WINSTAR 2024

WINSTAR Display Co., Ltd.
Sustainability Report

CONTENTS

0 About WINSTAR Display

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

0.1 About This Report

 WINSTAR Display Co., Ltd. (hereinafter referred to as "WINSTAR") 2024 Sustainability Report (hereinafter referred to as "this report") is WINSTAR's first sustainability report. This report is prepared in accordance with the 2021 GRI Standards for Sustainability Reporting issued by the Global Reporting Initiative (GRI), as well as the disclosure principles of the Sustainability Accounting Standards Board (SASB) established under the IFRS Foundation. It also references the Taiwan Stock Exchange's Regulations Governing the Preparation and Submission of Sustainability Reports by Listed Companies and the Practical Guidelines for Sustainable Development of Listed and OTC Companies. This report provides stakeholders with a concrete account of WINSTAR's initiatives and achievements in promoting environmental, social, and governance (ESG) corporate social responsibility.

 Detailed financial analysis and operational information referenced in this report can be found in the 2024 Annual Report. All financial information is sourced from CPA-audited financial statements and is available in the "Investor Relations" section of WINSTAR's official website. Other sustainability information is concurrently disclosed in the "ESG" section of WINSTAR's official website.

Scope and Boundary

 To enable stakeholders to understand WINSTAR's actions and objectives across ESG dimensions, this report covers key sustainability information, management policies, and performance from January 1, 2024, to December 31, 2024. This report provides a comprehensive presentation of WINSTAR's sustainability efforts and outcomes. The content and data include WINSTAR's Taichung headquarters, Raystar Optronics, Inc. (hereinafter referred to as the "Taichung Plant"), WINSTAR Display (Jiangsu) Co., Ltd. (hereinafter referred to as the "Jiangsu Plant"), and Dongguan Vanstar Technology Co., Ltd. (hereinafter referred to as the "Dongguan Plant").

The financial data in this report is prepared in accordance with the International Financial Reporting Standards (IFRS) and is presented in New Taiwan Dollars (NTD).

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Publication Information

WINSTAR Display Co., Ltd. has published its 2024 Sustainability Report, which is available on the WINSTAR website.

Reporting Period: January 1, 2024, to December 31, 2024

Publication Frequency: Annually

Current Edition Release: August 2025

Next Edition Release Date: Scheduled for August 2026

Contact Information

If you have any feedback regarding the content of this report, or any questions or suggestions about sustainability topics at WINSTAR, please feel free to contact us using the information below:

Contact Unit: Sustainability Team, WINSTAR Display Co., Ltd.

Address: 2F, No. 43, Keya Road, Daya District, Taichung City

Tel: 04-25689987

Fax: 04-25687763

Verification/Assurance

WINSTAR has established procedures for preparing and verifying sustainability reports in accordance with the Regulations Governing the Preparation and Submission of Sustainability Reports by Listed Companies, and has incorporated these procedures into its internal control system. The data and information in this report were compiled based on submissions from the ESG Task Force and personnel from relevant departments. The consolidated information was then reviewed by ESG Task Force members to confirm the report content and performance metrics, and subsequently discussed during ESG Task Force meetings. The final report was reviewed and approved by the Sustainable Development Management Committee before being submitted to the Board of Directors for final approval and issuance.

The financial information in this report is sourced from WINSTAR's 2024 Annual Report and has been certified by Deloitte Touche Tohmatsu CPA Firm. Relevant data for the 2024 fiscal year is presented using internationally recognized indicators. When estimates are used, such instances are noted in the respective sections. Greenhouse gas emissions were verified by SGS Taiwan Co., Ltd. in accordance with ISO 14064. WINSTAR's ISO 9001, ISO 14001, and ISO 27001 certifications were verified by SGS Taiwan Co., Ltd., while its IATF 16949 certification was verified by NQA Taiwan International Certification Co., Ltd.

