial statements certified by accounting firms.



Besides, the Company has also actively communicated with stakeholders through multiple channels, and actually participated in actions like taxation initiative to support the implementation of each new taxation policy, with the objective to establish a good taxation environment together.

● Tax collection authority

In case of any doubt about the application of laws and regulations, we would initiatively negotiate and discuss with the tax collection authority; after receiving a letter from the tax authority requiring information prompt, we will spare no effort to coordinate the submission of relevant documents and descriptions as scheduled.

● TPEX

In case of any doubt about the application of laws and regulations, we would initiatively negotiate and discuss with the TPEX; after receiving a letter from the competent authority of TPEX requiring information prompt, we will spare no effort to coordinate the submission of relevant documents and descriptions as scheduled.

Internal Control System



Objectives and Functions of the Internal Control System

The Company has established and implemented a comprehensive internal control system aimed at enhancing operational efficiency, optimizing resource allocation, and effectively managing various risks. Through standardized management procedures, we are able to achieve operational goals at a reasonable cost and strengthen overall performance.

The internal control mechanism also ensures the accuracy and completeness of financial statements and assists the Company in identifying, assessing, and managing potential financial risks, thereby reducing the likelihood of loss. Furthermore, internal controls improve the transparency of financial information and ensure compliance with relevant disclosure regulations.

Regulatory Compliance and Asset Protection

The Company’s internal control system also covers legal compliance to ensure that all business activities adhere to applicable laws and regulations, effectively preventing legal risks and safeguarding the legitimacy and integrity of operations. Regarding asset security, the internal control system provides protective measures to prevent asset misuse, theft, or other improper handling.

Real-Time Operational Insight to Support Accurate Decision-Making

Internal controls also provide management with timely and accurate operational information, enabling the early detection of irregularities and the ability to adjust strategies accordingly. This enhances the Company’s strategic planning and operational resilience.



Implementation of Ethical Corporate Management and Code of Conduct

Although the Company's operational sites have not yet undergone a corruption risk assessment, clear internal control regulations—such as the Code of Ethical Conduct and Ethical Corporate Management Best Practice Principles—have been established. These set explicit standards of integrity for directors, managers, employees, and appointees. In 2024, there were no reported cases involving corruption, improper benefits, anti-competitive behavior, antitrust violations, or monopolistic practices. If any violations are substantiated, disciplinary actions will be taken in accordance with Article 2, Item 8 of the Code of Ethical Conduct, and the violation will be disclosed through the Market Observation Post System. The Company is also required to establish a grievance mechanism to provide channels for relief to those affected by violations of the Code of Conduct.

Continuous System Enhancement and Topic Integration

Wendell continuously enhances its internal control system, covering areas such as finance, operations, legal compliance, and risk management. Ethical corporate management, human rights policies, and supply chain risk control have also been integrated into the internal control framework. Related measures are detailed in the following sections of this report:

- Section 2.1 【Corporate Governance and Ethical Corporate Management】
- Section 2.3 【Risk Management and Regulatory Compliance】
- Section 3.2 【Supply Chain Management】
- Section 5.2 【Employee Diversity and Equality】



2.2 Operating Performance

Material topic: Operating Performance	
Reporting requirements	Description of reporting requirements and examples
Reason for materiality of this topic	<ul style="list-style-type: none"> Budget is an operating plan adopted by the Company to indicate the operating approaches and policies of units in charge of business, operation, management, and finance in the future. Definite data objectives are adopted as operation approach and the responsibilities of each department for the management by objectives are divided to improve the operating performance.
Policies/strategies	<ul style="list-style-type: none"> Review the budget. If the objective environment is changed to make the budget greatly different from the facts, the budget shall be added or reduced accordingly.
Targets and objects	<ul style="list-style-type: none"> Effectively control the cost, master each expense, and coordinate the principles regarding receipts and payments as well as profit objectives, to realize the best operation performance.
Management and evaluation mechanism	<ul style="list-style-type: none"> Prepare the budget and an analysis table of difference of actual expenses on a quarterly basis, and present a comparison table of details of expenses incurred to each department, to achieve an effective evaluation mechanism.
Performance and adjustment	<ul style="list-style-type: none"> Compare the income statement of previous year with the originally predicted amount. If the actual operating profit or loss or before-tax profit or loss is changed by more than twenty percent compared to the predicted amount, the reason shall be described.
Preventive or remedial measures	<ul style="list-style-type: none"> If a major change reaches 10% and above upon execution of the budget, the reason shall be described and analyzed; if the budget is corrected, the preparation of the budget shall be in line with the annual budget procedures, and shall be submitted to the board of directors for review before execution.



The Company is mainly engaged in the sales of electromagnetic compatibility and line protection components and the provision of one-stop services for electromagnetic compatibility and wireless RF certification testing. Our products and services are widely applied in fields like network communication, security monitoring, industrial computer, automotive electronics, power supplies, and other consumer electronics. Also, the Company markets components globally with its self-owned brand of “Nichtek” and agent brands.

Item/year	2023	2024
Operating revenue (NT\$ 1,000)	1,483,623	1,755,109
Operating margin (NT\$ 1,000)	398,662	525,591
Operating profit or loss (NT\$ 1,000)	133,216	208,975
Non-operating revenue and expense (NT\$ 1,000)	(4,965)	57,670
Net income before tax (NT\$ 1,000)	128,251	266,645
After-tax net profits in current period (NT\$ 1,000)	101,329	214,380
Total comprehensive income in current period (NT\$ 1,000)	101,329	214,380
Earnings per share (NT\$ 1)	4.04	7.25
Employee welfare amount (NT\$ 1,000)	1,831	2,084
Dividends (NT\$ 1,000)	133,888	120,420
Employee remuneration (including employee welfare) (NT\$ 1,000)	185,786	225,948
Retained economic value (NT\$ 1,000)	184,140	252,76
Amount paid to contributors (NT\$ 1,000)	133,888	120,420
Amount paid to the government (NT\$ 1,000)	27,687	43,709
Community investment (NT\$ 1,000)	1,048	3,174

The total financial subsidies received by the Company from the government units during the report period of 2024 are shown as follows:

Item	Subsidizing unit	Subsidized amount (NTD)
Salary subsidy for prenatal check-up leave	Workforce Development Agency, Ministry of Labor	10,900
Youth employment flagship plan	Workforce Development Agency, Executive Yuan	214,400
On-site Health Service Subsidy	Labor Affairs Department, New Taipei City Government	121,200
Subsidy Program for Hiring Corporate Fitness Instructors	The National Association of Small & Medium Enterprises, R.O.C. (NASME)	278,760
Work-Life Balance Promotion Subsidy	Ministry of Labor, Republic of China (Taiwan)	22,168
Job Redesign Service Program	Workforce Development Agency, MOL	67,500
Total		714,928

Note: Tax exemption and reduction, subsidy programs, and epidemic subsidies are all financial subsidies from the government



2.3 Risk Management and Regulatory Compliance

Material topic: Risk Management and Regulatory Compliance	
Reporting requirements	Description of reporting requirements and examples
Reason for materiality of this topic	<ul style="list-style-type: none"> The Company regards risk management and regulatory compliance as the foundation for stable operations and sustainable development. Through institutionalized management mechanisms, we effectively identify and control risks while ensuring operations comply with legal regulations and protect stakeholder interests. Risk management has become an integral part of all business activities, providing essential support for operations and enhancing the overall quality of corporate governance.
Policies/strategies	<ul style="list-style-type: none"> The Company established the Risk Management Policy and Procedures, approved by the Board of Directors in November 2024. It sets forth principles and execution mechanisms for risk management to guide all departments in identifying, assessing, and responding to risks. All business operations must comply with applicable laws and regulations. Regulatory compliance mechanisms are integrated to ensure conformity. The Company continuously identifies risks that may impact operations, anticipates potential consequences, periodically reviews the effectiveness of risk management strategies, and flexibly adjusts plans based on internal and external changes.
Targets and objects	<ul style="list-style-type: none"> Consider and manage various risks that may affect the achievement of corporate goals through a complete risk management structure, and integrate risk management to the operating activities and daily management process to improve management efficiency and thus achieve corporate goals. Currently, the Company’s risk management and compliance efforts focus on system development and execution, including the formulation of risk management policies, internal training, and the preliminary establishment of reporting and monitoring procedures. Mid- to long-term strategic goals will be defined in alignment with future corporate governance progress and industry trends.
Management and evaluation mechanism	<ul style="list-style-type: none"> The Company conducts comprehensive evaluations of potential risks based on likelihood and impact, using identification, analysis, and measurement procedures. The potential impact on business operations, financial status, and compliance is assessed, and a risk matrix is used to categorize and manage risks, followed by the formulation of response strategies. The Board of Directors regularly oversees risk management outcomes and reviews the implementation of control mechanisms across departments to mitigate overall operational risk. In terms of regulatory compliance, the Legal Department regularly updates applicable laws and regulations and provides relevant guidance to operational departments.
Performance and adjustment	<ul style="list-style-type: none"> No major risk events occurred in 2024. The Risk Management Task Force continued to identify, assess, and manage risks, adjusting strategies based on internal and external developments.



	<ul style="list-style-type: none"> ● No significant legal violations or penalties occurred in 2024. The Legal Department continuously monitored legal updates and conducted internal awareness efforts to enhance compliance across departments.
<p>Preventive or remedial measures</p>	<ul style="list-style-type: none"> ● Relevant supervisors of each unit evaluate the levels of potential risks through procedures like identification, analysis, and measurement. As for the risk results identified, the management will focus on overall strategy, draft a risk control plan, and implement follow-up improvements at regular meetings. ● The Company has established an internal whistleblowing mechanism and designated contact points, encouraging employees and external stakeholders to report any suspicious or potentially unlawful activities. All reports are handled according to established procedures.

The Company systematically evaluates operational, financial, and disaster-related risks based on their probability and potential severity (including financial, operational, and personnel impacts). Within a reasonable risk tolerance, a balance is struck between the cost of prevention and the Company’s risk-bearing capacity to formulate and implement appropriate risk management solutions. Risk likelihood and impact are reviewed regularly, and management strategies and control processes are dynamically adjusted in response to external changes and internal needs to ensure the effectiveness of the risk management mechanism. The Risk Management Policy and Procedures was established in November 2024 and serves as the operational guideline for risk control across all departments.



Material topic	Risk evaluation item	Description
Environmental	Environmental impact and management	<ol style="list-style-type: none"> 1. Obtain ISO-14001 EMS certificate and comply with international provisions on environmental protection. 2. In 2024, the Company passed the ISO 14064 greenhouse gas verification.
	Climate change	<ol style="list-style-type: none"> 1. The Company compiles statistics on greenhouse gas emissions, water consumption, and total waste generation, and formulates policies for energy conservation and carbon reduction, greenhouse gas reduction, water conservation, or other waste management measures, which are then implemented accordingly. 2. Conducted risk and opportunity analyses, such as evaluating the impacts of climate change and nature-related issues on the business, to reduce the Company's operational impact on climate change.
Social	Occupational safety	Regularly hold fire drills every half a year, and employee health checkup every year, and cultivate employees' capabilities for emergency response and self-safety management.
	Product safety	<ol style="list-style-type: none"> 1. From raw material procurement to the auxiliary materials used in manufacturing, Wendell complies with CMRT principles and EU hazardous substance regulations. The MSDS for each material is published on the customer platform, clearly disclosing the source of materials to ensure customer and consumer safety. 2. All epoxy materials used in production meet the UL94-V-0 flame resistance safety standard and are tested in accordance with IEC 6100-4-2/4-5 based on product lines to guarantee compliance with electrical specifications and safety standards. 3. Wendell offers a "comprehensive product line," "consultative services by professional engineers," and "high-quality testing and certification laboratories," all compliant with relevant international regulations. Additionally, big data is leveraged for advanced debugging and integration to further enhance service quality.
Corporate governance	Economy and regulatory compliance	<ol style="list-style-type: none"> 1. Implement an internal control mechanism to ensure that all personnel and operations of the Company effectively abide by relevant laws and regulations. 2. Apply patents for products developed by the Company to safeguard its rights and interests.



Material topic	Risk evaluation item	Description
	Strengthening of directors' functionality	<p>1. Arrange at least 6 hours' continuing education courses for each director every year, to promote them to improve their professional knowledge and skills as well as legal accomplishment, enhance their ability to communicate experience and make decisions, and implement corporate governance system.</p> <p>2. Purchase director liability insurance for directors to protect them from lawsuits or claims for compensation.</p> <p>3. Information flow is strengthened to ensure that Board members can make informed decisions and effectively engage in discussion and collaboration.</p>
	Stakeholder communication	Establish various communicating channels to achieve active communication and reduce confrontation and misunderstanding. Set up an investor mailbox and assign the spokesperson to handle and respond to relevant reports.
	Innovative R&D patents	Establish control operations for "R&D Cycle" according to "Regulations Governing the Establishment of Internal Control Systems by Public Companies", including policies and procedures governing basic research, product design, technical R&D, product trial manufacture and testing, retention of R&D records and documents, and acquisition, maintenance, and application of intellectual property.
	Supply chain management	Besides relevant measures for evaluation and selection of suppliers in accordance with QMS (ISO 9001) system, we also ask suppliers to provide RoHS hazardous substance test reports. Upstream suppliers are required to engage in the investigation of conflict minerals/fill out relevant investigation contents regarding substances of very high concern in REACH, and sign a statement of green environmental protection. Also, suppliers need to complete "ESG Evaluation Questionnaire" and sign "Statement of Commitment to Supplier Sustainability". The Company executes irregular audits over suppliers annually, so as to establish a highly resilient and continually operated sustainable supply chain.
	Cybersecurity management	Follow "Mechanism for Notification and Response of Cybersecurity Incidents" and regularly advocate information security. Service equipment established by the Company including antivirus software, network firewall, and mail filtering equipment are continually used, and necessary updating and upgrading of software and hardware are performed as appropriate.



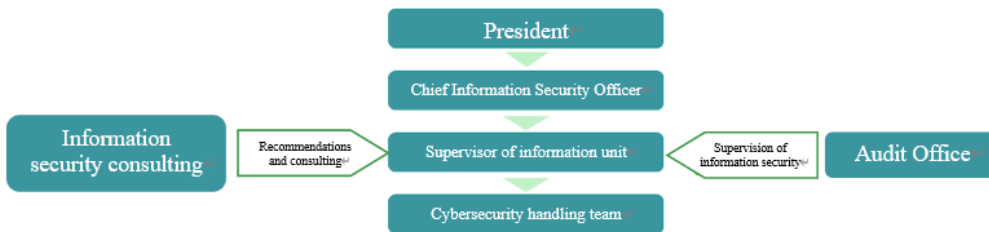
Information Security Risk

GRI 103

GRI 418

Information security and privacy protection are important guarantees for corporate operation. By assuring data security, respecting individuals' privacy, and implementing risk control, the Company manages to establish customer trust, maintain its corporate reputation, assure the stability and sustainable development of business operation, ensure the confidentiality, integrity, and availability of information assets, provide a stable and safe information environment and complete information on operational decision-making, comply with the regulatory requirements, continually strengthen employees' concept of information security, strengthen communication with stakeholders, and fulfill the expectations for information security.

Cybersecurity Organization



Specific Cybersecurity Management Scheme

Equipment management	Software protection
<ul style="list-style-type: none"> ✓ Information disconnection backup drill ✓ Backup asset inventorytaking ✓ Regular equipment maintenance 	<ul style="list-style-type: none"> ✓ Firewall mechanism ✓ Junk mail protection mechanism ✓ Antivirus modules ✓ Updating of operating system
Data retention	Information security
<ul style="list-style-type: none"> ✓ Regular backup ✓ Remote storage ✓ Server virtualization technique 	<ul style="list-style-type: none"> ✓ System password reinforcement ✓ Regular advocacy of information security policy

(1) In response to emergencies and to ensure replies to information data, the Company has already begun the planning of information disconnection backup drills and asset inventory for backup. Also, the Company further learns about the currently insufficient measures, equipment, proficiency of personnel, and other response capabilities through drills. With subsequent reinforcement planning, the Company strives to better its overall strain capacity and crisis handling capability.

(2)The main server equipment and the power supply facilities in the equipment room are regularly maintained by relevant vendors, to guarantee a sound maintenance and operation environment through disaster prevention, fire protection planning, and UPS.



(3) A firewall mechanism is used to classify internal units and groups requiring the use of network and services and conduct application service control. Also, time period management and application mechanism are employed to strengthen network management and flexible applications.

(4) The mail service is matched with SPAM mechanism and mounted with anti-virus module and advanced defense module, to benefit the comparison with advanced malware. Therefore, it can resist incidents like spear-phishing attacks, fraudulent transfers, APT attack emails, ransomware, and other new attacks.

(5) Data files and systems backups are scheduled for automatic regular backups and stored remotely.

(6) Server virtualization technology is used to conduct quick system mounting and service recovery of the previous system backup versions through the system backup mechanism upon occurrence of emergencies.

(7) All Windows computers used in the Company are configured with anti-virus software, and the operating systems are regularly updated, thus effectively avoiding system vulnerabilities, improving system security, and securing the reliability and safety of overall application, network, and management of the enterprise.

(8) As for the use of each system in the Company, the passwords set by the employees shall not be less than 8 characters in combination of special

symbols, numbers, and uppercase and lowercase English letters. Besides, these passwords shall not be identical to previous ones.

(9) The Company regularly advocates information security policy and provides improving measures and other relevant planning, to avoid increasing the Company's internal risks and causing indirect, abnormal damages due to Internetsurfing behaviors of colleagues, contents of emails, plug-and-play USB, and use and operations of devices personnel held.



Information security risk	Responsive measures for information security control
1. Users inappropriately install personal computers, network communication, and other relevant devices in the office.	1. The firewall policy rules ensure the safe connection of internal and external networks and protection of network security against malicious software and hacker invasion.
2. Users fail to immediately disable or remove user accounts when they do not continue to use the cybersecurity system.	2. Antivirus software is installed in the computers of the Company to protect computers from being attacked by viruses and assure computer security.
3. Confidential information is not encrypted during storage or transmission.	3. Mail protection system contains junk mail protection, virus mail protection, mail threat and attack protection to ensure the security of corporate mails.
4. Users fail to raise their vigilance when using emails, and open emails from unknown sources.	4. Strengthen advocacy, education and training of information security, promote personnel's awareness of information security, and strengthen the recognition of related responsibilities.

