Wingtech Technology Co., Ltd. 2024 Sustainability Report

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About This Report

This report is the 2024 sustainability report issued by Wingtech Technology Co., Ltd., aiming to comprehensively present Wingtech's sustainability practices and related performance to stakeholders.

Reporting Scope

The content of the Report covers Wingtech and its subsidiaries. The Reporting Period is from January 1, 2024, to December 31, 2024, with an annual publication cycle. To enhance the timeliness, comparability, and completeness of the Report, some content may extend to previous or subsequent years.

Terminology Explanation

Terminology Explanation

The Group	Refers to	Wingtech Technology Co., Ltd. and its subsidiaries
The Company, we, Wingtech, Wingtech Technology	Refers to	Wingtech Technology Co., Ltd.
Wingtech Communications, Product Integration Business Sector	Refers to	Wingtech Communications Co., Ltd.
Nexperia, Nexperia Semiconductor, Semiconductor Business Sector	Refers to	Nexperia B.V., an oversea operating entity subsidiary of the Nexperia Group
Reporting Period	Refers to	January 1, 2024, to December 31, 2024
RMB, Ten Thousand RMB Hundred Million RMB	Refers to	Renminbi Yuan, Renminbi Ten Thousand Yuan, Renminbi Hundred Million Yuan
Company Law	Refers to	Company Law of the People's Republic of China
Securities Law	Refers to	Securities Law of the People's Republic of China
Articles of Association	Refers to	Articles of Association of Wingtech Technology Co., Ltd.
IDM	Refers to	Integrated Design & Manufacture, a semiconductor operation mode integrating design and manufacturing
ODM	Refers to	Original Design Manufacturer develops, designs, and manufactures products according to the client's requirements
IoT	Refers to	Internet of Things

Note: The Semiconductor Business Sector of the Group also publishes a sustainability report. For more detailed economic, environmental, and social performance, please refer to the Nexperia Sustainability Report: www.nexperia.com/about/sustainability.

Data Explanation

The data and cases cited in this report are all from the official documents, statistical reports, and annual reports of the Company and its subsidiaries. Unless otherwise specified, the amounts shown in the Report are presented in RMB, and amounts of foreign currencies have been converted to RMB at the exchange rate of the Bank of China on December 31, 2024.

Monetary Funds	Conversion Exchange Rate
USD	7.1884

Reporting Standards

This report is compiled with reference to the GRI Sustainability Reporting Standards (GRI Standards) released by the Global Sustainability Standards Board (GSSB), the Guideline No.1 Self-Regulatory Rules for Companies Listed on the Shanghai Stock Exchange-Regulated Operations and the Guidelines No.14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) released by the Shanghai Stock Exchange, the Guidance on the Social Responsibility of the Information and Communication Technology Industry (SJ/T 16000-2016) released by the China Electronics Standardization Association, Ministry of Industry and Information Technology, China and the disclosure requirements of the United Nations Sustainable Development Goals (UN SDGs).

Release Method

The Report is published in electronic format on the official website of the Company (http://www.wingtech.com/). The report is available in Simplified Chinese and English versions. In case of any discrepancies in understanding, please refer to the Simplified Chinese version.

Contact Information

If you have any questions or suggestions about the content of this report, we welcome you to contact us through the following contact methods.

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Chairman's Message

In 2024, the global macroeconomic development faced complex challenges, with technological iterations and green transformations intertwined. Against this backdrop, Wingtech always adheres to the core values of "Be Upward, Be Kind, Be Sunshine", responds to changes with strategic resilience, seizes opportunities through innovative practices, and fully promotes a sustainable development strategy, dedicated to delivering a high-quality score in the fields of economy, environment, society, and governance.

Wingtech continuously focuses on technology innovation, actively exploring new engines for value growth. In 2024, Wingtech's annual R&D investment amounted to RMB 4.13 billion. Through constant innovation, Wingtech empowers sustainable development, launching multiple products this year that reduce energy and material consumption. Among them, the 1200V SiC MOSFET, with its stability and low-energy characteristics, won the "Annual Power Semiconductor Product Award", providing key technological support for efficient energy conversion in fields such as new energy vehicles and photovoltaic energy storage; the 650V 10A SiC diode product portfolio achieves higher efficiency in a smaller size; the new generation of low-voltage analog switches saves circuit board space with unique design, reducing material waste; the LCD bias power supply IC reduces battery waste, indirectly helping to reduce greenhouse gas emissions.

The AI has injected new vitality into Wingtech's semiconductor business. In the first half of 2024, Wingtech's semiconductor business experienced rapid growth in applications such as AI data centers, AI server power supplies, AI PCs, and mobile phones. In the third quarter of 2024, the semiconductor business grew by nearly 30% year-on-year and nearly 20% month-on-month in the field of computer equipment (PCs, servers, data centers). The demand for semiconductor products in fields such as AI PC and AI servers has increased significantly, especially for specialized MOSFETs and protection devices used for server hot swapping and soft starting. Taking the MOSFET products used in servers as an example, the usage value of the company's MOSFET products in AI servers is about 10 times that in non-AI servers.

Wingtech always integrates the environmental protection concept into strategic decision-making. Wingtech commits to achieving carbon neutrality by 2050, with its semiconductor business achieving carbon neutrality for Scope 1 and 2 emissions no later than 2035. In 2024, Wingtech's investment in environmental protection management reached RMB 23.51 million, significantly reducing the operational carbon footprint through technological transformation, clean production, and circular economy. The greenhouse gas emission density of Wingtech decreased by 42.1% year-on-year, and the amount of harmless waste reduced by 12.27%. According to the latest rating results from the international authoritative institution Morgan Stanley (MSCI), Wingtech is superior to the global industry average in key areas such as water stress and chemical safety. With its outstanding performance, in 2024, Wingtech was rated as one of the top 50 sustainable industrial enterprises in China by Forbes, and its MSCI ESG rating was upgraded to BBB level, ranking among the leading global ESG companies.

Wingtech believes that talent is the most valuable asset of the Company and attaches great importance to talent development. In 2024, Wingtech released the Diversity, Equity, and Inclusion Statement, committing to establish a diverse, equitable, and inclusive (DEI) working environment, dedicated to creating a workplace that promotes employee growth and potential realization. It also promotes DEI initiatives and training globally to ensure that diverse talents have learning and development opportunities.

Wingtech adheres to the philosophy of "Creating corporate value while giving back to society" and persists in public welfare. Wingtech has consecutively carried out the "Boai Support Program" for five years, assisting poor students at Yunnan National High School in realizing their dreams of pursuing education. In 2024, Wingtech donated RMB 6 million to the disaster-stricken area of Meizhou, Guangdong affected by heavy rain, contributing to post-disaster reconstruction. Wingtech actively promotes regional economic development and rural revitalization by helping poor areas to increase employment, providing education assistance, and aiding in sales, making contributions to the harmony and stability of society. Every bit of kindness accumulates like a river, and Wingtech has been honored with the "Annual ESG Value Brand" award, which demonstrates the extensive recognition from all sectors of society.

Wingtech is committed to jointly promoting the sustainable development of the industry chain with its suppliers and partners. Wingtech strengthens communication and consultation with suppliers, establishing a strict management system in supplier admission, selection, and self-assessment, ensuring that business ethics and compliant operations are throughout the entire process. In 2024, Wingtech issued the Anti-Slavery and Human Trafficking Policy, promising to regularly review and assess internal operations and advocating for the supply chain to strictly comply with the anti-slavery and human trafficking policy. At the same time, Wingtech also encourages suppliers and partners to improve in terms of energy consumption, labor conditions, production technology, and emission reduction, jointly promoting the sustainable development of the industry chain.

The road is long and arduous, but progress will be made. In 2025, Wingtech will continue to be guided by the **"GREAT"** sustainability strategy, working hand in hand with investors, customers, employees, and partners to tackle global challenges with the power of innovation, to protect our clear waters and green mountains with a sense of responsibility, and to jointly write a new chapter of sustainable development!

Chairman of Wingtech During the Reporting Period

Chairman of Nexperia

Key Performance in 2024

Economic Performance

Revenue: RMB **73.6** billion

Social Performance

Total Investment in Donation and Public Welfare Projects	Investing RMB **6.04** million, benefiting **239** people
Total Investment in Poverty Alleviation and Rural Revitalization	Investing RMB **3.99** million, benefiting **433** people

Total Number of Employees: **29,482**

Female Employee Ratio: **37%**

Environmental Performance

Greenhouse Gas Emission Intensity: **3.97** tCO_2e/RMB Million of Revenue

Environmental Protection Investment Amount: RMB **23.51** million

Company Introduction

Confronting global climate change and geopolitical challenges, Wingtech always adheres to responsible business operations, upholds the core values of "Be Upward, Be Kind, Be Sunshine", and continuously strives to build a technology product manufacturer spearheaded by semiconductor innovation and founded on a hardware circulation platform. Wingtech is committed to becoming a globally competitive enterprise, actively giving back to shareholders, customers, employees, and society, and continuously creating greater value.

Group Profile

Mission

To motivate the innovation.
To contribute to the society.
To change the world.

Vision

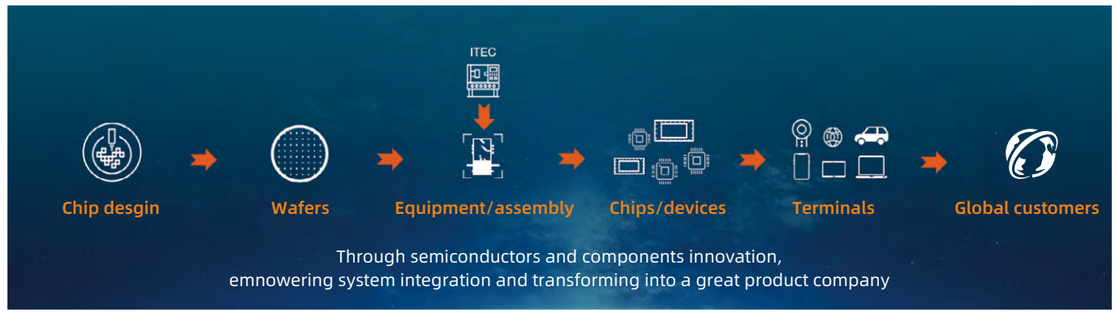
Wing the tech, win the world. To be a Great Product Company.

Core Values

Be Upward, Be Kind, Be Sunshine.

Wingtech is a Chinese A-share listed company with a stock code of 600745. It is a globally leading semiconductor and product integration enterprise that integrates R&D, design, and manufacturing. It mainly provides global customers with the R&D, design, wafer fabrication, and packaging testing of semiconductor power devices and analog chips; as well as becoming a long-term partner of well-known domestic and international companies in the fields of automotive, communications, consumer, industrial, etc.

After years of industry experience accumulation, Wingtech has developed a strong supply chain management and vertical integration capability in the industrial chain, boasting excellent R&D design and technological innovation capabilities, a comprehensive global delivery system, and industry-leading large-scale smart manufacturing capabilities. It has become a long-term partner of well-known domestic and international companies in the fields of automotive, industrial and energy, computing, consumer, and mobile and wearable devices.



nexperia

Semiconductor

The world's leading manufacturer of Analog & Logic ICs and Power semiconductor devices

WINGTECH

Product Integration

Global leader in ODM for communication products
Shipments exceed 100 million pcs/year, accounting for 7%-10% of the global smartphone market

Operating Condition

Wingtech has always been driven by innovation, advancing its strategic goals with steady steps. By continuously enhancing its core competitiveness and profitability, Wingtech has established an outstanding brand image in the market and gained widespread recognition and trust within the industry.

The operating income was RMB **73.6** billion

Up by **20.23%**

Net cash flow from operating activities was RMB **4.49** billion

Operating Status of Wingtech in 2024

Semiconductor Business Sector

6 plants

2023 China's 1st largest discrete power device company for the second consecutive year; the 3rd among global discrete power device and semiconductor consecutive, rising two positions compared to 2022 (based on the research data of ICWISE).

Product Integration Business Sector

6 plants

Leading the global mobile phone ODM industry in terms of shipment for years; the business has shown a diversified development pattern in mobile phones, tablets, laptops, IoT, household electrical appliances, automotive electronics and other fields.

Global Layout

Wingtech goes global through endogenous development and international mergers and acquisitions. We actively explore the new development path of Chinese enterprises toward globalization and accelerate their global layout.

Wingtech Global Layout

Development History

The Product Integration Business Sector started to specialize in mobile phone solution design in 2006. Since then, we have been gradually transformed from an independent design house (IDH) to an ODM, integrating R&D, design, and manufacturing. We are now a world-leading mobile phone ODM. In 2019, we successfully acquired Nexperia to enter the fray of the semiconductor IDM field, connecting upstream suppliers with downstream clients, and became a global product company (GPC).

In 2024, based on a deep analysis of the geopolitical environment and the Company's business development, and after thorough deliberation and prudent decision-making, the Company will undergo a strategic transformation to build a new development pattern. It plans to sell its product integration business assets and will subsequently focus entirely on the semiconductor business. This move will systematically enhance the Company's competitive edge in the semiconductor industry and concentrate resources to improve the profitability of its business. Adhering to the development philosophy of "innovation drives and efficiency wins" the Company will keep pace with the development trends of industries such as intelligent new energy vehicles, industrial automation, renewable energy, AI data centers and terminals, and robotics. It will continuously launch high-performance semiconductor products and solutions to lead the entire industry towards a higher level and a more innovative direction.

2006
- The Company was founded

2007
- Launched groundbreaking single-chip dual-SIM technology
- Became the largest IDH company in China
- Construction of production base

2008
- Became first Chinese mobile phone ODM company

2012
- Became largest global mobile phone ODM

2014
- Served global branded customers

2017
- Successfully listed in Shanghai Stock Exchange

2018
- Further expanded business scope

2019
- Established a global delivery system
- Acquired Nexperia
- Expanded overseas operator clients
- Expanded overseas top-tier mobile brand clients

2020
- Developed overseas specific customer smart home business
- Launched world premiere 5G

2021
- Developed specific overseas customer laptop business

2023
- Expand overseas home appliance customers
- Develop automotive electronics customers

2024
- Based on a thorough analysis of the geopolitical environment and the Company's business development, the Company will undergo a strategic transformation to build a new development pattern. In the future, it will focus entirely on the semiconductor business to systematically enhance its competitive edge in the semiconductor industry and concentrate resources to improve the profitability of its business.

WINGTECH

2006 — Early Phase of Establishment — 2007 — ODM Transformation, Rapid Development Phase — 2012 — Business Scope Continued to Expand Company Restructuring and Listing — 2019 — Business Integration Phase Acquiring Nexperia, a full-industry-chain model is formed — 2024

Moments of Glory

Honored with the "China New Generation Employer - Top 100 Employers of the Year" awarded by 58.com

Ranked among the "Top 100 Competitive Enterprises in the Electronic Information Industry in 2024"

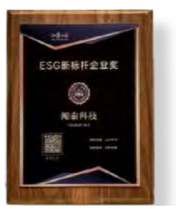
Selected as an "Excellent Case of 2024 Listed Compa-nies' Comprehensive Management Practice (ESG)"

Listed on the "Fortune China 500 List"

Won the "China's Outstanding Management Company" award by Deloitte BMC for three consecutive years

Won the "Best ESG Practice Award for Listed Companies"

Annual ESG Value Brand



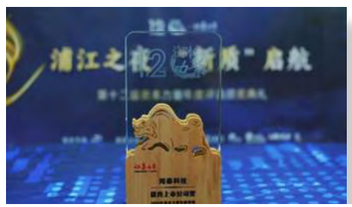
ESG New Benchmark Enterprise Award

Hard Science and Tech-nology Strength Award

GaN Annual Outstanding Product Award

Annual Power Semiconductor Product Award

Top 10 Power Device Enterprises in China's Semiconductor Industry



Capital Power 2024 Out-standing Listed Company Award

Capital Market Recognition

The Company have been included in a number of mainstream indexes inside and outside China, including the FTSE Russell Flagship Index, MSCI Global Standard Index, SSE 180 Index, and CSI 300 Index. Those honors fully demonstrate our market position as a blue-chip technology stock and reflect our influence in the capital market.

Meanwhile, we attach great importance to sustainable development as evidenced by our ESG ratings from MSCI, EcoVadis, Sustainalytics, Refinitiv, Wind, and Quantdata.

MSCI — BBB

SUSTAINALYTICS — 20.9 (Medium Risk)

GOLD | Top 5% ecovadis Sustainability Rating APR 2025 — Gold

79.24 (AA)

Win.d — A

Industry Associations

To fulfil our social responsibilities and promote industry development collaboratively for mutual benefit, the Group actively maintains close ties with industry associations and various sectors of society. We participate in industry associations and alliances such as China Federation of Electronics and Information Industry, the China Semiconductor Industry Association, and the China advanced semiconductor industry innovation alliance, and the China Automotive Chip Industry Innovation Strategic Alliance. Additionally, we actively engage with chambers of commerce and associations in regions such as Hubei, Shanghai, Zhejiang, Jiangsu, and Yunnan, effectively leveraging Wingtech's role in the synergy of the electronics and semiconductor fields.

- China Federation of Electronics and Information Industry (CFEII)
- China Semiconductor Industry Association
- China advanced semiconductor industry innovation alliance
- China Automotive Chip Industry Innovation Strategic Alliance
- Shanghai Communication Manu-facturing Association
- Shanghai Software Industry Asso-ciation
- Shanghai Integrated Circuit In-dustry Association
- Wuxi Semiconductor Industry As-sociation
- Hubei Federation of Industry and Commerce Hubei Provincial Chamber of Commerce
- Yunnan Federation of Industry and Commerce Yunnan Provincial Chamber of Commerce

Association Member

Sustainability Management

Wingtech actively assumes social responsibilities, aiming to create long-term value for all stakeholders. We deeply embed the concept of sustainable development into our daily operations, continuously enhancing the commercial value of the Group while strengthening our own sustainable development capabilities to achieve long-term goals of sustainable operations.

Sustainable Strategy

Upholding the mission of "To Motivate the Innovation; To Contribute to the Society; To Change the World", Wingtech has comprehensively reviewed the sustainable development trends, risks, and opportunities related to the business of the Group. Based on the transformation vision of "Great Product Company," we implement the "GREAT" sustainable development strategy. We promote growth through robust operations and technological innovation, while also focusing on the needs of employees and partners, jointly advancing the development of sustainable businesses, and building a more environmentally friendly, socially responsible, and economically sustainable electronics industry ecosystem for the future.

By understanding the expectations and concerns of various stakeholders and combining global industry leading practices with the Group's actual business development strategy, we have identified "Good Governance, Reliable Partners, Technical Innovation, Advanced Talent Management, Environmental Protection & Climate Action" as the five major sustainable development directions for Wingtech. Looking forward, Wingtech will work hand in hand with partners to jointly build a green ecosystem and promote the process of sustainable development.

Sustainability Strategy of Wingtech

Sustainability Governance Framework

Wingtech has established a comprehensive sustainable governance structure, consisting of a "governance, decision-making, execution, and implementation" four-tier sustainability governance framework formed by the Board of Directors ("the Board"), ESG and Sustainability Management Committee, ESG and Sustainability Management Working Group, and Implementation Team of Business Sectors. For specific responsibilities, please refer to the official website of the Group. The Group's Board of Directors supervises the ESG management performance assessment and progressively links the ESG management performance assessment mechanism, and continuously improving indicators with the performance of relevant management levels, empowering sustainable value creation with a heightened sense of responsibility.

Lead and oversee

Board of Directors

The Board of Directors, as the highest governing body for the Company's ESG matters, is responsible for leading and overseeing the development and implementation of ESG activities. This includes but is not limited to:

- Environmental: Manage and lower the environmental impact caused by the operation of the Company, such as water resource management, responses to climate change, energy management, development of and investment in clean technologies, and emission management;
- Social: Manage the impact caused by the operation of the Company on various stakeholders in the society, including customers, employees, suppliers and communities, such as product safety and customer services, user privacy and data security, occupational health and safety, employees' rights, interests and development, respect for human rights and diversity, responsible procurement, philanthropy and social welfare;
- Governance: Enhance internal corporate governance, such as business ethics and integrity monitoring, anti-money laundering and anti-unfair competition, and public disclosure of non-financial information.

Formulate strategic goals and action plans

ESG and Sustainability Management Committee

The ESG and Sustainability Management Committee, as the key management for ESG and sustainability matters, is responsible for making overall decisions on the Company's ESG matters and for driving effective implementation of sustainability decisions internally at the management level. This includes:

- Monitor the development of ESG visions, strategies and policies;
- Monitor the implementation of the ESG visions, strategies and policies;
- Report regularly to the Board on the effectiveness of the ESG mechanism; and
- Review the annual Sustainability Report and make recommendations to the Board for approval.

Promote ESG and sustainability management

ESG and Sustainability Management Working Group

The ESG and Sustainability Management Working Group, serving as the operational and execution layer for ESG and sustainable development matters, its responsibilities include advancing the refinement of the Company's ESG and sustainable development management mechanisms, as well as coordinating the implementation of relevant milestones and projects according to established plans, including but not limited to:

- Facilitating key milestones in advancing ESG and sustainable development initiatives to establish company-wide ESG management plans and work standards, thereby promoting the effective implementation of sustainable development activities within the Company through the establishment of management networks;
- Coordinating the Implementation Team of Business Sectors to develop corresponding implementation and improvement plans for the management of their respective issues, ensuring the comprehensive implementation of sustainable development principles throughout the Company's operations.

Implement ESG and sustainability management

Implementation Team of Business Sectors

The Team of Business Sectors, as the primary execution layer for ESG and sustainable development matters, actively respond to and implement the ESG and Sustainability Management Working Group's requirements for advancing ESG-related work, including but not limited to:

- Addressing ESG risks and opportunities in daily operations, and formulating targeted measures for business response;
- Regularly reporting relevant work to the ESG and Sustainability Management Working Group, and sharing best ESG practices with each business sectors.

Sustainability Governance Framework of Wingtech

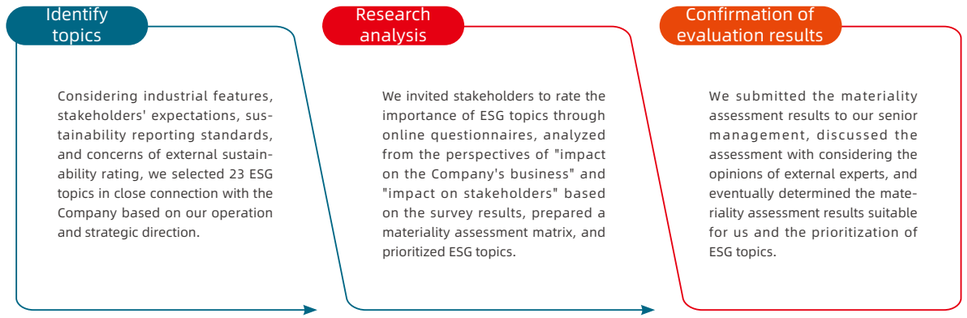
Stakeholder Communication

Wingtech respects the demands of stakeholders, adhering to the principles of integrity, equality, and transparency, continuously improving stakeholder engagement mechanisms and communication methods. We fully consider the issues of concern to stakeholders in our strategic decision-making, achieving mutual benefit and win-win outcomes.

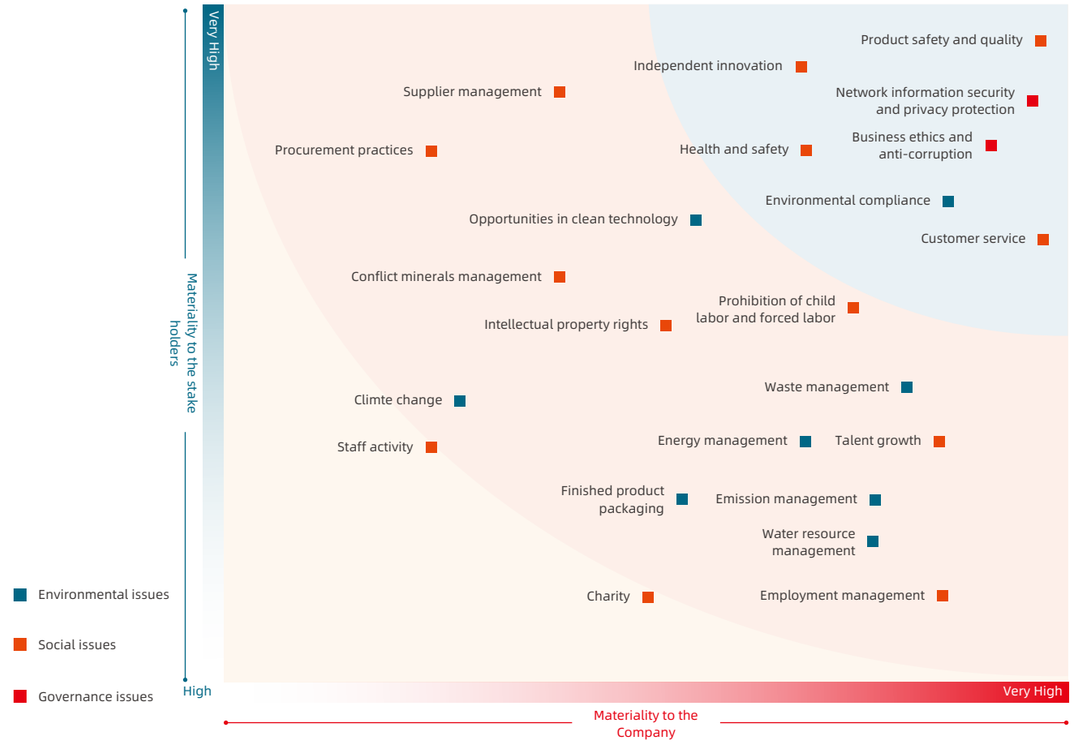
Stakeholder	Expectation and requirement	Our response	Communication channel
Government and regulatory agencies	Compliance operation Environmental management Promote employment Community contribution	Strictly comply with laws and regulations Devote to green operation Actively provide job opportunities Participate in community construction	Exchanges on conferences Daily regulatory communication Supervision and examination Policy consultation Regulatory information feed News reports
Shareholders and investors	Protect the rights and interests of shareholders Gain investment returns Disclose material information	Ensure the healthy development of the Company Hold annual general meetings and extraordinary general meetings Disclose material information	Annual general meetings Extraordinary general meetings Periodic reports Investor meetings
Clients	Product R&D and technical innovation Product safety and quality management Information security and privacy protection	Strictly control R&D, procurement, and production stages Respond rapidly to clients' needs Complete the quality management system Establish the information security system and set permissions	Client satisfaction survey Exchanges in seminars
Suppliers	Supplier management and sustainable development Anti-corruption and anti-fraud	Apply the supplier admission and delisting mechanism Provide supplier training and audit Sign a letter of commitment to the honest operation	Annual supplier meetings Supplier training sessions Field audit against suppliers
Employees	Employee recruitment and team building Employee development and training Rights, interests and protection for employees Occupational health and safety	Follow labor guidelines Improve the occupational development and training mechanism Establish labor union to protect rights and interests Provide competitive salaries and benefits Implement the health and safety management system	Congress of workers and employees Employee satisfaction survey Regular training "Wingtech Culture" WeChat Official Account
Community	Promote employment Support community construction	Organize volunteer activities Participate in community construction	Volunteer service Charitable donation

Materiality Assessment

Wingtech involves stakeholders in the assessment of material issues and the identification of significant ESG risks during operations by regularly inviting them to fill in questionnaires, thereby clarifying issues that are important to both our business and stakeholders and disclosing them in the report.