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2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

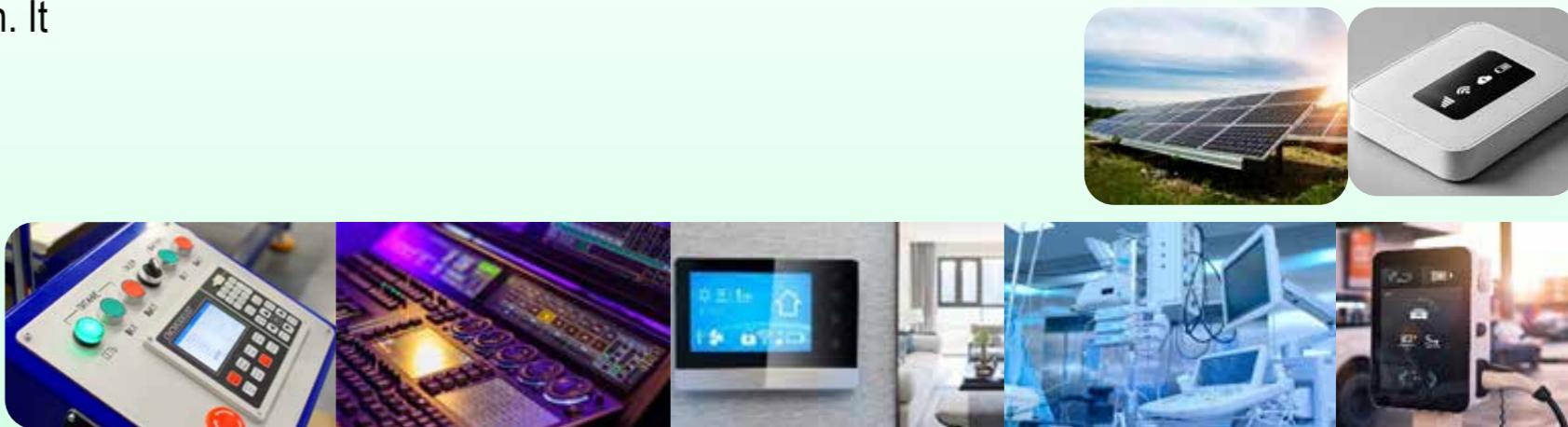Appendix

0.2 Message from the Chairman and CEO

First and foremost, I extend my deepest gratitude to all shareholders, employees, partners, and stakeholders. Your unwavering support and trust in WINSTAR fuel our relentless drive forward. 2024 presents both challenges and opportunities for WINSTAR. Despite ongoing global political and economic turbulence, escalating climate change, and increasingly complex operational environments, WINSTAR recognizes that the transition to achieving net-zero emissions by 2050 has become the most critical issue for sustainable development worldwide. Sustainability has been WINSTAR's long-term value pursuit since its inception. Whether addressing stakeholder needs, safeguarding shareholder interests, or ensuring employee work-life balance and health, these remain WINSTAR's steadfast objectives.

Guided by its corporate culture of "Innovation, Technology, Sustainability, and Trust," WINSTAR operates with a philosophy centered on customer value, technological advancement, sustainable development, and social contribution. It upholds a spirit of relentless innovation and unwavering commitment while addressing environmental, social, and governance (ESG) concerns. Looking back at 2024, overall end-market demand remained weak, with inventory destocking progressing slowly, particularly in the European market.

This resulted in overall operational performance falling short of expectations. WINSTAR will continue to respond prudently to international developments, flexibly adjust operational strategies, and gradually expand its Made in Taiwan (MIT) production capacity allocation to strengthen supply chain resilience. This approach addresses regional manufacturing shifts and meets international customer demands. Concurrently, the company will intensify R&D innovation and core technology development, steadily promote high-value-added products and services, and expand niche application market opportunities.

Since its establishment, WINSTAR has created nearly one thousand job opportunities and actively participated in various public welfare initiatives, fulfilling its corporate social responsibilities. In recent years, in alignment with the international goal of achieving net-zero emissions by 2050, WINSTAR has continued to focus on environmental sustainability and contribute to the long-term well-being of our planet. Our sustainability goals and vision are outlined as follows:

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Environmental

- Expansion and reconstruction of plant facilities incorporate concepts of energy efficiency, water resource conservation, and waste management into the planning and design of new buildings and expansion projects.
- Various energy-saving and carbon-reduction policies are implemented, including the assessment and adoption of solar power investment, hydropower generation, and afforestation. Any remaining gaps will be supplemented through the purchase of green electricity.
- Carbon reduction targets for 2030 and 2050 have been established, with a goal of achieving carbon neutrality by 2030.