2024 Information Security Implementation Overview

During the reporting period, no information security incidents occurred, and no penalties were imposed by regulatory authorities as a result.

(1) Annual Information Security Inspection

On October 1, 2024, the Company completed its annual information security system inspection and backup/restore operations. No major abnormalities were identified, and findings were fully documented in the Information Security Incident Checklist.

(2) Vulnerability Scanning and Risk Mitigation

In October 2024, the Company conducted a systematic vulnerability scan on 25 endpoint devices, using industry-standard scanning tools to rapidly detect security issues in host operating systems and network equipment, perform configuration audits, and identify required patches—allowing for early detection of potential vulnerabilities in system security operations and maintenance.

According to the Common Vulnerability Scoring System (CVSS v2 and v3) issued by the U.S. National Infrastructure Advisory Council (NIAC), a risk reference score of 7.0 is the threshold for remediation. Risk levels were classified as follows:

- Critical Risk (9.0–10.0): 1 device (virtual host; scheduled for software upgrade by December 2024 to resolve the issue)
- High Risk (7.0–8.9): 9 devices (8 resolved; 1 scheduled for license-based resolution by December)
- Medium Risk (4.0–6.9): 21 devices evaluated as having no significant operational impact; remediation not required
- Low Risk (0.1–3.9): 19 devices; also deemed non-critical and not requiring remediation



Customer Privacy GRI 418-1

Wendell upholds a high level of responsibility in strictly protecting customer privacy and data security, ensuring that all business-related information is properly managed. **All procurement contracts with customers and suppliers include confidentiality clauses to safeguard proprietary technologies and internal procedures of all parties.** The Company has also established the **Employee Confidentiality and Non-Compete Agreement (11003 V.02)**, which binds employees to confidentiality and non-compete obligations both during and after employment to prevent the leakage of confidential information. Internal document requests and access are managed separately by the Legal Department and the Human Resources Department to ensure data security and proper access control.

- **During the 2024 reporting period, all 44 new hires signed the Employee Confidentiality and Non-Compete Agreement (11003 V.02), achieving a 100% signing rate.**
- **During the same period, 49 contracts with suppliers and customers included confidentiality clauses, with a 100% implementation rate.**

In 2024, no incidents of customer data loss or leakage were reported, and the Company received no complaints or regulatory sanctions related to customer privacy. To further strengthen data protection, Wendell has established a concrete information security management plan (see page 45) and will continue enhancing privacy measures to maintain customer trust and data security.

Regulatory Compliance GRI 2-27

Wendell defines a major violation as a single incident resulting in a cumulative fine of NT\$100,000 or more. **As of 2024, the Company has not incurred any penalties for major violations.**

To ensure the effective implementation of the Company's "Code of Ethical Conduct," "Ethical Corporate Management Best Practice Principles," and "Corporate Governance Best Practice Principles," a comprehensive whistleblowing mechanism has been established. This system allows employees and external stakeholders (e.g., suppliers and customers) to report any violations of laws or Company policies. It also serves to address any unfair treatment related to social responsibility violations and protect the Company's interests. For whistleblowers, the Company ensures confidentiality to safeguard personal information and prevent improper disclosures.

Scope of Application and Objects

- I. Scope of application: Apply to Wendell and its affiliates and subsidiaries.
- II. Applicable objects: Relevant personnel including all employees, suppliers or customers may report the following circumstances found.
 - (I) Behaviors in violation of applicable laws, regulations, specifications, corporate policies, and systems of the Company;
 - (II) Any behaviors that harm the Company's rights and interests, e.g., fraud, embezzlement of corporate assets, collection of illegitimate interests, etc.;
 - (III) Wrongful infringements in the workplace, including but not limited to any form of discrimination and harassment cases;



- (IV) The existing management rules and regulations or work of the Company harm individuals' legitimate interests.

Whistleblowing channel	
Accepting unit	President
Email	Ethics@wendell.com.tw

Whistleblowing Treatment Mechanism

I. The whistleblowers shall provide at least the following information as investigation elements:

- (I) Name of the whistleblower (anonymous whistleblowing allowed), and address, telephone and email available to reach the whistleblower.
- (II) Name of the accused person, the title of the accused person in the service unit or department, and other information adequately identifying the identity of the accused person.
- (III) Provision of specific reasons and evidence for whistleblowing with contents covering people, events, time, place, and objects as much as possible.

II. Processes for filing and acceptance of whistleblower cases:

- (I) The unit accepting a whistleblower case shall judge whether it has the investigation elements mentioned in paragraph I above. The case will not be accepted if the required investigation elements are not fully presented. Then, the accepting unit will explain to the whistleblower and close the case.
- (II) When a whistleblower case involves directors or senior supervisors, it shall be presented to the Audit Committee: When the level to be reported to involves related parties or objects that shall excuse themselves, the higher level or a person other than stakeholders as separately assigned shall be determined as the object of acceptance.
- (III) The project director designated by the President will fill out "Record Form of Whistleblower Incident" and then conduct investigation as soon as possible. To be specific, the results of preliminary investigation shall be completed within one month after the case is received (it may be postponed for one month as necessary).
- (IV) If it is investigated and confirmed that the accused person indeed has violated relevant laws and regulations or the Company's rules and regulations, this person shall be immediately required to stop relevant behaviors and receive appropriate treatment. Damage compensation may be requested through legal proceedings as necessary to safeguard the Company's reputation and interests.



- (V) Relevant written documents regarding the acceptance of reporting and investigation processes and results shall be retained and properly preserved for five years. These documents may be preserved electronically. When relevant lawsuits related to the notified contents occur before the expiry of the retention period, relevant data shall be continually preserved until the termination of litigation.
- (VI) If the notified situation is investigated and confirmed to be true, relevant unit of the Company shall review relevant internal control system and operating procedures, and put forward improving measures to avoid the reoccurrence of same behaviors.
- (VII) The project director of the Company shall report the whistleblower incident, investigation results and subsequent review and improvement measures to the President; if the accused person is a director, or a manager with rank equivalent to vice president or above, a report shall be submitted to the Audit Committee.

Whistleblower Protection

The whistleblowers, the accused persons, and relevant personnel responsible for handling the cases shall not disclose related information to the outside world, and they shall bear the duty of confidentiality to avoid unfair treatment, retaliation or threat. The whistleblowers and relevant personnel are obliged to accept queries, give faithful replies, and provide relevant data.

Object	Content	Appeal Process
Employees	The Company cares about employees and provides them with a complete welfare system and a comfortable work environment. Also, we stress employees’ human rights, provide them with channels to express their opinions and appeal, and convene labor-management meetings on a regular basis. Supervisors of relevant departments are required to participate in these meetings and fully communicate their opinions with the labor representatives; the Company also regularly implements health examinations so that employees may learn about their health status and take care of and enhance their physical health.	Whistleblowing system <Dedicated unit and whistleblowing channels> Acceptance and filing: President External whistleblowing email: Ethics@wendell.com.tw Internal whistleblowing email: Presidents’ email (already announced on the internal website of the Company) <Dedicated unit and whistleblowing channels> 1. The project director designated by the President is responsible for conduct an investigation promptly and conclude the results of preliminary investigation within one month after learning about the whistleblower case (it may be postponed for one month as necessary).
Customers	Wendell takes customer orientation as its central concept, emphasizes on the quality of customer services, provides innovative integration services, pursues sustainable	2. If it is investigated and confirmed that the accused person indeed has violated relevant laws and regulations or the Company’s rules and regulations, this person shall be immediately required to stop

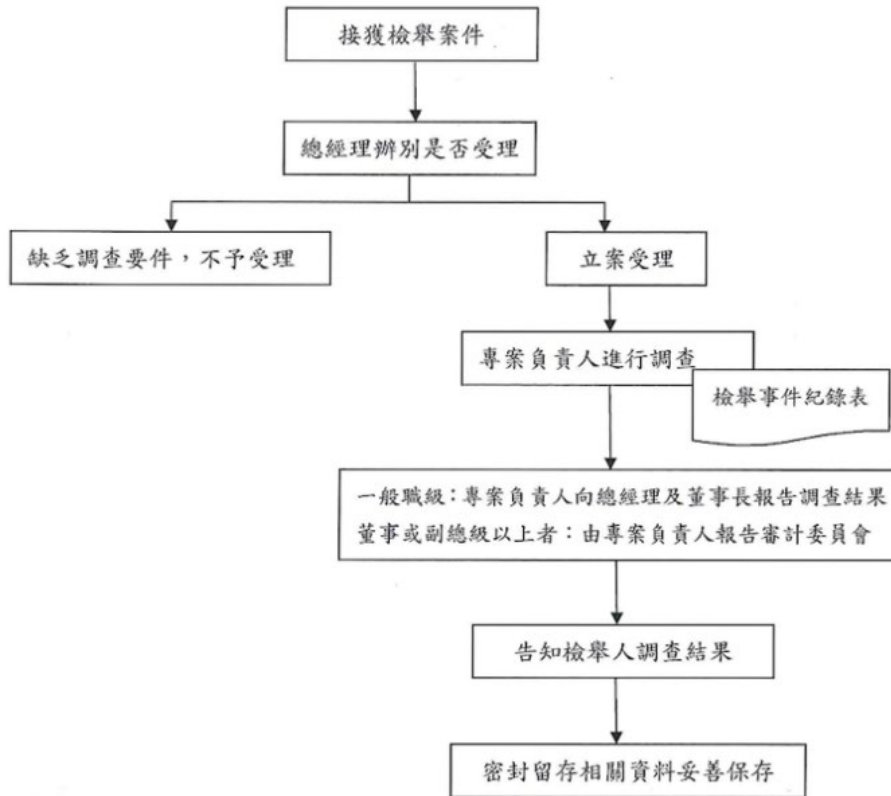


Object	Content	Appeal Process
	growth, and maintains close contact with customers.	relevant behaviors and receive appropriate treatment. Damage compensation may be requested through legal proceedings as necessary to safeguard the Company's reputation and interests.
Suppliers	The suppliers of the Company provide important raw materials for our products, and we aim to join hands with the suppliers to grow and build a sustainable supply chain together. We adhere to ethical corporate management and fair trading. In case of any neglect, we will handle the matters, analyze the incidents, review the reasons, and urge relevant suppliers to make continual improvements in accordance with the provisions of relevant laws and regulations.	3.Relevant written documents regarding the acceptance of reporting and investigation processes and results shall be retained and properly preserved for five years. These documents may be preserved electronically. When relevant lawsuits related to the notified contents occur before the expiry of the retention period, relevant data shall be continually preserved until the termination of litigation.
Investor relations	The Company entrusts a professional service agency with the handling of shareholders' services as a bridge between the Company and its shareholders. As for information transparency, "Dedicated Zone for Investors" has been set up on the website of the Company where investors' related information is provided. We follow the amendments made by the competent authority to the latest laws, regulations and policies, quickly respond, and adjust the disclosure forms and contents of the corporate information, to comply with the regulatory requirements.	4.If the notified situation is investigated and confirmed to be true, relevant unit of the Company shall review relevant internal control system and operating procedures, and put forward improving measures.
Sexual harassment appeal	To prevent and control sexual harassment in the workplace, and safeguard gender equality in work and personal dignity.	<p>Establish an investigation group to conduct investigation and deliberation within 3-7 days after receiving an appeal; the group comprises 5 members among whom 2 are management representatives and 3 are labor representatives. The total number of female members shall not be less than 1/2.</p> <p>During the process of investigation and deliberation, the appeal case shall be handled in a confidential manner and relevant decision shall be made within 30 days after the appeal is accepted.</p> <p><Appeal and whistleblowing channels></p> <p>※Wendell's dedicated line for sexual harassment appeals</p> <p>Contact person: Li, You-Chieh</p> <p>Responsible unit: Personnel Office of the Administrative Affairs Department</p> <p>Tel.: (02)2917-5770 ext: 166</p> <p>Fax: (02)2917-3752</p>



Object	Content	Appeal Process
		Email: viola_lee@wendell.com.tw ※Dedicated line of New Taipei City for employment discrimination appeals Tel.: (02)2967-6902

Flowchart of Investigation and Handling of Whistleblower Case



Record Form of Whistleblower Incident

檢舉人	檢舉人身份	<input type="checkbox"/> 外部人 <input type="checkbox"/> 內部員工 <input type="checkbox"/> 匿名檢舉	檢舉日期	民國 XXX 年 XX 月 XX 日
	檢舉人姓名		聯絡地址	
	聯絡電話		聯絡信箱	
	與被檢舉人關係	<input type="checkbox"/> 同事 <input type="checkbox"/> 上司 <input type="checkbox"/> 下屬 <input type="checkbox"/> 客戶 <input type="checkbox"/> 供應商 <input type="checkbox"/> 其他		
事實發生	發生時間	民國 XXX 年 XX 月 XX 日		
	發生地點			
	發生過程			
	相關證據	附件 1: 附件 2:		
調查過程	說明			
調查結果	說明			
審計委員會	提報日期	民國 XXX 年 XX 月 XX 日(請檢附審計委員會議事錄) (若被檢舉人為一般職級員工，則此欄位無須填寫)		

註：被檢舉人為一般職級員工時，由專案負責人向總經理及董事長報告調查結果並經核准被檢舉人為董事或副總級以上者，由專案負責人報告審計委員會。



3. Green Supply Chain

3.1 Innovative R&D Patents

Material topic: Innovative R&D Patents	
Reporting requirements	Description of reporting requirements and examples
Reason for materiality of this topic	<ul style="list-style-type: none"> In response to intensified global market competition, increasingly stringent environmental regulations, and growing stakeholder focus on green supply chains, Wendell actively promotes innovation and the accumulation of patent achievements. Through strategic patent deployment, the Company accelerates the development of differentiated products and technologies, enhancing competitiveness in the green supply chain and strengthening overall market advantage.
Policies/strategies	<ul style="list-style-type: none"> In accordance with the Company’s internal control R&D cycle (CD-100), and the CD-106 Patent Rights Management Procedures, Wendell has established a comprehensive strategy for patent deployment and management. R&D personnel conduct feasibility studies through proposal evaluation procedures before filing patent applications. Upon acquisition, patents are managed rigorously to protect the Company’s intellectual assets. To encourage employees to actively engage in innovation and utilize the Company’s technical resources, a patent incentive program is in place to reward R&D staff. The Company complies with legal provisions (e.g., the Patent Act) to safeguard its technological achievements and prevent future replication of similar technologies in the market.
Targets and objects	<ul style="list-style-type: none"> The Company files new patent applications annually to achieve the following short-term and medium-to-long-term objectives: <ol style="list-style-type: none"> Short-Term Goals : File at least two new patent applications per year and develop products aligned with market demands and technological trends. Medium- and Long-Term Goals(2025~2030) : Accumulate at least 15 patent applications.
Management and evaluation mechanism	<ul style="list-style-type: none"> According to the CD-106 Patent Rights Management Procedures within the CD-100 R&D cycle, issued patent certificates are securely maintained by the Legal Department and managed through internal audit mechanisms. The Core Technology Department holds periodic meetings to review the progress and outcomes of patent-related R&D projects.
Performance and adjustment	<ul style="list-style-type: none"> In 2024, the Company submitted 2 new patent applications. In 2024, the Company submitted 3 new trademark applications. In 2024, Wendell was granted 7 valid patents. To enhance the Company’s competitiveness and maintain its market advantage, Wendell has been committed to the development of new electromagnetic interference-resistant and circuit protection components, dedicating continuous efforts to innovation. In 2024, the Company allocated 11 personnel to R&D and invested approximately NT\$19,659 thousand in research and development expenses. (Refer to annual report P84-85) The patents granted in 2024 did not involve any infringement issues, and the Company will continue to adhere to this goal in 2025.
Preventive or remedial measures	<ul style="list-style-type: none"> All new employees are required to sign the Confidentiality and Non-Compete Agreement, which is incorporated into the Employee Confidentiality Agreement. Regardless of employment status, employees may not use any technical materials or documents without authorization, ensuring the protection of the Company’s confidential information. The Company works with external patent firms to assist in the application process, ensuring that patent designs are legally protected and that potential future cases of plagiarism or infringement are prevented.

Statistics of Patent Cases

Year	Number of patents applied for	Number of patents approved
2022	2	2
2023	7	7
2024	2	7



3.2 Supply Chain Management

GRI 2-6 GRI 308 GRI 414

Wendell is committed to maintaining operational stability and effectively implementing supplier quality management systems. Upholding the principles of sustainable operations, the Company actively works to enhance its performance in Environmental, Social, and Governance (ESG) aspects. Furthermore, Wendell references international standards and initiatives such as the **Responsible Business Alliance (RBA) Code of Conduct**, the **International Labour Organization Tripartite Declaration of Principles**, and the **United Nations Universal Declaration of Human Rights** in integrating sustainability commitments into supplier agreements—ensuring the supply chain aligns with global sustainable development standards and promoting responsible corporate behavior.