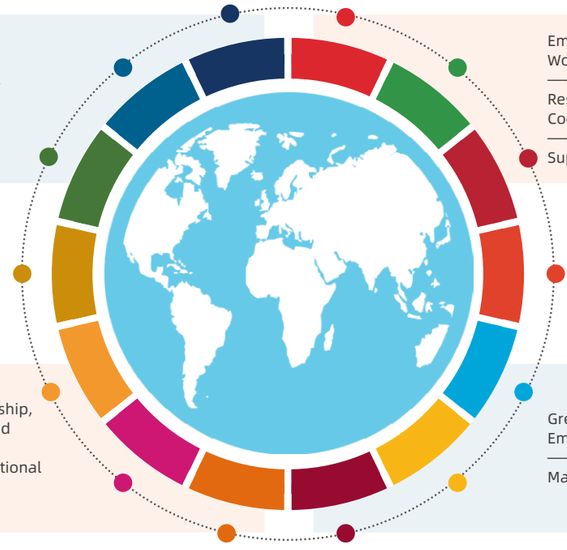
During the Reporting Period, the Company reviewed and examined ESG issues and materiality assessment results. After assessment, there were no significant changes in our business and external environment in 2024, with 23 ESG issues identified as relevant to the Group's business. We confirmed their impact, and the confirmed ESG materiality matrix is as follows:



Responding to the United Nations Sustainable Development Goals

Wingtech actively responds to the UN SDGs, constantly improving sustainable development management from both environmental and social aspects, contributing to the realization of the global sustainable development blueprint.

UN SDGs	The Company's Key Initiatives	Report Chapters
17 PARTNERSHIPS FOR THE GOALS	Building a responsible supply chain, conducting CSR audits on suppliers, actively participating in industry exchanges, and promoting win-win cooperation throughout the entire industry chain	Responsible Partnership, Joint Cooperation and Construction ——Standardizing Responsible Procurement
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	We conducted business ethics reviews, anti-corruption training, and other efforts to foster a disciplined and clean-handed environment.	Unity and Harmony, Creating Sustainable Development ——Compliance with Business Ethics
13 CLIMATE ACTION	We strengthened environmental management, established emission reduction action plans, and adopted energy-saving measures to achieve emission reduction targets.	Green Development, Empowering Green Transition
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	We realized responsible production by facilitating the research, development, and application of clean technologies.	Innovation-Driven, Craftsmanship Creating Models ——Seizing Clean Opportunities
11 SUSTAINABLE CITIES AND COMMUNITIES	We engaged in volunteer services, social assistance, education assistance, psychological health assistance and other charitable activities to offer help to poverty-stricken and vulnerable populations.	Responsible Partnership, Joint Cooperation and Construction ——Providing Educational Support
10 REDUCED INEQUALITIES	We created a fair and respectful workplace and provided equal opportunities for all.	Employee Care, Building a Happy Workplace ——Employee Care and Integration
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	We promoted research driven and innovation empowered development, and actively facilitated the research, development, and application of clean technologies.	Innovation-Driven, Craftsmanship Creating Models ——Promoting Product Innovation



Report Chapters	The Company's Key Initiatives	UN SDGs
Responsible Partnership, Joint Cooperation and Construction ——Promoting Rural Revitalization	We partnered with enterprises of a poverty-stricken county to create job opportunities for local residents, thus boosting local economic development and promoting rural revitalization.	1 NO POVERTY
Employee Care, Building a Happy Workplace ——Health and Safety Protection	We utilized safety management process control, and carried health and safety training to protect the physical and mental health of employees.	3 GOOD HEALTH AND WELL-BEING
Employee Care, Building a Happy Workplace ——Talent Cultivation and Growth Responsible Partnership, Joint Cooperation and Construction ——Providing Educational Support	We established a "dual-pyramid" position system and implemented the talent review model to cultivate outstanding talents. Our efforts in education support involve contributing high quality education resources to students and teachers in remote areas.	4 QUALITY EDUCATION
Employee Care, Building a Happy Workplace ——Talent Attraction and Retention	We are dedicated to ensuring equal employment opportunities for all and providing labor protection and care for our female employees.	5 GENDER EQUALITY
Green Development, Empowering Green Transition ——Optimizing Resource Management	Promote water conservation and recycling, seek alternative water sources, and protect rare water resources	6 CLEAN WATER AND SANITATION
Green Development, Empowering Green Transition ——Optimizing Resource Management	We facilitated green production and took energy-saving measures.	7 AFFORDABLE AND CLEAN ENERGY
Employee Care, Building a Happy Workplace ——Talent Attraction and Retention	We are fully committed to protecting the legitimate rights and interests of employees, and prohibited the use of child labor and forced labor.	8 DECENT WORK AND ECONOMIC GROWTH

01

Unity and Harmony, Creating Sustainable Development

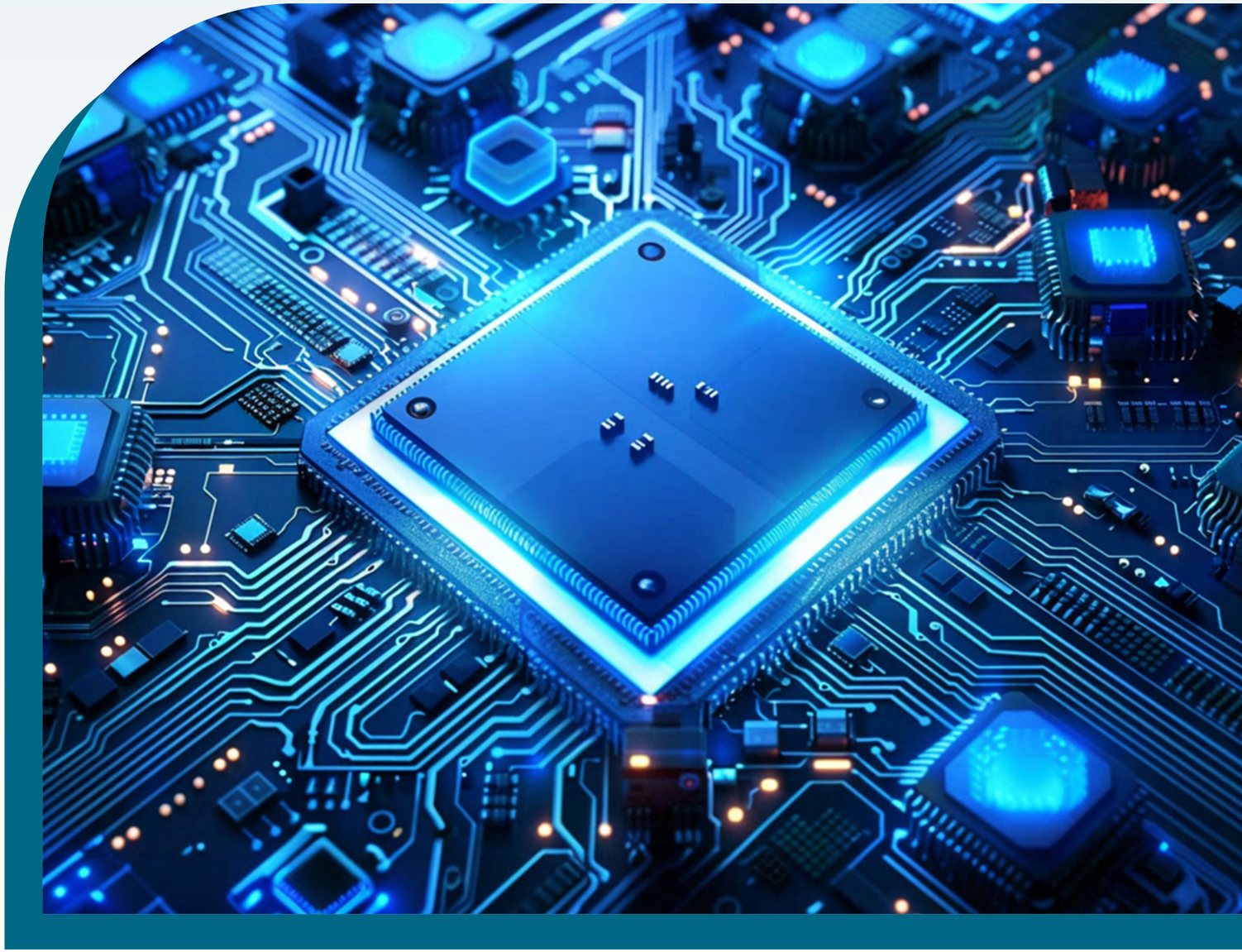
Adhering to a win-win business model is key to driving a company towards long-term success. Excellent corporate governance, coupled with efficient management of business partnerships, significantly enhances the core competitiveness of the enterprise, propelling its sustainable development forward steadily. Wingtech is always committed to refining its internal control system, continuously improving its corporate governance standards and operational capabilities, and fully ensuring that its operations align with the long-term interests of the group and all shareholders.

Key Performance Indicators

2 General Meetings of Shareholders, **24** meetings of the Board of Directors, and **12** meetings of the Board of Supervisors were held

Female directors accounted for **40**%, female supervisors accounted for **66.7**%

Contributions to UN SDGs



Standardizing Corporate Governance

Wingtech strictly complies with the applicable laws in the locations where it operates, including the Company Law of the People's Republic of China and the Securities Law of the People's Republic of China. We have established a governance structure consisting of General Meeting of Shareholders, the Board of Directors, and the Board of Supervisors to effectively protect the interests of investors and the Company.

Governance Structure

The Group has established a corporate governance structure centered around the General Meeting of Shareholders, the Board of Directors, and the Supervisory Committee, and has formulated comprehensive supporting management systems. Under this system, the Board of Directors leads and supervises the Group's business development and operations, and governs four professional committees, namely the Audit Committee, the Nomination Committee, the Remuneration and Appraisal Committee, and the Strategic Committee. These committees support the Board in carrying out its decision-making and supervisory duties, ensuring that decisions are both prudent and compliant.

General Meeting of Shareholders

Wingtech strictly adheres to the relevant provisions of the Articles of Association, meticulously regulating the convening, holding, and voting processes of the shareholders' meeting. Shareholders enjoy rights and fulfill obligations corresponding to the type of shares they hold; for shareholders holding the same type of shares, it is ensured that they enjoy equal rights and bear the same obligations. Additionally, Wingtech actively engages professional lawyers to attend the General Meeting of Shareholders, with the lawyers issuing legal opinions on the convening and voting procedures of the meeting for public announcement, thereby fully safeguarding the legitimate rights and interests of all shareholders.

Board of Directors

Wingtech highly values shareholder interests and adheres to scientific decision-making. Wingtech strictly follows the conditions and procedures stipulated in the Articles of Association for the selection of directors. When identifying director candidates, multiple dimensions such as skills, knowledge, gender, age, cultural and educational background, or professional experience are fully considered to establish a diverse board, thereby enhancing corporate governance and decision-making capabilities, ultimately achieving sustainable development goals.

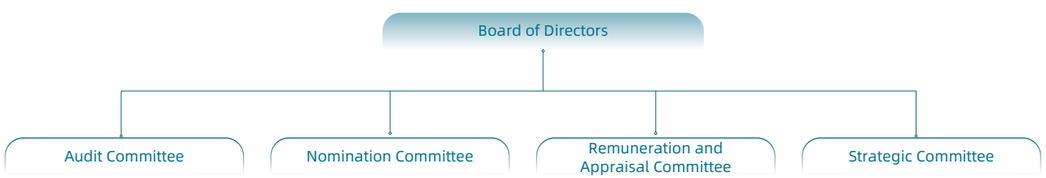
We ensure that the selection of directors is open, fair and independent, and have a highly talented Board of Directors composed of industry experts with diverse backgrounds in areas such as semiconductors, finance, accounting, marketing, etc. They have accumulated rich professional experience in their respective fields. As of the end of the Reporting Period, the Board consisted of five directors, including two independent directors, and the proportion of female directors was 40%.

The Board of Directors, in accordance with the provisions and requirements of the Articles of Association, earnestly fulfills its duties, operating in a standardized manner in terms of convening methods, discussion procedures, voting methods, and resolution content.

The Group has also scientifically implemented a clawback mechanism to manage the salary risks of the Board and management effectively. When the Company's directors, supervisors, president, and other senior management members breach their duties to the Company, besides the rights and remedies specified by law, the Company can reclaim all or part of their compensation. These individuals must also return any benefits gained from such breaches.

Board of Supervisors

To further enhance the working efficiency and scientific decision-making of the Board of Supervisors, all members of our Board of Supervisors are elected in strict accordance with the election procedures stipulated in the Articles of Association. we have also formulated and clarified the rules of procedure, the discussion method, and the voting procedure. We hold meetings of the Board of Supervisors on a regular basis to provide oversight and offer feedback regarding the operation of the Company and the performance of duties by the directors and the senior management of the Company. As of the end of the Reporting Period, we had a total of three supervisors, two of whom were female, accounting for 66.7%.



Corporate Governance Structure of Wingtech

Investor Communication

In order to ensure true, accurate, timely and complete information disclosure, we have developed the Information Disclosure Management Regulations and the Internal System for Material Information in strict accordance with relevant laws and regulations, which further refine the management of investor relations.

Wingtech strengthens communication and interaction with shareholders, the public shareholders, and investors through various forms. In 2024, the Company actively plans multiple thematic series, releasing them through WeChat official accounts to deeply interpret the Company's development from different perspectives; actively participating in industry forums and media activities to promote win-win cooperation and development with global elite partners; using information visualization to innovate value communication methods, striving to deliver information more efficiently to investors and the public; actively carrying out investor research activities, receiving over a hundred investors for on-site visits and exchanges.

Case

Strengthening Mutual Communication with Investors, Showcasing an Open and Transparent Image

During the Reporting Period, Wingtech actively carried out investor research activities, welcoming over a hundred investors to visit the Company for on-site observation and exchange. In the research activities, the Board secretary and staff provided detailed explanations to the investors about the Company's business highlights, and led them on a tour of the exhibition hall to directly understand the current industry situation and prospects, as well as the advantages and wide application fields of the Company's products. Through a series of sharing and explanations, the investors were helped to gain an understanding of the Company's business.

Wingtech's Investors Visit the Company

Building the Risk System

Wingtech believes that a sound risk management and control mechanism is the cornerstone of the Company's steady progress. In the complex and ever-changing international situation, Wingtech actively improves its risk management and control system, comprehensively manages risk points in all business processes, and carries out targeted risk response and avoidance to ensure the stable development of the Company. Our Jiaxing Factory has obtained ISO 22301 Business Continuity Management System certification, enabling it to effectively manage various unexpected events through effective management mechanisms.

Risk Management

Wingtech continuously identifies and monitors potential risks across multiple areas including product export, technology development, work safety, sales management, quality control, and financial accounting. To promptly take corresponding effective control measures, targeted emergency plans including the Emergency Network Security Incident Plan and Handling Flowchart was established. The Board / Audit Committee are the highest decision-making bodies for the Company's risk management. During the Reporting Period, Wingtech has established a comprehensive risk management process to effectively reduce risk levels. Our risk management framework consists of three lines of defense: Business Departments, Functional Departments, and the Audit Department:

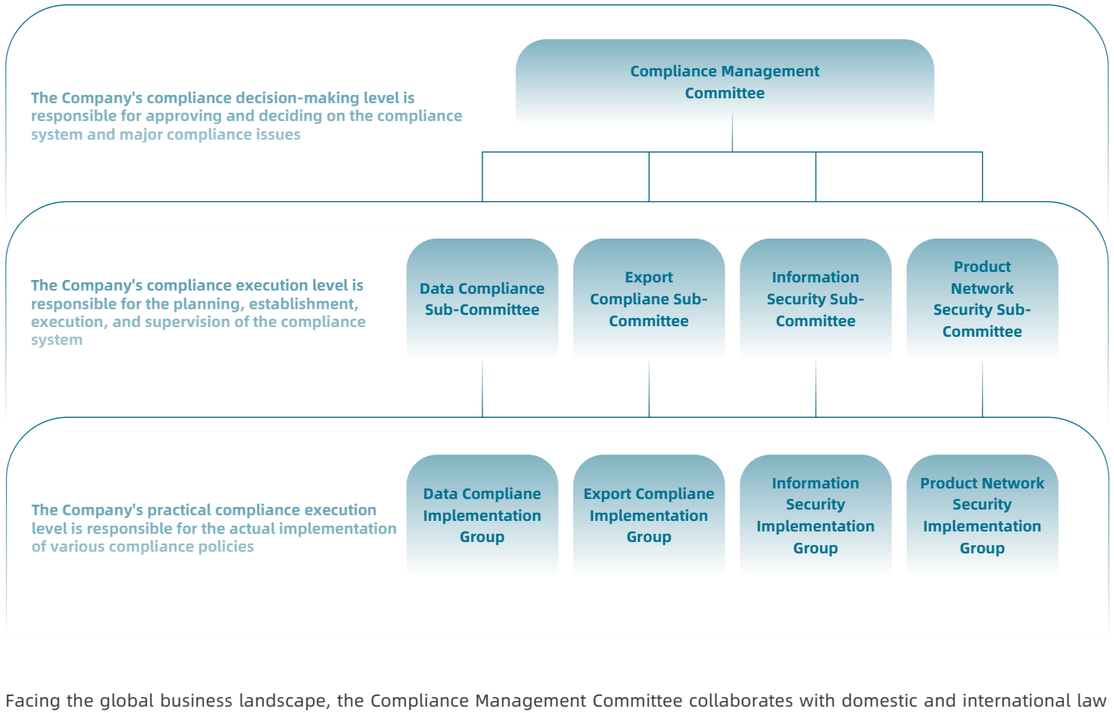
Wingtech Risk Management Structure

The Group integrates enterprise risk management into the business management and the compliance management system to establish a routine and dynamic risk management model. Through early warning risk indicators, we guide business departments in developing appropriate corrective actions and continuously optimize the implementation of risk management. A company-level emergency team is established in response to specific incidents. The emergency team is tasked with assessing and overseeing the comprehensive risk management efforts and facilitating the implementation of risk mitigation. Furthermore, we have set up an International Situation Risk Response Team, which is made up of senior management and the heads of supply chain, strategy, procurement, sales, manufacturing, products, finance, legal affairs, investment and financing, capital market, and public affairs. This team is designed to quickly respond to operational risks arising from complex international situations and to make timely and rational decisions under various conditions. During the Reporting Period, the Semiconductor Business Sector has implemented a digital system to manage risks within the organization, enabling efficient and effective identification, analysis, and monitoring of internal risks within the organization.

Compliance Management

Wingtech has established the Internal Audit System and Internal Audit Work Standards by following laws and regulations such as the Company Law of the People's Republic of China and the Basic Internal Control Norms for Enterprises. These initiatives aim to standardize the internal audit work within the Group, and enhance the internal audit in promoting economic management and improving economic efficiency of the Company. During the Reporting Period, we introduced the Research and Development Center Export Control Compliance Guidelines for the Group's R&D operations to standardize the compliance of R&D export management processes; published the Personal Information Processing Agreement (Cross-border Version) and the Data Cross-border Compliance Guidelines for cross-border personal information processing to comprehensively ensure the effectiveness of data cross-border compliance risk management; and added the Company External Information Disclosure Compliance Review Guidelines to unify the review standards for externally released promotional information.

We have developed a three-tiered compliance management structure focusing on data, export, information security, and product network security. The Compliance Management Committee Establishment and Operation Standards and other policies have been formulated to standardize the operations of the Compliance Management Committee. The Compliance Management Committee is in charge of reviewing the Company's compliance system and major compliance issues and coordinating internal and external resources. Under the Compliance Management Committee, there are four sub-committees responsible for the planning, establishment, execution, and supervision of the compliance system. The practical compliance execution level is in charge of the implementation of various compliance policies:



Facing the global business landscape, the Compliance Management Committee collaborates with domestic and international law firms to conduct compliance risk assessments on the Company's specific operations and actively respond to relevant risks. During the Reporting Period, the Company has completed compliance management and internal audit of data compliance related to export control, and has compiled a list of identified compliance risks and a list of key compliance execution items.

Case

Maintaining the Group's Compliance Operations, Strengthening Compliance Risk Management

In daily operations, the efficient approval and strict management of various processes are crucial for ensuring smooth business operations, safeguarding the interests of the Company, and ensuring compliant operations. From document distribution to supplier certification, and further to fixed asset procurement, contract approval, and various information reviews, each link bears the important responsibilities and missions of Wingtech. In 2024, Wingtech continues to effectively implement relevant compliance approval processes within the Group, thereby further optimizing process management, enhancing approval efficiency, and strengthening risk prevention and control, thus promoting the stable development of the enterprise.

In response to policy changes in various government departments, we have established a dynamic dissemination of export control and economic sanctions regulations, and send monthly email updates to leadership at the director level and above, including posters on export control trade compliance dynamics and data compliance updates. During the Reporting Period, we have also integrated denied party screening software (DPS software) to regularly screen suppliers against restriction lists from various countries. Compliance officers and legal staff will update and assess the restriction lists in real time and communicate any changes to colleagues in the Sales and Marketing Center immediately.

Case

Actively participating in industry exchanges, strengthening compliance and risk management

During the Reporting Period, Wingtech actively participated in multiple compliance and risk management industry exchange activities, including the Practical Sharing Conference on Compliance and Rights Protection for Intelligent Manufacturing Going Global as well as the 5th WELEGAL Legal Alliance Greater Bay Area Legal Affairs Conference and other significant events. In these industry exchange activities, Wingtech, along with industry experts and partners, discussed the latest trends and practical experiences in compliance management, further enhancing understanding of the compliance and risk management fields for intelligent manufacturing going global. This has provided valuable references and guidance for the Company's future compliance management work.

Practical Sharing Conference on Compliance and Rights Protection for Intelligent Manufacturing Going Global

5th WELEGAL Legal Alliance Greater Bay Area Legal Affairs Conference

Compliance with Business Ethics

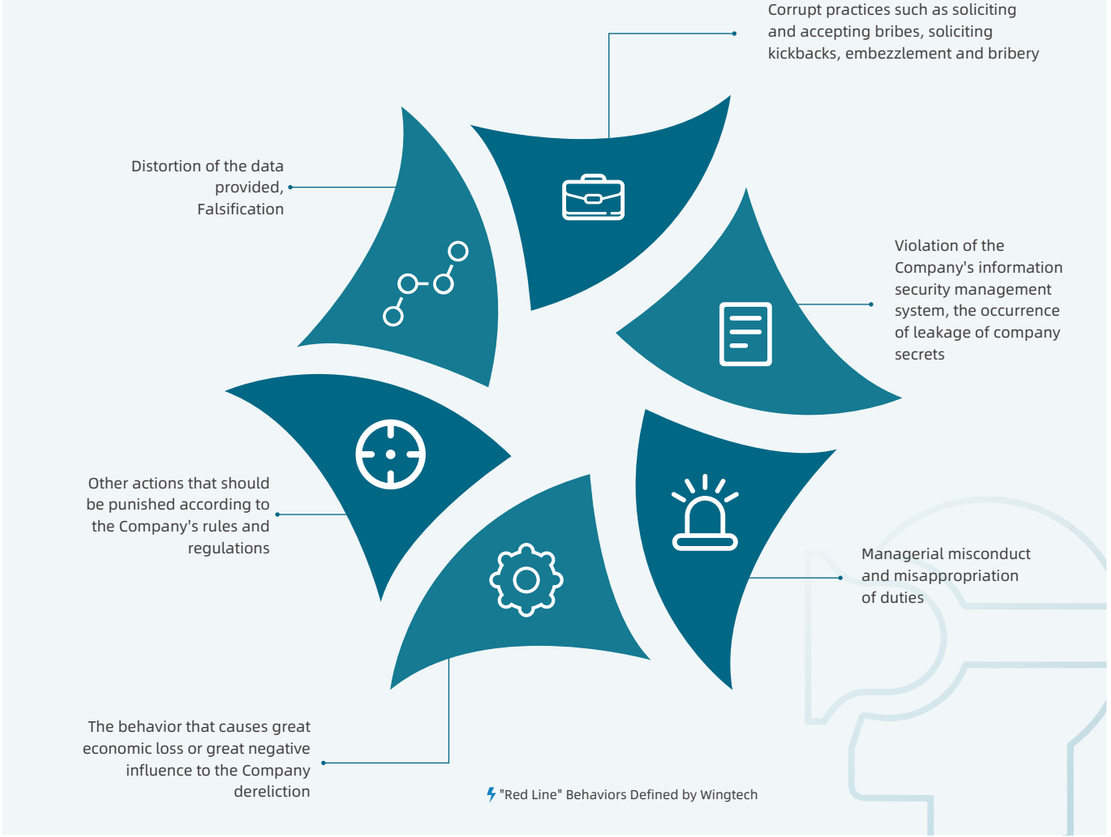
We strictly comply with laws and regulations against corruption, extortion, fraud, money laundering, and unfair competition, including but not limited to the Criminal Law of the People's Republic of China, Anti-Money Laundering Law of the People's Republic of China, and Anti-Unfair Competition Law of the People's Republic of China, as well as provisions related to prohibiting commercial bribery. Regardless of tenure and rank, we adopt a zero-tolerance attitude towards any severe violation of business ethics. Any dishonest candidate will be rejected from being hired.

Zero
Tolerance

Business Ethics System

Wingtech have formulated the Regulations on Supervision, the Code of Conduct and the Management Procedure for Labor and Business Ethics, regulating the behavior of management and employees, and eliminating illegal and disciplinary actions. We require all employees to be honest and self-disciplined in their business and production activities and to learn, master, and comply with all requirements of the Code of Business Conduct. During the Reporting Period, we summarized risk behaviors across seven functions, including supervision, supply, procurement, finance, information security, code of conduct, and legal affairs and regulations. On this basis, we formulated the Red Line Management System, which precisely defines violations and further eliminates incidents potentially impacting the Company's normal operations due to human factors. If an employee breaches the defined "Red Lines", resulting in direct or indirect financial losses for the Company, damage to the Company's image, or violations of ethical standards, system requirements, and corporate culture, we will follow the Employee Behavior Reward and Punishment Management Measures to take disciplinary action against such violations, thereby protecting the Company's image and interests.