Social

- Continued investment in talent cultivation to strengthen corporate competitiveness, including the establishment of dedicated sustainability promotion and execution units.
- Expansion of social engagement efforts to create more employment opportunities and social welfare initiatives.Creating optimal value and mutual benefits for all stakeholders.

Governance

- Providing diversified product solutions to expand the company's global market share and enhance revenue performance.
- Implementing policies to reduce energy consumption and carbon emissions.Meeting the requirements and gaining recognition from European Tier-1 customers to penetrate high-end markets and increase market share.
- Integrating ESG management into the supply chain and prioritizing suppliers who emphasize ESG-related issues.

We extend our sincere gratitude to all stakeholders for their support and trust. WINSTAR will continue striving toward becoming a global leader in display solutions, delivering exceptional quality and high value-added services, expanding into new application markets, achieving sustainable operations, and creating greater value for all stakeholders.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

0.3 Company Profile and Philosophy

1. About WINSTAR

WINSTAR was established in June 1998, primarily engaged in the manufacturing, processing, and trading of various displays and modules. WINSTAR's stock began trading on the Taiwan Stock Exchange (TWSE) in December 2023. Its headquarters are located at 2F, No. 43, Keya Road, Daya District, Taichung City. WINSTAR is a manufacturer of LCM, OLED, TFT, LCD, and system integration solutions, as well as a panel solution provider. Under the forward-thinking leadership of its management team and with the integrated capabilities of its five core operational strategies—"Technology, Quality, Cost, Speed, and Service"—WINSTAR Display has become the world's leading industrial display brand in the small-volume, high-variety business model. WINSTAR offers a 3-10 year supply guarantee for 90% of its standard products, making it the industrial display manufacturer with the best cost-performance ratio in the industry.
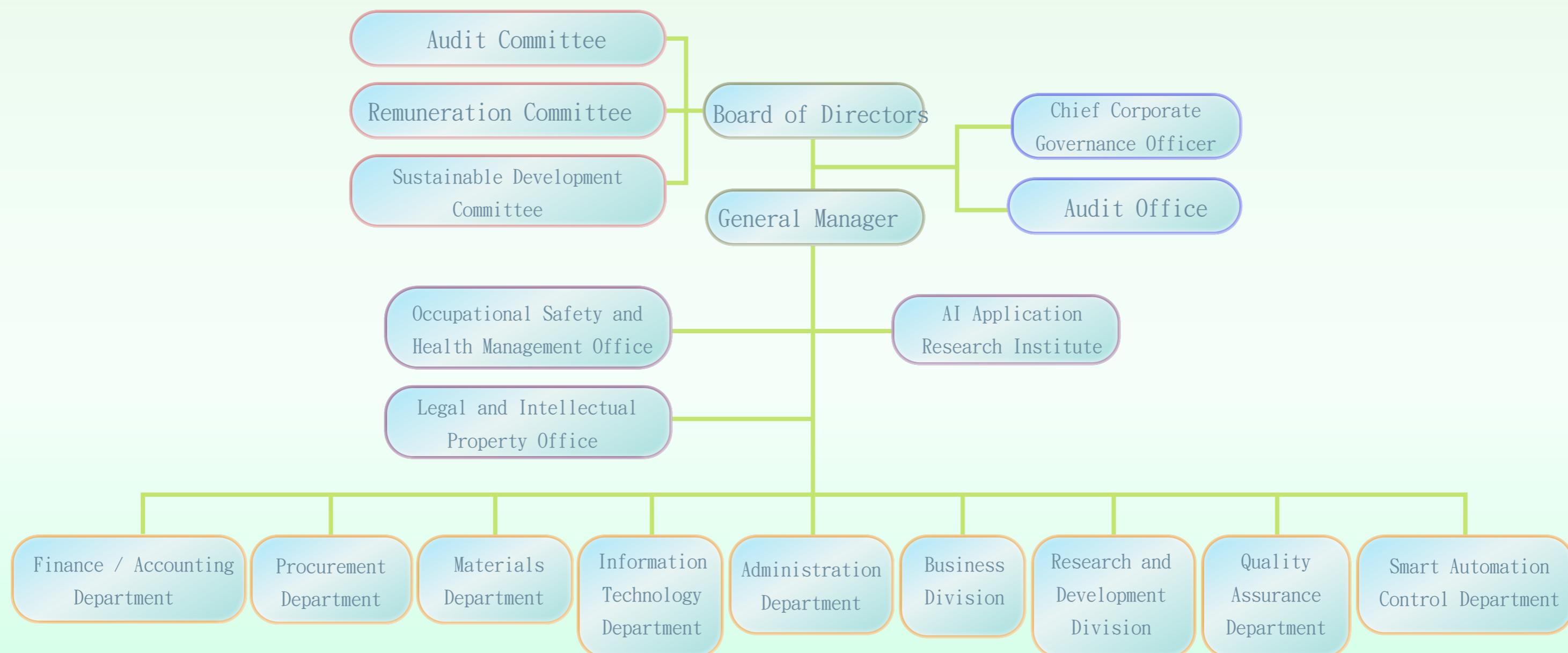
Company Nam	WINSTAR Display Co., Ltd.
Capital	675,500,000
Date of Establishment	June 16, 1998
Number of Employees	953
Primary Products and Technologies	STN, TFT, and PMOLED display panels and modules; system integration modules; E-paper RD and design of embedded products; electronic component manufacturing; wholesale and retail of electronic materials.
Chairman	Venson Liao
General Manager	Venson Liao
Headquarters	2F, No. 43, Keya Road, Daya District, Taichung City
Operational Locations	WINSTAR Display Co., Ltd. Taiwan Headquarters: 2F, No. 43, Keya Road, Daya District, Taichung City Raystar Optronics, Inc. (Taichung Plant): 2F, No. 25, Keya Road, Daya District, Taichung City Dongguan Vanstar Technology Co.,Ltd. (Dongguan Plant): Xiangdong Industrial Zone, Dalingshan Town, Dongguan City, Guangdong Province, China WINSTAR Display (Changshu) Co., Ltd. (Jiangsu Plant): Taiwanese Industrial Zone, Xinzhuang Town, Changshu City, Jiangsu Province, China