Supply Chain Management	
Reporting requirements	Disclosure Explanation
Reason for Reporting	<ul style="list-style-type: none"> In light of frequent global risk events (e.g., war, inflation), and in order to fulfill commitments to customers and respond effectively to uncertainties, the Company places particular emphasis on supply chain management. By implementing risk diversification strategies for key raw material sources and maintaining multiple qualified suppliers, the Company reduces the risk of supply disruption caused by single-source dependency, thereby ensuring supply chain resilience and flexibility.
Policies/strategies	<ul style="list-style-type: none"> The Company requires suppliers to sign a Supplier Sustainability Commitment Statement and adopt Quality Management Systems (QMS, ISO 9001) as part of the supplier selection criteria. Suppliers are also required to provide RoHS hazardous substance testing reports to ensure compliance with the Company’s sustainability development policy.
Targets and objects	<ul style="list-style-type: none"> Promote ESG management across the supply chain. Suppliers are required to sign the Sustainability Commitment Statement and complete the Supplier ESG Assessment Questionnaire, ensuring their alignment with the Company’s environmental and social sustainability goals.
Management and evaluation mechanism	<ul style="list-style-type: none"> New Suppliers: According to the Company's Supplier Management Guidelines, new suppliers must pass the evaluation process and sign the relevant commitment documents. Procurement activities may only commence after their qualifications have been approved. Existing Suppliers: The Company’s Quality Assurance Department annually selects a list of suppliers for evaluation in accordance with the “Supplier Evaluation and Management Procedures.” Internal evaluations are conducted, focusing on criteria related to quality, procurement, product development, and ESG-related standards, aiming to improve overall sustainability performance throughout the supply chain.
Performance and adjustment	<ul style="list-style-type: none"> Based on annual internal evaluations, no supplier was found to be in violation of environmental or social regulations during the reporting period, nor did any supplier cause significant negative environmental or social impacts. As of January 2025, the signing rate for the Supplier Sustainability Commitment Statement reached 94%, and the Supplier ESG Assessment Questionnaire reached a signing rate of 84%. No major changes occurred in the supply chain during the reporting period.
Preventive or remedial measures	<ul style="list-style-type: none"> According to the Supplier Management Procedures (QP84-02), any supplier rated as Grade D during internal evaluations is included in the Annual Supplier Audit Plan. The supplier is notified to make improvements within a specified deadline, purchase volumes are reduced, and an external re-audit is conducted to ensure product quality. If a supplier is rated as Grade E in the internal evaluation, the Product Manager shall convene an internal review meeting to confirm the necessity of continuing procurement. The supplier shall be given an opportunity for re-audit and improvement. If procurement is deemed unnecessary or the supplier fails to pass the re-audit conducted by the Quality Assurance Department, the Product Manager shall notify the Procurement and Finance Departments to terminate transactions with the supplier in the ERP system. In 2024, video or external audits were conducted for suppliers with potential risks, and no major deficiencies or disqualified suppliers were identified. When a supplier is found to have engaged in unlawful activities, an investigation will be conducted to verify the facts, followed by requests for improvement and necessary guidance. If any violations of the law are confirmed, the following actions will be taken: <ul style="list-style-type: none"> 1、Present the investigation actions to senior management during the management review meeting.



- 2、Confirm the actual facts and details of the case with the supplier’s management to determine whether any illegal conduct has occurred.
- 3、Report the findings to the Company’s Sustainable Development Task Force and require the supplier to implement immediate corrective actions.
- 4、If the supplier fails to effectively rectify the violations within the specified timeframe, assign a disqualified rating in accordance with the supplier evaluation criteria.

The evaluation process of the Company is shown as follows:



Wendell follows human rights policy standards such as those outlined by the International Labour Organization (ILO). Through the Supplier ESG Assessment Questionnaire and the Supplier Sustainability Commitment Statement, **the Company requires suppliers to refrain from employing labor below the legal minimum working age or child labor, prohibits forced overtime, and strictly bans any form of forced labor.** These standards are also incorporated into the QMS ISO 9001 supplier selection procedures. The Company conducts unscheduled audits and investigations. If potential risks are identified or deficiencies are found during audits, Wendell will require the supplier to implement corrective actions within a specified time frame to ensure that labor conditions throughout the product supply chain comply with relevant regulations and international human rights standards.

As of January 2025, the Company has conducted assessments for 57 active suppliers, with the following results:

- Supplier ESG Assessment Questionnaire: completed by 48 suppliers, completion rate of 84%
- Supplier Sustainability Commitment Statement: signed by 54 suppliers, signing rate of 94%

	穩得實業股份有限公司		文件編號	
	供應商永續承諾聲明書		FR84-08	
			頁次	版次
		1/1	1	

穩得實業股份有限公司秉持永續經營的理念，積極推展在環境面、社會面與治理面的績效，也重視供應商在企業社會責任上的努力貢獻，希望 貴供應商瞭解並配合以下事項：

1. 禁止使用童工
2. 禁止強迫或強制勞動行為
3. 遵守國際人權規定
4. 保障員工自由結社
5. 工作時間和薪資報酬都符合當地勞基法規定

本公司希望與供應商建立良好的長久合作夥伴關係，對於勞工、環境、職業安全衛生及道德規範等各方面的要求，持續地交流、改善、發掘彼此成長的空間，並期許 貴公司亦能向您的供應商提出相同的要求，一同為環境與社會善盡責任，共同建立一個具備高度韌性、可持續營運的永續供應鏈。

穩得實業股份有限公司

供應商簽署

公司名稱： [公司章用印]

代表人 / 職稱：

簽名：

日期：



3.3 Management of Hazardous Substances in Products

Management of Hazardous Substances in Products	
Reporting requirements	Disclosure Explanation
Reason for Reporting	<ul style="list-style-type: none"> In response to increasingly stringent regulations across various countries and growing stakeholder concerns, the Company continues to strengthen its management of hazardous substances in products. Every product provided by suppliers must comply with the EU' s parts-per-million (PPM) standards for restricted substances and meet international environmental regulations such as RoHS and REACH, in order to prevent negative impacts on the environment and human health.
Policies/strategies	<ul style="list-style-type: none"> Wendell has established and implements Procedure QP85-04 – Hazardous Substance Management in Products to ensure compliance with chemical substance requirements from both international regulations and customers.
Targets and objects	<ul style="list-style-type: none"> From the early stages, Wendell has implemented stringent procurement standards that require suppliers to restrict or eliminate the use of regulated hazardous chemicals. The Company also mandates that suppliers and subcontractors include green products in their management systems to ensure final products meet Hazardous Substance-Free (HSF) standards.
Management and evaluation mechanism	<ul style="list-style-type: none"> All suppliers are required to adhere to hazardous substance control measures. When parts are approved, suppliers must provide RoHS test reports covering the 10 restricted substances and halogen test reports, with annual updates required. The Company also investigates upstream suppliers for conflict minerals and requires them to complete REACH Substances of Very High Concern (SVHC) declarations. Wendell strictly enforces a policy of not using 3TG minerals sourced from conflict-affected regions and regularly reviews updates to the list of qualified smelters.
Performance and adjustment	<ul style="list-style-type: none"> Wendell is committed to ensuring that all purchased gold, tungsten, tin, and tantalum (3TG), as well as minerals used in customer products, are subject to thorough due diligence. In accordance with the latest releases from the Responsible Minerals Initiative (RMI), the Company has fully adopted CMRT, EMRT, and PRT survey templates and has achieved 100% completion of conflict minerals investigations among its suppliers. In 2024, no non-compliance was found in the Company's hazardous substance management operations during both internal and customer audits. In addition, all related GP personnel completed hazardous substance management training to ensure the Company's capacity to manage product health and safety effectively.
Preventive or remedial measures	<ul style="list-style-type: none"> When the European Chemicals Agency (ECHA) updates the list of Substances of Very High Concern (SVHC) every six months, the Company promptly updates internal references and requests suppliers to either return signed declarations or provide testing reports to ensure compliance with the latest regulatory requirements. Each year, the Company tracks and updates internal standards to reflect changes in international hazardous substance control regulations (e.g., POPs, California Proposition 65, TSCA, VOCs, PFAS). For automotive product lines, chemical composition and hazardous substance control are monitored via the International Material Data System (IMDS) as required by customers.

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Products and Service Items

All raw materials and auxiliary materials used in the Company's products comply with EU RoHS and REACH regulations for hazardous substances. Complete Material Safety Data Sheets (MSDS) are available. Packaging materials meet the UL94-V-0 flame retardant standard, and products pass IEC 61000 electrical and electromagnetic compatibility (EMC) testing. Product labeling is transparent. **In 2024, there were no violations related to product safety, labeling, marketing regulations, or anti-competitive practices.**

Statistics of products or services acquired with certification items		
Name of product or service item	Safety certification	Ratio of assessed products or services provided to customer (%)
Development, design and sales services of discrete components	ISO 9001 Quality management system	100
Sales services of discrete components	ISO 14001 Environmental management system	100
EMC and radio frequency identification laboratory	ISO/IEC 17025	100
Testing of hazardous substances in the chip	ROHS2.0 + Halogen report	100
Remark: Percentage = (Total quantity of assessed products or services provided to customer/Total quantity of products or services provided to customers)*100		



4. Environmental Sustainability

4.1 Climate Change

Material topic: Climate Change	
Reporting requirements	Description of reporting requirements and examples
Reason for materiality of this topic	<ul style="list-style-type: none"> Climate change presents both risks and opportunities to business operations, affecting supply chain stability and market competitiveness. With increasingly stringent international environmental and energy-saving policies and the trend toward carbon reduction, customers are requesting suppliers to conduct greenhouse gas emissions assessments and align with sustainability-related carbon reduction measures. Actively implementing carbon inventory and energy management initiatives helps enhance the sustainability competitiveness of the Company’s products.
Policies/strategies	<ul style="list-style-type: none"> The Company adopts the core environmental sustainability strategy: “Reduce pollution and waste, ensure environmental safety; implement environmental protection, and cherish resources.” A governance framework aligned with the Task Force on Climate-related Financial Disclosures (TCFD) has been established to ensure climate risk management is integrated into decision-making. The Company actively promotes ISO 14064-1 greenhouse gas inventory and third-party verification to ensure transparency in emissions disclosure.
Targets and objects	<ul style="list-style-type: none"> Goal-setting baseline: Both short-term and medium-to-long-term targets use 2023 as the base year. Assuming no changes to the base year, the Company will gradually align with national net-zero carbon policies to achieve emissions reduction targets. Short-term target (2023–2026): Reduce greenhouse gas emissions by 3% within three years from the 2023 base year. Medium-to-long-term targets (2027–2030): <ol style="list-style-type: none"> Complete greenhouse gas inventory for consolidated subsidiaries and obtain third-party verification by 2029. Introduce renewable energy and aim to reach a specified percentage of green electricity usage by 2030 to reduce Scope 2 emissions. Begin phased implementation of Scope 3 emissions inventory by 2030. 2030 Carbon Reduction Target: In line with the government’s 2050 net-zero carbon policy, the Company plans to reduce greenhouse gas emissions by 20% by 2030 (based on 2023 levels). Strategies include gradually increasing the use of renewable energy, continuously improving energy efficiency, and implementing Scope 3 inventory measures to effectively control and reduce emissions.
Management and evaluation mechanism	<ul style="list-style-type: none"> In accordance with the ISO 14001 Environmental Management System, internal reviews of environmental and energy-saving measures are conducted annually. Emissions data is monitored and implemented using the Greenhouse Gas Inventory Procedure Manual, EF61-01 Wendell Carbon Inventory Form, and EF53-05 Target Management Form. Climate risk and financial impact assessments are conducted using the TCFD framework.



<p>Performance and adjustment</p>	<ul style="list-style-type: none">● In 2024, the Company’s total greenhouse gas emissions (Scope 1 and Scope 2) amounted to 296.4 metric tons of CO₂e, a reduction of 16.6 metric tons from 313.0 metric tons in 2023—a 5.3% decrease. Third-party verification under ISO 14064 was completed in Q2 2025 to ensure accuracy and transparency of the emissions inventory.● Scope 2 emissions in 2024 were 269.9 tCO₂e, down from 283.7 tCO₂e in 2023, reflecting a 4.87% reduction—demonstrating early results from ongoing energy-saving initiatives.● Due to increased revenue, the Company’s emissions intensity dropped from 0.21 in 2023 to 0.17 in 2024—a 19.05% reduction. Going forward, the Company will continue to monitor the effectiveness of energy-saving and carbon reduction measures and adjust strategies flexibly based on actual performance.
<p>Preventive or remedial measures</p>	<ul style="list-style-type: none">● As 2024 marked the official carbon reduction year, the Company will continue to monitor the implementation and effectiveness of energy-saving and carbon reduction measures annually. If outcomes fall short of expectations, a special task force meeting will be convened to adjust strategies and strengthen execution.● Communication with the supply chain will be enhanced, requiring key suppliers to provide carbon emissions data and participate in joint carbon reduction initiatives.



4.2 Greenhouse Gas Inventory

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The Company follows the ISO 14064-1:2018 standard and complies with the climate information disclosure guidelines set by the Financial Supervisory Commission (FSC). It has proactively expanded the inventory scope to include all corporate locations of the parent company ahead of schedule. **In 2024, the Company successfully completed ISO 14064 third-party verification—four years earlier than the timeline outlined in the FSC’s Sustainable Development Roadmap—demonstrating Wendell’s strong commitment to environmental responsibility and sustainable operations.**

The current inventory includes:

- Scope 1 : Direct Greenhouse Gas Emissions
 - Emissions from fuel consumption of company vehicles and refrigerant leakage from office equipment.
 - As the Company has no factories or stationary combustion sources, Scope 1 emissions primarily arise from transportation and cooling systems.
- Scope 2 : Indirect Greenhouse Gas Emissions from Energy Consumption
 - Emissions from electricity used in office operations.

The table below presents the Company’s greenhouse gas emissions over the past two years. **In 2024, total greenhouse gas emissions were 296.4 metric tons CO₂e, a reduction of 16.6 metric tons compared to 313.0 metric tons CO₂e in 2023—representing a 5.3% decrease** and indicating the initial effectiveness of emission control measures.

Item	2023	2024
Scope 1: Direct Greenhouse Gas Emissions (tonCO ₂ e)	29.3	26.5
Scope 2: Indirect Greenhouse Gas Emissions (tonCO ₂ e)	283.7	269.9
Total emissions = Scope 1 + Scope 2 (tonCO ₂ e)	313.0	296.4
Total (tonCO ₂ e)	313.0	296.4
Intensity of greenhouse gas emissions (tonCO ₂ e/(millions) revenue amount)	0.21	0.17

Notes:

- 1、Scope 1 refers to emission sources directly owned or controlled by the Company, including fixed combustion sources, process emissions, mobile combustion sources, and fugitive emission sources. Emission factors were calculated with reference to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories.
- 2、Scope 2 refers to direct energy emissions, including purchased electricity.
- 3、Types of greenhouse gas emissions: Seven greenhouse gases in total, i.e., carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).
- 4、The emission factor for purchased electricity is based on the value announced by the Energy Administration, Ministry of Economic Affairs. In 2024, the electricity emission factor is 0.474 kgCO₂e/kWh.



Greenhouse Gas Verification Report Opinion of 2024

In Q2 2025, the Company successfully passed ISO 14064 third-party verification, ensuring the accuracy and transparency of its emissions data. To further reduce carbon emissions, the Company has adopted various energy-saving and carbon-reduction measures (see p.67-78) and will continue promoting GHG inventories and carbon reduction actions. In line with international carbon reduction trends, the Company plans to expand its future inventory scope to include Scope 3 emissions.

During the 2024 reporting period, the Company reported no emissions of ozone-depleting substances and no significant emissions of major air pollutants such as nitrogen oxides (NO_x), sulfur oxides (SO_x), total suspended particulates (TSP), or volatile organic compounds (VOCs).

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Greenhouse Gas Verification Report Opinion
 THGHG09076-01

Report No. : (TH09-076 / Version 1)

Verification Scope: WENDELL INDUSTRIAL CO., LTD., NO. 6, WENMING 1ST ST., GUSHAN DIST., TAOYUAN CITY 333, TAIWAN

Verification Criteria: ISO 14064-1 : 2018

Verification Objectives: According to ISO 14064-3:2019, AFNOR ASIA Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).

Data Period : From 2024/01/01 ~ 2024/12/31 (The data being viewed is historical in nature)

Verification: Direct GHG Emissions (Category 1): 26,4824 Ton CO₂e
 Energy Indirect GHG Emissions (Category 2): 269,9567 Ton CO₂e

Global Warming Potential (GWP): Refer to IPCC 2021 Year, the 6 assessment report

Statement: This statement should be interpreted as a whole with the following:
 GHG Inventory Report (Version : 1 : Date : May 02, 2025)
 GHG Inventory (Version : 1 : Date : May 02, 2025)

Maturity: 5% (Category 1 and Category 2)

Type of Opinion : Unqualified Qualified (see the subsequent page) Disclaim the issuance

Verification Conclusion: To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties.
 Declares that the reasonable assurance level of the inventory data is Category 1 and Category 2.

Date of Issuance: Jun. 13, 2025

APPROVED BY

 Steven Huang
 Director for Certification
 ON BEHALF OF
 AFNOR ASIA

Page 2 of 4
The Geographical Location of Multiple Sites :

Site	Address
Taiwan-Top Technology Building on Baoqiao Road	2F-1, No.188, 5F-1, No.188, 5F, No.188, 6F-1, No.188, 6F, No.188, 1F, No.188-7, Baoqiao Rd., Sindian Dist., New Taipei City 231238, Taiwan (R.O.C.)
Taiwan-Baogao Road	5F, No.4, Ln. 7, Baogao Rd., Sindian Dist., New Taipei City 231029, Taiwan (R.O.C.)
Taiwan-Wugu	1F, 2F, No.119, Wugong 3rd Rd., Wugu Dist., New Taipei City 248019, Taiwan (R.O.C.)
Taiwan-Kaohsiung Zuoying Office	Rm.635, 6F-3, No.332, Mingcheng 2nd Rd., Zuoying Dist., Kaohsiung City 813307, Taiwan (R.O.C.)
Shanghai-Office	Rm.19K, No.899, Ling Ling Road, Xuhui Dist., Shanghai 200030, China
Shanghai-Dormitory	Rm.216, No.4, Aly.751, Ling Ling Road, Xuhui Dist., Shanghai 200030, China

Emissions Data for Each Category :

Category	Description of Content	GHG Emissions (Ton CO ₂ e)	Note
(Category 1) Direct GHG emissions	mobile combustion source - Fugitive emissions	26,4824	
(Category 2) Indirect GHG emissions from imported energy	Indirect emissions from purchased electricity	269,9567	Location-based standard
(Category 3) Indirect GHG emissions from transportation	NA		NS
(Category 4) Indirect GHG emissions from products used by organization	NA		NS
(Category 5) Indirect GHG emissions associated with the use of products from the organization	NA		NS
(Category 6) Indirect GHG emissions from other sources	NA		NS

Biomass Burning Emission : 0.0000 Ton CO₂e

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Other Related Verification Information

Organization Boundaries : Operational control

GHG Type : Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF₆), Nitrogen trifluoride (NF₃)

Purpose of Intended Use: Voluntarily understanding the status of greenhouse gas emissions as a basis for developing reduction strategies.
 (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)

Criteria For Significance of Indirect Emissions :
 - Identified stakeholder requirements: Yes No
 - Identified regulation requirements: Yes No
 - Identified magnitude of emissions: Yes No
 - Others:

Purchased Power Factor: Refer to the 2023 annual power factor announced by the Bureau of Energy, Ministry of Economic Affairs on 04/26/2024.
 The primary data is collected from on-site operation activities.
 Category 3-6 emissions are calculated with estimated data.
 The secondary data sources are: Taiwan EPA- Carbon Footprint Database

Data Sources : On-site In Others

Verification Method: On-site

Qualified Opinion : NO

Others : NO

Verification Date : Apr. 24-25, 2025
 May 02, 2025

Report Date : May 03, 2025

Page 4 of 4
Verification Team and Technical Review

Lead Verifier : Yu Su-Chen **Signature :**

Verifier : James Cheng **Signature :**

Independent Review : Shih-Ting Tseng **Signature :**

Verification Processes
 AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and compilation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities
 The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.
 AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.