Click to learn more:
Wingtech Employee Code of Conduct
Nexperia Code of Conduct



"Red Line" Behaviors Defined by Wingtech

Business Ethics Review

The Board of Directors is the key decision-making and supervisory body for the Group's business ethics management, playing a core leadership role in ensuring that the Group adheres to business ethics norms. Each business sector establishes its own management structure for business ethics based on characteristics such as operational regions and business directions. Specifically, the Product Integration Business Sector appoints the Supervisory Committee as the dedicated department responsible for investigating and handling corrupt practices. The Supervisory Department, serving as the executive department for supervision, implements vertical management in business operations. Each first-level department appoints a director-level or above personnel as the Department Supervision Interface Person to fully cooperate with the work of the Supervisory Department, which also conducts assessments and evaluations of the Department Supervision Interface Persons. The Semiconductor Business Sector appoints an Ethics Committee, comprised of the COO, HR Director, Senior Director Legal, and Head of Global Audit of Nexperia, to oversee comprehensive management of Nexperia's business ethics and compliance operations, ensuring that all employees, suppliers, and business partners understand and comply with our business ethics standards. For further ethical practices in the Semiconductor Business Sector, please refer to the Business Integrity and Ethics chapter of Nexperia 2024 Sustainability Report.

During the Reporting Period, Wingtech sent self-inspection emails regarding fraudulent behavior to all employees, encouraging them to self-declare. If employees self-declare corruption or fraud within a specified period and actively return illicit gains, the Company will consider mitigating, reducing, or exempting punishment.

The Group's Audit Department follows an annual audit plan to conduct special audits, which requires audits of key business modules (e.g., internal control, customs compliance, procurement, sales) every year and audits of sub-focused business modules every three years. The audits cover all operating locations of Wingtech and cover business ethics, employee behavior, anti-corruption and anti-bribery.

Wingtech conducts a thorough review of the integrity records of employees eligible for promotion, salary increase, and commendation, and exercise veto power over the promotion and salary increase of any employee who has seriously violated business ethics. During the Reporting Period, Wingtech identified several cases of fraud and transferred over one individual to the judicial authorities, which saved the Company from direct or indirect economic losses and the punishment results were communicated to all employees.

Business Ethics Control Indicators

While ensuring the Company's integrity in business operations, Wingtech continuously pays attention to the business ethics of suppliers and communicates the ethical requirements and policy to suppliers through regular interactions and at supplier conferences. Wingtech require all suppliers to sign the Letter of Commitment to Integrity to oppose commercial bribery and unfair competition. Once suppliers are proven to have broken corporate ethics, such as by bribing Wingtech workers, they will be placed on the list of non-cooperation.

Integrity Culture Promotion

Wingtech places great emphasis on enhancing the anti-corruption awareness and concepts of all employees, and is committed to strengthening employees' understanding of the importance of business ethics and normative systems through diverse means. Besides orientation training, we annually send out publicity materials on business ethics during significant festivals. For part-time employees and contractors, we also annually organize and provide online courses on the Code of Business Conduct to remind them to maintain integrity and self-discipline.

We organize both online and offline training sessions on a regular basis, which cover topics such as anti-corruption laws and regulations and corporate rules and systems to help employees enhance their understanding and mastery of pertinent knowledge. Additionally, anti-corruption posters and slogans are displayed in the Company to remind employees to follow standards and guide them to develop proper business ethics. Through these initiatives, we endeavor to establish an honest, transparent, and fair corporate culture, which serves as a solid foundation for the Company's sustainable development. By the end of the Reporting Period, the Product Integration Business Sector had conducted a total of 168 training sessions on business ethics, reaching 32,872 attendees. Every year, all members of TeamNexperia are required to participate in a mandatory annual Code of Conduct training. The latest session took place in November 2024. The Semiconductor Business Sector also continued their annual global Code of Conduct training, which is mandatory for all employees.

In today's business environment, business ethics is not only the cornerstone of a company's own sustainable development but also a key element in building a healthy and stable supply chain. During the Reporting Period, Wingtech formulated anti-corruption promotional posters aimed at suppliers and displayed them, committed to working hand in hand with all suppliers to jointly adhere to these norms, thereby upholding the highest ethical standards in business activities and avoiding any improper conduct, such as bribery, fraud, or unfair competition.

Case

The "Honest Wingtech" Month

To enhance the awareness of integrity, create a clean corporate environment, the Company carried out the "Honest Wingtech" month during the Reporting Period. The activity included collecting integrity slogans, voting, advocacy, inviting and conducting an all-staff integrity training, announcing the winners, and issuing the Integrity and Cleanliness Promise Letter signed by all employees. These measures have stimulated employees' enthusiasm for participation, expanded the influence of integrity culture, enhanced the awareness of integrity self-discipline, set examples of integrity, integrated the concept of integrity into corporate operations, and laid a solid foundation for sustainable development.

Channels for Complaint and Reporting

Wingtech has established a diverse reporting channel to strengthen integrity self-discipline, including the Company's official website, reporting hotline, WeChat, and official accounts, ensuring smooth and unobstructed information flow. At the same time, through various media such as the internet, posters, and contracts, it has widely promoted the reporting methods to enhance awareness. By embracing the monitoring and reporting from all external stakeholders, including clients and suppliers, we can boost internal supervision while also identifying issues and enhancing our capacity for supervision as well as maintaining the Company's good image.

- **Reporting mailbox:** a mailbox hung at an appropriate location in the office area.
- **Reporting email:** wingtech_jc@wingtech.com
- **Report website:** Wentai Technology official website - integrity complaints channel
- **Reporting hotline:** 0755-22905515-6013, 18820246013 (also the WeChat number)
- **Reporting WeChat:** 18820246013
- **Official account:** "Wingtech Supervision" WeChat Official Account
- **Letters and visits:** Office of the Supervisory Committee, 3/F, Podium Building, Kingkey Oriental Metropolis Tower, No. 1003, Yanhe North Road, Luohu District, Shenzhen

To effectively prevent and punish corrupt practices, Wingtech has established a comprehensive reporting system with clear reporting channels and standardized processing procedures. Both employees and external parties can report unethical behavior or incidents through various means such as email and phone. For employees who report illegal or disciplinary violations that are verified, the Company will provide appropriate rewards based on specific circumstances. Wingtech encourages real-name reporting to enhance the credibility and efficiency of handling reports, but also respects and accepts anonymous reports to ensure the security and confidentiality of the informant's information.

We have established a reward system for whistleblowers and a confidentiality system for their information, ensuring strict confidentiality of the whistleblowers' information and strictly prohibiting the disclosure of the whistleblowers' identity or revealing the reporting materials and whistleblowers' situations to the reported unit, the reported person, or other unrelated personnel. Furthermore, Wingtech explicitly stipulates that no one may retaliate against whistleblowers in any form. If a whistleblower suffers any form of retaliation, we will promptly initiate an intervention procedure, deal with the retaliatory behavior severely, and pursue legal responsibilities for those who violate national laws and regulations. The Semiconductor Business Sector has established a SpeakUp Line that allows every employee, supplier, business partner, and other stakeholder to submit complaints anonymously.

Equal Treatment for Small and Medium-sized Enterprises

We always adhere to the principles of fairness and transparency in the management of small and medium-sized enterprises ("SMEs"), ensuring that SMEs enjoy equal opportunities in cooperation and supporting their sustainable development through a series of executable measures. We are committed to establishing a mutually beneficial and win-win partnership with SMEs, promoting common growth through risk sharing and resource sharing. We strictly enforce the payment cycle stipulated in the contract to ensure timely payments to SMEs, alleviating their financial pressure and promoting their healthy development.

Protecting Information Security

Wingtech complies with the rules and relevant regulations on privacy protection and information security in the countries and regions where it operates, such as Internet Information Service Management Measures, Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China, Personal Information Protection Law of the People's Republic of China, Consumer Rights Protection Law of the People's Republic of China, and the EU's General Data Protection Regulation. During the Reporting Period, Wingtech did not experience any information leakage incidents.

Wingtech and its subsidiaries equally comply with the rules and relevant regulations of the countries in which they have operations.

Information Network Security Management System

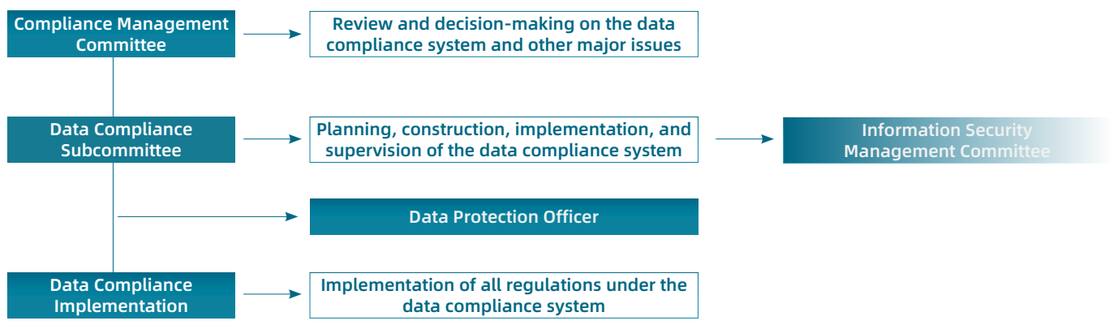
The Company strictly follows the ISO 27001 Information Security Management System standard, committed to building, executing, maintaining, and continuously optimizing our information security management system, which covers multiple internal systems and management processes. During the Reporting Period, we have formulated relevant systems such as the Cybersecurity Management Specifications, the Information Security Management System, the Product Network Security Management Procedure, the Employee Red Line Management System, the Data Backup Management System, the Computer Room Management System, and the Factory Information Security Confidentiality System, clearly defining the Company's information security management requirements.

We further standardized the information security of our outsourcing departments and added information security requirements for outsourcing demand departments, outsourcing procurement departments, outsourcing development, and other outsourcing partners in related system regulations such as the Construction and Exit Operation Guide for External Confidential Areas and the Daily Management Specification for External Confidential Area Security. This is to strictly regulate the responsibilities of all parties and ensure that work matters are completed safely and efficiently.

The Information Security Department continuously constructs a data center platform, through self-developed and built systems, achieving systematic control and management of all the work of the Information Security Department. It categorizes and records various aspects of the department's work, comprehensively enhancing the department's information management. The system consists of 17 sections, 163 forms and reports, with a total of 38,375 work entries recorded throughout the year. Semiconductor Business Sector formulated the Information Security Policy with reference to the Cyber Security Framework (CSF) of the National Institute of Standards and Technology (NIST) of the USA.

In 2024, the Product Integration Business Sector set an annual goal of zero loss for the New Product Introduction (NPI) stage and implemented strict risk management measures at each key node, successfully achieving the set target. For further information security protection measures in the Semiconductor Business Sector, please refer to the Cybersecurity, Data Protection and Privacy chapter of Nexperia 2024 Sustainability Report.

Wingtech has established the Product Network Security Subcommittee under the Product Safety Committee, which is responsible for the construction of the product network security system and the decision-making of daily matters. The Product Network Security Implementation Group is responsible for the actual execution.



Organizational Structure of Our Compliance Management Committee

During the reporting period, five subsidiaries of the Group have obtained **ISO 27001** Information Security Management System certification.

Xi'an Wingtech Information Technology Co,.Ltd

Shanghai Wingtech Information Technology Co,.Ltd

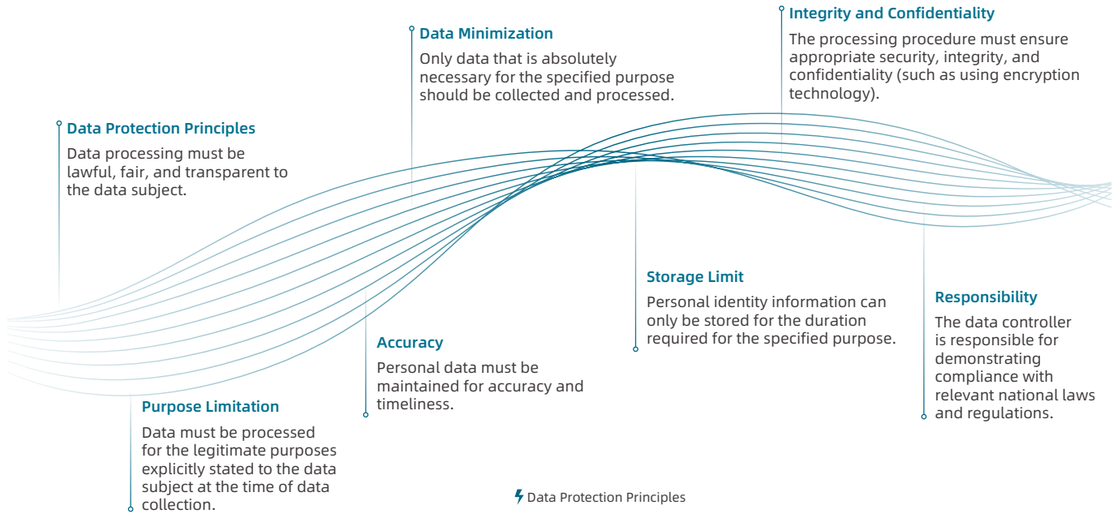
Huangshi Wingtech Communication Co., Ltd

Wingtech Technology (Wuxi) Co., Ltd

Information Network Security and Privacy Protection

Guided by national laws and regulations, and in conjunction with customer and industry standards, Wingtech has established comprehensive data protection principles.

Wingtech places a high emphasis on the information security and privacy protection of its employees. To prevent the leakage of employee information, the Legal and Compliance Department has formulated the Employee Personal Information Handling Guidelines for colleagues in the HR Department to enhance their awareness and execution of personal data protection. During the recruitment process, we also ensure the legal collection and protection of personal information, ensuring the transparency and legality of information collection.



Data Protection Principles

The Company also attaches great importance to the security of customer information and data. We require all employees to sign a general information security confidentiality agreement that outlines the repercussions and criminal liability for breach of contract, and key employees are required to sign a special confidentiality agreement. It is strictly forbidden for anyone to illegally obtain, disclose, tamper with, damage or sell personal data and information of clients and other people of the Company, gain unauthorized access to client systems and equipment, or collect, store, process and modify data and information within clients' networks and equipment. In addition, we have set up physical isolation zones in areas that may involve customer confidentiality, namely confidentiality zones, strengthening information security protection.

During the Reporting Period, we conducted penetration testing and vulnerability scanning by simulating hackers to assess whether there are vulnerabilities in our group's systems that can be exploited by attackers and the associated risks, providing a practical basis for formulating corresponding security measures and solutions. After third-party penetration testing verification, the overall risk level is low, and no vulnerabilities were found.

We regularly organize information security incident emergency drills, simulating real scenarios to familiarize employees with emergency procedures, enhance their response and decision-making abilities during security incidents, and further improve their awareness of sudden information security risks.

Case

Conducting Phishing Email Drills

We carry out phishing email simulation drills for all employees. We send simulated phishing emails to employees through the internal email platform. For employees who click on phishing links or submit information, we organize additional email security awareness training and assessments to enhance the overall phishing email defense awareness of all employees with realistic scenarios.

Training

- Onboarding safety training, special on-the-job safety training
- Confidentiality Agreement for New Employees, Special Confidentiality Agreement
- Regularly evaluate the effectiveness of training
- Workshop signs

Transportation

- Rules for confidentiality on product appearance and parameters
- Confidentiality rules for the use and transportation of parts and products
- Confidential delivery of finished products
- Rules for publishing classified documents

Physical area

- Physical security isolation and control in the R&D Project Area and the Trial Production Area
- Access control, safety inspection management
- Regional monitoring system and confidentiality management
- Onfidentiality specifications for scrap area

HR Management

- Investigation of integrity record of new recruits
- Background investigation of new recruits (work history, reasons for job-hopping, etc.), identification of personnel safety risks
- Establish a management team with professional information security awareness
- Establish an information security system for direct staff
- Third-party information security

File control

- Standard system document development and management
- Document acceptance - Transfer rules
- Document printing, distribution, recycling and destruction management
- Records management

Media control

- Control rules for storage media such as mobile phones, smart watches, USB flash drives, hard disks, and web drives/cloud drives
- Photo/shooting equipment management

Information Technology (IT) system

- Key design network isolation
- Project information encryption processing
- Office network access permission management
- USB and I/O port access control
- Outgoing mail permission control
- Regional network isolation in the Trial Production Area

Wingtech Information Security Management Process

Wingtech bolsters our efforts in information security publicity by regularly disseminating information security-related knowledge through e-mail, online self-study courses and on-site training sessions. We also pay great attention to raising employees' awareness of network security, carry out a series of training activities related to product network security, including security system training for new employees, project security strategy training, and product network security baseline training. At the end of the Reporting Period, Product Integration Business Sector has carried out 268 information security related training sessions, covering 35,552 people in total. The Semiconductor Business Sector conducts an annual Code of Conduct training, which includes the topics cybersecurity and data protection, is mandatory for all employees. We ensure that the completion rate reaches at least 80% and all new employees complete these mandatory trainings within 72 hours as part of their onboarding.

Case

2024 Xingshengtai Acceleration Program for Cultivating Information Security Awareness

The Company attaches great importance to the cultivation of employees' information security awareness. During the Reporting Period, we launched the 2024 Xingshengtai Acceleration Program: the whole series of Xingshengtai training for the Process and IT Management Department. This series of training has introduced 29 courses, including general domain parts and professional foundation parts. The training content covers detailed information on information security requirements, avoiding information security violations, and solutions for various cross-departmental information security issues. We also regularly propagate information security awareness to all employees through emails and other means, aiming to inspire employees to play an active role in protecting company data and assets, safeguarding the enterprise's security.

Xingshengtai Acceleration Program of the Product Integration Business Sector

02

Innovation-Driven, Craftsmanship Creating Models

"To Motivate the Innovation. To Contribute to the Society. To Change the World" is the proud vision of Wingtech, which is also the cornerstone of its technological progress. Wingtech delves into the industry, driven by technological innovation, guided by customer needs, and insists on the path of high-quality development, continuously breaking boundaries and exploring unknown areas.

Key Performance Indicators

RMB **4.13** billion of R&D investment

The Product Integration Business Sector owns a total of **2,368** granted patents

The Semiconductor Business Sector owns **500+** patent families

Cumulative **345** valid patents related to clean technology

Contributing to the UN SDGs

Promoting Product Innovation

As a global leader in integrated research and development, design, and manufacturing of semiconductor and product integration, Wingtech keeps pace with the global innovation and development trends, continues to increase innovation investment, sets up innovation incentive mechanisms, and collaborates with industry chain partners to provide global customers with more intelligent and efficient product solutions.

R&D Innovation Progress

Wingtech focuses on the expansion of diversified product lines, actively exploring new product fields while maintaining the advantages of traditional products. Wingtech provides customized solutions, deeply understanding customer needs and market trends, and offering targeted and competitive product solutions.

Wingtech has established a comprehensive R&D system and team, continuously improving R&D capabilities and technical levels to ensure the quality and performance of new products.

During the Reporting Period, the R&D innovation progress of Wingtech is as follows:

Innovation-Driven Strategy:

Wingtech adheres to an innovation-driven development strategy, regarding new product R&D as the core driving force of the Company's development. It is committed to continuously launching new products that meet market demand and consumer expectations through technological innovation and product R&D to enhance the Company's market competitiveness.

R&D Innovation Progress

Semiconductor Business Sector

In 2024, the Company's Semiconductor Business Sector, as a global leading semiconductor solution provider, has made significant progress in technological innovation and product development, further consolidating its leading position in the industry.

- Launched a new series of two-way output LCD bias power supply products featuring space-saving and high efficiency, aimed at extending the lifespan of thin-film transistor liquid crystal display panels, helping display devices achieve high-performance performance.
- Introduced an energy balance calculator, a powerful web tool designed to help battery management engineers maximize the battery life of their applications or achieve battery-free applications.
- Released multiple new MOSFETs for PoE, eFuse, and relay replacement products, further expanding its range of discrete switching solutions.
- Launched a new series of 4-channel and 8-channel analog switch products specifically designed for monitoring and protecting 1.8V electronic systems, suitable for automotive, consumer, and industrial applications.
- Introduced ten standard products and ten automotive-grade products using the DFN2020D-3 package, expanding the popular power bipolar junction transistor product portfolio.
- Launched a series of high-performance gate driver ICs, which can be used to drive high-side and low-side N-channel MOSFETs in synchronous buck or half-bridge configurations, further improving the robustness and efficiency of industrial and automotive applications.
- Launched a series of new logic ICs using miniature automotive-grade MicroPak XSON5 leadless packaging, designed specifically for space-constrained applications, suitable for automotive applications to save space and enhance reliability.
- Introduced a new generation of fixed-direction voltage level converters, which can reduce power consumption and reduce the number of pins.

For detailed R&D innovation progress in the semiconductor business sector, refer to the "Nexperia Sustainability Report".

Product Integration Business Sector

In 2024, the Product Integration Business Sector continued to exert efforts in the new product field, successively overcoming the motor control technology of the car-mounted flip screen, the solution of COB Camera, and the high-performance low-power TBOX technology in the automotive field. In the mobile phone field, it focused on developing AI Phone products, especially launching a comprehensive AI Phone solution for operators in North America. In the notebook field, it focused on overcoming cooling technology, including thin blade fans, multi-slot pole fan motors, and intelligent fan speed control.

Case

Foraying into the SiC Field, the 1200V SiC MOSFET Strongly Supports the Accelerated Development of Electric Vehicles

Compared with traditional silicon devices, silicon carbide can significantly reduce losses, making it highly favored in smart grids and new energy vehicles. Wingtech's Semiconductor Business Sector positions itself in the field of third-generation semiconductors, accelerating the development of SiC technology to embrace future broad development opportunities. Through innovative process technology, the Company's Semiconductor Business Sector's SiC MOSFET product portfolio achieves top-level performance in multiple parameters, including excellent on-resistance temperature stability; outstanding overall quality factor, resulting in lower comprehensive loss and higher efficiency, enhancing device reliability; excellent threshold voltage stability, balanced current-carrying performance, high robustness, which can prolong product life; and low forward voltage drop of the body diode, contributing to improved device robustness and efficiency.

The Company's Semiconductor Business Sector's innovation and product development in the field of SiC have laid a solid foundation for future growth, further promoting the continuous development and innovation of the industry.

Wingtech is committed to close cooperation and communication with the industry, continuously advancing with partners, exploring in design and research, and pushing more innovative cutting-edge technologies to the global market.

Case

Hyperspectral and Multispectral Technology Industry Exchange

With the rapid development of technology, spectral imaging technology has become an important tool in fields such as remote sensing detection, environmental monitoring, agricultural production, and biomedicine. As two important branches of spectral imaging technology, hyperspectral and multispectral technologies can provide multi-band, high-precision remote sensing images, offering rich data support for research and applications in related fields.

To meet the market development needs, in 2024, the Product Integration Business Sector conducted industry exchanges on hyperspectral and multispectral technologies. Regarding hyperspectral imaging technology, key technologies such as spectral acquisition and processing, spectral calibration, and snapshot spectral imaging technology were communicated and discussed, and in-depth discussions were held on application scenario cases. Regarding multispectral imaging technology, technologies such as image denoising and registration, spectral correction, and band selector design were communicated, and further communication and exchange were conducted on camera application scenarios and technology.

Industry Exchange on Hyperspectral and Multispectral Technologies

To enhance the quality of the Company's talent, Wingtech actively carries out training courses to help employees understand the latest technology. During the Reporting Period, we conducted technical and process training on IP68 waterproof design, concealed front shell design, film-coated leather cover technology, and front shell/medium frame semi-film leather cover for structural design positions, lasting 6.5 hours, to improve the design skills of all structural design personnel related to waterproofing and film-coated leather covers.

In May 2024, the "2024 Shanghai Summit Beautiful Consumption Contains 'Technology' Forum" guided by the China Federation of Economic Media, sponsored by the CaiLianShe, and co-organized by Shanghai Leading IR, was grandly held in Shanghai. Wingtech won the "Hard Science and Technology Strength Award" at this forum, thanks to its outstanding performance in technological innovation and breaking industry boundaries.

Intellectual Property and Patents

Wingtech has a sound intellectual property system and actively maintains its brand reputation, protecting the Company's intellectual property achievements. We implement online intellectual property management throughout the entire process, depending on the project cycle. At key points in the project cycle, we arrange intellectual property training for all members of the project team and build a patent risk library along with relevant patent investigation reports.

Wingtech strictly complies with relevant domestic and international laws and regulations, and has formulated and promulgated management documents such as the Intellectual Property Risk Management System, the Intellectual Property Reward and Punishment System, the Intellectual Property Audit Procedure, and the Patent Management System to establish a comprehensive intellectual property management system. During the Reporting Period, we kept improving the existing system, and sorted out and revised policies such as the Management Regulations on Patent Investigations for Projects to ensure continuous optimization of the Company's intellectual property work and operations.

In 2024, Wingtech completed the internal audit and management review of its enterprise intellectual property management system according to the national standard GB/T29490-2013 Requirements for Enterprise Intellectual Property Management System, and passed the external audit by Beijing Zhongzhi, maintaining the certification of the intellectual property management system. Meanwhile, Wingtech studied GB/T29490-2023 Requirements for Enterprise Intellectual Property Compliance Management System, revising and supplementing relevant system documents for intellectual property compliance.

As of December 31, 2024

The Product Integration Business Sector owns a total of **2,368** granted patents

The Semiconductor Business Sector owns **500+** patent families

No incidents of patent infringement, trade secret violations, or trademark infringement have occurred

In daily management, the Company's Legal Department leads and assists the R&D Department, taking multiple measures to protect Wingtech's own intellectual properties while avoiding the risk of infringing on others' intellectual property rights.

- **Patent early warning analysis:** Based on the Company's R&D direction and key technical fields, a patent early warning analysis report is released every quarter, providing technical intelligence for the R&D Department, monitoring the current status of industry patents, and screening and interpreting important patents that may affect the Company's technological development.
- **Project risk investigation:** Providing risk investigation support for the R&D Department, assisting in identifying potential risk points in the project, searching and investigating related key patents, and proposing avoidance suggestions to reduce intellectual property risks in the product development and sales process.
- **Intellectual property system certification:** Completing the annual review of the intellectual property management system certification and maintaining it.

Wingtech carries out a variety of intellectual product promotion activities, including patent submission writing training, World Intellectual Property Day promotional activities, and intellectual property hotspots focus posters, to enhance the standardization of R&D personnel and disseminate the latest developments in intellectual property.

Case

Intellectual Property Promotion Activities

Wingtech carries out targeted training for R&D of different departments in different technical fields (structure, hardware and software, etc.) to help R&D personnel recognize the importance of patent submission and enhance the professionalism and standardization of R&D personnel in writing patent submissions.