Company Nam	WINSTAR Display Co., Ltd.
Product Revenue Breakdown	STN Display Modules (43.60%), OLED Display Modules (30.28%), TFT Display Modules (24.68%), Others (1.26%)
Revenue Distribution	Taiwan (10.05%), Europe (36.40%), Asia (34.17%), America (18.78%), Others (0.61%)

2. Organizational Department

Department	Responsibilities
General Manager's Office	Execution and coordination of overall operational planning; establishment and supervision of organizational operations and systems; oversight of corporate governance matters; implementation of business strategies and plans in accordance with Board resolutions; submission of reports and proposals requiring Board approval or review.
Audit Office	Execution of annual audit plans; preparation of audit reports and follow-up on corrective actions; inspection and evaluation of the effectiveness of internal control systems.
AI Application Research Institute	Preparation of big-data analysis reports for various departments; development and implementation of AI applications; development of data model–based information systems for the Group.
Legal/IP Office	Planning and management of general legal affairs; handling contract matters and related legal disputes; consultation on litigation cases; internal patent review; patent infringement assessment and avoidance.
Occupational Safety and Health Management Office	Formulation, planning, and promotion of occupational safety and health management initiatives; handling and management of environment, safety, and health affairs; responsibility for fire safety–related operations.
Business Division	Expanding global markets to achieve company revenue targets; developing new markets and customers; managing distributors/agents; collecting and analyzing market intelligence.
Research and Development Department	R&D of new products and technologies; design and development of new samples; project planning and management.
Administration Department	Responsible for human resource policy planning; execution of general administrative management; management of fixed asset operations; handling labor–management relations and related issues.
Finance/Accounting Department	Managing corporate finance, accounting, taxation, and cost control operations; reviewing and supervising the use of long- and short-term funds; handling payment and receipt cashier operations; managing shareholder-related affairs.
Information Technology Department	Maintaining and repairing internal IT equipment, systems, and operations to ensure stable functionality; evaluating, developing, and testing feasibility solutions; procuring and maintaining computer hardware and software.
Procurement Department	Handling procurement operations; evaluating and selecting suppliers; developing new suppliers;reducing procurement costs.
Materials Department	Responsible for import/export declarations; arranging shipments, returns, and replacements; managing shipment schedules; overseeing inventory receiving and issuing; conducting inventory review and analysis; packaging operations.
Quality Assurance Department	Planning, supervising, auditing, and maintaining ISO quality management system operations; managing document control center; incoming material inspection; in-process quality control; instrument calibration; OQC (Outgoing Quality Control) inspection; RMA repair services; quality issue analysis and resolution.
Intelligent Control Department	Development of automated machinery; system integration; equipment optimization and improvement.
Module Manufacturing Division	PMT electrical functionality testing; defective product repair; CIE quality verification to ensure BCB shipment quality; COG/COB production