4.3 Climate-Related Financial Disclosures

GRI 201-2

Aspect	Disclosures recommended by TCFD	The Company's responsive actions
Governance	The Board of Directors' supervision of climate-related risks and opportunities	<p>The Board of Directors oversees the management of climate-related risks and opportunities through the Sustainability Development Committee. The Chief Sustainability Officer serves as the chair of the committee and reports annually to the Board on ESG and climate change assessments and the progress of sustainability goals. The Board is responsible for supervision and review of these matters.</p>
	Role of the management in the evaluation and management of climate-related risks and opportunities	<ul style="list-style-type: none"> ● Set up a cross-departmental climate change risk team to identify climate risks and evaluate and respond to climate impact within each scope of responsibility. ● The top manager of climate issues in the management is the Chief Sustainability Officer who shall lead level1 supervisors to implement management work related to climate change and directly report to the Board of Directors. ● Set up a Sustainability Development Committee and assign the Chief Sustainability Officer to serve as the convener and promote environmental sustainability management. ● Set up a risk management team to identify main risks, discuss relevant response measures with each business unit of the Company, and report to the Sustainable Development Committee.
Strategy	Short-term, medium-term, and long-term climate-related risks and opportunities identified	<p>Short-term</p> <ul style="list-style-type: none"> ● Transition Risks: As climate change becomes a more prominent issue, it is essential to continuously monitor domestic and international regulations and complete relevant preparations in advance. ● Physical Risks: Increased severity of typhoons, floods, and extreme weather events. ● Market Opportunities: Expand low-carbon products and services, develop green energy and energy storage applications, and create low-carbon business opportunities. <p>Medium-term</p> <ul style="list-style-type: none"> ● Transition Risks: Stricter requirements for carbon emissions disclosure and the promotion of low-carbon and high-efficiency technologies will increase compliance and technology investment costs. Changes in customer behavior and growing stakeholder attention may subject products and services to more demands and regulatory pressure.



Aspect	Disclosures recommended by TCFD	The Company's responsive actions
		<ul style="list-style-type: none"> ● Physical Risks: Intensified typhoons and extreme rainfall events increase the risk of regional flooding and potential damage to equipment and facilities. ● Market Opportunities: Complete the construction of a green building laboratory, integrate laboratory functions, strengthen EMC, EMI, and battery testing capabilities, and expand the customer base. <p>Long-term</p> <ul style="list-style-type: none"> ● Transition Risks: Increasing client requirements for product carbon footprint and green procurement. Failure to respond accordingly may affect order competitiveness. ● Physical Risks: Rising average temperatures and changing rainfall patterns may affect long-term power supply stability and water resource availability. ● Market Opportunities: Optimize production and testing processes to enhance energy efficiency and service flexibility.
	<p>Impact of climate-related risks and opportunities with respect to planning of business, strategies, and finance</p>	<p>The significant climate risks faced by the Company mainly come from the requirements of customers, investors and other important stakeholders regarding the greenhouse gas emission reductions of the enterprise and the compliance with product energy efficiency standards; the opportunities brought by climate change mainly exist in products and services. The Company provides one-stop purchasing services, from provision of products to product testing service certification and product lines that comply with sustainability trends, so that it can respond to market demand and develop new markets with energy-saving and carbon-reducing products and services.</p> <p>Main transition risks</p> <p>In response to the risks of regulatory compliance and changes in green standards, the Company actively aligns with relevant international standards to reduce the cost risk of renewable energy. The Company actively conducts research and development in green design, and offers product portfolios featuring high energy conversion rate and low carbon generation to assist customers in reducing cost and improving efficiency. The green design is based on the thinking of life cycle and the Company aims to provide environment-friendly products including non-hazardous products and products with low energy consumption.</p>



Aspect	Disclosures recommended by TCFD	The Company's responsive actions
Risk management		<p>Main physical risks</p> <p>In response to the increasing flood risks caused by extreme climate events, the Company has enhanced waterproofing measures for offices located on lower floors in low-lying areas and is formulating emergency response plans to reduce the risk of operational disruptions. In addition, a new laboratory currently under construction in Tucheng has incorporated rainwater harvesting system indicators during the design phase, aiming to enhance facility resilience and effectively manage the impacts of extreme rainfall on water resources.</p> <p>Main climate opportunities</p> <p>The Company has already laid a profound foundation regarding long-term sustainability, maintained longterm, close trust relationship with customers, actively invested in research and development based on market demand. As a result, amidst the wave of sustainability, the Company will have the chance to win customer with priority and increase its operating revenue by relying on its innovative and optimized products and solutions.</p>
	<p>Strategic resilience and consideration given to different climate-related scenarios</p>	<p>The Company provides one-stop product and testing certification services. In response to extreme climate events—particularly flood risks caused by heavy rainfall—there is concern that laboratory equipment located on the ground floor may be damaged, potentially disrupting testing operations and affecting business continuity. The Company has evaluated the relocation of critical equipment to higher floors as a reference for operational strategy adjustments, aiming to enhance climate resilience and ensure uninterrupted service delivery.</p>
	<p>Identification and evaluation processes of climate-related risks</p>	<p>Each unit searches information regarding external market, regulations, technology, and physical climate development trends, lists climate risks and opportunities possibly faced by the Company, and identifies material climate risks and opportunities in consideration of the degree of impact and possibility of occurrence. Then, in consideration of the influence of risks and opportunities, the Company sorts the risks and opportunities with priority in consideration of possibility and severity of risks, and establishes relevant countermeasures. As for higher risks indicated in the evaluation results, climate scenarios will be analyzed additionally, and the current operation layout is considered to calculate the potential financial impact.</p>



Aspect	Disclosures recommended by TCFD	The Company's responsive actions
Indicators and targets	Management process of climate-related risks	After identifying key risks through cross-departmental assessments, the Company discusses corresponding response measures and regularly reports risk evaluations to management through scheduled business meetings for oversight. In 2024, a Risk Management Task Force was established under the Sustainability Development Committee to implement risk management initiatives and related policies set by the Committee across all departments. The Sustainability Development Committee regularly reports to the Board of Directors, which is responsible for oversight and review.
	How the identification, evaluation and management processes of climate-related risks are integrated to the Company's overall risk management system	Include climate change into a material topic of corporate sustainable development and a key major risk item. All business units shall implement a risk management plan and plan response measures in terms of operation, products, and supply chain management.
	Describe the indicators used by the Company to evaluate climate-related risks and opportunities according to strategies and risk management process	To mitigate climate change, the Company adopts the greenhouse gas emissions per unit of operating revenue as the main quantified key evaluation indicator. In 2023, the Company planned the construction of laboratories in Tucheng District and applied for LEED Gold green building certification. At the same time, solar panels are built on the roof of the laboratory to increase the proportion of renewable energy used in the future and become an important indicator equipment for the company to reduce greenhouse gas emissions.
	Greenhouse gas emissions in Scope 1, Scope 2, and Scope 3 and related risks	<p>The Company continues to conduct Scope 1 and Scope 2 greenhouse gas (GHG) inventories in accordance with the EMS framework under ISO 14001. In the second quarter of 2025, the Company obtained third-party verification in accordance with ISO 14064. The GHG emissions (in metric tons of CO₂e) from Wendell's parent company in 2024 are as follows:</p> <p>Scope1:26.5 Scope 2: 269.9</p>



Aspect	Disclosures recommended by TCFD	The Company's responsive actions
	<p>Targets for management of climate-related risks and opportunities, and performance in the implementation of these targets</p>	<p>In the process of developing energy-saving products and services, the Company is dedicated to improving the quality of parts and lowering customer's energy consumption.</p> <p>The Material Business Department of the Company successfully developed a composite product with the performance of EMI shielding and high heat dissipation. When the customers perform tests using our composite heat dissipation material under same conditions and scenarios, the temperature of CPU can be reduced by 5.591°C.</p> <p>Target for carbon emission and energy management</p> <p>Using 2023 as the base year, the Company aims to reduce greenhouse gas emissions by 3% within three years. The implementation of energy-saving and carbon reduction measures will continue to be closely monitored, and strategies will be adjusted as needed based on performance outcomes.</p> <p>Target for waste management</p> <p>As a non-manufacturing company, the Company generates only a small amount of waste, primarily tin dross and scrap boards resulting from the use of testing equipment—often from products provided by customers. Therefore, the potential for waste reduction is limited. In accordance with regulations, all waste is handled by certified third-party disposal service providers. In 2024, the volume of waste did not meet the minimum threshold for removal; waste will be accumulated and processed in 2025.</p> <p>Target for water resource management</p> <p>The Company does not operate factories or production facilities and is classified as a low water-consuming industry. Water usage is mainly limited to daily office activities. Although the volume of water consumption is minimal, the Company continues to promote water conservation measures, including reducing faucet water pressure by 50% to minimize unnecessary water usage.</p>



4.4 Environmental Sustainability

Material topic: Environmental Sustainability	
Reporting requirements	Description of reporting requirements and examples
Reason for materiality of this topic	<ul style="list-style-type: none"> The impacts of global climate change are intensifying, and companies must assume environmental responsibility to ensure long-term sustainable development. Upholding its core values of environmental friendliness and green operations, Wendell actively promotes energy management, water resource management, and waste management to reduce the environmental impact of its operations and improve overall resource efficiency, thereby enhancing its environmental sustainability performance.
Policies/strategies	<ul style="list-style-type: none"> ➤ Energy Management Policy: <ul style="list-style-type: none"> ● Adopt energy-saving equipment and assess the feasibility of introducing renewable energy in the future. ➤ Water Resource Management Policy: <ul style="list-style-type: none"> ● Reduce faucet water pressure to minimize unnecessary water consumption. ● Record monthly water bills to monitor for abnormal usage patterns. ➤ Waste Management Policy: <ul style="list-style-type: none"> ● Entrust qualified third-party contractors to handle all waste, ensuring legal compliance and minimizing environmental impact.
Targets and objects	<ul style="list-style-type: none"> ➤ Short-Term Goals: <ul style="list-style-type: none"> ● Establish an annual energy consumption tracking system and conduct regular reviews of energy use. ● Strengthen inspection mechanisms to prevent abnormal water use and wastage. ● Water resource management target: Reduce water usage by 3% within three years, using 2023 as the baseline year. ➤ Medium- and Long-Term Goals: <ul style="list-style-type: none"> ● Evaluate the future integration of renewable energy. ● Continuously reduce non-recyclable waste generated by operations and increase the resource recycling rate.
Management and evaluation mechanism	<ul style="list-style-type: none"> ➤ Energy Usage Monitoring: <ul style="list-style-type: none"> ● Record electricity usage and monitor consumption trends regularly. ● Implement daily inspection routines to ensure unnecessary power is turned off after business hours. ➤ Water Resource Management Mechanism: <ul style="list-style-type: none"> ● Reduce faucet water pressure by 50% and record the total office water consumption monthly to analyze annual changes. ● Post daily signage to promote water conservation and discourage waste.
Performance and adjustment	<ol style="list-style-type: none"> In 2024, total electricity consumption decreased by 6,925 kWh compared to 2023, a reduction of approximately 1.21%, equivalent to 3.28 tCO₂e. Total energy consumption slightly increased from 2,200 GJ to 2,204 GJ in 2024; however, energy intensity decreased from 1.48 to 1.26, indicating improved operational efficiency and more effective energy use.



Material topic: Environmental Sustainability	
	<p>3. From 2022 to 2024, the Company did not experience any violations of environmental regulations and received no penalties from competent authorities, demonstrating the effectiveness of its environmental management systems.</p> <p>4. Air conditioning temperatures are uniformly set at 25.5°C. The Company has been progressively replacing lighting with LED energy-saving fixtures and conducts daily inspections to ensure unnecessary power is turned off. Aging equipment will continue to be replaced to improve energy efficiency.</p> <p>5. Faucet water pressure has been reduced by approximately 50% to minimize unnecessary usage. Office water meter readings are recorded regularly, with no abnormal consumption or leakage detected.</p>
Preventive or remedial measures	<ul style="list-style-type: none"> ➤ In the event of abnormal water usage, the cause will be promptly analyzed and corrective measures will be implemented. ➤ The Company will continue to enhance its waste sorting and recycling mechanisms to increase the recycling rate.

The energy consumption of the Company in the last two years is shown in the table below. In 2023 and 2024, the inventory boundary was extended to all the sites of the parent company:

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Quantitative indicator	Unit	2023	2024
Power consumption	kWh/year	572,036	565,111
	GJ	2059.3	2034.4
Gasoline consumption	L / year	4,338.8	5198.9
	GJ	141.6	169.7
Diesel consumption	L / year	0	0
	GJ	0	0
Specific measurement of the organization	(millions) revenue amount	(millions) revenue amount	(millions) revenue amount
Specific measurement value of the organization		1,484	1,755
Total energy consumption	GJ	2200.9	2204.1
Energy intensity	GJ/(millions) revenue amount	1.48	1.26

Notes:

- 1、The calorific value of electricity is converted as 1kWh=0.0036GJ.
- 2、For the sources of conversion coefficients, the calorific value of fuels is calculated according to Greenhouse Gas Emission Coefficient Management Table 6.0.4 issued by the Environmental Protection Administration. The specific coefficients are shown as follows: 7,609 kcal/L for gasoline; 8,642 kcal/L for diesel; 8,000 kcal/m³ for natural gas; 1 kcal=4.184 KJ.
- 3、The Company has completed its 2024 greenhouse gas inventory in accordance with ISO 14064-1:2018 standards, using 2023 as the base year. The 2024 inventory covers all types of energy consumption, including the actual fuel consumption of company vehicles, to ensure the completeness and accuracy of emissions data.

Energy-saving Results

The year 2024 is designated as the Company's Carbon Reduction Year. The Company established the following programs to reduce energy consumption and achieve energy-saving results:

- 1、Set up the temperature of air-conditioning system at 25.5°C, and successively replace the lighting fixtures and emergency exit indicator light with LED energysaving lamps.



- 2、Implement zoning control of power supply of air-conditioning system (cooling). Reduce the quantity of lamps in places with relatively low demand for illuminance given that no safety risk exists.
- 3、Shut down unnecessary lighting equipment during the noon break. The Company provides table lamps for colleagues who need lighting during the noon break.
- 4、Gradually review and remove inefficient outdated equipment.
- 5、Purchase energy-saving equipment with high efficiency and products with “Green Label” with priority.
- 6、Enhance awareness on turning off power for lighting, air conditioning, and projection equipment, and encourage the habit of switching off power when not in use.
- 7、Require colleagues who get off duty at last to conduct patrolling of all the power supplies of the Company supposed to be shut down (lamps, air-conditioning, water dispenser, copying machine, coffee machine, etc.).
- 8、Install thermal-insulated curtains for cooling.
- 9、Give subsidies to colleagues for sharing taxis (Qizhang and Dapinglin Metro Station-Company) in order to encourage colleagues to use public transportation during commuting.

Energy Consumption Reduction/Energy Conservation for Customers with Our Products

In response to the era of miniaturization of system products and emphasis on high-efficiency transmission, the issue of system heating becomes particularly important. In addition to the provision of products that comply with customers’ applications, we are also dedicated to developing heat dissipation programs to customers for their systems regarding the issue of system heating, so as to lower the power consumption of the customers.

The Material Business Department of the Company successfully developed a composite product with the performance of EMI shielding and high heat dissipation. When the customers perform tests using our composite heat dissipation material under same conditions and scenarios, the temperature of CPU can be reduced by 5.591°C.



Water Resource Management

GRI 303

The Company’s operations are based in Xindian District, New Taipei City, and the primary water source is municipal tap water drawn from the Feitsui Reservoir. As the Company has no factories or production facilities, it is classified as a low water-consuming enterprise. Water usage is primarily limited to daily office needs, and there is no use of industrial process water or wastewater discharge during operations.

To ensure sustainable water management, the Company conducts water risk assessments using water resource risk analysis tools. Assessment results indicate that the Company’s operating location is in a medium-to-low risk area, with stable water supply and no significant shortage risks.

The Company continues to implement water conservation and monitoring measures, including:

- 1. Reducing faucet water pressure by 50% to minimize unnecessary water consumption.**
- 2. Regularly reviewing water usage data by recording water meter readings from monthly utility bills to monitor for abnormal changes.**
- 3. Posting signages to promote water conservation and prevent waste.**

Based on the Company’s water usage data over the past two years, **total water consumption in 2024 increased by approximately 2.5% compared to 2023. The rise in consumption may be attributed to an increase in office personnel or changes in usage behavior. The Company will further analyze the trend and strengthen conservation measures to improve water use efficiency. Using 2023 as the base year, the Company aims to reduce water consumption by 3% within three years.**

Looking ahead, the Company will continue to improve water use efficiency through ongoing monitoring and conservation efforts to ensure sustainable water utilization.

Year	2023	2024
Water withdrawal (Unit: 1,000,000L)	3.05	3.13
Water discharge (Unit: 1,000,000L)	3.05	3.13
Water consumption (Unit: 1,000,000L)	0.00	0.00

Notes:

- 1、Water consumption = Water withdrawal – Water discharge
- 2、Data scope: Wendell’s headquarters in Taiwan.