Wingtech organizes World Intellectual Property Day promotional activities to effectively enhance R&D colleagues' awareness and understanding of intellectual property rights, and to promote the protection of intellectual property rights and the dissemination of innovation culture.

Wingtech produces quarterly intellectual property hot spot focus posters to help R&D colleagues understand the latest technology and patent layout in the industry, enhance their awareness of intellectual property protection and application, and learn about the latest intellectual property laws, regulations and policy developments.

World Intellectual Property Day Promotional Activities
Intellectual Property Hotspots Focus Posters

Case

Wingtech participating in the China Intellectual Property and Innovation Summit

During the Reporting Period, Wingtech participated in the 2024 China Intellectual Property and Innovation Summit, with the theme of "Global Vision · China Focus", carrying out in-depth discussions, collisions, and development among enterprises.

Wingtech Participated in the China Intellectual Property and Innovation Summit

Development of New-Quality Productivity

At the Annual Conference held by Hangjianet, the Company's CCPAK packaged GaN FET, targeted at industrial and renewable energy applications, was awarded the "GaN Product of the Year." This accolade underscores the product's technological leadership in terms of high efficiency, low loss, and green sustainability. As a quintessential example of new-quality productivity, the product integrates cutting-edge third-generation semiconductor technology and is accelerating the high-quality upgrading of several key industrial sectors. It will be applied in emerging industrial chains such as AI server power supplies, consumer electronics fast charging, and on-board chargers/charging piles for new energy vehicles. This will effectively help upstream and downstream enterprises reduce energy consumption, enhance system reliability and performance, and provide a foundation for building a high-efficiency, intelligent industrial ecosystem.

Seizing Clean Opportunities

Wingtech is committed to promoting sustainable development through innovative clean technology and actively responding to the global climate change challenge. In the semiconductor field, Wingtech has vigorously developed efficient and energy-saving chip solutions to help customers reduce product energy consumption and carbon emissions. At the same time, Wingtech has introduced green processes into intelligent manufacturing, optimized resource utilization, reduced waste generation, and actively explored the application of renewable energy. By integrating clean technology into the entire process of product R&D and production, Wingtech has not only improved its own environmental performance but also contributed to the global green economic transformation with technological power.

Efficient and Energy-saving Solutions

- The Company's Semiconductor Business Sector launched a new generation of high-efficiency power management ICs with lower power consumption and higher conversion efficiency, suitable for various portable devices and industrial applications.
- The Company's Semiconductor Business Sector released a series of energy-saving MOSFETs with lower on-resistance and higher thermal efficiency, suitable for applications such as electric vehicles, solar inverters, and smart grids.
- The Company's Semiconductor Business Sector launched efficient LED drivers with higher energy efficiency and longer lifespan, suitable for a variety of lighting applications, including household and commercial lighting.

Clean Production

- Wingtech integrates the green concept into the full life cycle management of its products. For instance, by promoting the use of eco-friendly materials such as fiber kraft paper color boxes and film-laminated paper protective films to replace traditional plastic packaging, reducing reliance on non-degradable materials. These materials are not only recyclable but also can lower resource consumption through lightweight design.
- Wingtech promotes the use of clean energy and the recycling of water resources in the production process, indirectly reducing energy consumption and pollution emissions in the packaging process.
- Wingtech actively responds to the national "dual carbon" goals, participating in the construction of smart manufacturing demonstration factories (such as the Smart Manufacturing Factory Development Plan for Consumer Goods Industry in 2025), promoting digitalization and automation of the packaging process, further reducing material waste and manual intervention, and enhancing the sustainability of the packaging process.

Clean Technology Investment Targets

We have embedded the concept of sustainable development into our R&D strategy, and defined the vision, strategy, and objectives of our cleantech investment to actively propel the R&D and application of cleantech. Wingtech has released a torrent of environmentally friendly, high-performance, and low-power semiconductor chips, devices, and terminal products, adhering to our carbon neutrality strategy. The power semiconductor products the Company's Semiconductor Business Sector develops containing third-generation compounds such as gallium nitride field effect transistor (GaN FET) can effectively extend the battery life of automobiles, speed up charging, reduce heat loss from integrated applications, reduce material usage, and effectively improve product efficiency. As an industry leader, the Semiconductor Business Sector is dedicated to developing products that lower energy and material use across various applications. In line with this commitment, the Semiconductor Business Sector announced a $200 million investment in its Hamburg (Germany) facility in 2024 to advance the development and production of WBG semiconductors, including SiC and GaN. Following this strategy, the Semiconductor Business Sector is significantly expanding its R&D capabilities and will continue investing in the future. The Semiconductor Business Sector's global R&D team continues to grow and comprises 1,150 highly skilled employees (FTE, compared to 2023: 1,122). The Semiconductor Business Sector's R&D expenses totaled $156 million in 2024 (2023: $147 million) or 7.6% of its total revenue (2023: 6.8%). Compared to silicon materials, wide bandgap materials developed by the Company's Semiconductor Business Sector can significantly save energy and reduce CO_2 emissions, which are expected to reduce energy consumption by 15% in the EU region. By 2025, wide bandgap material equipment is expected to save energy of 45 TWh/year and reduce about 11 million tonnes of carbon dioxide.

As of December 31, 2024

The Product Integration Business Sector owned a total of **345** valid patents related to clean technologies

Among them, there were **210** patents related to energy consumption in various application scenarios, **70** related to the improvement of charging efficiency, and **81** related to the enhancement of battery life.

Improving Quality Control

Product quality is the foundation of the Group, and it is the core element to win customer trust and market competitiveness. Wingtech strictly abides by national laws and regulations, including the Product Quality Law of the People's Republic of China and the Tort Law of the People's Republic of China, and has established a sound quality management system. We select and use green materials that meet the requirements of laws and regulations and pass the life-cycle environmental testing to ensure that our products have no significant impact on the environment.

Sound Management System

We strictly abide by relevant laws and regulations domestically and internationally as well as international management systems in quality, environment, safety and other aspects. We are committed to the ongoing enhancement of technology and product quality and have secured several quality system certifications, including IATF 16949 Automotive Industry Quality Management System, ISO 9001 Quality Management System Certification, IECQ QC 080000 International Electrotechnical Commission Quality Assessment System for Electronic Components - Hazardous Substance Process Management, TL 9000 Telecom Quality Management System, NSI/ESD S20.20 American National Standards Institute Electrostatic Discharge Association Standard Certification, AS 9100 Quality Management Systems - Requirements for Aviation, Space, and Defense Organizations, etc.

IATF 16949 Quality Management System Certification for the Automotive Industry

ISO 9001 Quality Management System Certification

IECQ QC 080000 International Electrotechnical Commission Quality Assessment System for Electronic Components - Hazardous Substance Process Management System Certification

TL 9000 Quality Management System Certification for the Telecommunications Industry

ANSI/ESD S20.20 American National Standards Institute Electrostatic Discharge Association Standard Certification

AS 9100 Quality Management System Certification for the Aerospace and Defense Industry

Quality Policy

Quality is the lifeline of Wingtech and the cornerstone for excellent products;

Build an industry-leading quality management system to align ourselves with the corporate development strategy of "pursuing excellence as an industrial leader";

Promote quality-oriented values in Wingtech's industrial chain to jointly achieve high quality.

Quality Objectives

We set quality objectives and regularly review the achievement of these objectives and the factors affecting them. During the Reporting Period, we adjusted the yield rate in the quality objectives to the product's overall yield rate and added the branded machines return repair rate as a primary quality objective.

Organizational structure

We have established a comprehensive quality management organizational structure. Top management is responsible for formulating quality policies and quality objectives, supporting other managers to play the leading role within their duties, and conducting annual management reviews of each management system. We appoint management representatives, client representatives, and safety affairs representatives to protect the interests of clients and employees. We collaborate with the Product Center, the Manufacturing Center, the Quality Center, the Supply Center, the Procurement Center, the Sales and Marketing Center, the Development Center, the Test Center and many other departments to jointly control product quality.

Process Management

Based on laws and regulations, customer requirements, and industry general requirements, we establish internal control processes and requirements for product design and development, production process control, etc., with clear corresponding control points and methods (including equipment, inspection methods, acceptance criteria, inspection frequency, etc.) for each product and process.

We have established three procedures for incoming quality control, process management, and outgoing quality control to control product quality across the board.

Incoming quality control | **Process management** | **Outgoing quality control**

↓

Manufacturing Execution System

↓

Daily inspection records Timely analysis of defect reports Equipment and tool management ...	Key part tracking System alert ...	Minimize defects Uniformity control of complete products, packaging, cartons and pallets Delivery precision control

We have established testing positions at all key production points to test and monitor product quality. For non-conforming products, we have developed clear handling procedures, including risk analysis reports for rework and repair processes, processing records, and verification records after corrective actions, to ensure that products meet our quality standards. For non-conforming products identified during receipt, processing, market circulation, and all inspection processes, we require to rework promptly or take other effective measures for improvement. If the reworked products still do not meet the standards, they will be returned.

To promote continuous improvement activities, the Product Integration Business Sector has set up Quality Control Circle (QCC) promotion committees in each factory and initiated continuous improvement team activities. We provide cash rewards to teams that achieve improvement results to encourage teamwork and continuous enhancement of product quality.

Quality Culture

Through quality leadership construction, quality rewards and punishments, quality publicity, quality retrospection and accountability, Wingtech continues to improve the quality awareness of all employees, and establishes and implements a quality culture that is customer-centric, doing things right at one time and continuous improvement. The Product Integration Business Sector regularly carries out quality culture activities such as "Quality Month" every year. The Semiconductor Business Sector conducts comprehensive quality and safety awareness training for all employees.

During the Reporting Period, Wingtech implemented quality incentives, including immediate incentives, monthly incentives, and quarterly incentives, offering employees cash rewards of different amounts to promote the creation of a positive and proactive quality culture.

Case **Wingtech Quality Month**

Wngtech's Quality Month activities have been held for several consecutive years, and in 2024, Wingtech's "Quality Month" was held as scheduled. During the event, we conducted various quality activities, including the "smash" defective products event, Six Sigma special improvement, pain point issue improvement, quality lectures, skill competitions, and outstanding quality person selection. At the same time, through "8D training" public courses, on-site activity demonstrations, and special project promotion, we advanced quality improvement and built a quality culture.

Quality Month Kick-off Meeting

Skill Competition

Substance Management

Wingtech continuously tracks the latest domestic and international regulations and laws related to harmful substance management, as well as the latest substance restriction requirements from customers. We have established a sound environmental risk management system for toxic and hazardous chemical substances and strengthened source access management. In addition, we also adopt timely and appropriate environmental risk control measures based on the list of key controlled new pollutants issued by the authorities of the places where the Group operates.

Product Integration Business Sector:

All operating sites of Product Integration Business Sector obtained the IECQ QC 080000 Hazardous Substance Process Management System Certification

Objective of Hazardous Substance Managemen

"0" complaints about environmentally hazardous substances from clients

Management of Toxic and Hazardous Substances

2007 We completely eliminated the use of cadmium, lead, mercury, hexavalent chromium, polybrominated diphenyl ethers

2008 We established a RoHS laboratory and a self-monitoring system

2015 We developed corporate standards for restricting the use of hazardous substances, besting the requirements of international regulations such as RoHS and REACH in terms of hazardous substance management
We initiated the environmental protection system review for all qualified suppliers, including regulatory compliance and process compliance

2016 We initiated the RoHS 2.0 supply chain compliance investigation for 4 phthalates

2017 We completed the switch to RoHS 2.0, and satisfied corresponding requirements before the deadline (July 22, 2019) of the switch to the EU RoHS 2.0

2020 We implemented the Standardization Administration of China's requirements for VOCs released in 2020, and fully replaced non-conforming raw materials to ensure our compliance

2021 We added the control requirements of the US Toxic Substances Control Act (TSCA) and the Toxics in Packaging Clearinghouse (TPCH)

2022 New control requirements have been added for fluorine compounds and French printing ink, while requirements for vehicle-mounted and wearable products were also extended

2023 New control requirements for PFHxS and its related salts and PFAS substances, as well as new reporting requirements for key raw materials and strategic raw materials

Wingtech abides by China Requirements of Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products——Amendment No.1 and many international regulations and client requirements, including the EU Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS), the Regulations Concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), and the Stockholm Convention on Persistent Organic Pollutants (POPs). We have also acquired certification for IECQ QC 080000 Quality Assessment Systems for Electronic Components - Hazardous Substance Process Management, realizing the management of hazardous substances in products and production processes. The Product Integration Business Sector had implemented relevant hazardous substance control measures prior to the issuance of Amendment No.1. The product development of Semiconductor Business Sector complies with current environmental legislation and guidelines, such as the Restriction of Hazardous Substances (RoHS), and it's target is to provide the framework to allow compliance of final products and their packing materials with regulatory requirements and the requirements of our most important customers.

In addition, we are highly responsive to customers' requests for chemical management above and beyond the requirements required by laws and regulations to ensure that our products meet the relevant requirements of the customers. During the Reporting Period, we achieved the objective of "0" complaints from clients about environmentally hazardous substances. All operating sites of Product Integration Business Sector obtained the IECQ QC 080000 Hazardous Substance Process Management System Certification and achieved environmental management of products and production processes under the requirements of the QC 080000 System. All these could ensure that our environmental protection control meets the requirements of customers and industry.

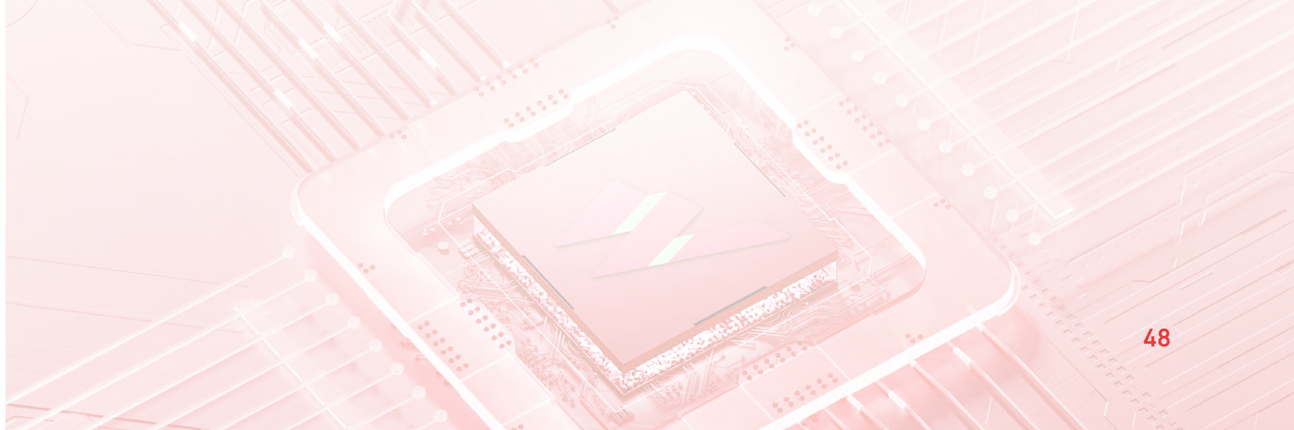
Organizational Structure and System

Wingtech has a well-established organizational structure for the management of hazardous substances and has designated special persons at key nodes to be fully responsible for environmental management audits. We continuously follow up on the updates of laws, regulations, and client requirements for hazardous substance management. We also evaluate and confirm those requirements, transform them into internal management standards, identify key evaluation items, complete hazardous substance evaluation for factories, suppliers, and processing plants, and receive examinations by clients each year. According to the Standard for Limited Use of Hazardous Substances, we categorize such substances, mark the source for management, and specify the permissible threshold of harmful substances contained in products. During the Reporting Period, we revised the Standard for Limited Use of Hazardous Substances to ensure that Wingtech's products meet the requirements of customers and relevant regulations.

Wingtech has identified all chemicals to make sure they meet RoHS and REACH requirements. The Product Integration Business Sector has formulated the Standards for Limited Use of Hazardous Substances, Measures for the Management of Chemicals and other management systems, and other management systems. Semiconductor Business Sector continuously develops and optimizes standards and policies on restricted substances in manufacturing, products, and packaging to align with national laws and regulations, customer expectations and internal rules. Compliance is verified through analytical test reports obtained from independent third-party laboratories and assessed as early as possible during the qualification of new materials. Semiconductor Business Sector has publicly disclosed its chemical analysis, and its scope surpasses that of RoHS requirements, demonstrating commitment to transparency and excellence. As part of supply chain engagement, suppliers and external manufacturers of Semiconductor Business Sector are mandated to uphold above standards.

Process Management

We manage the full process, covering supplier management, product design and development, incoming quality control, process control, and exception handling. In addition, we complete the audits of hazardous substances for our internal and external suppliers and processing plants to optimize and improve our operation based on the audit findings.



Product design and development	We develop action plans for hazardous substance control in accordance with laws, regulations, and client requirements. We also define testing requirements in the trial and mass production stages and apply environmental protection evaluation for the "three new" materials in the material selection period while recognizing and preventing risks in the early stage.
Selection of suppliers	For new suppliers, we conduct special reviews of hazardous substances in terms of environmental protection system management, R&D management, and procurement management. Product Integration Business Sector has set a threshold that suppliers must obtain an HSF score above 70 to be qualified for being its suppliers.
Management of suppliers	Qualified suppliers must sign environmental protection agreements and declare the substances controlled by Wingtech. Also, suppliers must establish a hazardous substance process management system according to the requirements of IECQ QC 080000. They must also run environmental protection tests on raw materials each year, and accept our evaluation and management. Furthermore, we require suppliers to declare substances of very high concern that they use on the SCIP database of ECHA.
Material inspection	Incoming new materials are screened for hazardous substances according to our hazardous substance checklist. If suspicious hazardous substances are identified, the corresponding raw material supplier must provide the RoHS report, the halogen-free report and other third-party environmental reports. They must also provide the Material Safety Data Sheet (MSDS), and evidential technical data to prove that the materials they supplied conform to our hazardous substance control requirements. If a supplier fails to meet our requirements, we will not use their materials. In addition, we run environmental protection tests on samples before they are admitted, which means satisfactory test results are a must for sample admission.
Process management	We design tools and fixtures according to hazardous substance requirements and run comprehensive examinations before production to make sure every process point has been cleaned, isolated, and labeled, and all relevant personnel have been properly trained.
Identification and Storage Management	We have clear regulations regarding the application scope, design, and dimension of environmental protection labels. These labels are indicated on products, user manuals, batteries, and accessories. Some of the labels include the Waste Electrical and Electronic Equipment (WEEE) label, the recyclable battery label, the RoHS label, the halogen free label, and the lead-free label. During the warehousing process, materials and products are stored in designated areas based on their attributes and clearly marked; non-conforming products are isolated and labeled with "rejected" for disposal.
Full substance declaration	To better serve clients, we help them with compliance assessment to facilitate their compliance with full substance declaration and hazardous substance disclosure requirements. We have evaluated the full substance information management scheme of products and gradually realized the connection with third-party declaration systems and tools such as GDX and IPC-1752 to better declare substances and disclose hazardous substances. Semiconductor Business Sector also releases the chemical compositions of its product portfolios. Clients can retrieve detailed chemical compositions from the general product database.

Education and Training

Harmful substance training is a crucial aspect of Wingtech's commitment to ensuring employee safety, environmental protection, and compliant operations. We incorporate knowledge of harmful substance management into our annual training plans, conduct quarterly training sessions on harmful substance management, and also include harmful substance management training in our new employee orientation programs, aiming to enhance employees' awareness of environmental protection and harmful substance control. Additionally, we provide online training on harmful substance management to our suppliers.

Case **Advanced Training on Harmful Substance Management**

During the Reporting Period, we conducted training on harmful substance management and advanced training on harmful substance management for all colleagues involved in quality-related business. From analyzing cases of harmful substance violations, introducing relevant laws and regulations, to managing the process of harmful substances, the training vividly summarized the importance of harmful substance control, enhancing employees' safety awareness and operational skills.

On a daily basis, we also promote awareness of harmful substance management among all employees through various means such as internal posters, the Wendao Forum, and the Wingtech Academy, to elevate their consciousness of harmful substance control.

Advanced Training on Harmful Substance Management

Optimizing Customer Service

In Wingtech, customers are at the core of all our efforts. We deeply understand that excellent customer service is not only about meeting needs but also about exceeding expectations and creating long-term value for customers. We are committed to providing high-quality products and services, continuously advancing and improving the customer service system throughout the entire lifecycle to establish a good industry reputation. We are continuously enhancing the customer service system and developing various customer complaint and feedback handling procedures to standardize the process, allowing for timely identification of issues within the management system. The Company has established and issued management documents such as the Business Guidelines for Client Satisfaction Control, the Business Guidelines for Response to Clients' Complaints, and the Customer Reception Process and Standard Manual to establish standardized return and analysis processes for defective products, promoting continuous product improvement to meet customer expectations and needs.

We employ an Integrated Product Development (IPD) management approach that spans product evaluation, development, validation, and release stages to comprehensively serve customers. To ensure the efficiency and professionalism of our services, the Product Integration Business Sector appoints eight representatives at the project level, including R&D, sales, product, manufacturing, quality, procurement, supply, and finance representatives, all possessing professional skills and extensive experience in their respective fields. Through cross-departmental teamwork, they promptly respond to and meet customer needs, providing superior service.

Additionally, we regularly visit and communicate with customers and collect their feedback on products and services through customer satisfaction surveys. For any shortcomings identified, the respective departments conduct root cause analysis and corrective actions to ensure customers receive high-quality service. The Product Integration Business Sector conducted customer satisfaction surveys focusing on four aspects: R&D, business, quality, and delivery, with a customer satisfaction score of 87.37 points.

Furthermore, we set Quarterly Business Review (QBR) target scores to continuously supervise and manage our service quality. When the estimated QBR score from customers is about to fall below the target, we take timely measures to address the issue through internal warning letters and the establishment of special improvement teams and organizational special improvement meetings, aiming to enhance service quality from the source.

The Product Integration Business Sector

Conducted client satisfaction surveys in R&D, commerce, quality, and delivery, with a score up to **87.37**.

The Semiconductor Business Sector

Based on the 2023 customer satisfaction survey, over 80% of respondents perceive Nexperia as a globally innovative company with a rich European history, and regard Nexperia's products as benchmarks of efficiency.

In response to some customers' increasing focus on ESG, Wingtech promptly took a series of measures. We established a Sustainability Department at our Jiaxing Factory, dedicated to supervising and promoting continuous improvement in ESG within the Company. We hold meetings with customers monthly on topics such as environment, health and safety, labor protection, business ethics, and management systems, ensuring consistency in social responsibility and sustainable development. Additionally, we report on human resources, attendance, and health and safety data monthly to promptly identify and address potential issues. Our Kunming Factory and Huangshi Factory also hold monthly sustainability-themed meetings with key customers and provide them with relevant materials.

Deepening Industry Exchanges

Wingtech is always committed to driving technological innovation and empowering a smart future. We deeply understand that industrial prosperity relies on open collaboration. Wingtech consistently adheres to the philosophy of open win-win cooperation, actively engaging in deep collaboration with partners across the entire industry chain to jointly build a healthy and sustainable industrial ecosystem.

Case

Wingtech Participated in the 11th China Guangzhou International Automotive Technology Exhibition

In May 2024, Wingtech's Semiconductor Business Sector showcased its latest cutting-edge electronic technologies and solutions at the 11th China Guangzhou International Automotive Technology Exhibition. It also participated in the 2024 Automotive Electronics/EV Power Semiconductor Technology Forum, where it delivered a presentation on "Nexperia Semiconductor's 48V Hybrid Solution for Automotive-Grade Power MOS."

Case

Wingtech Made Appearance at the 2024 Munich Shanghai Electronics Show

In July 2024, Wingtech's semiconductor business sector made appearance at the 2024 Munich Shanghai Electronics Show and participated in the "2024 Third-Generation Semiconductor Technology and Industrial Chain Innovation Development Forum". The event focused on the current state of the global silicon carbide industry, sharing successful application cases and how to empower customers. It involved in-depth discussions with outstanding industry experts on cutting-edge technologies and future trends in the industry. Additionally, a thematic report titled "Nexperia Silicon Carbide——Ultra-High Performance, Enabling a Bright Future of Electrification and Green Energy Efficiency" were presented.

Made Appearance at the 2024 Munich Shanghai Electronics Show

Case

Wingtech Attended the 2024 International Exhibition for Power Components and Renewable Energy Management

In August 2024, the 2024 International Power Components and Renewable Energy Management Exhibition was grandly held in Shenzhen, Guangdong. Wingtech's Semiconductor Business Sector showcased 23 advanced products and solutions across four product lines at the 2024 International Power Components and Renewable Energy Management Exhibition. The Company also participated in relevant thematic seminars, engaging in in-depth exchanges and discussions with industry leaders and experts on topics such as IGBT and SiC wide-bandgap semiconductor applications. Additionally, Wingtech shared its innovative explorations and application achievements in the context of the challenges and opportunities faced by different industries.

Attended the 2024 International Exhibition for Power Components and Renewable Energy Management

Case

Wingtech Participated in the International Integrated Circuit Exhibition and Conference

In November 2024, the International Integrated Circuit Exhibition and Symposium was held in Shenzhen. During the concurrent forum on High-Efficiency Power Management and Wide Band-gap Semiconductor Technology, a senior product manager of Wingtech's Semiconductor Business Sector delivered a special report titled "Nexperia Silicon Carbide Technology: Empowering the Future of Electrification and Green Energy Efficiency".

Additionally, at the 2024 Global Electronics Achievement Awards (WEAA) ceremony held concurrently, Wingtech's semiconductor business was honored with the "Annual Power Semiconductor Product Award" for its outstanding performance in the power semiconductor field with its 1200V SiC MOSFET.

"Nexperia Silicon Carbide Technology: Empowering the Future of Electrification and Green Energy Efficiency" Special Report

03

Employee Care, Building a Happy Workplace

Wingtech adheres to the business philosophy of "People-oriented", supporting the personal development and well-being of employees in all aspects through a series of management initiatives and care activities. From career planning to health protection, from employee care to employee growth, our goal is to provide each employee with a platform to realize their self-worth, while promoting the joint progress of the enterprise and its employees, working together to create a brighter future.

Key Performance Indicators

Total number of employees is **29,482**

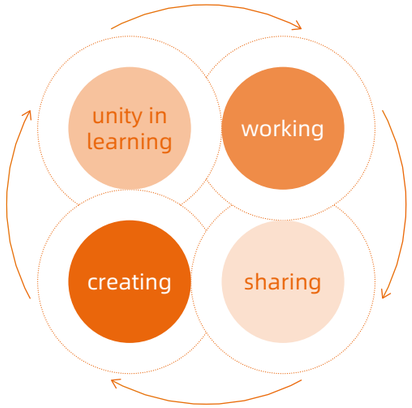
Hours of training per capita **51** hours

The Product Integration Business Sector has **1,862** internal training lecturers, and the Semiconductor Business Sector has over **3,000** certified coaches.