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

WINSTAR Organizational Chart

Audit Committee

Remuneration Committee

Sustainable Development Committee

Board of Directors

Chief Corporate Governance Officer

Audit Office

General Manager

Occupational Safety and Health Management Office

AI Application Research Institute

Legal and Intellectual Property Office

Finance / Accounting Department

Procurement Department

Materials Department

Information Technology Department

Administration Department

Business Division

Research and Development Division

Quality Assurance Department

Smart Automation Control Department

2024
Sustainability Report

About WINSTAR Display | Creating Sustainable Value | Integrity Governance Steady Progress | People-Centric Approach Co-Creating Value | Low-Carbon Driven Sustainable Future | Appendix
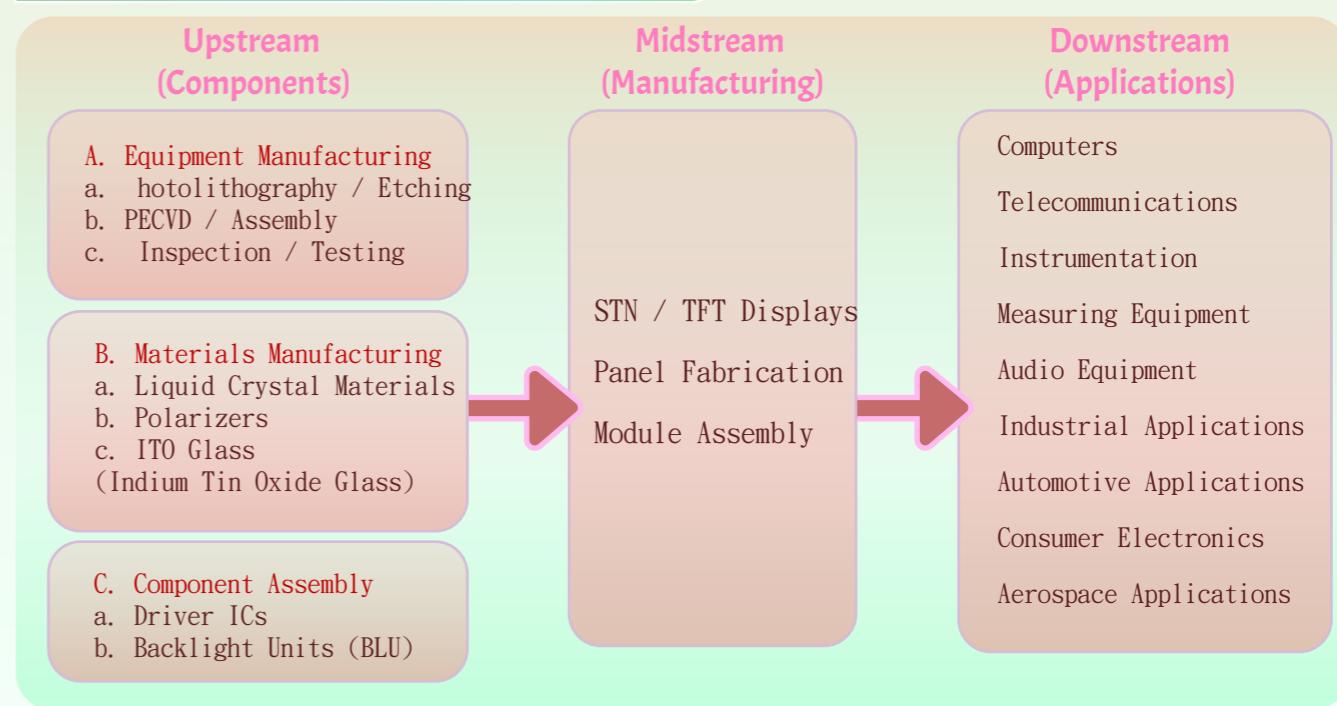
3. Company Profile