Waste Management

GRI 306

Upholding the principles of resource conservation and environmental sustainability, the Company continues to promote waste reduction and resource reuse. **Internally, the office has adopted paperless operations, double-sided printing, and the reuse of packaging boxes. Employees are also encouraged to bring their own reusable tableware to reduce the environmental impact of operations.**

Since the Company has no manufacturing plants or production equipment, there is no process-generated waste. The primary waste produced during operations consists of tin dross and scrap boards generated from test equipment, most of which result from testing products provided by customers. Therefore, opportunities for waste reduction are limited. All waste is legally handled by licensed third-party disposal companies in accordance with applicable regulations. Unprocessed waste is properly sorted, managed, and stored in secure locations.

In 2024, the total waste volume did not meet the minimum threshold for collection. Accumulated waste will be processed in 2025. The Company will continue to evaluate its waste management performance and explore further reduction and recycling initiatives to improve resource efficiency and reduce environmental impact.



5. Happy Workplace

5.1 Talent Cultivation and Retention

Material topic: Talent Cultivation and Retention	
Reporting requirements	Description of reporting requirements and examples
Reason for materiality of this topic	Employees are the Company's core assets for continuous growth. Talent retention and turnover rates directly affect operational stability and long-term competitiveness. By implementing comprehensive talent development programs and competitive retention strategies, the Company ensures steady organizational development and promotes mutual growth between employees and the Company.
Policies/strategies	<ol style="list-style-type: none"> 1. Conduct regular market salary surveys to maintain compensation competitiveness and fairness. 2. Continuously improve the training system, promote online learning platforms, and encourage self-development. 3. Expand industry-academia collaborations and increase internship program capacity to cultivate future talent. 4. Establish open communication channels to actively listen to employees' voices and respond to their needs, creating a positive work environment.
Targets and objects	<p>Short-term Goals:</p> <ol style="list-style-type: none"> 1. Increase the number of internship positions and partnering schools, and actively participate in industry-academia collaboration programs. 2. Maintain a balanced gender ratio, keeping the male-to-female employee ratio around 1:1. 3. Complete competency mapping and development planning for key positions. 4. Maintain a record of zero major labor disputes. <p>Mid- to Long-term Goals:</p> <ol style="list-style-type: none"> 1. Continuously optimize workforce structure, enhance knowledge transfer, and keep the turnover rate of key talent below 5%. 2. Promote internal job rotation and advancement mechanisms to enhance the breadth and depth of talent development. 3. Cultivate campus talent from the ground up by increasing collaboration with senior high and vocational schools. 4. Implemented the TTQS (Taiwan Talent Quality-management System) training and development program.
Management and evaluation mechanism	<ol style="list-style-type: none"> 1. New employees complete an onboarding adaptation and care questionnaire to ensure timely support and assistance. 2. Conduct an annual employee satisfaction survey and actively improve based on feedback. 3. Hold quarterly labor-management meetings to address and resolve employee concerns in real time. 4. Conduct regular performance evaluations and interviews; develop improvement plans for underperforming employees.

Material topic: Talent Cultivation and Retention

Performance and adjustment	<ul style="list-style-type: none"> ● A remuneration system featuring equal pay for equal work: The ratio between remuneration of basic-level male employees and remuneration of basic-level female employees was 1: 1. ● The employees' salaries and welfare expenses accounted for 12.87% of the operating revenue. ● In 2024, the resignation rate reached 13.5%. Therefore, it is a must to increase recruitment and appraisal tools, strengthen employee care, and adjust their salaries, so as to lower the resignation rate. ● In recent 3 years, the Company hired a total of 6 interns, including 3 from Lunghwa University of Science and Technology, 1 from Tungnan University, 1 from Ming Chi University of Technology, and 1 from National Taipei University of Technology respectively. 3 of them stayed at the Company after graduation, with retention rate of 50%. Besides, it is required to increase more highlights to retain talents, in order to further increase the retention rate. ● The door-to-door influenza vaccination rate reached 54% and above. The vaccination rate will be increased in the future according to relevant policy. ● With respect to the promotion rate of healthy bento, the average ratio of employees ordering bento on a daily basis reached 79%, helping ensure employee nutrition. ● No major labor disputes occurred in 2024. ● New employees are guided through a one-on-one mentorship program within their departments, allowing them to ask questions at any time.
Preventive or remedial measures	<ol style="list-style-type: none"> 1. Establish open whistleblowing channels to safeguard employee rights. 2. The Company has established a sexual harassment prevention and control group to avoid the occurrence of sexual harassment incidents in the workplace.

Workforce Overview



Workers who are not employees of Wendell are not the Company's employees, including dispatch personnel, entrusted manpower, etc. In 2023, there were 4 workers who were not employees of Wendell. This figure remained the same in 2024. The general information of number of employees in 2024 is shown in the table below:

General Information of Number of Employees of Wendell in 2024				
Region	Type of contract	Female	Male	Total number
Taiwan	Number of employees	102	76	178
	Number of regular employees	102	76	178
	Number of full-time employees	102	76	178

Note: The Company does not have employees without guaranteed hours.

Information of Workers Who are not Workers of Wendell in 2024

Type of worker	Contractual relationship with the Company	Total number of workers
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Professional consultant	Appointed	1
Cleaning personnel	Appointed	3

Those serve as the senior management of the Company are the managers of the Company and supervisors at the division level or above. 100% of them are residents in Taiwan. The distribution of ranks of employees in recent three years is as follows:

Year			2022	2023	2024
Item/Gender		Age	No. of employees	No. of employees	No. of employees
Supervisors	Male	Below 30	0	0	0
		31-50	4	5	5
		Above 51	2	2	3
	Female	Below 30	0	0	0
		31-50	3	2	2
		Above 51	1	1	1
Total supervisors			10	10	11
Nonsupervisor personnel	Male	Below 30	15	18	23
		31-50	36	36	41
		Above 51	4	3	4
	Female	Below 30	20	20	26
		31-50	63	68	70
		Above 51	2	2	3
Total non-supervisor personnel			140	148	167
Total regular personnel			150	158	178

Number and Proportion of New Hires												
Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	No. of employees	New employeent rate (%)	No. of employees	New employeent rate (%)	No. of employees	New employeent rate (%)	No. of employees	New employeent rate (%)	No. of employees	New employeent rate (%)	No. of employees	New employeent rate (%)
Below 30	6	4.00%	10	6.67%	8	5.06%	6	3.80%	10	5.06%	13	3.80%
31-50	5	3.33%	15	10.00%	3	1.90%	10	6.33%	12	1.90%	9	6.33%
Above 51	0	-	0	-	0	-	0	-	0	-	0	-
Total number of employees at the end of the year	150				158				178			
Average monthly new employment rate (%)	2.00%				1.42%				2.06%			



Notes:

1. The number of new employees does not exclude those who resign in midway
2. Employment rate of male (female) employees in this age group = Number of new male (female) employees in this age group in current year/Total number of employees in the operations at the end of the year.
3. Total new hire rate = Number of new employees during the year / Total number of employees at operational sites at year-end.
4. Average monthly new employment rate = Number of new employees in current year/Total number of employees in the operations at the end of the year/12.

Number and Proportion of Employee Departures												
Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age/Item	No. of employees	Separation rate (%)	No. of employees	Separation rate (%)	No. of employees	Separation rate (%)	No. of employees	Separation rate (%)	No. of employees	Separation rate (%)	No. of employees	Separation rate (%)
Below 30	3	2.00%	5	3.33%	5	3.16%	6	3.80%	4	3.16%	3	3.80%
31-50	7	4.67%	12	8.00%	2	1.27%	6	3.80%	6	1.27%	10	3.80%
Above 51	1	6.70%	0	-	0	0.00%	0	0.00%	1	0.00%	0	0.00%
Total number of employees at the end of the year	150				158				178			
Average monthly separation employment rate (%)	1.56%				1.00%				1.12%			

說明：

1. Types of separated employees of the Company are defined as resignation, dismissal, discharge from office, retirement, or death in line of duty.
2. Separation rate of male (female) employees in this age group = Number of separated male (female) employees in this age group in current year/Total number of employees in the operations at the end of the year.
3. Total employee turnover rate = Number of employee resignations during the year / Total number of employees at operational sites at year-end.
4. Average monthly separation employment rate = Number of separated employees in current year/Total number of employees in the operations at the end of the year/12.

Comprehensive Compensation and Benefits

Compensation System

GRI
405-2

The remuneration system of Wendell does not differ based on gender. Employees' remuneration is verified and determined based on their work contents and working ability, and unexperienced workers will not get paid differently based on gender. Their remuneration will be adjusted every year based on work performance. Besides, the Company would investigate the market salary level every year and then adjust employees' salaries accordingly, to ensure that its salary level accords with the market. By doing this, the Company expects to attract and retain excellent employees, to improve the corporate competitiveness and overall operating performance.

For information on the average and median salary of full-time non-supervisory employees, and the changes from the previous year, please refer to the Market Observation Post System > Summary Reports > Corporate Governance > Employee Benefits and Compensation Statistics > Full-Time Non-Supervisory Employee Compensation: <https://mops.twse.com.tw/mops/#/web/t100sb15>.



As of the end of the report period, the ratios between the standard salaries of basic-level male and female employees of Wendell and the local minimum wage standard are shown in the following table:

Country/Region	Ratio between the standard salary of basic-level male employees and the local minimum wage standard (%)	Ratio between the standard salary of basic-level female employees and the local minimum wage standard (%)
Taiwan	1.56	1.59

The starting salaries offered by the Company comply with the basic salary standard stipulated in the Labor Standards Act regardless of gender. Since the salaries are paid based on seniority, work performance, etc., the pay ratios differ according to different positions. The annual pay ratios of the Company during the report period in 2024 are shown in the following table:

Pay ratio of each position	Number		Total annual pay (NT\$)		Pay ratio (%)	
	Female	Male	Female	Male	Female	Male
Management position	6	9	10,800,599	25,928,253	0.63	1
Non-management position	106	78	80,955,975	53,099,019	1.12	1
Direct personnel	0	20	0	10,157,581	0	1
Indirect personnel	112	67	91,756,574	68,869,691	0.8	1

Remarks:

1. Ratio of basic salary and remuneration of women to men (annual pay ratio): Refer to "Average annual pay of female employees of this category/Average annual pay of male employees of this category".
2. Since four people, including the Chairman (also the CEO), the President, and vice presidents, are all males, they had relatively higher annual pays due to their ranks. As a result, the pay ratio between male and female employees in the management positions was relatively high. Also, since these 4 people are indirect personnel, the pay ratio between male and female indirect personnel was also high.

Country/Region	Ratio between the total annual remuneration of the individual with the highest remuneration in the Company and the median of the total annual remuneration of employees (not including this individual)	Increased ratio between the total annual remuneration of the individual with the highest remuneration in the Company and the median of the total annual remuneration of employees (not including this individual)
Taiwan	6.5	1.5

備註：

1. The Chairman is not the individual with the highest remuneration unless otherwise the Chairman concurrently serves as President/CEO.
2. Calculation formula of ratio of median of annual remuneration: Annual salary of the highest-paid individual / Annual salary of the employee at the median of the salary distribution.
3. Calculation formula of increased ratio of annual remuneration: Increased percentage of annual pay of the individual with highest annual pay in the current year/Increased percentage of annual pay of an individual with the annual pay at the median in the current year.



Complete Employee Welfare

GRI 401-2

Complete insurance plans



The Company not only protects employees but also extends care to their families. Coverage includes life, accident, and medical insurance.

- **Comprehensive Hospitalization and Accident Coverage**

In addition to mandatory government social insurance, the Company provides a comprehensive employer-paid group insurance plan that covers employees, their spouses, and children. Whether for hospitalization due to illness or injuries from accidents, the Company offers medical and accident insurance to ease the financial burden and allow employees to focus on recovery.

- **Family Coverage for Thoughtful Protection**

The Company fully subsidizes insurance premiums for employees’ spouses and children to ensure comprehensive care for the whole family.

- **Exclusive Coverage for Long-Term Service**

Employees with three or more years of service are eligible for an additional life insurance policy that provides NT\$2 million in death and total disability coverage—offering added peace of mind for the future.

- **Simple and Transparent Claims Process**

The claim procedure is straightforward: employees only need to submit the original doctor’s certificate and a copy of the receipt to apply—minimizing paperwork so they can focus on their health.

Thoughtful work environment and measures



- **Healthy bento and massage**

To care for employees’ health, we provide healthy bento for lunch every day and entrust massagists to provide massage service every month.

- **Sharing taxis, shuttle service for business trips, and subsidizing the purchasing of cold-proof equipment**

To make commuting easier, colleagues may share taxis at the Company’s expense if two or more employees are headed to the same metro station. Also, shuttle service is provided for business trips, and subsidies are provided for colleagues who drive motorcycles in winter to purchase cold-proof equipment.

- **Supply of coffee and snacks**

During afternoon breaks, employees can enjoy unlimited coffee and half-price snacks to maintain their energy.

- **Provision of all-around new knowledge**

To provide colleagues with more new knowledge, many banks and insurance companies regularly hold lectures and provide onsite services.



Balanced Work and Parenthood



• **A comfortable maternity environment**

To keep pregnant employees comfortable, we offer nursing rooms with comfortable resting areas and deck chairs; also, we contracted with qualified childcare centers nearby so that new moms can work with peace of mind.

• **10-week paid maternity leave**

We provide 10-week paid maternity leave so that new moms can enjoy more sufficient rest.

• **Flexible Parental Leave**

The Company not only encourages the use of parental leave but also supports flexible parental leave arrangements.

Comprehensive Health Care



Advanced health checkups, health consultation, flu vaccination, and monthly health newsletters.

Happy flexible holidays



• **Travel allowance and travel leave**

To help employee rest and regain energy appropriately, we provide travel allowance amounting to NT\$ 12,000-NT\$ 38,000 and travel leave for 2-3 days without requiring any receipts or following relevant regulations.

• **Birthday leave**

We provide employee with one-day birthday leave to celebrate with friends or family.

• **Paid family care leave**

We provide our employees with 3-day paid family care leave every year. This leave applies to family members of employees, including parents, spouses, children, close friends, and pets.

• **Volunteer Leave**

Employees who participate in company-organized volunteer events receive equivalent time off.



Praise and appreciation



• Perfect attendance bonus

Additional perfect attendance bonus provided to employees on a monthly basis.

• Seniority bonus

Employees who have worked for one year may enjoy seniority bonus of NT\$ 10,000-NT\$ 32,000 at the year-end dinner.

• Gold coin of honor

The Chairman awards gold coins of honor to senior colleagues who worked for the Company for 5, 10, 15, and 20 years.



▲ LONG-SERVICE AWARDS & YEAR-END DRAW (JAN. 2025)

Employee recommendation reward



• Recommendation bonus

Employees may enjoy high-amount recommendation bonus for successfully recommending one friend.

Diverse Benefits and Activities



• Various cash gifts and condolence payments

Cash gifts for the Dragon Boat Festival, the Mid-Autumn Festival, birthday, wedding, and childbirth, addition bonuses for elderly parturient women, condolence payments for hospitalization and funeral, etc.

• Irregular activities held by the Welfare Committee

Domestic employee travel, year-end dinner, lottery drawing, employee sports events, employee clubs, department dinners, birthday celebration, Christmas activities, etc.

• In 2024, the budget of welfare benefits reached NT\$ 2,943,880. This amount was fully paid back to colleagues.

A total of 554 person-times shared the benefits.

• May: Lao-Mei Beach Cleanup – 79 total participants ; July & August: Departmental gatherings – 160 total participants

• October: Yilan Employee Trip – 145 total participants ; December: Christmas Celebration – 170 total participants



▲ CHRISTMAS GIFTS (2024) ▲ YILAN EMPLOYEE TRIP (2024) ▲ TEAM DINNER (2024)



Employee Education and Training

GRI
404-1GRI
404-2

Wendell values employees' professional growth and is committed to providing a diverse range of training programs to enhance their professional skills and sustainability management capabilities, ensuring the simultaneous advancement of corporate competitiveness and organizational development. **In 2024, the Company organized 65 training sessions, totaling 520 training hours with 214 total participants.**

To ensure new employees can quickly adapt, the Company continuously promotes onboarding training covering corporate culture, industry knowledge, work processes, and internal system operations—helping new staff integrate into the Company's operations efficiently. For senior management, courses on corporate management and risk management are arranged to strengthen decision-making skills and deepen ESG (Environmental, Social, and Governance) knowledge.

In terms of professional skills, the Company offers diverse training in technology, finance, and occupational safety. Employees are also encouraged to obtain Green Environmental Management Specialist certification, demonstrating the Company's commitment to sustainable development. Additionally, employee well-being is prioritized through wellness seminars on stress management, eye care, and prevention of lower back and shoulder pain.

Looking forward, Wendell will continue to optimize its training programs, strengthen ESG capacity building, and promote cross-departmental learning to ensure employees grow in tandem with the Company and jointly advance sustainability efforts.

Training Categories	Item	Classification	Sessions	Participants	Hours	Costs
Professional Skills	Technology	External Training	5	5	60	33,190
	Finance & Audit		6	6	36	19,900
	Occupational Safety		2	2	18	4,191
General Training	Mental Wellness	Internal Training	1	33	1	0
	Risk Management		1	20	120	42,500
	Finance		2	35	2	0
	Health		3	64	3	0
	Onboarding	44	44	240	0	
	Directors & Supervisors	External Training	1	5	40	48,520
Total			65	214	520	148,301

Employee Performance Evaluation, Promotion, and Job Rotation

GRI
404-3

Wendell Industrial adheres to the principles of fairness, justice, and transparency by conducting performance evaluations twice a year to assess employee performance and development potential, ensuring alignment between personal goals and organizational strategy. The performance appraisal system incorporates Key Performance Indicators (KPIs), clearly quantifying both financial and non-financial objectives, with regular tracking and feedback to tightly link individual performance with the Company's sustainability strategy.