Contribution to the UNSDGs

Talent Attraction and Retention

Enterprises are not only the drivers of economic development, but also the practitioners of social responsibility. Wingtech adheres to the labor management philosophy of " Unify in Learning, Working, Creating, and Sharing ", and is committed to creating a fair, respectful, safe, and innovative working environment. We strictly follows and implements the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, and other laws and regulations in the operating locations of various businesses, actively responds the Universal Declaration of Human Rights, the International Labour Organization(ILO) Conventions, and Convention on the Rights of the Child, and other international conventions and laws, and has formulated internal systems such as Recruitment Management System, Employee Resignation System, Employee Handbook, etc., to practically safeguard employee rights and interests. Meanwhile, Wingtech Technology (Wuxi) Co., Ltd. has passed the BSCI Business Social Compliance Initiative certification. Semiconductor Business Sector has been a member of the Responsible Business Alliance (RBA) since 2017, fully supporting RBA's vision and mission.



Employment Management

Recruitment Channels

Wingtech deeply understands that talent is the core driving force for corporate innovation and development. To meet the Company's needs for continuous, stable, and rapid development of talent and build an elite team that meets future development needs, we have formulated the Recruitment Management System to clarify and standardize the Company's recruitment implementation process, ensuring the quality of talent. Wingtech adheres to the principles of “Legal and Compliant” and “Job-person Matching” , using diversified recruitment channels and mechanisms such as internal recommendations, social recruitment, campus recruitment, headhunting recruitment, and school-enterprise cooperation to quickly lock in more outstanding young talents to join Wingtech, injecting strong momentum into the talent resource pool of Wingtech. The Semiconductor Business Sector has two programs in place to encourage employees to recommend suitable candidates for open positions: TalentMagnet and the Global Referral Program.

During the Reporting Period, Wingtech optimized and adjusted its internal recommendation and return policies to better meet the needs of the company's business development. The Company expanded the scope of positions applicable for internal recommendation and provided clear guidance on the probation period setup and seniority accumulation for returning employees, laying a solid foundation for the Company's sustained development. Wingtech is committed to shaping a good employer brand image, and during the Reporting Period, we were awarded the "China New Generation Employer - Top 100 Employers of the Year" award.

At the same time, to effectively manage employees, the Semiconductor Business Sector adopted a global Human Resources Information System (HRIS), where all employee data is entered, covering position details, personal information, compensation, and other work-related information. The HRIS team can access this data and generate reports to organize and analyze employee information.

China New Generation Employer - Top 100 Employers of the Year award by 58.com

Case **Campus Recruitment Activities**

During the Reporting Period, Wingtech actively carried out campus recruitment activities, covering more than 10 cities such as Xi'an, Dalian, Kunming, and Wuhan, visiting over 40 universities, hosting and participating in more than 50 job fairs and meetings, successfully attracting resumes from more than 30,000 students at home and abroad. In campus recruitment activities, we have reserve a large number of outstanding talents, established a good employer brand image in universities, and provided solid human resources support for future development.

Job Fair Scene

Compliant Employment

Wingtech prohibits the use of child labor and forced labor. We have formulated relevant systems such as the Management System for the Protection of Juvenile Workers and Child Labor, continuously standardizing employee recruitment identity verification processes and child labor remediation procedures, verifying the identity of applicants by requiring them to present their real and valid ID documents, signing labor contracts that meet legal standards with all employees; if any violation of employment policies is found, the Company will take timely measures to maintain a legal employment environment.

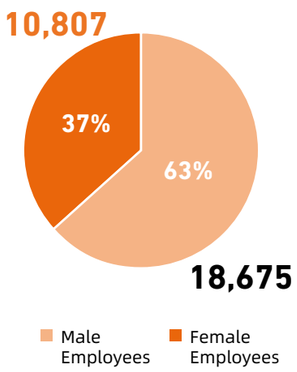
In addition, we ensure employees' freedom of employment and reasonable working hours, stipulate in the Forced Labor Prohibition Management Procedure that the use of forced, bonded, contract, or involuntary employees is strictly forbidden, publicize the procedure for employees to complain about forced labor, and strictly deal with the use of forced labor.

Case **Responsible Labor Management**

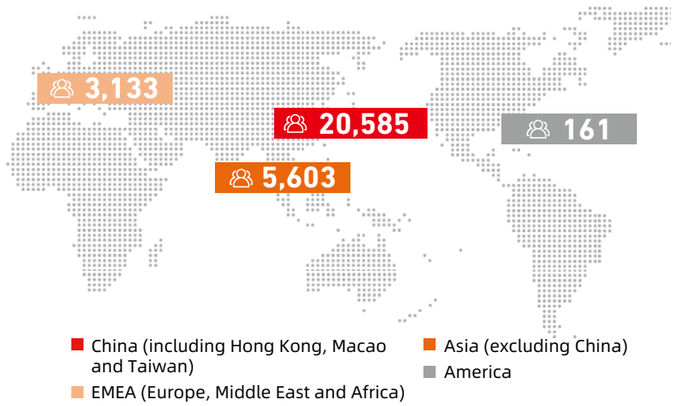
As a member of the Responsible Business Alliance (RBA), the Semiconductor Business Sector has established a Social Responsibility Management System. This system encompasses measures, policies, and social responsibility audit standards related to human rights and labor rights. It also complies with the guidelines of the Responsible Business Alliance. For more information on the Semiconductor Business Sector's employment management initiatives, please refer to the Nexperia 2024 Sustainability Report.

As of the end of 2024, the Group had a total of **29,482** employees.

Employee Composition (by gender)



Employee Composition (by region)



Protection of Human Rights

Wingtech strictly complies with the human rights-related laws, regulations, and standards of each operating location, and refer to the Responsible Business Alliance Code of Conduct, JAC (Supply Chain Sustainability Audit) Guidelines, Business Social Compliance Initiative Code of Conduct, and SA 8000 Social Responsibility International Standard, to compile and continuously improve the CSR Social Responsibility Management Manual. The Product Integration Business Sector established a corporate social responsibility (CSR) risk list with more than 100 indicators and conducts internal and external audits of the production and operation locations. During the Reporting Period, the Product Integration Business Sector underwent more than 20 external audits, covering human rights issues such as working hours, wages, labor rights, freedom of association, and salary benefits, and actively promoted improvements in response to the issues identified during the audits.

Wingtech respects employees' rights of joining trade unions, freedom of association, collective bargaining, and equal negotiation, and does not interfere with or sanction employees participating in negotiations. Through the Workers' Representative Congress, we listen carefully to the voices and needs of employees, ensuring that communication and exchange channels between the Company and employees are unobstructed.

During the Reporting Period, all employees of our Product Integration Business Sector joined the labor union, with a 100% participation rate in signing the collective agreement. The Semiconductor Business Sector is also regularly involved in social dialogue with employee representation bodies, such as workers' councils and trade unions. It currently has collective bargaining agreements in place in several countries, such as Germany, the Philippines, the Netherlands, and UK factories.

Multiculturalism

Wingtech upholds the principles of diversity and inclusiveness, formulating the Non-discrimination Employment Management Practices and establishing a fair and mutually respectful work environment. Every employee can realize their personal value on the Company's diverse platform without discrimination or differential treatment based on factors such as race, religion, skin color, age, gender, or sexual orientation, and we achieve equal pay for equal work, providing equal promotion opportunities for all.

During the Reporting Period, we revised the CSR Social Responsibility Management Manual and the Employee Communication Management Operations Specification, adding communication and feedback mechanisms for people with disabilities, as well as a job assessment form for people with disabilities, to further enhance support and care for employees with disabilities.

Wingtech regards gender equality as an important part of the Company's diverse, inclusive, and equal culture. We have formulated the Women Workers' Labor Protection Measures, fully implementing labor protection for female employees in recruitment and employment, training and physical examination, promotion and work arrangement, and other special circumstances. For breastfeeding employees, the Product Integration Business Sector provides maternity leave, extended leave, and benefits and care during breastfeeding by law, and sets up cozy mother and baby rooms for breastfeeding employees. The Semiconductor Business Sector also provides employees with benefits such as maternity leave, paternity leave, childcare leave, adoption leave, and foster care leave.

During the Reporting Period, the Semiconductor Business Sector remained committed to the Diversity and Inclusion (D&I) strategy. This strategy supports our goal of building "the right team" by embracing diverse people, perspectives, and cultures. As a global company driven by innovation and an equal opportunity employer, we are dedicated to providing a diverse, fair, and inclusive workplace for our global community of talented professionals. By uniting various backgrounds, cultures, and skill sets, we gain perspectives that stimulate creativity and enrich our corporate culture. Embracing diversity also means learning from different voices, building meaningful relationships, growing together, and forming strong collaborations to develop innovative solutions. For more information on the diversity initiatives of the Semiconductor business sector, please refer to the Diversity, Non-Discrimination, and Inclusion chapter of the Nexperia 2024 Sustainability Report.

Case **Female Leadership Program**

The Company's Semiconductor Business Sector launched a specialized female leadership program (EmpowHERment) in 2024. The first phase of the program included 12 women from all regions of the Semiconductor Business Sector, who participated in courses led by senior leaders or guest speakers. These sessions, based on a tailored needs assessment, covered topics such as leadership styles, communication, negotiations, women's leadership challenges, emotional intelligence, and self-awareness. The program's second phase offered mentoring and coaching to help participants put their newly acquired knowledge into practice. EmpowHERment received excellent feedback, with 11 out of 12 participants stating they were "extremely satisfied" and found the content "extremely useful".

Company's Mother and Child Room

Kaitie District 2024 Outstanding Unit for Employing People with Disabilities

Compensation and Benefits

We adhere to the development philosophy of "Win-win Development and Common Prosperity", committed to building a more vibrant and competitive work environment. Wingtech upholds the principles of "Being Legal, Fair, Competitive, Incentive, and Economic", formulating and continuously optimizing systems such as the Salary Management System and the Performance Management System. Through internal evaluation, market research, peer study, etc., we continue to optimize the current salary system to effectively attract and retain outstanding talents.

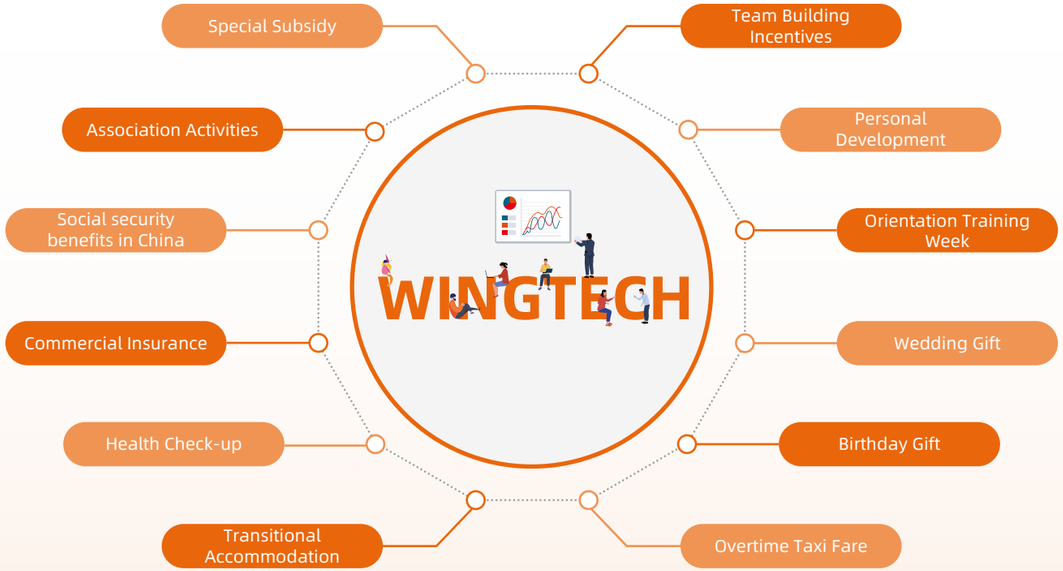
In terms of equity incentives, Wingtech formulated the 2023 Stock Option Incentive Plan of Wingtech Technology Co., Ltd. (Draft) in August 2023. As of 2024, the first batch of grantees eligible to exercise options in the initial grant of the Company's ongoing stock option incentive plan amounts to 1,473 people, while the first batch of grantees eligible to exercise options in the reserved grant is 345 people.

Employee Benefits List

Wingtech continuously optimizes its employee welfare system to adapt to the ever-changing external environment and employee needs. The Company refers to national labor regulations and relevant industry standards, combined with the Company's management and development needs, to formulate the Company Benefits Management System, providing all employees with statutory benefits such as social pension insurance, social unemployment insurance, social medical insurance, work injury insurance, maternity insurance, housing provident fund, as well as statutory holidays such as marriage leave, bereavement leave, and annual leave. Wingtech also provides various benefits such as transportation subsidies, commercial insurance, and allowances. The Semiconductor Business Sector also provides benefits to employees retiring in multiple countries, such as company pensions or post-retirement medical benefits.

In the area of welfare management, Wingtech has optimized and adjusted the structure and standards of employee benefits based on external welfare insights. During the Reporting Period, the Company achieved comprehensive coverage of employee welfare insurance, with protection plans encompassing illness, medical care, and accidents, providing risk protection and financial support to employees during their work and related activities, effectively safeguarding their rights and interests. Additionally, the Company enhanced the meal subsidy standards for employees in Shenzhen, Shanghai, Wuxi, and Xi'an to better meet their living needs.

Wingtech introduced a home visit leave and travel expense reimbursement policy, with 269 employees enjoying home visit leave during the Reporting Period. Additionally, we launched a parental care leave, benefiting 35 employees during the Reporting Period.



Wingtech Employee Benefits List

Talent Cultivation and Growth

Wingtech always regards talent cultivation as the cornerstone of corporate development, through continuous training, career planning, mentor guidance, and innovative practice, we aim to inspire the potential of employees, promote personal growth, and lay a solid talent foundation for the long-term development of the enterprise.

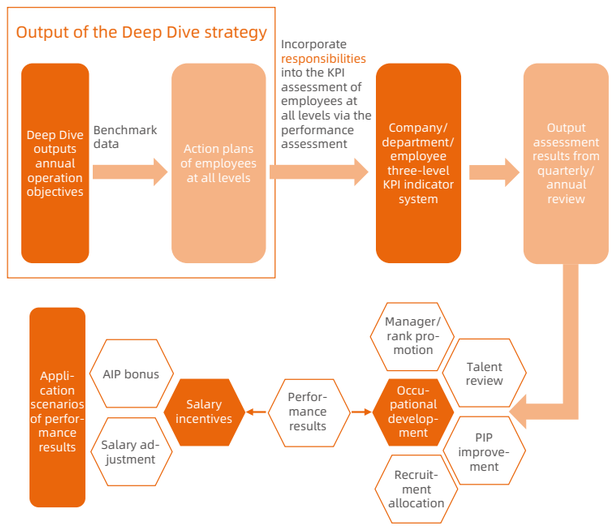
Career Development Path

Wingtech continuously deepens the strategy of talent cultivation and development, committed to enhancing the professional quality and career capabilities of employees through diverse and targeted training activities. We attach great importance to the career development of employees, by optimizing the promotion system and providing a variety of career development paths, creating more growth opportunities for employees. In 2024, the Company made significant updates to the promotion system, comprehensively considering performance, professional capabilities, talent inventory results, and promotion conditions, ensuring that the promotion process is more scientific and transparent. At the same time, the Company provides employees with two career development paths: professional route and management route. Employees on the professional route can gradually grow into expert talents through internal senior executive guidance, professional training, and project experience accumulation; employees on the management route can gradually rise from grassroots management to senior management.

"Double-pyramid" Occupational Development

Performance Appraisal

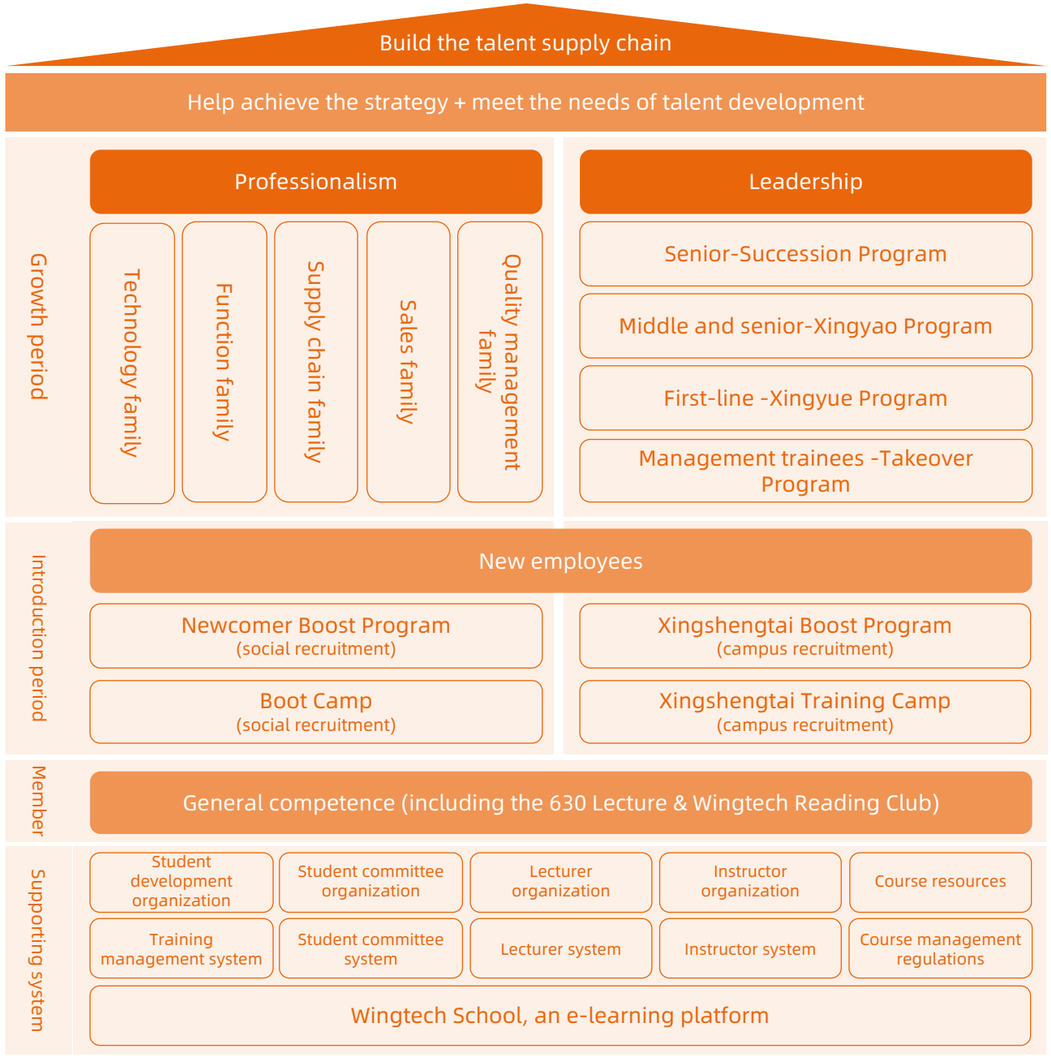
In talent management, Wingtech continues to deepen the application of the Talent Review model, binding the Company's strategic objectives (Deep Dive—DD) with individual KPIs to identify employees' contributions to achieving strategic goals. During the Reporting Period, the Company fully implemented the talent inventory project, upgraded it in line with the Company's DD philosophy, and comprehensively evaluated employees based on their understanding and practice of DD, as well as their contribution to DD (KPI achievement results) and the comprehensive quality required to support the achievement of DD goals. In this talent inventory project, a total of 8,711 people participated in the DD evaluation (including the Group and Manufacturing Center employees), with a pass rate of 96.33%. The overall promotion and understanding of DD in the company are good, laying a solid foundation for the advancement of the talent inventory project for all employees. The Semiconductor Business Sector offers its employees annual incentive plans (linked to company performance) and sales incentive plans.



Wingtech Talent Review Model

Talent Development System

Wingtech has established a clear-tiered talent development system that covers all employees, with clear classification and levels, continuously optimizing the "talent selection, employment, education and retention" mechanism for talents, and gradually improving in terms of content, instructors, platforms, and systems, providing employees with adequate and equal training and promotion opportunities.



Wingtech carries out diverse and targeted training activities based on the development needs of different levels, including new employee training, pre-job training, reserve cadre training, and special training programs, covering courses such as professional skills enhancement, corporate culture cultivation, and learning of rules and regulations, to support every step of employees' career paths. At the same time, the Company actively encourages employees to apply for various professional certificates. For employees who meet the conditions for applying for relevant professional title certificates, after signing the Training Agreement, the Company arranges training and examinations uniformly and reimburses all training and examination expenses in full, including registration fees, training fees, and examination fees, to meet employees' skill improvement needs and assist in their career growth.

Trainings

·New employee training

Provide courses on corporate culture, rules and regulations, company-level work safety, and fraud prevention for all new employees

·Pre-post training

Ensure that the qualifications of production workshop personnel meet relevant specifications, and that all relevant personnel complete pre-post training and have the job qualifications

·Reserve cadres training

Arrange empowerment training for employees to make them meet the job requirements through a succession development program

·Featured training

Conduct special training, including internal instructor training and Xingshengtai management trainee training.

Training performance in 2024

Total number of trainees **419,713**

1,342,102 total hours of employee training

51 hours of training per capita

The Product Integration Business Sector has **1,862** internal training lecturers, and the Semiconductor Business Sector has over **3,000** certified coaches

Wingtech School

The Wingtech School (univ.wingtech.com) is an online learning platform that incorporates resource management, training organization, learning operation, self-learning of employees, instructor management, and community communication. With more than 1,000 premium courses provided internally or externally, this platform continuously implements talent development programs to facilitate a learning-based organization.

630 Lecture Hall

The 630 Lecture Hall regularly carries out a variety of courses, focusing on various fields of professional knowledge/skills/information transmission, career quality improvement, positive attitude shaping, etc., to help employees quickly adapt to new changes, cope with the new environment, master new knowledge, and constantly strengthen the construction of Wingtech talent team.

Featured Project Introduction

Case

Xingshengtai Campus Recruitment Training Program

Wingtech launched the "Xingshengtai Campus Recruitment Training Program" for new graduates to help them quickly integrate into the workplace. The program lasts for 5 days and uses an offline closed training model, covering courses such as the history of corporate development, corporate culture, professional shaping, and behavioral norms, helping new graduates transition from "campus people" to "workplace people" in a short time.

Xingshengtai Training Camp Group Photo

Case

Xingshengtai Acceleration Program

Wingtech focuses on the professional basic knowledge and ability development of fresh graduates, launching the next stage training program connecting the Xingshentai Training Camp. This program enhances the professional capabilities of fresh graduates in a step-by-step manner through various methods such as expert on-site instruction, online self-study, periodic assessment and certification, on-the-job experience, and mentor supervision. The curriculum is designed from basic to advanced, divided into four stages. Stage one is general technology courses (product birth series), stage two is field general courses (software, hardware, testing), stage three is professional basic courses (various sub-fields), and stage four is professional advanced courses (job-specific knowledge and skills). From general to specialized fields, the project aims to provide a comprehensive and systematic learning path for fresh graduates, helping them progress steadily in their career paths.

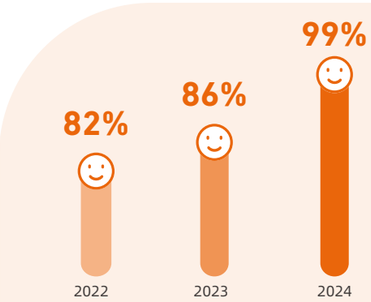
Xingshengtai Acceleration Program

Employee Care and Integration

Wingtech is committed to creating an inclusive, supportive, and humanistic working environment. We not only pay attention to the professional development of employees but also care about their physical and mental health, as well as their well-being in life, striving to provide each employee with a warm, harmonious, and cohesive family.

Employee Communication

Wingtech conducts employee satisfaction surveys every quarter, covering dimensions such as corporate culture, management methods, working environment, compensation and benefits, etc. In 2024, the Company further optimized the employee satisfaction survey, dividing it into satisfaction surveys for employee activities and surveys for corporate identity and the overall working environment. We attach great importance to the collection and feedback of employees' opinions, regarding them as an important leverage for improving management conditions and promoting corporate development. The employee satisfaction rate for this year is 99%.



Product Integration Business Sector Employee Satisfaction Score

During the Reporting Period, Wingtech further optimized the employee communication and feedback mechanism. The Jiaxing Factory launched the "Employees Have Their Say" platform in January 2024, which enables quick and effective resolution of employee appeals through online feedback responses. A total of 54 feedback items were handled in 2024, with 13 face-to-face policy explanation meetings and birthday discussions held for frontline employees, providing them with communication and feedback platforms and channels, which significantly improved employee satisfaction. The Huangshi Factory established a diverse range of communication channels through a combination of online and offline methods, including special telephone lines, email, employee relations communication windows, suggestion boxes, management interviews, and discussion meetings, to comprehensively address employee inquiries, complaints, appeals, and suggestions.

During the Reporting Period, Wingtech established the Dormitory Leader & Deputy Line Leader program, aimed at helping new employees integrate into the new environment faster and better. The main responsibilities of the Dormitory Leader and Deputy Line Leader are to listen to the voices of employees, convey and promote company policies, stabilize grassroots employees, speak for employee representatives, collect employee opinions, and actively resolve them by feeding them back upwards. Through these measures, the Company has achieved remarkable results in factories such as Kunming, Huangshi, and Jiaxing, significantly reducing employee turnover and complaint rates.

Featured Activities

Wingtech strives to build a good employer image of "Loving and Warm", actively organizing various collective activities beneficial to employees' physical and mental health. In specific, we carry out handicraft activities on traditional festivals such as the Dragon Boat Festival, the Mid-Autumn Festival, and the Lantern Festival. We also invite employees and their families to the family open day, and organize fitness exercises such as jogging and walking. In addition, subsidiaries of Wingtech have also set up many interest clubs such as Chinese traditional culture club, e-sports club, basketball club and football club, to enhance the friendship between colleagues. such as handmade activities during traditional festivals like the Dragon Boat Festival, Mid-Autumn Festival, and Lantern Festival, inviting employees and their family members to participate in Family Open Days, and conducting fitness activities like long-distance running and walking. Wingtech's subsidiaries have also formed interest clubs such as the Guofeng Club, E-sports Club, Basketball Club, and Football Club.

Case

2024 Wingtech Nexperia Shanghai 10km Elite Race

Wingtech actively participates in and promotes sports events to encourage a healthy lifestyle and inspire societal love for sports. In 2024, the Wingtech Nexperia Shanghai 10km Elite Race attracted about 7,000 top runners and enthusiasts from home and abroad. The event was fully upgraded in scale, becoming the only World Athletics 10km Gold Label event in China.

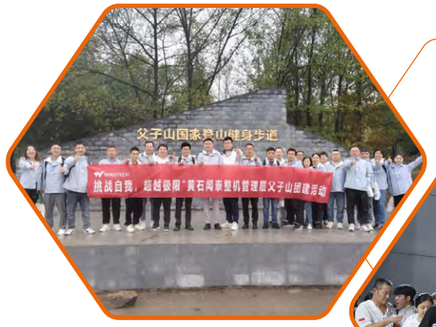
Sports Events

Case

"Joyful New Year, Sweeter Days" Spring Festival Amusement Event

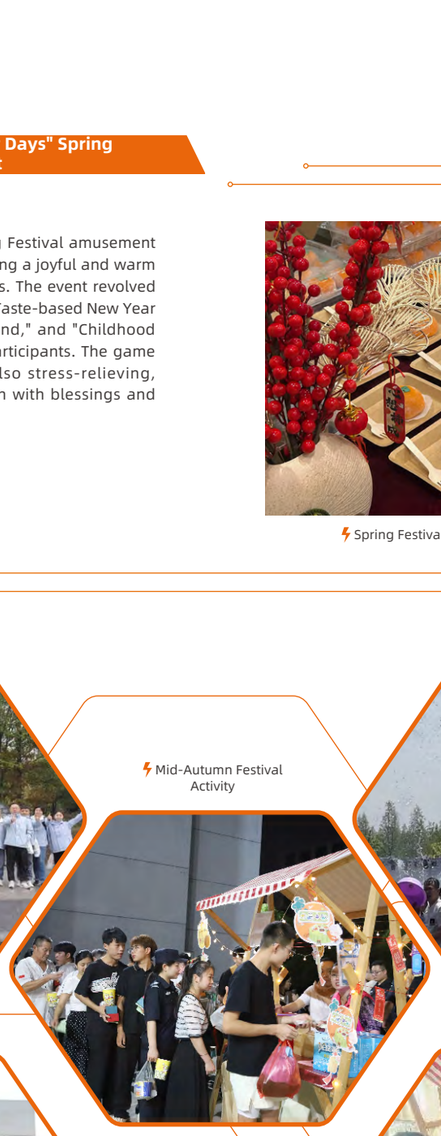
Wingtech successfully held a Spring Festival amusement event themed "Childlike Fun" , creating a joyful and warm holiday experience for its employees. The event revolved around three experience modules: "Taste-based New Year memories," "New Year colors in hand," and "Childhood game paradise," with over 2,000 participants. The game sessions were not only fun but also stress-relieving, allowing every participant to return with blessings and gifts.

Spring Festival Amusement Event



Team Building Activity

Mid-Autumn Festival Activity



Water-Splashing Festival Activity

Basketball Match

Concert

A Thousand Forms of Love Series Themed Activity

Employee Care

Wingtech pays attention to the physical and mental health of employees. We provide health check-up services, cervical and breast Cancer screening, expert volunteer clinics, and other health care benefits for employees, and during the Reporting Period, we held the fourth "3+1" Health Month event themed "Unleash Your Energy, Youth in Full Bloom", aimed at stimulating employees' enthusiasm for sports and promoting a healthy lifestyle through a combination of online and offline methods.

Volunteer medical service	Cervical and Breast Cancer Screening	Medical Mutual Aid	Employee Assistance Program(EAP)	Health Day Activities
Regularly invite medical experts to conduct health consultations and consultation activities	Provide free cervical and breast cancer screening services for female employees aged 35 and above	In response to the call of the local trade union, we purchased mutual medical insurance funds for employees and actively assisted employees in need to apply for assistance at the municipal and district levels in Wuxi	Nexperia has launched the Employee Assistance Program (EAP), which provides online guidance on issues that employees need help with, including health, finance, childcare, elderly relatives and legal matters	Nexperia's Factories regularly holds health talks, health and safety fair, and health day activities

Employee Care Activities

Health Month Activity

In terms of mental health, the Semiconductor Business Sector conducts mental health first aiders training. However, our primary focus is on maintaining a healthy worklife balance to prevent mental health first aid from becoming necessary. For example, our Semiconductor Business Sector factory offers employees various leisure activities, such as table tennis and table soccer, to encourage off-screen breaks. The factory also arranges weekly kickboxing group lessons to support regular sports and movement. At the Germany Hamburg Factory, the HR team organized an employee health day in partnership with a local health insurance company. These efforts aim to reduce stress, improve physical and mental health, and minimize work disruptions and extended absences. Our UK Manchester Factory also focuses on these areas, helping employees return to work in cooperation with their line managers.

Wingtech is committed to providing comprehensive support and care for female employees in their life and career development. During the Reporting Period, we continued the "Female Star of Smart Manufacturing" selection, and organized health clinics specifically for female employees, and launched the Women Empowerment Camp focused on enhancing the capabilities of female staff, and were honored with the title of "Women's Civilization Post of Nanhu District".

Women's Civilization Post of Nanhu District

Women Empowerment Camp

Female Workers' Literary Association

Women's Day activities

Wingtech emphasizes the cultural and religious needs of minority employees, providing well-equipped halal canteens to ensure their dietary habits are respected. The Company regularly holds meetings with representatives of minority employees to listen to their voices and suggestions, further enhancing the integration of diverse cultures in the enterprise. We organize activities for the Eid-al-Fitr and Corban Festival according to the Program for Eid-al-Fitr of Wingtech Technology Co., Ltd. and the Program for Corban Festival of Wingtech Technology Co., Ltd. every year, expressing festive blessings and care to minority employees.

Case

"Unity and Togetherness as One Family, Sharing National Feelings Together" Themed Symposium

On the eve of National Day, the Jiaxing Wingtech Party Committee and Trade Union organized a symposium themed "Unity and Togetherness as One Family, Sharing National Feelings Together," inviting representatives from various ethnic minorities to gather and solicit management and advice from the representatives. On-site, 20 representatives spoke freely, contributing ideas and suggestions for the Company's development and management.

Health and Safety Protection

The health and safety of employees are the foundation of corporate development. Wingtech always places the lives and occupational health of its employees first. Only when employees feel adequate safety guarantees and health care during work can they better unleash their potential and achieve a win-win situation for both personal value and corporate goals. Wingtech adheres to strict safety standards and operational procedures, perfects the health and safety management system, strengthens safety training and awareness enhancement, optimizes the health and safety facilities in the workplace, and comprehensively protects the health and safety of every employee.

Safety Production

Wingtech and its subsidiaries adhere to the occupational health and safety policy of "People-oriented, full participation, comply with the rules and regulations, safe production every second; Continuous improvement, healthy production every day". Based on laws and regulations such as the Safety Production Law of the People's Republic of China and the Law on Prevention and Control of Occupational Diseases of the People's Republic of China, we implement an EHS management framework. Several Wingtech operating locations have passed the ISO 45001 Occupational Health and Safety Management System certification and the third-level certification of safety production standardization.

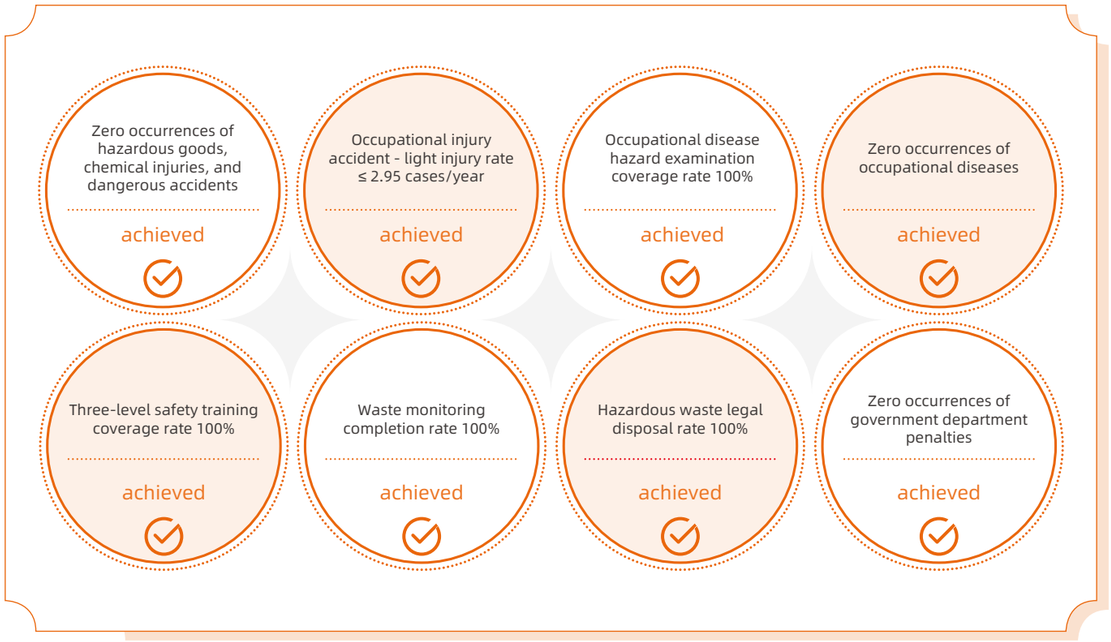
Occupational Health and Safety Policy

People-oriented, full participation, comply with the rules and regulations, safe production every second; Continuous improvement, healthy production every day.

ISO 45001 Occupational Health and Safety Management System Certification

Safety Production Standardization Level Three Enterprise Certificate

The Product Integration Business Sector has established a leading group for the construction of safety risk management and control system. During the Reporting Period, the leading group carried out comprehensive identification of hazard sources and risk assessment at factories in various regions, identifying and improving over 130 risk points. By the end of the Reporting Period, the Kunming Factory, Hunagshi Factory and Wuxi Factory has achieved occupational health and safety goals.



Wingtech has established a comprehensive system of safety production regulations, including the formulation of Safety Operating Procedures, Special Operations Safety Management System, Hot Work Permit System and other internal systems. It also conducts regular safety training to enhance personnel's awareness of safety risks and standardize safety management and operational behaviors. We update the Environmental, Occupational Health and Safety, CSR Targets and Management Plan Tracking Table annually, address non-compliant items by forming improvement reports, and continuously track improvement progress, committed to integrating goals with process control.

We have formulated and strictly follow the Hazard Identification, Evaluation, and Control Procedure to identify hazards affecting occupational health and safety in the Company's activities, products, services, or operations. We evaluate hazards and risk factors, identify and update significant risk factors, and form the Hazard Identification and Risk Assessment Form to manage and control them. The Semiconductor Business Sector performs comprehensive annual risk assessments at each site using the PDCA (Plan-Do-Check-Act) process. Besides, the Semiconductor Business Sector is a member of the European Semiconductor Industry Association (ESIA). The Semiconductor Business Sector shares the safety data with ESIA each year, including the number of recordable cases, days away from work, working hours, FTEs, recordable case rate, severity rate, and other indicators.

Safety Production Standardization	• Formulate and operate the Special Operations Management and Hot Work Permit systems to implement the occupational health and safety responsibility system for special operations such as working at heights, lifting, hot work, temporary electricity use, earth-breaking, limited space, etc. • Conduct regular safety inspections, including monthly, quarterly, annual, special, and seasonal checks. Joint inspections of the production environment, equipment, and personnel in the factory area are conducted by various departments. It is required that responsible departments rectify issues within specified time limits, eliminate potential safety hazards, and ensure safe production.
Safety Risk Prevention	• Establish a safety risk control system construction leadership group and ensure that safety officers in various locations meet the standard professional skill requirements, with 45 safety officers holding safety management certificates in Jiaxing, Kunming, and Huangshi factories. • Conduct an annual comprehensive risk identification, with strict control measures formulated for the identified risks. • Enhance the standards and requirements for equipment safety control measures, and strengthen the management of safety protection devices and physical protection.
Hazardous Chemicals Management	• Formulate strict safety operation procedures for the issuance, daily management, storage, and disposal of hazardous chemicals. • Require hazardous chemicals practitioners to undergo professional training, and hazardous chemicals suppliers to provide business licenses, Material Safety Data Sheets (MSDS), inspection reports, and other certificates; transportation and loading personnel must be trained and qualified by relevant departments and hold valid certificates.
Special Equipment Management	• Require special equipment operation must be prepared and licensed to operate, and strictly comply with the operating procedures. • Require special equipment to undergo regular annual inspections and form inspection reports, establishing a complete special equipment ledger.
Emergency Management	• Continuously improve the Company's management of sudden electric shock, fire, mechanical injury, etc., and prepare relevant plans. • Establish emergency rescue command leading group, develop annual emergency drill plan, organize annual internal hazardous chemical leakage drills and other special emergency drills. • Configure and improve the emergency rescue protective equipment (gas masks, air respirators, ambulance stretchers, vehicles).

Safety Production Management Measures

During the Reporting Period,

Wingtech achieved **zero** fatalities, and the number of work-related injuries in the Product Integration Business Sector was **14**, and the number of lost workdays lost due to work-related injuries was **443**. We will continue to strengthen employee safety knowledge promotion to reduce the number of occupational injuries and lost workdays due to injuries.

Occupational Health and Safety Culture Construction

To improve all employees' safety awareness and reduce the harm caused by safety hazards, we conduct safety education and training for all employees according to the annual training plan, committing to implementing safety awareness throughout the Company. To strengthen the management of hazardous chemical safety, prevent accidents related to hazardous chemicals such as fires, explosions, and poisoning, and enhance the ability to deal with emergencies. During the Reporting Period, the Product Integration Business Sector carried out emergency drills, including fire drills, elevator entrapment, mechanical injury, and fall from height drills; the Semiconductor Business Sector carried out chemical-related education and training, conducted regular chemical leakage evacuation drills, and ensured that the operating factories had employees with professional emergency skills.

Emergency Drills

Worry-Free Health

Wingtech, with a high sense of responsibility for the health of its employees, actively takes measures to improve the working environment and strengthen personal protection to prevent occupational diseases caused by toxic and harmful factors in the production process. Wingtech has formulated internal systems related to occupational health, such as the Occupational Disease Management Regulations and Safety Protection Equipment Management Regulations, and regularly identifies occupational disease hazard factors, organizes comprehensive occupational health check-ups for related employees, distributes labor protection supplies and posts warning signs at the production sites, and actively organizes relevant training. In 2024, we will carry out occupational disease prevention and control law training for new employees in occupational disease positions and team leaders, training on the Occupational Disease Prevention and Control Act and on-site training in the first half of the year and in the second half of the year during the on-the-job period, with more than 3,000 employees participating in the training. The Product Integration Business Sector allocates first aid personnel at a ratio of at least 1% and invites the Red Cross organization to empower first aid training, with a total of 329 people obtaining AHA first aid certificates.

Occupational Disease Hazard Factor Identification	• Organize the List of Occupational Disease Hazards Factors for Each Position and the distribution map of occupational hazards and make them public. • Invite third parties to conduct occupational disease hazard factor identification and implement modification suggestions.
Occupational Health Examination	• Arrange pre-job, on-job, and off-job occupational health examinations for all employees in occupationally hazardous positions and sign an occupational health examination notification.
Labor Protection Equipment Provision	• Provide all employees with necessary labor protection supplies such as safety helmets, protective gloves, protective shoes, protective goggles, personal dosimeters, etc., and supervise the correct wearing.
Warning Sign Posting	• Post warning signs and occupational disease hazard notices at locations that may produce occupational disease hazards.
Training in the Prevention of Occupational Diseases	• Regularly conduct occupational safety and health training to enhance employees' awareness of protection and emergency response skills.
Technological Improvements	• Adoption of automated equipment to reduce employee exposure to hazardous substances.

Wingtech's Measures for Preventing Occupational Diseases

First Aid Training

Occupational Disease Prevention and Treatment Training

04

Green Development, Empowering Green Transition

Wingtech adheres to an environmentally friendly production and operation philosophy, establishing a comprehensive environmental management system and actively taking actions under themes such as climate change response, resource conservation, and compliant emissions to minimize the impact on the environment. The Board of Directors of Wingtech is the highest governance body for environmental management in the Group, responsible for supervising the Group's commitments and performance on key issues such as climate change response, environmental protection, water resource and water stress management, energy management, and waste management.

Key Performance Indicators

GHG emission intensity **3.97** tCO_2e/RMB Million of Revenue

Environmental protection investment amount RMB **23.51** million

32% of the Semiconductor Business Sector's electricity of purchased from renewable sources

The Semiconductor Business Sector First Sustainability Performance Rating with EcoVadis: **GOLD** medal, **97th** percentile

Contributions to UN SDGs

Green Management System

Environmental Protection Policy

Facilitate energy conservation and emission reduction and continuously improve environmental protection capabilities in compliance with laws and regulations.

Satisfy global clients' requirements for environmental protection in products and production.

Click to learn more:
Wingtech Sustainable Development Policy
Nexperia Sustainablility Policy

Wingtech actively implements the green operation management philosophy by establishing an environmental management system, conducting system certification, enhancing environmental awareness, and other means, to minimize the impact of the Company's operations on the environment and improve environmental governance capabilities.

Wingtech strictly abides by the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Water Pollution Prevention and Control Law of the People's Republic of China, and the EU Waste Electrical and Electronic Equipment(WEEE), the California Proposition 65 Proposition the safe Drinking Water and Toxic Enforcement Act, and other laws and regulations in the operating regions, ensuring that global operations comply with local legal requirements. On this basis, the Group has formulated and promulgated the Business Guidelines for Environmental, Health and Safety(EHS) Goals, Indicators and Performance Measurement Management Control and other environmental protection management systems, further clarifying the environmental protection responsibilities of each department.

To ensure the effective operation of the environmental management system and the in-depth implementation of the sustainable development strategy, the Group has established a clear responsibility environmental management organizational structure. Among them, the Semiconductor Business Sector has appointed a Global EHS manager to execute the global EHS management system and coordinate social responsibility management work. At the same time, the VP of Front-End Operations, Global Real Estate and Facilities Management has been assigned to be the responsible for the effectiveness of the EHS management system and social responsibility. The Product Integration Business Sector has also established the Safety Production Committee to supervise the safety and environmental protection management at all levels. Under the guidance of the Safety Production Committee, the safety and environmental departments of each factory and safety officers are responsible for the implementation of EHS work.

The Group continues to promote environmental management system certification and maintain the validity of the ISO 14001 environmental management system certification.

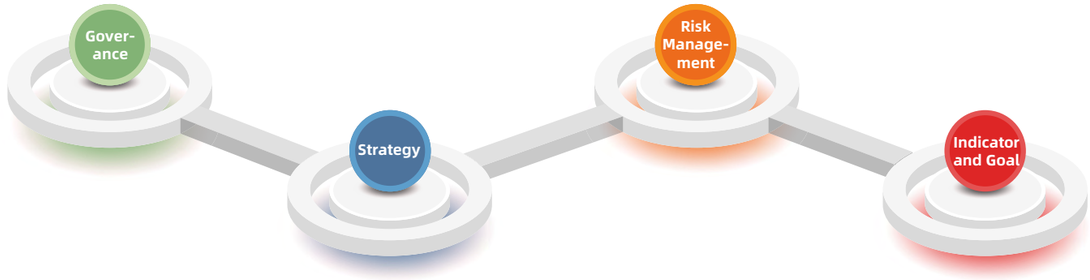
ISO 14001 Environmental Management System Certification

Response to Climate Change

As a major strategic decision made by China to build a community with a shared future for mankind, the "dual carbon" commitment is an inevitable choice to achieve long-term sustainable development. By taking actions in green transformation, Wingtech is proactively addressing the national requirements for carbon peaking and carbon neutrality. in accordance with the Task Force on Climate-Related Financial Disclosures (TCFD) framework and the Guidelines No.14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) for the chapter on climate change response, effectively identifies and evaluates potential climate-related risks and opportunities, and further strengthens the exploration and practice of the low-carbon development path.

Response to and Management of Climate Change

We provide disclosure on our efforts and advancements in response to climate change risks from four aspects: governance, strategy, risk management, indicator and goal.



Governance

To deal with the potential impact of climate change on the Group's business, Wingtech has taken proactive measures to actively address the potential impacts of climate change on the Group's business. By integrating internal resources, the Company has established a comprehensive EHS management system, appointed a senior executive responsible for carbon reduction, and established a dedicated carbon emission reduction project team to ensure the integration of operational activities and climate change response efforts.

Strategy

We have identified, evaluated, and managed the physical risks, transition risks, and climate-related opportunities that may affect the company's assets and reflected them in Wingtech's climate change response strategy. The main process is as follows:

Key Risk/Opportunity Identification

Identify key climate-related risks and opportunities related to the Group's principal business based on the TCFD framework and extensive industry research.

Assessment of Key Risks/ Opportunities

Analyze the specific impacts of key climate-related risks and opportunities on the industry and value chain, taking into account the Group's business characteristics.

Scenario Analysis

Analyze and discuss the impacts of key climate-related risks and opportunities by substituting multiple climate scenarios.

Strategy Review

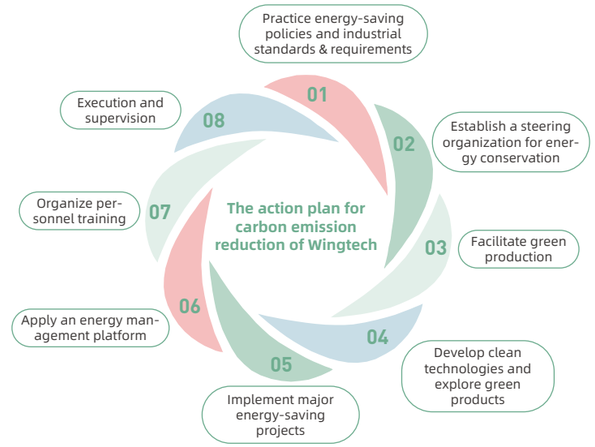
Review the adequacy and effectiveness of the Group's response to climate change.

During the Reporting Period, we have identified the following climate-related physical risks, transition risks, and opportunities, and corresponding measures.

Risk Category		Description	Response Measures
Physical Risk	Acute	• Natural disasters can cause damage to facilities and shutdowns • Extreme environmental impacts affect distribution channels and supply chains, leading to increased costs and reduced revenue	• Scientifically develop supply production plans and capacity distribution layouts • Guarantee product and business continuity
	Chronic	• Rising temperatures, rising sea levels, and water scarcity can limit our access to resource and increase costs	• Reduce water costs through water-saving technologies • Expand the use of renewable energy
Transition Risk	Policies and Regulations	• Climate policies and decarbonization requirements of various countries are becoming stricter • Increase regulatory requirements for existing products and services, such as carbon tariffs	• Strengthen the construction and training of climate-related compliance systems • Keep up with the latest international and national climate-related regulations
	Technology	• Increased demand for products using clean technology and low-emission technology	• Increase R&D investment in clean technology fields • Standardized clean technology introduction process
	Market	• Increased customer requirements for sustainable product design	• Continuously iterate sustainable product designs to adapt to the market
	Reputation	• Potential risks to company reputation during the sustainable development transition process	• Establish a sustainable development and climate risk management system
Climate-related Opportunities	Resource Efficiency	• Use more efficient production and distribution processes • Reduce water use and consumption	• Improve production process technology and innovation to enhance efficiency • Reduce the negative impact on the resource environment during production and manufacturing
	Energy Efficiency	• Use low-carbon energy • Participate in the carbon trading markets	• Keep up with international and national renewable energy policies • Implement measures such as installing photovoltaic equipment and purchasing green electricity in factories according to local conditions
	Products and Services	• Market increasing demand for green products such as new energy vehicles	• Contact and cooperate with more efficient suppliers • Use new technologies
	Market	• Enter new markets • Understand public sector incentive methods	• Actively explore cooperation with government and development banks • Diversification of financial assets (such as green bonds)
	Resilience	• Participate in renewable energy projects and adopt energy-saving measures • Use alternative energy/diversification	• Strengthen resilience planning (such as infrastructure, land, buildings)

Wingtech has conducted scenario analysis on the identified climate-related risks and opportunities to deeply assess their potential impact on our business, strategy, and financial planning, and further guide our strategic planning and risk management based on forward-looking analysis. The Group has defined two scenarios of low emission and high emission. For physical climate risks, we applied the SSP5-8.5 scenario (Shared Socioeconomic Pathways) of the 6th Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC). To identify transitory risks and opportunities, we applied the Net Zero Emission (NZE) 2050 scenario of the International Energy Agency (IEA).

At the beginning of 2025, the Semiconductor Business Sector has launched a climate risk assessment aimed at identifying and quantifying the climate-related risks to which its operations are exposed, in order to develop an effective response strategy.



Risk Management

Wingtech recognizes that climate-related risks may potentially affect our assets, operations, supply chain, and brand value. The Company practices the concept of sustainable development and integrates climate change into our long-term development strategy. We also include climate change risk in the company's risk management system. Please refer to the Unity and Harmony, Creating Sustainable Development - Building the Risk System chapter for more details.

Indicators and Goals

Carbon Neutrality Commitment

Wingtech commits to achieving carbon neutrality for Scope 1 and 2 emissions by 2050, with the Semiconductor Business Sector reaching this goal by 2035. We will also incorporate Scope 3 emissions into our future carbon neutrality programs to enhance the emission reduction performance of the value chain.

2035

Semiconductor Business Sector: Achieving carbon neutrality for Scope 1 and 2 emissions by 2035

2050

Product Integration Business Sector: Achieving carbon neutrality for Scope 1 and 2 emissions by 2050

Carbon Reduction Goals

Having designed GHG emission goals, Wingtech calculates GHG emissions every year and reviews the progress of goal attainment, to help achieve the carbon peaking and carbon neutrality vision.

2030

Semiconductor Business Sector: In 2023, the Semiconductor Business Sector has set the mid-term goal: To reduce the Scope 1 and 2 emissions by 4% a year between 2024 and 2029 (against a 2022 baseline).During the Reporting Period, Nexperia decreased its Scope 1 and 2 emissions by 15.6% compared to last year.

Product Integration Business Sector: Reduction of 30% in GHG emissions intensity by 2030 compared to 2015; During the Reporting Period, the Product Integration Business Sector has continuously implemented various energy-saving and emission reduction measures, resulting in a 46% reduction in GHG emissions intensity compared to 2023.

Science-Based Carbon Target Setting

Wingtech is actively preparing for setting of the science-based targets, will continuously work on strategy and pathway planning, and will strengthen the promotion of the use of clean/renewable power in product development and manufacturing process. By referring SBTi's recommendations and guides, we will strive to improve the realizability of our targets and pathways. During the Reporting Period, the Semiconductor Business Sector started planning the process of comprehensive Scope 3 data collection and will start calculation of our Scope 3 emissions in 2025.

In 2025, the Semiconductor Business Sector will increase the proportion of renewable energy in our purchased electricity by sourcing 100% green electricity for our site in Cabuyao (the Philippines).