For performance management and evaluation, supervisors work with employees to set annual performance goals and conduct regular one-on-one meetings to ensure clear work direction aligned with company strategy. Performance evaluations are not merely a scoring mechanism but serve as an effective tool for facilitating career development and skill enhancement. The results of these discussions are



documented and used as key references for training plans, promotion decisions, and job rotation arrangements.

To further enhance cross-departmental collaboration and leadership effectiveness, the Company has adopted a 360-degree feedback mechanism. **According to the 2024 survey results, over 85% of employees believe this system has effectively improved interdepartmental communication and cooperation**, while also boosting leadership performance and employee satisfaction. For employees whose performance falls below standards, supervisors are required to develop specific improvement plans and provide regular coaching to support their progress.

Regarding promotion and development, the Company provides opportunities for salary adjustments, internal promotion, and cross-departmental rotation based on performance evaluation results—actively facilitating talent mobility and development. Moving forward, the Company will continue to enhance its performance management system and incorporate sustainability metrics into executive performance evaluations to ensure that both the Company and its employees progress toward sustainable operations.

The ratios of employees of Wendell receiving assessment are shown as follows:

Item	Management positions	Non-management positions	Direct personnel	Indirect personnel
Ratio of male employees receiving assessment (%)	100	100	100	100
Ratio of female employees receiving assessment (%)	100	100	0	100

Note:

- 1 ∙ The above refers to the percentage of eligible employees who received performance evaluations.
- 2 ∙ There are no female employees in direct labor positions.

Employee Pension System and Execution Status

GRI 201-3

The Company has established a comprehensive and transparent retirement system in accordance with the “Labor Standards Act,” the “Labor Pension Act,” and the Company’s internal “Work Rules” to ensure that every employee receives adequate financial security upon retirement.

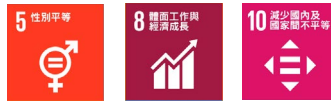
- Pension under the Old Labor Retirement System : For employees covered under the old pension system, the Company makes full and regular monthly contributions to a dedicated retirement reserve account held at Bank of Taiwan. This ensures that employees receive their statutory pension upon retirement, securing their post-retirement livelihood.
- Pension under the New Labor Pension System : In line with the “Labor Pension Act,” the Company contributes 6% of each eligible employee’s monthly salary to their individual pension account. Employees also have the option to make additional voluntary contributions ranging from 0% to 6%, allowing them to accumulate more retirement funds and ensuring a better quality of life after retirement.
- Post-Retirement Reemployment and Knowledge Transfer : The Company actively promotes a "Rehire After Retirement" program, aimed at leveraging the extensive experience and expertise of retired employees. Through job redesign and flexible work hours, retired employees who are willing to continue contributing are encouraged to return to the workplace. This facilitates the smooth transfer of knowledge



and experience within the organization. In 2021, one employee was successfully rehired within one month of retirement, achieving a 100% re-employment rate. The employee’s duties were adjusted to a less demanding role and combined with a consultant function, assisting in mentoring junior colleagues. The employee expressed high satisfaction with the re-employment arrangement. Furthermore, the Company provides daily healthy lunches to participants in the re-employment program, reducing their daily burden and ensuring their well-being—demonstrating the Company’s holistic care for its retired employees.

Moving forward, the Company will continue to review and optimize its retirement-related systems to enhance their attractiveness and competitiveness. Through this, Wendell reaffirms its commitment to securing employees’ post-retirement lives and promoting the sustainable development and shared growth of the Company and its workforce.

5.2 Employee Diversity and Equality



Wendell believes that a diverse employee background and equal opportunities are the foundation of organizational innovation. The Company is committed to cultivating an inclusive and innovation-driven workplace culture. Referencing the Global Reporting Initiative (GRI) indicators on diversity and equal opportunity, we actively implement diverse strategies in recruitment and employee development. Through internal training and cross-cultural exchange, we aim to enhance employees’ understanding of diversity issues, while using specific metrics to monitor gender ratios and the employment of minority groups within the Company.



▲ MENTAL HEALTH TALK (2024)

In 2024, the Company promoted workplace interaction and inclusiveness through various internal activities such as Thanksgiving-themed events and mental health seminars. We also regularly conduct employee feedback surveys and maintain a structured feedback mechanism to continuously enhance our diversity and equality initiatives, addressing employee needs and fostering a harmonious workplace culture.



▲ THANKSGIVING EVENT (2024)

Looking forward, we will continue to strengthen our diversity and equality measures by refining internal mechanisms to support the development of diverse talent and to fulfill our commitment to inclusivity and fairness.

Human Rights Policy



Wendell Industrial is committed to respecting and protecting the fundamental human rights of all employees and stakeholders. We operate in accordance with the International Bill of Human Rights, the core labor standards of the International Labour Organization (ILO), and the Ten Principles of the United Nations Global Compact to ensure that our operations comply with both domestic and international regulations. We regularly assess potential risks of forced labor, human trafficking, and child labor within our operations and supply chain to ensure that all work is voluntary and in compliance with the legal minimum age requirements. We also promote human rights education through onboarding training and awareness campaigns to improve employees’ knowledge and sensitivity to human rights issues.

- **Anti-Discrimination and Sexual Harassment Prevention:** The Company has established anti-discrimination and sexual harassment prevention policies and provides employees with safe and fair channels to file complaints.

- **Eradication of Forced Labor:** The Company does not engage in the use of forced, bonded, involuntary, or exploitative labor. All employees are hired through legal internal procedures, and employment contracts compliant with local labor laws are signed upon joining. Employees record their working hours and, if overtime occurs, they may submit an “Overtime Application” via the system. Monthly “Overtime Reminders” are issued to encourage employees to complete applications, and supervisors are reminded to check on employees with frequent overtime. Relevant labor regulations are communicated during quarterly labor-management meetings to ensure compliance by both supervisors and employees.
- **Respect for Labor Rights:** The Company has established a Welfare Committee and holds regular labor-management meetings where employees can participate in decision-making and express suggestions. The Company actively responds to and addresses employee feedback.
- **Prohibition of Child and Underage Labor:** The employment of individuals under the age of 16 is strictly prohibited. Identity documents are verified at the time of onboarding to confirm legal age.

Recruitment of Employees from Diversified Ethnic Groups

The employment of employees from diversified ethnic groups in the recent three years is detailed in the table below:

Year		2022	2023	2024	
Item/Gender	Age	Number	Number	Number	
Minority or disadvantaged groups	Male	Below 30	1	0	0
		30-50	0	1	1
		Above 51	0	0	0
	Female	Below 30	0	0	0
		30-50	1	1	0
		Above 51	0	0	0

Note: Minority or disadvantaged groups refer to groups with specific conditions or characteristics (e.g., economy, physiology, politics, and society). These groups may suffer greater negative impacts from organizational activities compared to other general social groups.

Diversity and Inclusion Initiatives

Wendell is committed to fostering a diverse and inclusive workplace and actively promotes gender equality while paying special attention to the varying needs and support required at different life stages of employees.

In terms of leave policies, **the Company provides 60 hours of prenatal check-up leave, significantly exceeding legal requirements, and allows employees to take leave in flexible 30-minute increments to balance work and family needs.** For male employees, the Company offers legally mandated paternity and prenatal accompaniment leave, also in 30-minute increments, encouraging men to fully utilize their leave to accompany their partners through pregnancy, postpartum recovery, and child-rearing phases. **Additionally, employees are granted three days of paid family care leave per year** to support those balancing responsibilities for both elderly parents and young children, helping to ease the dual pressures of work and family care.

For job arrangements and health support, the Company has established a comprehensive job adjustment mechanism for pregnant employees, regardless of gender. The Company proactively monitors and evaluates their job responsibilities and provides timely workload adjustments and flexible arrangements to ensure the overall well-being of employees and their families. Occupational health nurses are specially appointed to



provide professional health consultations for employees with parenting needs, including prenatal, perinatal, and postpartum support. The Company takes a proactive approach in understanding employees' physical and mental health and offers appropriate advice and assistance.

The Company also actively encourages employees to apply for parental leave without pay and participates in the Ministry of Labor's pilot program for flexible parental leave, helping employees manage their work and family responsibilities more flexibly and achieve better work-life balance.

Implementation Status of Unpaid Parental Leave

GRI
401-3

In accordance with relevant provisions of “Labor Standards Act” and “Act of Gender Equality in Employment”, an unpaid parental leave system has been implemented for the employees. Female employees enjoy prenatal check-up leave and maternity leave during pregnancy and before and after delivery, while male employees enjoy paternity leave upon the delivery of their spouses. Besides, employees will be arranged to go back to the original units and positions upon expiry of their parental leave, so as to actively assist them in reintegrating into the workplace. **In 2024, 3 employees (1 male and 2 females) applied for unpaid parental leave, and the number of employees actually reinstated in the current year reached 3 (1 male and 2 females), presenting a reinstatement rate of 100%.**

Year	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees qualified to apply for unpaid parental leave A	3	8	11	4	11	15	8	9	17
Number of employees applying for unpaid parental leave in current year B	1	6	7	0	4	4	1	4	5
Number of employees who are supposed to be reinstated from unpaid parental leave in current year C	1	4	5	0	5	5	1	2	3
Number of employees reinstated from unpaid parental leave in current year D	1	4	5	0	4	4	1	2	3
Number of employees actually reinstated from unpaid parental leave in the previous year E	0	0	0	1	3	4	0	4	4
Number of employees working continually for one year after reinstatement from unpaid	0	0	0	0	2	2	0	3	3



parental leave in the previous year F									
Reinstatement rate of employees returning from unpaid parental leave in current year % (D/C)	100	100	100	0	80	80	100	100	100
Retention rate of employees returning from unpaid parental leave in current year % (F/E)	0	0	0	0	67	50	0	75	75

Calculation methods:

1. Number of employees supposed to be reinstated = Number of employees expected to be reinstated from unpaid parental leave in current year.
2. Number of employees staying in the Company for year N=Number of employees reinstated in year N-1 + Number of in-service employees as of December 31, year N.

Minimum Notice Period for Operational Changes

In the event of major operational changes requiring employee layoffs or adjustments, the Company complies with the Labor Standards Act in all related procedures. **In 2024, no cases of employee layoff occurred at the Company.**

5.3 Occupational Health and Safety Environment



Occupational Health and Safety Management

The Company places great importance on employees’ physical and mental well-being and workplace safety, striving to create a safe and comfortable working environment. Through well-established communication mechanisms and ongoing care, we ensure that every employee can thrive in a friendly and healthy workplace, thereby improving overall efficiency and job satisfaction. The Company provides benefits that exceed legal requirements and actively promotes health management and occupational safety systems. Each year, we conduct training sessions related to occupational health and safety to enhance employee awareness and regularly hold safety meetings to strengthen workplace safety management. Additionally, we continue to improve nursing and lactation room facilities to better support employees in need.

In terms of health management, the Company arranges regular consultations with nurses and physicians to monitor employees’ physical and mental well-being and provide appropriate health advice. We are also gradually implementing the ISO 45001 Occupational Health and Safety Management System in order to elevate our safety management standards in line with international benchmarks.

Furthermore, the Company continuously reviews and enhances existing health management measures. Over the past year, we have provided health consultations to several employees and plan to expand the scope of services to ensure that more colleagues receive appropriate care. We have also established a grievance and whistleblower mechanism to allow employees to promptly report issues related to unfair treatment or health and safety concerns and to receive timely assistance and resolution. Through these efforts, we aim to ensure that every employee can work with peace of mind in a safe, healthy, and caring environment and grow together with the Company.



Occupational Safety and Labor-Management Meetings

The Company has arranged regular labor-management meetings although no occupational safety and health committee has been established yet. Issues regarding occupational safety can be brought up and discussed in labor-management meetings. The labor-management meetings are convened once every quarter, and there are 4 labor-management meetings in each year. The tenure of the committee members lasts for 2 years. There are 14 committee members, including 7 labor representatives and 7 management representatives who account for 50% of all committee members respectively. The employee representatives are elected and assigned by colleagues from each department. The committee members may put forward their suggestions on the safety of workplaces, propose disaster prevention, control and practice, and regularly update current regulations, launch advocacy and site inventory, and stick to zero occupational disaster by attending regular meetings on a quarterly basis. The committee members will communicate, participate and update the requirements of the Occupational Safety and Health Act and relevant matters, review the occupational safety issues, discuss improvement plans, and strengthen the professional ability of personnel from each department regarding occupational safety and health.

Employee Health Program

The Company has established code of work for safety and health according to the regulations. Since the operating environment of the Company is relatively safe, and no special work and special health examination have been arranged, we attach great importance to relevant factors that can easily lead to the damage of employees' health including incorrect work posture, "Three Highs" (high blood pressure, high blood glucose and high blood lipid), maternal protection and unlawful infringements. We plan annual all-around health examinations for our employees that are superior to the requirements raised in the regulations to stay updated with the employees' health condition and provide basis for self-health management. Onsite nursing practitioners will assist the colleagues' consulting every month, so that employees' work contents can be adjusted as appropriate, or their emotions can be cared for. Also, we irregularly advocate new knowledge on AED and CPR, in order to nip in the bud and create a safe and risk-free work environment.



▲ HEALTH TALK (2024)



▲ EMPLOYEE HEALTH CHECKUP (2024)



▲ FLU VACCINATION (2024)



Comprehensive Health Management System

Employee Health Examinations

Employees’ health is one of Wendell’s most valued assets. We firmly believe that only healthy employees can support a strong and sustainable enterprise. To this end, the Company has implemented a comprehensive and well-structured annual health checkup program. Regardless of age or position, every employee is entitled to a free annual health examination. **In 2024, a total of 136 employees participated, achieving a participation rate of 94%, with an average cost per person of NT\$8,400.** The examinations were conducted at a professional health management center with separate laboratory and diagnostic services, offering a comfortable and relaxed environment along with a hearty lunch for participants.

The checkup includes a wide array of services, such as comprehensive physical exams, biochemical blood testing, and imaging diagnostics, providing a full picture of each employee’s health status. At the end of each year, the Company arranges for a family medicine physician to visit the workplace and personally explain the results of the health reports, helping employees better understand their health and any areas of concern. If any employee is found to have urgent health issues, the health center will directly provide a referral slip to facilitate prompt medical follow-up.

New employees are also eligible for a pre-employment physical examination fully covered by the Company, ensuring that they are physically fit for their job roles. If any health abnormalities are found, the Company will initiate a discussion with the employee and may flexibly adjust their job responsibilities to ensure their health and safety.

With a mindset of caring for our employees like family, Wendell is dedicated to fostering a healthy, safe, and compassionate workplace—supporting every employee in addressing health challenges with confidence and working and living in peace.

Professional Health Consultation Services Provided by Medical Personnel

In accordance with relevant regulations, the Company has hired professional nurses and physicians to provide regular on-site services, delivering comprehensive and timely health consultation services. The Company is committed to proactively caring for employees and enhancing their overall health and well-being. Each year, through health questionnaires and proactive appointment mechanisms, we offer tailored consultation services aligned with the four major programs prescribed by the Ministry of Labor. **In 2024, a total of 66 health consultations were conducted via on-site medical services, with approximately one-third of all employees utilizing the service.**

2024 On-Site Health Consultation Service Statistics:

Item	Service Content	Number of Participants
Ergonomic Hazard Prevention Plan	Correction of poor posture and equipment adjustment recommendations	1
Abnormal Workload Induced Disease Prevention Plan	Work stress assessment and workload adjustment recommendations	1
Maternal Health Protection Plan	Health education and protection for pregnant and postpartum female employees	3



Health Guidance for Employees with Metabolic Syndrome (Three Highs)	Dietary and exercise recommendations for metabolic syndrome (three highs)	10
Doctor Consultation Services	Daily health Q&A	25
Health Guidance Following Pre-employment Medical Checkups	Health assessments and job compatibility advice for new employees	27
Total		66

To comprehensively promote employee health protection, the Company distributes annual surveys and uses proactive outreach and regular on-site consultations by the healthcare team to stay informed about employees’ health status and provide timely support. Through implementation of the Ministry of Labor's “Four Major Labor Health Protection Programs,” we continue to reinforce workplace health management:

1. Ergonomic Hazard Prevention

Plan : Employees’ musculoskeletal problems can be found at an early stage through the musculoskeletal questionnaire survey. The medical team will evaluate whether employees’ work posture and workload would exacerbate their problems, and then take corresponding measures including the improvement of work site or work restrictions.



▲ ON-SITE SERVICES BY DOCTORS & NURSES (2024)

2. Abnormal Workload Induced Disease Prevention Plan : Based on health checkup and stress assessment results, professional medical advice and job adjustment suggestions are provided to high-risk employees to reduce the risk of cardiovascular disease.

3. Unlawful Infringement Prevention Plan for the Performance of Duties : A variety of grievance channels and medical interview mechanisms are in place to prevent and respond to workplace violence and sexual harassment incidents, ensuring a safe and respectful work environment.

4. Maternal Health Protection Plan : The Company conducts health and safety risk assessments for female employees during preconception, pregnancy, postpartum, and lactation periods, providing recommendations on work environment improvements and job adjustments to safeguard the health and safety of both mother and child. Wendell will continue to enhance its health consultation and on-site medical services, striving to build a healthy and supportive workplace that promotes employee well-being and sustainable development.

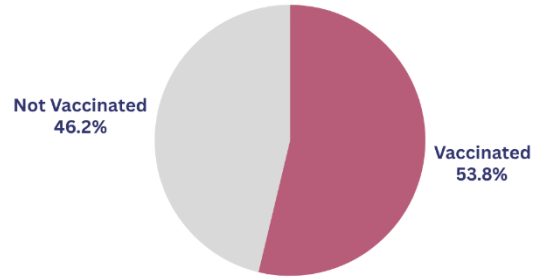


Influenza Vaccination

Each October, ahead of the peak flu season, the Company arranges for medical teams to provide on-site influenza vaccinations at no cost to employees, using imported vaccines. For employees stationed at external locations, the Company coordinates with nearby clinics to ensure that all personnel receive equal access to health protection.

Administering influenza vaccines helps alleviate symptoms during flu outbreaks and boosts immunity, enabling employees to maintain a stable physical and mental state while balancing work and family responsibilities. **In 2024, a total of 93 employees were vaccinated, achieving a vaccination rate of approximately 54%.** This indicates that over half of our employees have effectively built immunity, significantly reducing the risk of flu outbreaks within the office environment.

2024 FLU VACCINATION RATE



Looking ahead, the Company will continue to promote the health benefits of influenza vaccination through various communication channels, aiming to increase employee willingness and participation. This ensures that every employee can perform at their best in a healthy and safe environment, supporting the Company’s sustainable operations and development.

Monthly Health Newsletters and Periodic Health Seminars

The Company publishes a monthly "Health E-Newsletter" featuring professional content such as the latest medical news, wellness tips, disease prevention strategies, and health education for daily life. These newsletters are written and reviewed by medical professionals to ensure accuracy and practicality, helping employees stay updated on health trends and best practices. This initiative enhances employees’ health literacy and contributes to disease prevention and overall well-being.

The Company also organizes professional health seminars from time to time. In 2024, two sessions were held, including “Introduction to Circulating Tumor Cell (CTC) Screening and Healthy Meal Sharing,” which aimed to help employees understand cancer risks and adopt preventive dietary concepts, as well as “Eye Discomfort Among Digital Device Users and Eye-Care Nutrition Seminar,” which provided professional eye health knowledge to address vision issues caused by the frequent use of digital devices. These seminars are designed to enhance employees' health awareness and knowledge, and to promote a healthy lifestyle.

Exercise Promotion

Wendell Industrial firmly believes that employees’ physical health is a vital cornerstone of sustainable corporate development. To encourage employees to develop regular exercise habits and improve overall physical and mental well-being, the Company actively promotes various health enhancement activities and fitness clubs. In 2024, we established diverse clubs including badminton, basketball, TRX, yoga, and road running, allowing employees to regain vitality, relieve work stress, and foster cross-department interaction and camaraderie.

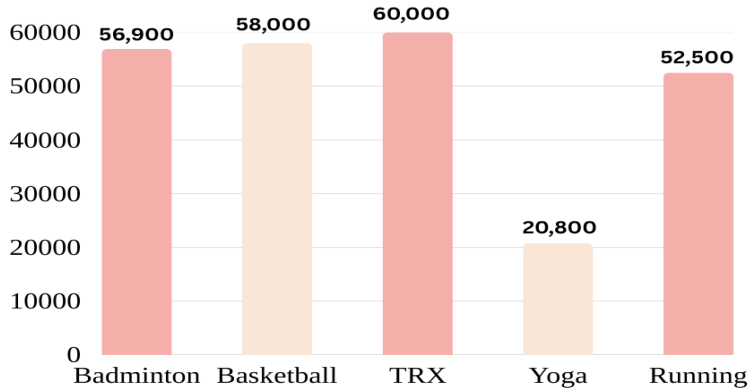
Additionally, the Company organized a bowling competition featuring randomized team assignments to combine fun and competitiveness, thereby increasing employee participation in sports, enhancing team cohesion, and creating a positive and healthy work atmosphere.



In 2024, the Company was awarded the “Corporate Sports Instructor Employment Incentive Medal” by the Sports Administration, recognizing its achievements in promoting employee health and wellness.

We also invited professional fitness instructors to host health seminars. One notable seminar titled "Sit Smart, Live Strong: Core Training for Better Posture and a Pain-Free Back" helped employees who sit for extended periods improve posture and alleviate lower back pain through professional guidance, thereby enhancing workplace health and overall quality of life.

2024 Employee Club Budget Allocation



▲ BASKETBALL CLUB (2024)



▲ YOGA CLUB (2024)



▲ BADMINTON CLUB (2024)



▲ BOWLING EVENT (2024)



▲ RUNNING CLUB (2024)



▲ TRX CLUB (2024)

Going forward, the Company will continue to optimize and expand employee fitness promotion programs through diverse and engaging activities and expert-led seminars, advancing a healthy workplace culture and reinforcing our momentum and competitiveness for sustainable development.

Type	Participants	Total Expense
Club Activities	78	NT\$248,200
Bowling Competition	97	NT\$117,389
Total	175	NT\$365,589



Promotion of Age-Friendly Workplaces

Wendell values the work needs of employees across all age groups, with special attention to challenges faced by middle-aged and senior employees due to aging. The Company proactively identifies difficulties these employees encounter in the workplace and, based on actual needs, implements job redesign and purchases assistive equipment—investing a total of NT\$120,000. Examples of equipment include magnifying glasses, ergonomic chairs, larger computer monitors, and lightweight handling tools, all aimed at reducing physical workload and improving work efficiency and safety.

Through these equipment upgrades and job redesigns, the Company has effectively improved the working environment and conditions for older employees, enabling them to work comfortably and confidently, prolong their career paths, and maintain their value in the organization. This initiative has also enhanced employees’ sense of belonging and job satisfaction while reducing turnover caused by excessive workload.

Moving forward, the Company will continue to listen to the voices of middle-aged and senior employees and proactively provide more workplace support measures tailored to their physical and mental needs. This demonstrates our commitment to a people-centered management philosophy and strengthens the foundation for sustainable organizational development.

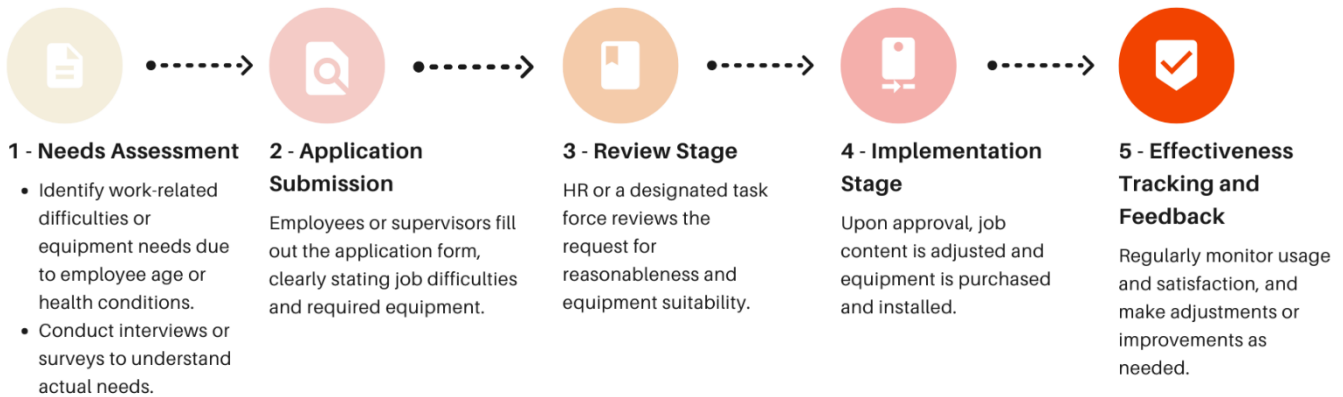


▲ ASSISTIVE EQUIPMENT FOR MIDDLE-AGED AND SENIOR EMPLOYEES – LIGHTING (2024)



▲ HYDRAULIC LIFT CART (2024)

JOB REDESIGN AND EQUIPMENT PROCUREMENT PROCESS



Occupational Safety and Health Education and Implementation

The Company places great importance on occupational safety and health, and is committed to enhancing employees’ safety awareness and emergency response capabilities through comprehensive and diversified training programs. In 2024, we specially invited an earthquake simulation vehicle to our premises, allowing employees to experience various levels of seismic intensity and learn correct emergency response and evacuation techniques, thereby strengthening their preparedness for natural disasters.

Upon onboarding, new employees receive complete and appropriate safety education tailored to their job duties and departmental safety requirements. The training covers identification of potential workplace hazards, disaster response, and emergency incident handling, ensuring that each new employee develops basic safety awareness and self-protection abilities.

In addition, each department regularly conducts risk assessments of the workplace environment and work procedures. Based on these assessments, they establish and implement preventive measures against potential hazards, effectively reducing the likelihood of occupational accidents and fostering a safe and healthy work environment.

To ensure employees can respond promptly and effectively in emergencies, the Company conducts two fire drills each year. These drills include on-site simulations of emergency evacuations, fire extinguisher operations, and emergency response procedures to enhance employees' fire prevention awareness and response capabilities.

Regarding supply chain safety management, the Company implements strict audit and management procedures for contractors who have not yet completed the sustainability questionnaire or assessment. A comprehensive evaluation is conducted annually before contract renewals, and vendors that fail to meet safety standards are eliminated to ensure that the overall supply chain complies with occupational safety and health regulations.



▲ EARTHQUAKE DRILL (2024)



▲ FIRE DRILL (2024)

The Company's occupational safety and health management regulations cover all full-time employees as well as non-employee workers (including outsourced cleaning personnel), achieving 100% coverage. No employee or non-employee worker is excluded from this management mechanism, ensuring the comprehensive implementation of our safety and health management objectives.

Statistical Table of Employees' Occupational Injuries				
Category	Item	2022	2023	2024
Total working hours	Total working hours of female employees	179,344	183,040	192,776
	Total working hours of male employees	123,472	127,120	139,224
	Total working hours	302,816	310,160	332,000
Death toll caused by occupational injuries	Number of female deaths (person-times)	0	0	0
	Number of male deaths (person-times)	0	0	0
	Total deaths (person-times)	0	0	0
Number of employees suffering serious occupational injuries (exclusive of deaths)	Total number of female employees suffering serious occupational injuries (person-times)	0	0	0
	Total number of male employees suffering serious occupational injuries (person-times)	0	0	0
	Total number of employees suffering serious occupational injuries (person-times)	0	0	0
Number of recordable	Total number of female employees suffering occupational injuries (person-times)	0	0	0



Statistical Table of Employees' Occupational Injuries				
occupational injuries (including deaths and number of employees suffering serious occupational injuries)	Total number of male employees suffering occupational injuries (person-times)	0	0	0
	Total number of employees suffering occupational injuries (person-times)	0	0	0
Mortality ratio caused by occupational injuries %		0.00	0.00	0.00
Ratio of serious occupational injuries %		0.00	0.00	0.00
Ratio of recordable occupational injuries %		0.00	0.00	0.00
Notes:				
1. Mortality ratio of caused by occupational injuries = (Deaths caused by occupational injuries/Working hours) *1,000,000				
2. Ratio of serious occupational injuries = (Number of serious occupational injuries (exclusive of deaths)/Working hours) *1,000,000				
3. Ratio of recordable occupational injuries = (Number of recordable occupational injuries (including deaths and number of employees suffering serious occupational injuries/Working hours) *1,000,000				
4. A serious occupational injury refers to an occupational injury resulting in the failure of the injured to restore health within 6 months.				
5. Recordable occupational injuries do not include occupational injuries caused during commuting.				

Statistical Table of Occupational Injuries of Workers Who are not Employees				
Category	Item	2022	2023	2024
Total working hours	Total working hours of female workers	5,240	4,980	4,960
	Total working hours of male workers	0	0	0
	Total working hours	5,240	4,980	4,960
Death toll caused by occupational injuries	Number of female deaths (person-times)	0	0	0
	Number of male deaths (person-times)	0	0	0
	Total deaths (person-times)	0	0	0
Number of workers suffering serious occupational injuries (exclusive of deaths)	Total number of female workers suffering serious occupational injuries (person-times)	0	0	0
	Total number of male workers suffering serious occupational injuries (person-times)	0	0	0
	Total number of workers suffering serious occupational injuries (person-times)	0	0	0
Number of recordable occupational injuries	Total number of female workers suffering occupational injuries (person-times)	0	0	0
	Total number of male workers suffering occupational injuries (person-times)	0	0	0



Statistical Table of Occupational Injuries of Workers Who are not Employees

(including deaths and number of workers suffering serious occupational injuries)	Total number of workers suffering occupational injuries (person-times)	0	0	0
Mortality ratio caused by occupational injuries %		0.00	0.00	0.00
Ratio of serious occupational injuries %		0.00	0.00	0.00
Ratio of recordable occupational injuries %		0.00	0.00	0.00

Notes:

1. Mortality ratio of caused by occupational injuries = (Deaths caused by occupational injuries/Working hours) *1,000,000
2. Ratio of serious occupational injuries = (Number of serious occupational injuries (exclusive of deaths)/Working hours) *1,000,000
3. Ratio of recordable occupational injuries = (Number of recordable occupational injuries (including deaths and number of workers suffering serious occupational injuries/Working hours) *1,000,000
4. A serious occupational injury refers to an occupational injury resulting in the failure of the injured to restore health within 6 months.
5. Recordable occupational injuries do not include occupational injuries caused during commuting.

5.4 Social Participation

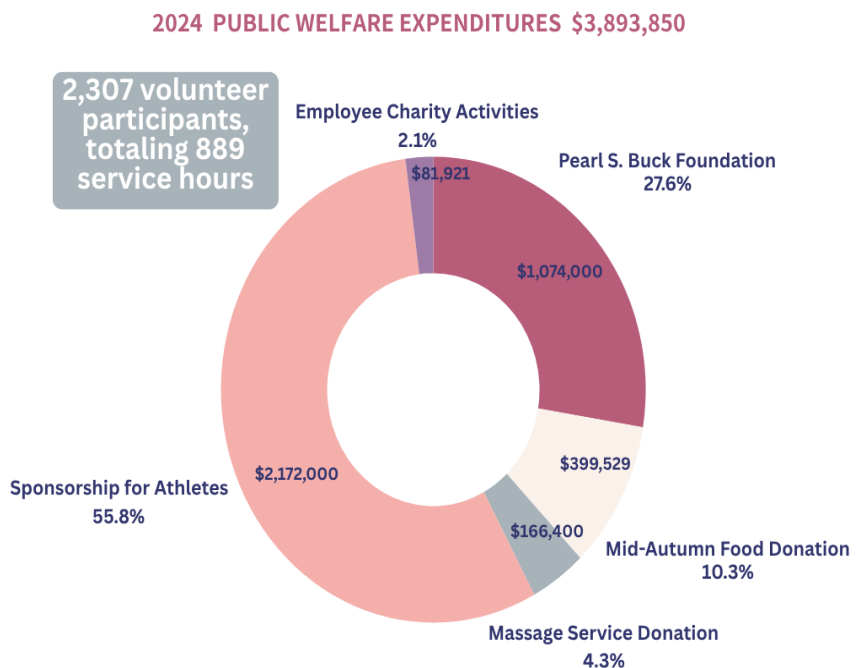
GRI 413-1

Corporate Social Responsibility

Wendell has always upheld the belief that “what is taken from society should be used for society.” Leveraging corporate resources and employee participation, the Company actively engages in public welfare activities, ranging from social care to environmental protection, with the aim of generating a positive impact on society.

In 2024, the Company contributed a total of NT\$3,893,850 in charitable expenditures, with 2,307 instances of participation and a total of 889 volunteer hours. In collaboration with The Pearl S. Buck Foundation, Wendell donated NT\$1,074,000 to support 60 underprivileged children from immigrant families and their households, enabling these children to grow in a safe environment and assisting the families in gradually realizing their entrepreneurial dreams.

In corporate procurement, Wendell also actively supports social welfare. For example, during the Mid-Autumn Festival, the Company purchased 1,329 gift boxes in partnership with “ABRAZO” (operated by the Down Syndrome Foundation) and SimplyICR, providing stable employment opportunities for disadvantaged groups





and delivering heartfelt gifts to clients. Furthermore, Wendell has long supported visually impaired massage therapists through cooperation with Linger Meridian Massage in Xindian District, New Taipei City. Monthly in-house massage services were arranged, totaling 49 sessions and attracting 441 participants throughout the year.

Name of activity	Content	Sessions	Budget invested	Responding person-times	Achievement
Adoption activity of The Pearl S. Buck Foundation	Sponsoring scholarships for children at The Pearl S. Buck Foundation	12	1,074,000	170	60 children obtained scholarships every month.
Gift boxes during the Mid-Autumn Festival	Purchasing gift boxes from charity groups during the Mid-Autumn Festival	1	399,529	1,329	A total of 1,329 gift boxes were purchased.
Massage experience	Inviting visually impaired massagists to provide massage service for colleagues	49	166,400	441	We invited visually impaired massage therapists for 49 sessions, delivering massage services to a total of 441 individuals.
Sponsorship of Athletes	Sponsorship of various athletes	1	2,172,000	3	Boxing, diving, and school table tennis athletes
Employee Volunteering	Volunteering, charity, environmental protection, donations, etc.	11	81,921	364	Company employees jointly participated in public welfare

Environmental Stewardship

The Company actively promotes environmental sustainability initiatives as part of its corporate social responsibility. This year, under the leadership of the Chief Sustainability Officer, approximately 80 supervisors, employees, and their family members participated in a beach cleanup event at Laomei Beach in New Taipei City, taking tangible actions to protect marine ecosystems and implement sustainable development goals.

Despite the hot weather on the day of the event, participants were highly engaged and, after nearly two hours of effort, collected approximately 40 kilograms of marine waste. The majority of the collected trash consisted of plastic waste, including Styrofoam, plastic bags, bottle caps, PET bottles, straws, fishing nets, and cigarette butts. These materials not only mar coastal landscapes but also pose a serious threat to marine ecosystems. The activity allowed participants to gain a deeper understanding of the severity of ocean pollution and the positive environmental impact that even small actions can have. Looking ahead, Wendell will continue to promote environmental protection actions, encouraging more employees and customers to



▲ LAOMEI BEACH CLEANUP (2024)



participate. Together, we aim to safeguard Taiwan’s beautiful coastlines and natural environment, embedding sustainability into everyday life and fulfilling the Company’s long-term commitment to environmental responsibility.

Name of activity	Content	Sessions	Budget invested	Responding person-times	Volunteer Hours	Achievement
Beach Cleanup Event at Laomei	Public welfare volunteer activity	1	77,921	80	308	More than 40 kg of waste was picked.

Support for Non-Mainstream Sports

Wendell is dedicated to supporting the development of non-mainstream sports and addressing the challenges athletes face due to limited resources and insufficient public attention. We believe that regardless of the type of sport, every athlete's hard work and achievements deserve recognition. Promoting diverse sports disciplines allows Taiwan to showcase a richer athletic presence on the international stage.