Optimizing Resource Management

Wingtech is dedicated to building a "Five-Type Enterprise" characterized by intrinsic safety, quality and efficiency, scientific and technological innovation, resource saving and harmonious development. We believe that by executing scientific and efficient energy, water, and packaging material management strategies, we can enhance the Company's value creation and sustainability.

Energy Resource Management

Wingtech deeply understands the importance of energy management for the green transformation of its operational business. To this end, we have established an ESG and Sustainability Management Committee, which is fully responsible for the Group's energy management. By formulating scientific standards, implementing efficient management measures, and carrying out effective energy-saving actions, we continuously improve the Group's energy utilization efficiency. In terms of energy management systems, we have formulated administrative documents such as the Management Operation Specification for Resource Conservation, the Management Specification for Carbon Emission Reduction, the Greenhouse Gas Checklist, the Carbon Emission Reduction Statistics Table, and the Energy Conservation Management System. During the Reporting Period, the operating site of the Semiconductor Business Sector located in Hamburg continued to obtain the ISO 50001 Energy Management System certificate.

Wingtech regularly assesses and tracks the energy usage of its global operating sites, encouraging them to adopt energy-saving measures to jointly drive the Group's sustainable transformation. As a key business sector of Wingtech, the Semiconductor Business Sector continuously increases the proportion and efficiency of renewable energy usage, optimizing the energy structure to reduce environmental impact. To ensure a stable supply of renewable energy, the Semiconductor Business Sector establishes reliable long-term partnerships with stakeholders, adopting internationally recognized renewable energy contracts and certifications. Additionally, the Semiconductor Business Sector has developed a green energy mechanism, including Power Purchase Agreements (PPAs), Energy Attribute Certificates (EACs), green electricity prices, and on-site generation, among other customized solutions, effectively reducing greenhouse gas emissions from purchased electricity. For details on the Semiconductor Business Sector's energy-saving and environmental protection initiatives, please refer to the Nexperia 2024 Sustainability Report. The Product Integration Business Sector also holds monthly energy-saving control special meetings to summarize the implementation effectiveness of energy-saving control measures, allowing for timely adjustments to energy-saving strategies.

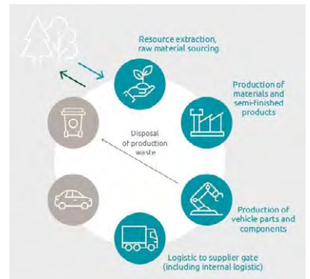
Energy-saving measures in 2024

Renewable Energy	● The Kunming Factory of the Product Integration Business Sector purchases 117.22 million kWh of clean energy electricity; ● The Kunming Factory and Jiaxing Factory of the Product Integration Business Sector installed the photovoltaic power generation equipment on the roof, with an annual effective power generation of 10.73 million kWh; ● The Jiaxing Factory of the Product Integration Business Sector provided solar water heaters for employees, saving 0.39 million kWh of electricity per year; ● 32% of the electricity purchased by the Semiconductor Business Sector comes from renewable sources (conform RE100/GHG Protocol)
Energy Recovery	● The Jiaxing Factory of the Product Integration Business Sector cooled facilities in production workshops by using liquid nitrogen by means of water circulation cooling capacity recovery based on the principle of heat absorption in converting liquid nitrogen into nitrogen, saving 75,000 kWh of electricity per year; ● The Huangshi Factory of the Product Integration Business Sector uses waste heat from air compressors and ice machines to recover heat, reducing natural gas consumption by 20% and 40% respectively each year;
Equipment Retrofitting	● The Jiaxing Factory and Wuxi Factory of the Product Integration Business Sector transformed air compressors in frequency conversion and constant pressure by applying a centralized control system, saving 170,000 kWh of electricity per year;
Optimize lighting and exhaust equipment	● The Jiaxing Factory and Wuxi Factory of the Product Integration Business Sector installed an intelligent automatic control system through sound and light control and redesigned the park's lighting equipment to save energy and reduce consumption. It also installed a timing controller on exhaust fans and other facilities, enabling remote control, timing and other functions. This resulted in an annual electricity saving of at least 4 million kWh without affecting production;
Non-production power management	● To avoid increased costs due to power loss during non-production hours, power control measures such as turning off perimeter lights, reducing the frequency of air conditioning unit fans, and slowing down FFUs (Fan Filter Units) have been implemented. The Kunming, Jiaxing, and Wuxi Factories have accumulated electricity cost savings for the year amount to nearly RMB 3.14 million; ● The Semiconductor Business Sector turning equipment off when it is not in use.
Equipment upgrade	● The Semiconductor Business Sector uses a highly efficient abatement systems that effectively decompose climate-damaging process gases; ● The Semiconductor Business Sector integrates advanced low-energy technologies in the production lines;

Product Carbon Footprint Project

In 2024, the Semiconductor Business Sector launched a new Product Carbon Footprint (PCF) project to measure the greenhouse gas emissions of products, thereby improving the transparency and traceability. The PCF project is led by a cross-functional team under the guidance of the Sustainability Office to ensure that PCF data adherences to the Catena-X rulebook and ISO standard 14067, thereby ensuring accuracy and reliability.

In the PCF project, the Semiconductor Business Sector calculates the Cradle-to-Gate PCF. The main emission sources include raw material sourcing, production of pre-produced products, semi-finished products and finished products, packaging of products, disposal of production waste, and logistics. By comprehensively evaluating the carbon emissions of these links, the Semiconductor Business Sector can more accurately identify emission reduction potential, optimize production processes, and reduce the environmental impact of products. For further information, please refer to the Emissions chapter of Nexperia 2024 Sustainability Report.



To enhance the energy-saving awareness of all employees, we employ various methods such as posting energy-saving promotional posters and hosting activities to enhance employee awareness, helping the Group achieve its green operation goals. During the Reporting Period, the Product Integration Business Sector carried out themed publicity activities including energy audits and management, and energy-saving training, with a 100% employee participation rate.

In 2024, Wingtech's energy consumption and greenhouse gas emission data are as follows:

Indicator [3]	2023	2024
Natural gas consumption (ten thousand cubic meters)	2,283.7	1,952.6
Gasoline consumption (liters)	131,003.1	57,004.9
Diesel consumption (liters)	44,948.9	58,177.8
Liquefied petroleum gas consumption (liters)	86,420.6	82,609.2
Steam (tons)	-	7,002
Electricity consumption (ten thousand degrees)[4]	63,038.5	62,985.6
Direct GHG emissions (Scope 1) (tCO_2e)[1]	137,101.3	110,863.7
Indirect GHG emissions from energy (Scope 2) (tCO_2e)[2]	282,623.5	181,371.4
Total GHG emissions (tCO_2e)	419,724.7	292,235.1
Greenhouse gas emission density (tCO_2e / RMB Million of Revenue)	6.86	3.97

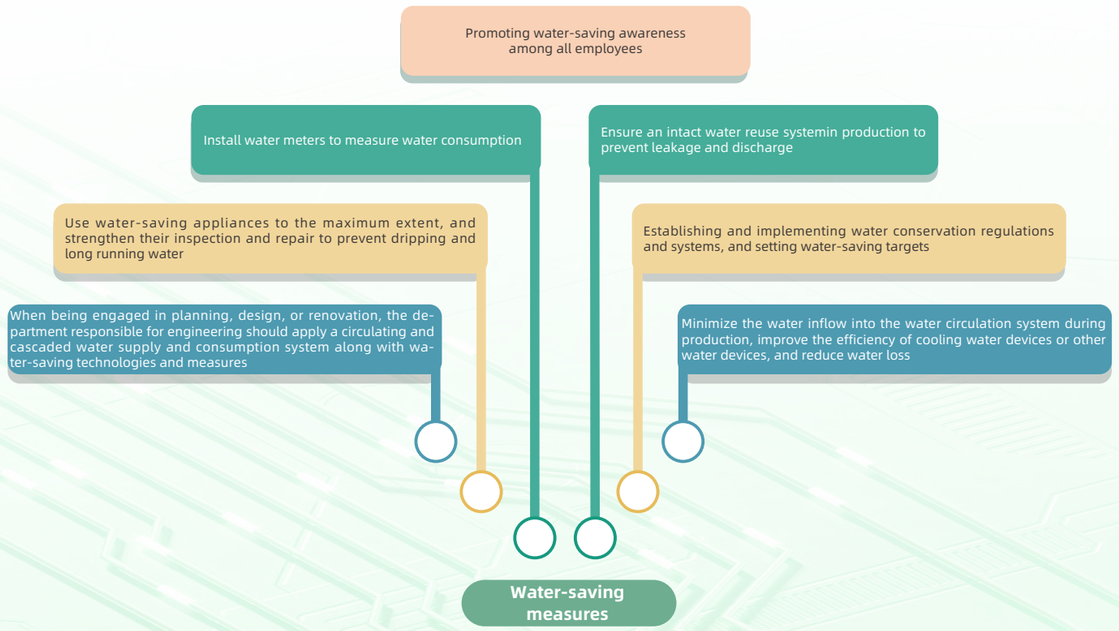
Notes:
1. Direct greenhouse gas emissions (scope 1) are complied with GHG Protocol and calculated according to the 2019 IPCC Guidelines for National Greenhouse Gas Inventories and the GB/T2589-2020 General Rules for the Calculation of Comprehensive Energy Consumption.
2. In 2024, the Product Integration Business Sector's indirect greenhouse gas emissions (scope 2) were calculated based on the emission factors of 2022 specified in the Notice on Doing a Good Job in the Management of Greenhouse Gas Emission Reports for Enterprises in the Power Generation Industry from 2023 to 2025 issued by the Ministry of Ecology and Environment of China; While the Semiconductor Business Sector's indirect greenhouse gas emissions (scope 2) were calculated based on the GHG Protocol using market based CO2 conversions factors.
3. In 2024, Huangshi Factory and Phase II of the Kunming Factory of the Product Integration Business Sector started production, resulting in increased energy usage and greenhouse gas emissions data; While the Semiconductor Business Sector's calculation of perfluorocarbons, SF6 , etc., was changed from 2006 IPCC Guidelines for National Greenhouse Gas Inventories to 2019 IPCC Guidelines for National Greenhouse Gas Inventories leading to a rise in Direct GHG emissions.
4. Specifically, the electricity consumption of the Product Integration Business Sector includes 117.21 million kWh of green electricity, an increase of 57.85 million kWh of green electricity compared to last year.

Water Resource Management

In response to the increasingly severe global water resource crisis and the rational use of freshwater resources, Wingtech continuously improves its water resource management mechanisms and strengthens water resource management throughout the production and operation process. Wingtech's ESG and Sustainability Committee supervises water resource management issues and is responsible for water resource utilization strategies and performance management. The Semiconductor Business Sector's Sustainability Board monitors and steers all our ESG initiatives. Since the beginning of 2024, the Board has convened monthly under the leadership of the Head of Sustainability. It evaluates and manages the Semiconductor Business Sector's sustainability performance, addresses any shortfalls, and drives continuous improvement. The Semiconductor Business Secor's Sustainability Board comprises its Chief Financial Officer (CFO), Chief Operating Officer (COO), Chief Legal Officer, and all key ESG topic owners from relevant departments. To ensure consistent and direct reporting, the Head of Sustainability communicates insights and key findings from Sustainability Board meetings to the Executive Management Team (EMT) and the Chief Executive Officer (CEO) for their information or approval.

Wingtech adopts a comprehensive approach to reduce water usage, recover water, and effectively treat wastewater generated from operations. Wingtech has set water-saving goals to manage water consumption more efficiently. The Semiconductor Business Sector uses "cubic meters water usage per square meter produced silicon" as a key water resource management performance indicator. By regularly analyzing and tracking changes in this indicator, it reduces water intensity and improves water use efficiency. In 2024, Wingtech's water usage intensity decreases by 11.45% compared to 2023. In 2024, normalized water consumption in the Semiconductor Business Sector decreased by 27% compared to the baseline year of 2017. Meanwhile, the water recycling rate continues to increase, with a water recovery rate of 19% and a global total of nearly 1 million cubic meters of water recycled. The Product Integration Business Sector has set an annual water reduction target of 2%, with water usage at R&D and operational sites in 2023 decreasing by 36% compared to 2023.

During operations, Wingtech's water consumption mainly involves production and domestic water. The Semiconductor Business Sector sources approximately 90% of its water from third-party providers and extracts the remaining amounts internally from groundwater sources. The Semiconductor Business Sector strictly abides by the laws and regulations of the business location and handles and discharges wastewater in compliance with regulations. In addition, the Stormwater Management Policy has been formulated to prevent the release of pollutants into the environment during stormwater runoff. To this end, all manufacturing factories in the Semiconductor Business Sector conduct risk assessments and regularly monitor the effectiveness of the implementation of relevant measures. The Product Integration Business Sector uses a relatively small amount of water for production, and all wastewater generated during the production process is treated and recycled to ensure that no production wastewater is discharged.



Wingtech actively explores and introduces advanced water-saving technologies, implements various water resource substitution measures, explores new models for water recycling, and enhances water resource utilization efficiency.

Alternative water source practice in 2024

Rainwater reuse project	The Jiaxing Factory of the Product Integration Business Sector has built a sponge city rainwater system, effectively collecting rainwater into rainwater storage ponds for greenery irrigation in the factory area.
Reclaimed water reuse project	The Jiaxing Factory of the Product Integration Business Sector has implemented filtration and sedimentation technology to recover and reuse RO (reverse osmosis) water used in the production process. As of the end of the Reporting Period, the total volume of reclaimed water used for green plant irrigation was approximately 20,000 cubic meters.
Filtered water reuse project	The Jiaxing Factory of the Product Integration Business Sector's painting workshop has carried out energy-saving circulating water optimization transformation, with water spray filtration equipment, allowing the water resources treated by filtration and sedimentation to be reused in a cycle. As of the end of the Reporting Period, the water usage of the water spray filtration project had decreased by 5% compared to 2023.
Improvement Project for Cooling Water in Air Conditioning Systems	Since 2020, the Dongguan Factory of the Semiconductor Business Sector has replaced the tap water used for air conditioning cooling with recycled water treated by the wastewater treatment plant. This measure helps the Dongguan Factory in China save 300 tons per day of tap water and reduces sewage discharge.

Our data on water use and wastewater discharge of 2024 are shown in the table below:

Indicators	2023	2024
Water usage (ten thousand tons)	**567.2**	**603.9**
Wastewater (ten thousand tons)[1]	**318.1**	**141.3**
Water usage intensity (ten thousand tons/RMB Million of Revenue)	**92.66**	**82.05**

Notes:
1. In 2024, the wastewater statistics only covers the Product Integration Business Sector. For water-related data of the Semiconductor Business Sector, please refer to the Nexperia 2024 Sustainability Report.

Packaging Management

Wingtech focuses on sustainable packaging material management during production and operations, enhancing the recycling rate of packaging materials from multiple dimensions such as the selection of sustainable materials, optimization of production processes, recycling and reuse of packaging, and extension of product life cycles, thereby reducing packaging waste and greenhouse gas emissions. Among these, cardboard boxes are one of the packaging materials extensively used by the Product Integration Business Sector in the transportation process. Key packaging material suppliers of the Product Integration Business Sector commit to prioritizing the purchase of paper products with FSC forest system certification.

Compliance Emission Management

Wingtech attaches great importance to its responsibility for compliant emissions, fully aware of the potential negative impacts of waste emissions on the environment and human health. Therefore, we are committed to reducing various emissions generated during production and operations and integrating waste management into the environmental management system to promote sustainable production and operations.

To achieve this goal, Wingtech utilizes professional processing equipment and innovative technologies to ensure that emissions are properly and environmentally treated. At the same time, we entrust third-party organizations with professional qualifications to rigorously test the emissions to ensure compliance with standards. In addition, we also focus on the efficient use and recycling of resources, implementing multiple measures to reduce the impact of operations and production processes on the environment, and building green office and production facilities.

Emission Management

Wingtech's gas emissions during operations primarily stem from volatile organic compounds (VOCs) and nitrogen oxides(NOx) generated in the spraying and photolithography process. We commit to monitoring and treating the waste gas produced during the production and operation processes in accordance with requirements before it is emitted. To standardize the management of waste gas emissions, we have formulated documents such as the Measures for the Management of Waste Water, Waste Gas and Noise to ensure that waste gas emissions meet legal and regulatory standards.

Wingtech adopts advanced environmental protection techniques, such as the latest ceramic regenerative catalytic combustion method, to treat waste gas. The waste gas treatment rate reaches 95%, far exceeding the national requirement of 90%. In 2024, the NOx emissions from the Semiconductor Business Sector decreased by 2% compared to 2023, while the VOCs emissions dropped by 21% compared to 2023. During the Reporting Period, Huangshi Factory of the Product Integration Business Sector gradually used water-based raw materials with lower toxicity and organic content at the raw material end, effectively reducing the generation of VOCs; Kunming Factory of the Product Integration Business Sector installed gas collection hoods to collect VOCs, achieving an annual reduction of 1.9 tons and improving the reduction efficiency by 72%. Additionally, we introduced an online VOCs monitoring system to monitor emission compliance in real-time. For different regional environments, we also implemented targeted gas collection solutions using secondary activated carbon to ensure that all production areas meet the required standards.

Waste Management

To effectively manage and treat solid waste, we have formulated and issued a series of management procedures and measures including the Management Operation Specifications for Wastewater, Waste Gas, and Solid Waste, the Waste Collection and Disposal Measures, and the Management Policy for Hazardous Waste, aimed at continuously optimizing the waste management system. In the production process of Wingtech, the generated solid waste mainly includes hazardous waste, general industrial solid waste, and domestic waste. To ensure proper execution of waste management, we classify and categorize solid waste according to applicable laws and regulations at each operating location, and we entrust qualified third-party disposal units to handle all solid waste in compliance with regulations, maintaining various registers.

Wingtech has clearly set annual waste management goals. In waste management, the Semiconductor Business Sector is committed to reducing or completely eliminating waste or waste streams. For waste that cannot be avoided, the Semiconductor Business Sector continuously seek solutions to increase reuse or recycling. During the Reporting Period, the waste recycling rate at the manufacturing sites of the Semiconductor Business Sector reached 86%. At the beginning of each year, the Semiconductor Business Sector sets recycling rate targets for each manufacturing plant and regularly records and monitors the waste generated by each plant. For plants that fail to meet the targets, targeted corrective measures are promptly implemented. The Product Integration Business Sector actively carries out waste recycling activities to achieve the goal of 100% compliant disposal of waste, in order to reduce resource waste, environmental pollution, energy consumption, and production costs. During the Reporting Period, the Huangshi Factory of the Product Integration Business Sector introduced aluminum chip briquetting machine equipment, achieving separation of oil and aluminum chips, significantly reducing the storage space for waste materials, and greatly improving the efficiency of waste management.

Zero Landfill of Waste

The Kunming Factory of Product Integration Business Sector actively implements a zero landfill waste policy to minimize environmental pollution and resource waste, and to promote the development of a circular economy. The zero landfill initiative aims to increase the conversion rate of waste and to establish an environmental protection concept for the recycling of waste. For non-recyclable waste, the Kunming factory also disposes of it properly.

During the Reporting Period, the Kunming Factory conducted classified statistics of waste, including solid waste, hazardous waste, domestic waste, and kitchen waste. Based on the number of people in the plant and its production capacity, the Kunming Factory conducted a logistics analysis of the generated waste. Through various treatment methods such as incineration to energy conversion, non-energy incineration, recycling, biogas production, composting, and landfill, the Kunming Factory calculated the waste conversion rate. In 2024, the monthly waste conversion rate of the Kunming Factory was all above 90%.

Our waste emission and discharge performance of 2024 is shown in the following table:

Indicator [1,2,3]	2023	2024
Hazardous waste (tons)	**5,806.2**	**6,753.4**
Non-hazardous waste (tons)	**23,240.7**	**20,389.0**

Notes:
1. The Product Integration Business Sector's hazardous waste mainly includes waste degreasers cleaning agents and paint grease generated in the production process. Non-hazardous waste mainly includes industrial solid waste generated in the production process and waste such as miscellaneous materials, plastic, paper, wood, kitchen waste, construction waste, etc.
2. The Semiconductor Business Sector's manufacturing generates hazardous and non-hazardous waste streams, including solvents, acids, and metal plating waste. The operations also produce paper, plastic, wood, metal, electronic, kitchen, and general office waste.
3. In 2024, Huangshi Factory and Phase II of the Kunming Factory of the Product Integration Business Sector started production, resulting in an increase of the total volume of hazardous and non-hazardous waste.

Green environmental protection advocacy

Wingtech actively promotes green office practices, integrating the concept of green and low-carbon into its daily operations. Specifically, the Dongguan-based factory of the Semiconductor Business Sector in China has fully implemented paperless office operations. Meanwhile, Wingtech's procurement center continuously promotes the construction of digital media, realizing the full paperless process of the procurement business through a digital system of lifecycle management.

The Product Integration Business Sector actively carries out various environmental protection-themed training activities to enhance the environmental awareness of all employees. During the Reporting Period, the Product Integration Business Sector organized several environmental protection themed training activities for new employees and key positions involving chemical management, providing them with compliant guidance in practical operations.

During the Reporting Period, different factories in the Semiconductor Business Sector respectively participated in a Hiking & Cleaning initiative, which combined exercise with collecting litter for a cleaner natural environment; cleaned up a lakeside in the village of Baclaran, helping to preserve and protect vital local water sources; participated in MPower's annual "CommuniTrees" tree planting activity, and planted 1,500 seedlings to support local reforestation efforts.

05

Responsible Partnership, Joint Cooperation and Construction

The success of the Company depends not only on its own efforts but also on the cooperation with various partners. We are always committed to building a sustainable development ecosystem together with supply chain partners and the community. In supply chain management, we ensure that our partners practice social responsibility together through strict admission standards and continuous monitoring mechanisms; on the issue of conflict procurement, we adhere to moral bottom lines and firmly resist any behavior that violates humanitarian principles; in the field of social public welfare, we actively act, give back to society, and spread warmth and hope.

Key Performance Indicators

The Product Integration Business Sector has achieved a **100**% ratio of suppliers signing social responsibility commitments

The Semiconductor Business Sector completed its annual RBA Validation assessment project review for all plants, and achieved a score of **90.4** in RBA self-assessment

Total Investment in Donation and Public Welfare Projects: RMB **6.04** million

Total investment in poverty alleviation and rural revitalization: RMB **3.99** million

Contributing to the UN SDGs

Standardizing Responsible Procurement

Key Performance Indicators

Product Integration Business Sector: Cumulative Proportion of Suppliers Signing Social Responsibility Commitment **100**%

Semiconductor Business Sector: All factories have completed the RBA Verification Assessment Project (VAP) and achieved an annual RBA self-assessment score of **90.4** points

The Group deeply understands that the sustainable development of enterprises requires the collaboration of the supply chain. We actively participate in industry exchanges and advocate responsible procurement. By strengthening cooperation with suppliers, ensuring that raw materials are not involved in conflict minerals, we promote supply chain transparency and contribute to the sustainable development of the industry.

Supply Chain Management

Wingtech adheres to responsible procurement, standardizes supply chain management, strictly controls the introduction of suppliers, and prioritizes cooperation with suppliers who have excellent performance in sustainable development.

Supply Quality Control

Wingtech has formulated comprehensive procurement and supplier management systems, strictly controlling the introduction, daily management, and performance assessment of suppliers to ensure high-quality and stable supply.

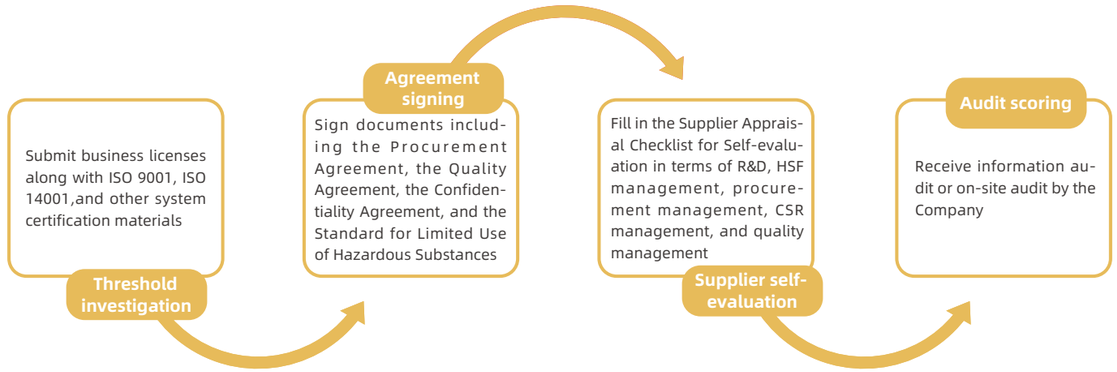
Due to different demands, each business sector has established its own scientific and complete supplier management structure. The Product Integration Business Sector has established a Procurement Committee responsible for the procurement strategy and supplier admission, selection review, and decision-making for all categories, and jointly optimizes and improves the supplier system with various departments. The procurement department of the Semiconductor Business Sector is responsible for supplier selection and management. The Quality department is responsible for auditing suppliers to ensure high-quality, while the Procurement Sustainability and Risk department is responsible for social audits and coordinating the implementation of corrective action plans.

By the end of the Reporting Period, the Product Integration Business Sector had a total of 1,050 suppliers, of which 799 were located in Mainland China, Hong Kong, Macau, and Taiwan. Our tier 1 suppliers are mainly product assembly suppliers, tier 2 suppliers mainly component suppliers, and tier 3 suppliers mainly provide raw materials.

Admission of Suppliers and Quality Assurance

For the supplier admission stage, we have formulated the New Supplier Certification Procedure to select suitable suppliers, which stipulates that new suppliers must pass ISO 9001 and ISO 14001 system certification or other equivalent certifications, comply with industry or national standards, have no social responsibility red line behaviors, and ensure that their deliverables meet quality and environmental requirements. During the Reporting Period, Wingtech further improved the New Supplier Selection Certification Procedure, requiring official authorization information from the original manufacturer for agents whose agency qualifications do not have a clear validity period, and setting a maximum validity period of 3 years. At the same time, it improved the types of supplier information changes, clarifying the documents required for each type, with suppliers completing information changes on the SRM end to reduce supplier management risks. In addition, the Company also conducted an overall optimization of the Supplier On-site Evaluation Form, reducing the average number of on-site audit clauses by 110 through merging and updating audit terms, thereby enhancing the rigor of the entry process.

The Semiconductor Business Sector also requires new suppliers to complete a self-assessment questionnaire upon admission, including assessments and scoring on CSR aspects. Each survey questionnaire must be reviewed and signed by a member of the supplier's top management and approved by the Procurement Sustainability and Risk department of the Semiconductor Business Sector.



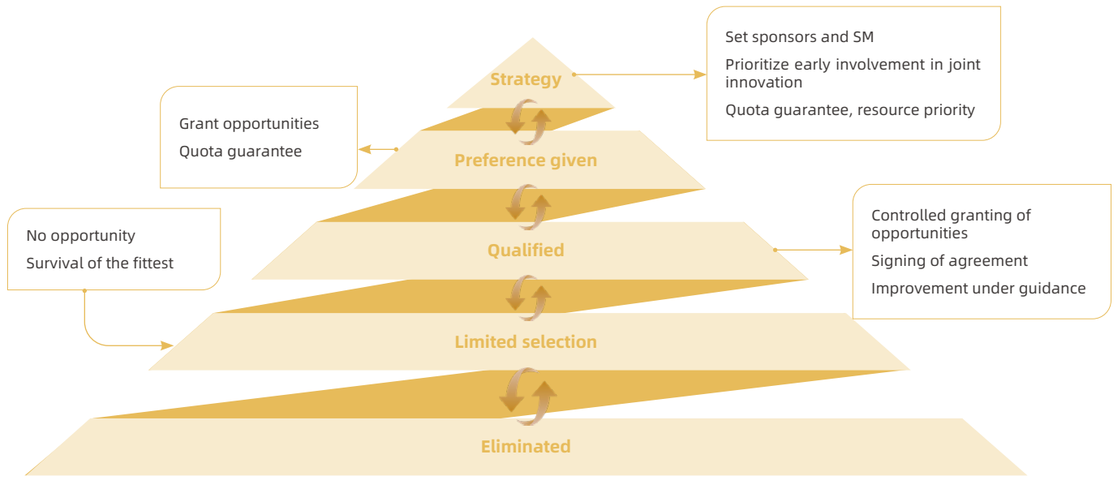
Supplier Introduction Process

Wingtech has clear quality requirements for suppliers. We have established supplier quality indicators, and for suppliers with unstable quality conditions, we will promptly hold quality communication meetings with their senior management to jointly identify quality risks and develop preventive measures. For suppliers whose quality performance does not meet the standards, we will organize quality review meetings and require the highest quality managers to report their quality improvement work to us. If the quality is not improved accordingly, we will impose penalties on the supplier, such as reducing the supply ratio, lowering the grade, canceling the supplier qualification, and reserve the right to demand compensation for corresponding losses from the supplier.

Quality indicators for suppliers

- Proportion of conforming sampling batches in total sampling batches in monthly inspections
- Reject ratio per one million incoming materials
- Reject ratio per one million products on the production line
- Client complaint ratio
- Major/batch quality incidents

For introduced suppliers, we manage and grade them in layers and evaluate them in multiple dimensions, such as material quality, delivery capability, business service, R&D support capability, and labor management, through quarterly performance assessments and annual audits. According to the assessment results, suppliers are classified into five levels: A, B, C, D, and E, representing excellent suppliers, good suppliers, general suppliers, risk suppliers, and high-risk suppliers. The assessment results will be linked to subsequent cooperation, continuously managing the supply chain.



Layered Management of Suppliers

Exchange with Suppliers

We value stable transactions and continuous win-win development with suppliers, and regularly communicate with them through email, phone, WeChat and other communication methods, as well as carry out offline exchange activities. The monthly average number of visits/receptions exceeds 200 times.

Case

"Smart Collaboration, Sustainable Development" Global Elite Partner Conference

During the Reporting Period, Wingtech successfully held a Global Elite Partner Conference themed "Smart Collaboration, Sustainable Development" at Cihu in Huangshi. The event invited 225 suppliers and over 450 partners to jointly explore cooperation opportunities and achieve mutual benefits and win-win outcome. During the conference, the Company commended the outstanding partners and awarded them with several awards such as Strategic Cooperation Award and Sincere Partner Award, in recognition of their support and contribution to Wingtech.

Global Elite Partner Conference

Supply Chain Social Responsibility Management

In addition to compliance with relevant laws and regulations, the suppliers must adhere to the Company's CSR Code of Conduct. We have formulated the Code of Conduct for Suppliers and other administrative documents. We also ask suppliers to sign the Commitment to Social Responsibilities and other relevant agreements when signing procurement agreements with us.

Click to learn more:
Wingtech Code of Conduct for Suppliers
Nexperia Code of Conduct for Suppliers

The Semiconductor Business Sector extends overall responsibility for responsible procurement and supplier management to the executive management team, including the COO, Chief Procurement Officer, Vice President of Quality, and Senior Director of Global Environment, Health, and Social Responsibility, strengthening the social responsibility management of the supply chain.

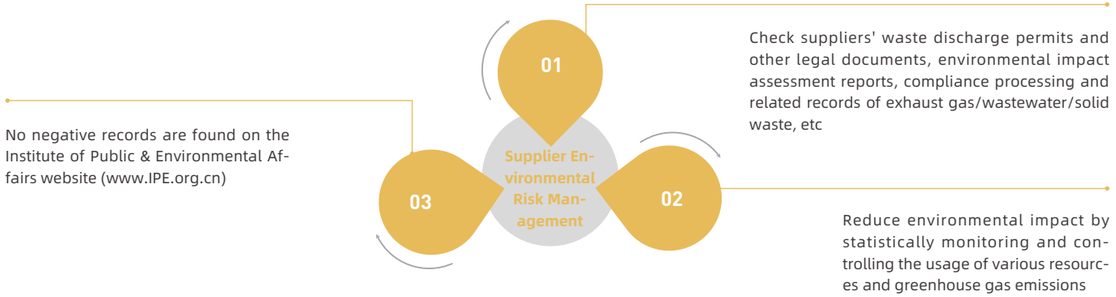
Wingtech formulates an annual audit plan according to the requirements of the Code of Conduct for Suppliers and the Supplier Monitoring Procedure, conducting CSR audits for all relevant first-tier and second-tier suppliers, including modules such as child labor and young workers, forced labor, environmental protection, fire safety, and chemical safety. During the Reporting Period, the completion rate of planned audits for suppliers reached 100%. For second-tier suppliers, Wingtech has included CSR as one of the conditions for new supplier introduction. When non-conformities are found during on-site audits, suppliers are required to provide improvement plans and evidence of improvement within one month, and to complete the improvements within three months. If a supplier scores below 70 in the CSR on-site audit conducted by Wingtech, they are generally not allowed to be introduced; they must complete rectification and pass re-certification before they can be introduced. In case of urgent needs that initiate a special procurement procedure, the supplier can be exceptionally introduced, but a dedicated improvement tracking mechanism must be established simultaneously to ensure that the supplier completes the rectification and meets the audit standards within the specified period.

Moreover, we implement the Supplier Monitoring Procedure to conduct daily control and performance assessments of 3 tiers of suppliers (raw materials, other materials) annually. Through the Supplier CSR Audit Checklist, we conduct audits (including conformity audit, environmental audit, reliability audit, and CSR audit) and carry out unannounced inspections on upstream suppliers, continuously conveying our concept of sustainable development.

Wingtech Supplier Social Risk Management Requirements
Ensure no records of labor, fire, environmental, and safety and health violations or illegal activities, nor any collective labor disputes;
Establish effective recruitment procedures to identify child labor to ensure no records of child labor;
Harassment, abuse, and discrimination against any employee, including but not limited to temporary workers, interns, contract workers, and direct employees, are strictly prohibited.
Any work conditions that seriously endanger life safety or health are prohibited, and an occupational safety management program is established, with personal protective equipment provided.
Supplier employees' wages and benefits should comply with all applicable laws and regulations.
Employees have the right to freedom of association and collective bargaining, and can openly communicate and share ideas about working conditions and management practices.
Sign a CSR agreement with Wingtech.

Wingtech Supplier Social Risk Management Requirements

We fully recognize the importance of environmental management in the supply chain and regard supply chain environmental management as a management measure for practicing supply chain social responsibility. We strictly control the introduction of suppliers, requiring suppliers to comply with our environmental requirements, prioritize pollution-free or low-pollution production processes, equipment, and environmentally friendly materials, and provide corresponding qualification documents. Only suppliers that meet our environmental requirements can enter the qualified supplier directory. In the process of supplier management, we monitor and inspect suppliers' environmental management methods and implementation measures in various ways. In addition, we monitor suppliers' commercial water usage and wastewater and actively participate in key customers' product water footprint inventory work, identify and manage water risks in the product manufacturing process, and cooperate with suppliers and other stakeholders to reduce the water footprint, thereby reducing the water consumption per unit product and improving the water resource recycling rate. We also proactively provide environmental protection guidance to suppliers and require suppliers to develop and implement employee environmental protection training systems, continuously improving employees' environmental protection awareness and management level, and thoroughly implementing the concept of sustainable development.



Key Elements of Wingtech's Supplier Environmental Management

In 2024, the Product Integration Business Sector:

Achieved a **100**% ratio of suppliers signing social responsibility commitments.

Completed the planned CSR audit of suppliers with a completion rate of **100**%.

Case

Strengthening Supply Chain Management, Practicing Responsible Business Practices

As a member of the RBA, the Semiconductor Business Sector requires all suppliers to sign the Statement of Suppliers on Compliance and asks them to always comply with the Semiconductor Business Sector 's Code of Conduct for Suppliers. The Semiconductor Business Sector also continuously monitors suppliers' performance in social responsibility, and regularly audits selected suppliers in terms of labor, human rights, environmental management, business ethics, governance and compliance. The Semiconductor Business Sector has developed a social responsibility risk assessment process for all suppliers, contractors, and service providers. For suppliers that fall beyond the risk threshold or have low performance in ESG are subject to social responsibility audit procedures, the Semiconductor Business Sector would take measures against suppliers that violate business ethics. During the Reporting Period, all of the Semiconductor Business Sector's factories underwent the RBA Validated Assessment Project (VAP) audits. Additionally, the Semiconductor Business Sector completed its annual RBA self-assessment and achieved a score of 90.4.

Conflict Mineral Management

The Group actively responds to the policies of prohibiting the use of conflict minerals to fulfill social responsibilities. We have established a complete conflict minerals management system, including the Management Measures of Conflict Minerals, the Operational Guidelines for the Management of Conflict Minerals and other institutional documents. We also openly disclose the Statement on Policies for Purchasing Conflict-free Minerals to avoid using conflict minerals obtained from illegal operations.

Policies of conflict minerals

- We do not support nor use conflict minerals.
- We require all suppliers to comply with regulations on conflict-free minerals.
- We conduct due diligence on suppliers whose products contain conflict minerals and identify the source of those metals.
- We monitor and ensure suppliers sign agreements for not supporting or using conflict minerals.

We also explicitly state our commitment to responsible mineral sourcing in our Code of Conduct for Suppliers. In addition, we have a specialized organizational structure to manage conflict minerals and specially designated personnel to collect, sort out, and evaluate standards and client requirements related to conflict minerals, cobalt and mica while overseeing the implementation of the conflict mineral management. We transform the standards and requirements into our internal management measures of conflict minerals, and deliver them to our suppliers as soon as possible to facilitate agreement signing and due diligence.

In terms of supplier management, we require new suppliers to conduct conflict minerals investigations according to CMRT and EMRT during the onboarding process, and to carry out investigations on suppliers every year in accordance with the Management Measures of Conflict Minerals. During the Reporting Period, we initiated CMRT and EMRT investigations on 240 transaction-related suppliers and conducted PRT mineral investigations on 205 suppliers, with no non-compliant suppliers found.

During the Reporting Period, Product Integration Business Sector issued conflict minerals survey forms to all existing suppliers involved in the supply of tin, tungsten, tantalum, and gold (3TG). We require suppliers to complete the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) to report the source and the chain of custody of conflict minerals. We also audit the source and the chain of custody of conflict minerals in the supply chain in an effective and risk-based manner based on the Organisation for Economic Co-operation and Development (OECD)'s Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

As part of these efforts, the Semiconductor Business Sector works to minimize the use of 3TGs and cobalt in our products and supply chains and employ rigorous due diligence whenever their inclusion is necessary. Our continuous efforts to reduce the size and weight of our semiconductor components also decrease our reliance on these materials. As an active member of the RMI, the Semiconductor Business Sector promotes responsible mineral sourcing and adhere to the RMI's risk assessment procedures and tools, which are regarded as industry standards. We also support independent thirdparty audits by the RMI through its Responsible Minerals Assurance Process (RMAP), as well as assessment programs recognized by the RMI for their effectiveness. We design our processes to comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals and other relevant laws and regulations.

Promoting Rural Revitalization

Public Welfare Philosophy

Wingtech adheres to the concept of "Realizing Corporate Value while Giving Back to Society" actively driving regional economic development and promoting rural revitalization through various forms such as increasing employment in poverty-stricken areas, supporting education, and assisting in sales, contributing to social harmony and stability. During the Reporting Period, Wingtech invested 3.99 million yuan in poverty alleviation and rural revitalization, benefiting 433 people.

Key Performance Indicators

Total investment in poverty alleviation and rural revitalization: RMB **3.99** million

The poverty alleviation and rural revitalization efforts benefited **433** people.

Case

Assistance in Farmers' Sales

During the Reporting Period, Wingtech actively responded to the rural revitalization policy, collaborating with local fruit farmers on multiple occasions. This not only allowed employees to enjoy benefits but also addressed the practical issue of fruit farmers' unsold produce.

Assistance in Farmers' Sales

Providing Educational Support

The development of the enterprise is closely related to the progress of society. We have always been proactive in fulfilling our social responsibilities, giving back to the community through charitable donations, blood donations, and other public welfare activities, spreading warmth and care.

Community Support

Case

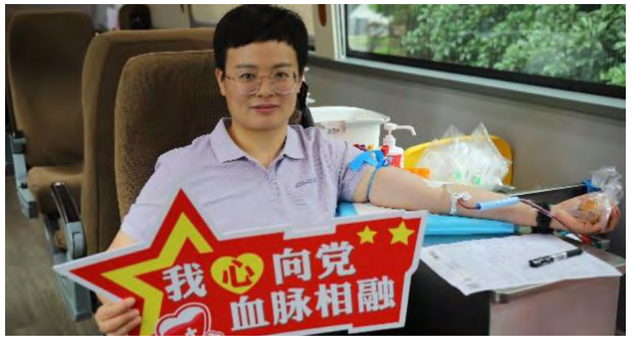
Charity Donation

In 2024, facing the severe flood disaster caused by heavy rain in Meizhou, Guangdong, Wingtech quickly responded by donating 6 million RMB to the disaster area to support post-disaster reconstruction efforts. Through this donation, Wingtech hopes to contribute to the recovery and development of the disaster area, helping the affected people to resume normal life as soon as possible.

Case

Voluntary Blood Donation Activity

To support medical emergency services, we organized a voluntary blood donation activity to help blood banks replenish various blood types and contribute to saving lives. During the event, a total of 35 employees successfully donated blood, and the Company provided a subsidy of 300 RMB to each participant, totalling 10,500 RMB in subsidies.



Voluntary Blood Donation Activity

Case

Diverse Volunteer Activities in the Semiconductor Business Sector

During the Reporting Period, the Semiconductor Business Sector's Dongguan Factory continued its voluntary activities at the Yuxing School for Children with Special Needs. Three-hundred employees participated, contributing a total of 1,156 service hours to help children with hearing impairment and mild intellectual disabilities. Every two months, our volunteers assisted children in building crafts and tools, cleaning the school, and engaging in fun activities to help them develop their practical, technical, social, and cognitive skills. As a result, the local government recognized TeamNexperia as an Excellent Volunteer Team and a Caring Enterprise.

The Semiconductor Business Sector's Manchester Factory established a dedicated Charity and Community Committee, which supports local charities by coordinating various volunteering opportunities for our employees. In 2024, we dedicated over 200 working hours to causes our team members are passionate about, including a homeless charity, a children's charity organization supporting low-income families, and a local center for hearing- and vision-impaired people.

In the Semiconductor Business Sector's Hamburg Factory, our employees proudly donated € 6,000 to the local children's charity "Hands for children," a short-term home for children and young people with disabilities by organizing a collection and recycling campaign for electronic and metal waste.

Educational Support

Wingtech adheres to the concept of "Realizing Corporate Value while Giving Back to Society", and has been carrying out the "Boai Support Program" for five consecutive years, donating RMB 200,000 annually to the Kunming Red Cross Society to assist poor students of Yunnan National High School in achieving their dreams of pursuing education.

昆明市红十字会
RED CROSS SOCIETY OF CHINA KUNMING BRANCH
人道 博爱 奉献

姓名	捐赠用途	捐赠金额/元	捐赠时间
昆明闻泰通讯有限公司	博爱昆明闻泰扶智计划项目	200000.00	2024-05-27

Donation for Education

Case

"Big Hand Holds Little Hand, Little Hands Hold Together" Joint School Assistance Activity

In Akeqi County, Xinjiang, we carried out the "Big Hand Holds Little Hand, Little Hands Hold Together" joint school assistance activity, pairing with local communities to provide desk lamps to 10 children, helping them to study better at night.

Case

"Boai Kunming Wingtech Wisdom Support Project"

The "Boai Kunming Wingtech Wisdom Support Project" is an educational support project aimed at specific vulnerable groups, intended to help students from unstable poverty-alleviation households, households on the brink of poverty, and households facing sudden severe difficulties. By providing educational support and resources, the project strives to improve these students' educational conditions, assist them in completing their studies more effectively, thereby laying a solid foundation for their future development, reflecting a commitment to educational equity and equal opportunities.

Wingtech gathers the power of goodness, not only actively giving back to society but also committed to promoting social harmony and development. We believe that a company is not just a creator of economic value, but also a bearer of social responsibility. In the future, Wingtech will continue to demonstrate its corporate social responsibility and commitment through concrete actions, working together with all sectors of society to create a brighter social landscape.

GRI Standard Index Table

Instructions for the use of GRI: Wingtech has disclosed the contents described in the GRI Content Index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI Standards	Disclosure	Chapter Title
The organization and its reporting practices	2-1 Organizational de-tails	About This Report
	2-2 Entities included in the organization's sus-tainability reporting	About this Report
	2-3 Reporting Period, frequency and contact point	About this Report
	2-4 Restatements of information	/
	2-5 External assurance	/
Activities and workers	2-6 Activities, value chain and other busi-ness relationships	Company Introduction
	2-7 Employees	3.1 Talent Attraction and Retention
	2-8 Workers who are not employees	3.1 Talent Attraction and Retention
Governance	2-9 Governance struc-ture and composition	1.1 Standardizing Corporate Governance
	2-10 Nomination and selection of the highest governance body	Please refer to the Compa-ny's Annual Report
	2-11 Chair of the highest governance body	Please refer to the Compa-ny's Annual Report
	2-12 Role of the highest governance body in overseeing the man-agement of impacts	Sustainability Management
	2-13 Delegation of re-sponsibility for manag-ing impacts	/
	2-14 Role of the highest governance body in sustainability reporting	/
	2-15 Conflicts of interest	Please refer to the Compa-ny's Annual Report
	2-16 Communication of critical concerns	Sustainability Management
	2-17 Collective knowledge of the high-est governance body	/
	2-18 Evaluation of the performance of the highest governance body	Please refer to the Compa-ny's Annual Report
	2-19 Remuneration policies	3.1 Talent Attraction and Retention Please refer to the Company's Annual Report for more details
	2-20 Process to deter-mine remuneration	/
	2-21 Annual total com-pensation ratio	/
Strategy, policies and practices	2-22 Statement on sus-tainable development strategy	Sustainability Management
	2-23 Policy commit-ments	Sustainability Management
	2-24 Embedding policy commitments	/
	2-25 Processes to re-mediate negative im-pacts	/
	2-26 Mechanisms for seeking advice and raising concerns	/
	2-27 Compliance with laws and regulations	Strictly comply with relevant laws and regulations in each country/region regulations
	2-28 Membership asso-ciations	/
Stakeholder engagement	2-29 Approach to stakeholder engage-ment	Sustainability Management
	2-30 Collective bar-gaining agreements	3.1 Talent Attraction and Retention
GRI 3: Material Topics	3-1 Process to deter-mine material topics	Sustainability Management
	3-2 List of material top-ics	Sustainability Management
	3-3 Management of material topics	Sustainability Management
GRI 201: Economic Per-formance	201-1 Direct economic value generated and distributed	Company Introduction
	201-2 Financial implica-tions and other risks and opportunities due to climate change	4.2 Response to Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	/
	201-4 Financial assis-tance received from government	/
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	/
	202-2 Proportion of senior management hired from the local community	/
GRI 203: Indirect Eco-nomic Impacts	203-1 Infrastructure investments and ser-vices supported	5.2. Supporting Rural Revi-talization
	203-2 Significant indi-rect economic impacts	5.2. Supporting Rural Revi-talization
GRI 204: Procurement Practices	204-1 Proportion of spending on local sup-pliers	/
GRI 205: Anti-corruption	205-1 Operations as-sessed for risks related to corruption	1.3 Compliance with Busi-ness Ethics
	205-2 Communication and training about an-ti-corruption policies and procedures	1.3 Compliance with Busi-ness Ethics
	205-3 Confirmed inci-dents of corruption and actions taken	1.3 Compliance with Busi-ness Ethics
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	/
GRI 207: Tax	207-1 Approach to tax	/
	207-2 Tax governance, control, and risk man-agement	/
	207-3 Stakeholder en-gagement and man-agement of concerns related to tax	/
	207-4 Coun-try-by-country reporting	/
GRI 301: Materials	301-1 Materials used by weight or volume	/
	301-2 Recycled input materials used	/
	301-3 Reclaimed prod-ucts and their packaging materials	/
GRI 302: Energy	302-1 Energy consump-tion within the organi-zation	4.3 Optimizing Resource Management
	302-2 Energy consump-tion outside of the or-ganization	/
	302-3 Energy intensity	4.3 Optimizing Resource Management
	302-4 Reduction of en-ergy consumption	4.3 Optimizing Resource Management
	302-5 Reductions in energy requirements of products and services	4.3 Optimizing Resource Management

GRI Standards	Disclosure	Chapter Title
GRI 303: Water and Ef-fluents	303-1 Interactions with water as a shared re-source	4.3 Optimizing Resource Management
	303-2 Management of water discharge related impacts	Not involving such water sources
	303-3 Water withdrawal	4.3 Optimizing Resource Management
	303-4 Water discharge	4.3 Optimizing Resource Management
	303-5 Water consump-tion	4.3 Optimizing Resource Management
GRI 304: Biodiversity	304-1 Operational sites owned, leased, man-aged in, or adjacent to, protected areas and areas of high biodiver-sity value outside pro-tected areas	Not Applicable
	304-2 Significant im-pacts of activities, products and services on biodiversity	Not Applicable
	304-3 Habitats pro-tected or restored	Not Applicable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Applicable
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	4.3 Optimizing Resource Management
	305-2 Energy indirect (Scope 2) GHG emis-sions	4.3 Optimizing Resource Management
	305-3 Other indirect (Scope 3) GHG emis-sions	4.3 Optimizing Resource Management
	305-4 GHG emissions intensity	4.3 Optimizing Resource Management
	305-5 Reduction of GHG emissions	4.3 Optimizing Resource Management
	305-6 Emissions of ozone-depleting sub-stances (ODS)	/
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other signif-icant air emissions	4.4 Compliance Emission Management
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	4.4 Compliance Emission Management
	306-2 Management of significant waste-related impacts	4.4 Compliance Emission Management
	306-3 Waste generated	4.4 Compliance Emission Management
	306-4 Waste diverted from disposal	4.4 Compliance Emission Management
	306-5 Waste directed to disposal	4.4 Compliance Emission Management
GRI 308: Supplier Envi-ronmental Assessment	308-1 New suppliers that were screened us-ing environmental cri-teria	5.1 Standardizing Responsi-ble Purchasing
	308-2 Negative envi-ronmental impacts in the supply chain and actions taken	5.1 Standardizing responsi-ble procurement
GRI 401: Employment	401-1 New employee hires and employee turnover	/
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1 Talent Attraction and Retention
	401-3 Parental leave	/
GRI 402: La-bor/Management Rela-tions	402-1 Minimum notice periods regarding oper-ational changes	Strictly comply with relevant laws and regulations in each country/region regulations
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety man-agement system	3.4 Health and Safety Protection
	403-2 Hazard identifi-cation, risk assessment, and incident investiga-tion	
	403-3 Occupational health services	Not Applicable
	403-4 Worker partici-pation, consultation, and communication on occupational health and safety	/

GRI Standards	Disclosure	Chapter Title
	403-5 Worker training on occupational health and safety	3.4 Health and Safety Pro-tection
	403-6 Promotion of worker health	3.4 Health and Safety Pro-tection
	403-7 Prevention and mitigation of occupa-tional health and safety impacts directly linked by business relation-ships	3.4 Health and Safety Pro-tection
	403-8 Workers covered by an occupational health and safety man-agement system	3.4 Health and Safety Pro-tection
	403-9 Work-related in-juries	3.4 Health and Safety Pro-tection
	403-10 Work-related ill health	3.4 Health and Safety Pro-tection
GRI 404: Training and Education	404-1 Average hours of training per year per employee	3.2 Talent Cultivation and Growth
	404-2 Programs for upgrading employee skills and transition as-sistance programs	3.2 Talent Cultivation and Growth
	404-3 Percentage of employees receiving regular performance and career development reviews	3.2 Talent Cultivation and Growth
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of gov-ernance bodies and employees	3.1 Talent Attraction and Retention
	405-2 Ratio of basic salary and remunera-tion of women to men	/
GRI 406: Non-discrimination	406-1 Incidents of dis-crimination and correc-tive actions taken	3.1 Talent Attraction and Retention
GRI 407: Freedom of As-sociation and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of as-sociation and collective bargaining may be at risk	3.1 Talent Attraction and Retention
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	3.1 Talent Attraction and Retention
GRI 409: Forced or Com-pulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.1 Talent Attraction and Retention
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	Not Applicable
GRI 411: Rights of Indig-enous Peoples	411-1 Incidents of viola-tions involving rights of indigenous peoples	Not Applicable
GRI 413: Local Communi-ties	413-1 Operations with local community en-gagement, impact as-sessments, and devel-opment programs	5.2 Promoting Rural Revi-talization
	413-2 Operations with significant actual and potential negative im-pacts on local commu-nities	No such operational sites
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	5.1 Standardizing Responsi-ble Procurement
	414-2 Negative social impacts in the supply chain and actions taken	5.1 Standardizing Responsi-ble Procurement
GRI 415: Public Policy	415-1 Political contribu-tions	Not Applicable
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety im-pacts of product and service categories	2.3 Improving Quality Control
	416-2 Incidents of non-compliance con-cerning the health and safety impacts of prod-ucts and services	/
GRI 417: Marketing and Labeling	417-1 Requirements for product and service in-formation and labeling	2.3 Improving Quality Con-trol
	417-2 Incidents of non-compliance con-cerning product and service information and labeling	/
	417-3 Incidents of non-compliance con-cerning marketing communications	/
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.4 Protecting Information Security