In 2024, Wendell took concrete actions to support emerging Taiwanese athletes and foster the development of non-mainstream sports.

1. Training Support: **Provided NT\$2.1 million in sponsorship to support athletes such as boxer Kan Chia-Wei and diver Tu Yu-Chien, enabling them to focus on training and strive for excellence.**
2. Raising Public Awareness: Sponsored sports like boxing and diving to draw public attention to non-mainstream sports, encouraging increased resource allocation and public interest.
3. Inspiring the Younger Generation: The perseverance and outstanding performance of these athletes serve as role models, motivating more young people to chase their dreams and contributing to the diversified development of sports in Taiwan.

Wendell will continue leveraging corporate resources to support more sports talent and promote sports diversity, ensuring every dedicated athlete has a chance to shine.

Community Care Activities

The Pearl S. Buck Foundation Public Welfare Actions

With an increasingly diverse society, the issue of new immigrants has gained significant attention. The Pearl S. Buck Foundation has long been committed to helping new immigrants in the Greater Taipei and Taoyuan areas adapt to local life and promotes a socially inclusive environment that embraces their native cultures. This year, Wendell’s management and employees actively participated in the foundation's charitable initiatives, bringing warmth and support to the community. **A total of 78 employees participated in the activities, contributing 455 volunteer hours.**

In 2024, we took part in several events such as the New Immigrant Year-End Banquet, the "Walk Together with the Heart" event, packaging gifts for the walking event, and preparing fundraising letters for the childcare campaign. Not only did we ensure the success of these events, but our employees also gained firsthand experience of the value of volunteer service.

During the year-end banquet, our employees spent meaningful time with new immigrant families, gaining a deeper understanding of their life stories and challenges. At the walking event, we joined together in a meaningful stride for charity, embracing teamwork and social engagement. Additionally, by helping package gifts and fundraising letters, we eased the workload of social workers, ensuring every package and letter delivered Wendell's warmth and care.

Through these philanthropic efforts, our colleagues experienced the joy of helping others and formed real-life connections with children they had previously only known through correspondence. These hands-on experiences not only bridged gaps but also deepened our commitment to giving back to society.

Activity Name	Description	Number of Sessions	Participants	Volunteer Hours	Outcomes / Results
New Immigrant Year-End Banquet	Volunteer Activities	1	11	66	Provided direct assistance to the Pearl S. Buck Foundation; employees had the chance to meet the children they had reviewed letters from
Pearl S. Buck Gift Bag Packaging	Volunteer Activities	1	29	145	Packaged 300 walking event gift bags
Pearl S. Buck "Walk Together with the Heart"	Volunteer Activities	1	24	132	Supported logistics at event checkpoints, ensuring smooth operations
Pearl S. Buck – Childcare Fundraising Letter	Volunteer Activities	1	14	112	Packaged over 1,000 fundraising letters

Andrew Food Bank Volunteer Service

Supervisors and employees of the Company participated as volunteers at the Andrew Food Bank, assisting in the sorting and packaging of donated food items. These efforts helped ensure that the donated supplies from all sectors of society were properly categorized, boxed, and delivered to elderly individuals living alone and families in need.

A total of 36 employees took part in this volunteer event, contributing a cumulative 126 volunteer service hours. During the activity, colleagues worked together meticulously to inspect, sort, and pack each item, ensuring quality and distributing the supplies appropriately according to the recipients' needs. Each food box carried not only essential goods but also warmth and care, helping the beneficiaries feel supported and accompanied by society.

Employees who participated in the service shared that personally organizing and packing the supplies allowed them to truly realize that "even a small gesture can become a meaningful source of support for those in need." The activity not only strengthened teamwork among employees but also deepened their awareness of the value of food resources and the importance of social responsibility.

Activity Name	Description	Number of Sessions	Participants	Volunteer Hours	Outcomes / Results
Andrew Charity Food Bank	Volunteer Activities	1	36	126	Over 400 food boxes were packed during the activity.

Blood, Blanket Donation, Book Donation, and Old Shoes & Toys Donation

In 2024, the Company supported disadvantaged groups through initiatives such as blood donations, blanket donations, book donations, and the "Step30 Used Shoes Save Lives" campaign.

Donate Blood, Save Lives – Blood is a precious resource that cannot be artificially manufactured. The act of blood donation can directly save lives. In July, the Company organized a blood donation campaign, encouraging employees and local residents to participate. A total of 63 participants successfully donated 82



bags of blood, providing timely support for medical institutions. Warmth from Old Blankets, Protecting Stray Animals – Stray animals face severe challenges during winter, making warmth a critical need. In September, the Company launched a “Warmth from Old Blankets” campaign, encouraging employees to donate unused blankets. Partnering with the Taiwan Stray Dog & Cat Association (DOGCAT.ORG.TW) and XinDian Stray Animal Rescue, the Company successfully delivered four large boxes of blankets to animal shelters in need, bringing warmth and safety to stray animals.

Donating Used Books, Sharing Knowledge and Hope – Books serve as a bridge to knowledge and can benefit more people through donations. In October, the Company joined the used book donation program organized by HuaHinUsedbookOutlet. Employees were invited to gather unused books at home, which were sold through the HuaShin Bookstore (NTU branch). All proceeds were donated to the Sunshine Social Welfare Foundation to support the underprivileged. Ten employees participated, contributing two large boxes of used books.

Used Shoes Save Lives – In many developing countries, children are unable to attend school safely due to a lack of footwear. Donating used shoes can improve their lives. In December, the Company collaborated with the Step30 “Used Shoes Save Lives” initiative to launch a shoe donation drive, aligning with the spirit of holiday giving. Employees were encouraged to donate reusable shoes, which were then delivered to impoverished regions in Africa. Approximately 30 employees participated, successfully donating 400 pairs of shoes, spreading love across the globe.

Activity Name	Description	Number of Sessions	Participants	Outcomes / Results
Blood Donation	Encouraging participation in blood donation	1	67	82 bags of blood were donated in total
Blanket Donation	Employees donated unused blankets to help stray animals	1	32	4 large boxes of blankets donated
Book Donation	Employees donated unused books	1	10	2 large boxes donated
Shoe Donation	Employees donated old shoes as part of the Christmas season giving initiative	1	32	400 pairs of shoes donated



▲ ANDREW FOOD BANK (2024)



▲ CHARITY WALK BY PEARL S. BUCK FOUNDATION (2024)



▲ BLOOD DONATION(2024)



▲ SHOE DONATION(2024)



▲ BLANKET DONATION(2024)



Appendices

Appendix 1: GRI Standards Comparison Table

Statement of Use	Wendell Industrial Co., Ltd. has prepared this report in accordance with the GRI Standards, based on the information specified in the GRI Content Index, for the reporting period from January 1, 2024 to December 31, 2024.
Use of GRI 1	GRI 1: Foundation 2021
Applicable GRI Industrial Standards	No

Category/Topic of GRI Standards	No.	Disclosure Content of GRI Standards	Corresponding Section	Page	Remark
1. Organization and reporting practice					
GRI 2: General Disclosures 2021	2-1	Organizational details	1.1 About Wendell	6	
	2-2	Entities included in the organization’s sustainability reporting	About This Report	3	
	2-3	Reporting period, frequency and contact point			
	2-4	Restatements of information			
	2-5	External assurance			
2. Activities and workers					
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other	1.1 About Wendell	6	
	2-7	Employees	5.1 Talent Recruitment and Retention	72	
	2-8	Workers who are not employees			
3. Governance					
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	2.1 Corporate Governance and Ethical Corporate Management	24	
	2-10	Nomination and selection of the highest governance body			
	2-11	Chair of the highest governance body			
	2-12	Role of the highest governance body			
	2-13	Delegation of responsibility for			
	2-14	Role of the highest governance body in sustainability reporting			
	2-15	Conflicts of interest			
	2-16	Communication of critical concerns			
	2-17	Collective knowledge of the highest governance body			
	2-18	Evaluation of the performance of the highest governance body			
	2-19	Remuneration policies			
2-20	Process to determine remuneration				
2-21	Annual total compensation ratio	5.2 Employee Diversity and Equality	82		
4. Strategy, policies and practices					
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	Address from the Chairman	1	
	2-23	Policy commitments	1.2 Sustainability Commitments	9	
	2-24	Embedding policy commitments			
	2-25	Processes to remediate negative impacts	2.3 Risk Management and Regulatory Compliance	41	
	2-26	Mechanisms for seeking advice and raising concerns			
	2-27	Compliance with laws and regulations			
2-28	Membership associations	2.1 Corporate Governance and Ethical Corporate Management	35		
5. Stakeholder engagement					
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	1.3 Stakeholder Engagement	10	
	2-30	Collective bargaining agreements	2.1 Corporate Governance and Ethical Corporate Management	24	The Company didn’t sign any collective bargaining agreement since it hasn’t established a trade union.

Material Topics

GRI No.	Topic	No.	Disclosure Content of GRI Standards	Corresponding Section	Page
GRI 3: Material Topics 2021	Management Approach	3-1	Process to determine material topics	1.4 Identifying Material Topics	16
GRI 3: Material Topics 2021	Management Approach	3-2	List of material topics		
Material topic : Operating Performance					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	2. Corporate Governance	24
GRI 201	Economic Performance 2016	201-1	Direct economic value generated and distributed	2.2 Operating Performance	39
		201-2	Financial implications and other risks and opportunities due to climate change	4.3 Climate-Related Financial Disclosures	63
		201-3	Defined benefit plan obligations and other retirement plans	5.2 Employee Diversity and Equality	82
		201-4	Financial assistance received from government	2.2 Operating Performance	39
Material topic : Corporate Governance and Ethical Corporate Management					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	2. Corporate Governance	24
GRI 205	Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.1 Corporate Governance and Ethical Corporate Management	24
		205-2	Communication and training about anti-corruption policies and procedures		
		205-3	Confirmed incidents of corruption and actions taken		
GRI 206	Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.1 Corporate Governance and Ethical Corporate Management 3.3 Management of Hazardous Substances in Products	24 56
Material topic : Risk Management and Regulatory Compliance					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	2. Corporate Governance	24
GRI 418	Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.3 Risk Management and Regulatory Compliance	41
Material Topic : Environmental Sustainability					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	4. Environmental Sustainability	59
GRI 302	Energy 2016	302-1	Energy consumption within the organization	4.4 Environmental Sustainability	68
		302-3	Energy intensity		
		302-5	Reductions in energy requirements of products and services		
GRI 303	Water and Effluents 2018	303-1	Interactions with water as a shared resource		
		303-2	Management of water discharge-related impacts		
		303-3	Water withdrawal		
		303-4	Water discharge		
		303-5	Water consumption		
Material Topic : Climate Change					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	4. Environmental Sustainability	59
GRI 305	Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.2 Greenhouse Gas Inventory	61
		305-2	Energy indirect (Scope 2) GHG emissions		
		305-4	GHG emissions intensity		
		305-5	Reduction of GHG emissions		
		305-6	Emissions of ozone-depleting substances (ODS)		
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		
Material Topic : Talent Cultivation and Retention					
GRI 3: Material Topics 2021	Management Approach	3-3	Management of material topics	5. Happy Workplace	72
GRI 401	Employment 2016	401-1	New employee hires and employee turnover	5.1 Talent Cultivation and Retention	72
		401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees		
		401-3	Parental leave		
GRI 402	Labor/Management Relations 2016	402-1	Minimum notice periods regarding	5.2 Employee Diversity and Equality	82
GRI 404	Training and Education 2016	404-1	Average hours of training per year per employee	5.1 Talent Cultivation and Retention	72
		404-2	Programs for upgrading employee skills and transition assistance programs		
		404-3	Percentage of employees receiving regular performance and career development reviews		
Self-determined Topic : Innovative R&D Patents					
GRI 3	Management Approach	3-3	Management of material topics	3. Green Supply Chain	53

Appendix 2: SASB Standards Comparison Table

Table 1. Sustainability Disclosure Topics & Metrics

Industry Standard: SASB – Semiconductors Sustainability Accounting Standard			
TOPIC	CODE	METRIC	Disclosure of Information
Greenhouse Gas Emissions	TC-SC-110a.1	Discussion of gross global Scope 1 emissions and total emissions from perfluorinated compounds	<ul style="list-style-type: none"> ● Scope 1 GHG Emissions Total: 26.5 tonCO₂e ● Perfluorinated Compound (PFC) Emissions Total: 0 tonCO₂e
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<ul style="list-style-type: none"> ● Short-Term Target: Aiming to reduce greenhouse gas (GHG) emissions by 3% within three years, using 2023 as the base year. ● Medium- to Long-Term Target: Planning to achieve a 20% reduction in GHG emissions by 2030, compared to the 2023 base year.
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed; (2) Percentage grid electricity; (3) Percentage renewable	<ul style="list-style-type: none"> ● Total energy consumed : 2,204 GJ ● Percentage grid electricity : 92% ● Percentage renewable : 0%
Water Resource Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	<ul style="list-style-type: none"> ● Total water withdrawn : 3.58 thousand m³ ● Total water consumed : 0 thousand m³ \ Percentage of each in regions with High or Extremely High Baseline Water Stress : 0%
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	<ul style="list-style-type: none"> ● The Company does not operate any factories or production equipment; therefore, no production-related waste is generated.
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	<ul style="list-style-type: none"> ● On-Site Services: In accordance with the Occupational Safety and Health Act, 12 health consultation sessions by physicians and nurses and 24 on-site service sessions were conducted. ● In 2024, a total of 66 employee consultations were provided through on-site health services.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	No
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	<ul style="list-style-type: none"> ● Percentage of Overseas Employees: 0% \ Percentage of Migrant Workers: 1%
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not Applicable
	TC-SC-410a.2	Processor energy efficiency at a systemlevel for: (1) servers, (2) desktops and (3) laptops	Not Applicable
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	<ul style="list-style-type: none"> ● Suppliers are required to sign the “Supplier Sustainability Commitment Statement” and are evaluated in accordance with the QMS ISO 9001 Supplier Assessment Procedures. Suppliers are also required to provide RoHS hazardous substance testing reports. ● In accordance with ISO 9001, the Company implements QP85-04: Product Hazardous Substance Management Procedure.
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	No

Table 2. Activity Metrics

ACTIVITY METRIC	CODE	CATEGORY	Disclosure of Information
Total production	TC-SC-000.A	Quantitative	Testing Certifications: 8,000 tests completed Contract Manufacturing – Chips: 623,033,510 units
Percentage of production from owned facilities	TC-SC-000.B	Percentage (%)	Testing Certification Rate: 100% \ Contract Manufacturing – Chips: 0%

**Appendix 3: Climate-related Information of TWSE/TPEX Listed Companies**

Item	Corresponding Section	Page
1. Describe the supervision and governance of climate-related risks and opportunities by the Board of Directors and the management.	Please refer to 4.3 Actions Responding to Climate Change and pages 42~48 of the annual report of the Company for the year 2024.	63
2. Describe how the identified climate risks and opportunities impact the enterprise's business, strategies, and finance (short-term, mid-term, and long-term).		
3. Describe the impacts of extreme climate incidents and transition action on the finance.		
4. Describe how the identification, assessment and management processes of climate risks can be incorporated to the overall risk management system.		
5. Describe the scenarios, parameters, assumptions, analytical factors and primary financial implications used if scenario analysis is employed to assess the resilience against climate change risks.		
6. Describe the contents of a transition plan intended to address and manage climate-related risks if any, as well as metrics and targets used to identify and manage physical and transition risks.		
7. Describe the pricing basis if internal carbon pricing is employed as a planning tool.		
8. Describe information including activities covered, scopes of greenhouse gas emissions, planned schedule, and progress achieved every year if climate-related targets are established; describe the sources and quantity of carbon reduction limit offset or the quantity of renewable energy certificates (RECs) if carbon offset or RECs is used to achieve relevant targets.		
9. Describe greenhouse gas inventory verification and assurance.		



Appendix 4: Independent Assurance Statement



Independent Assurance Statement

Wendell Industrial Co., Ltd. 2024 Sustainability Report

AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and Wendell Industrial Co., Ltd. (hereinafter referred to as Wendell) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA is not involved in the preparation process of the Sustainability Report of Wendell.

RESPONSIBILITIES

Wendell is responsible for reporting its economic, environmental (including overseas locations), and social operating activities and performance in Taiwan operating locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to Wendell and its stakeholders in accordance with the described scope and method. This statement is for Wendell use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between Wendell and AFNOR ASIA includes:

1. The scope of assurance operation is consistent with the scope disclosed in the 「Wendell Industrial Co., Ltd. 2024 Sustainability Report」.
2. AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating Wendell's compliance with the AA1000 AccountAbility Principles (2018).
3. The assurance operation includes reviewing and evaluating Wendell's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.

METHODOLOGY



- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Guidelines for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ AA1000 Accountability Principles

Inclusivity

Wendell has been continuously seeking the participation of stakeholders and establishing major sustainable themes to develop and achieve responsible and strategic responses to sustainability. In the future, the organization can continue to strengthen the existing mechanism for identifying stakeholders and material topics, and collect and understand the reasonable expectations and concerns of stakeholders.

Materiality

Wendell has published relevant information to enable stakeholders to judge the company's governance and performance, and to plan, develop and implement a decision-making mechanism for major issues to focus on material issues related to the company's sustainable development. The organization's importance and priority for these stakeholders and material topics are reflected in the Report.

Responsiveness

Wendell has responded to the expectations and opinions of stakeholders in the Report, and included reports on stakeholder participation and channels for their feedback. Overall, the Report can respond to issues of concern to stakeholders in a timely manner.



Impact

Wendell has monitored and measured all major sustainable actions it has taken, and implemented risk and opportunity monitoring and measurement, responsibly demonstrating its management, communication and improvement of sustainable performance.

◆ Global Reporting Initiative Sustainability Reporting Standards

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to introduce and integrate other international disclosure requirements, collect and summarize the performance of each operating location, and disclose sufficient information to stakeholders.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by Wendell and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. In our opinion, the information and data presented in the Report by Wendell provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in Wendell in 2024 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR :

Dr. August Tasi
The Director for Certification and Assessment
Jun.20.2025

Verification team: Wen Yi Yen (Lead Verifier), YU TAI CHIANG (Verifier).

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