WINSTAR's primary products are applied across 173 industry sectors, including industrial instrumentation, medical electronic equipment, multimedia audio-visual devices, wearable displays, household appliances, security systems, energy systems, smart home appliances, IoT devices, POS systems, and automotive displays. As one of the few global manufacturers capable of simultaneously supplying STN, TFT, and OLED display modules, WINSTAR leverages its system integration capabilities to provide comprehensive solutions—including hardware, firmware, software, and GUI design—for its three major product lines. This makes WINSTAR one of the display manufacturers with the broadest product coverage in the industry.
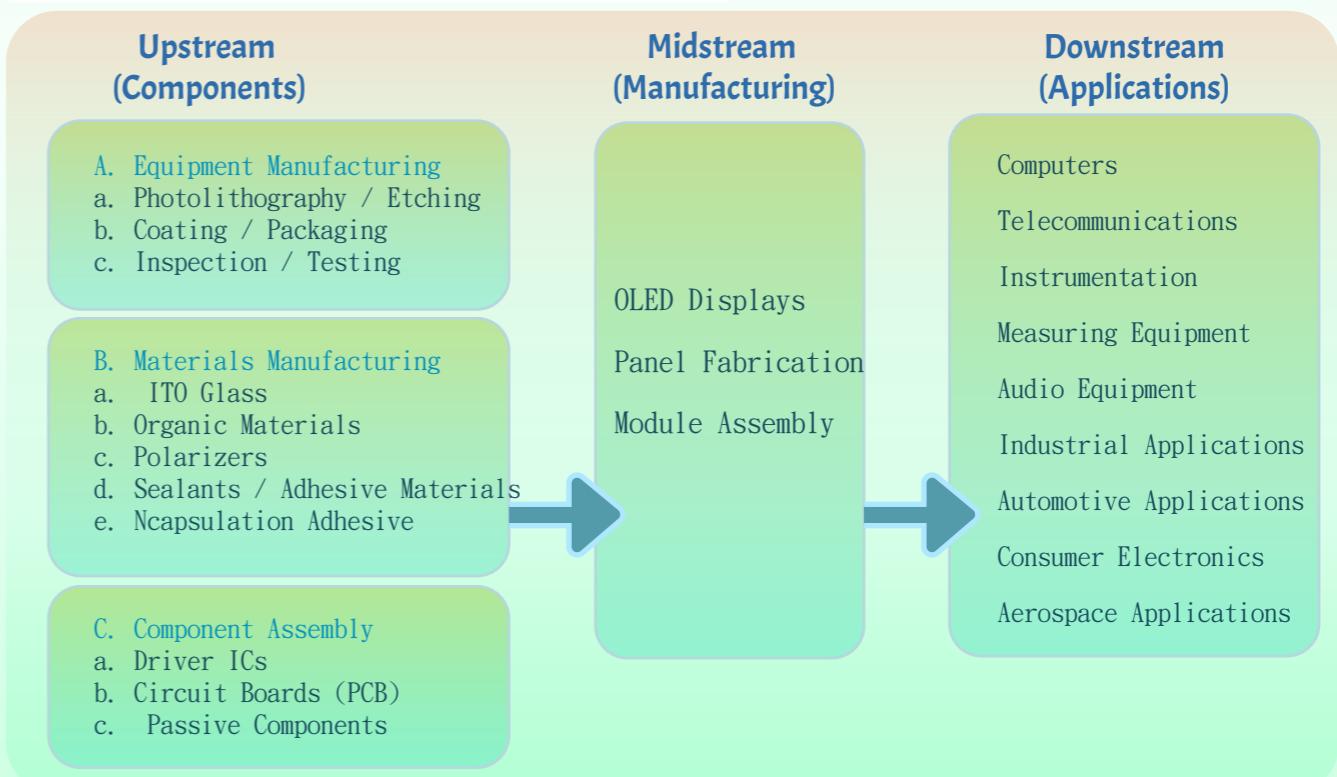
WINSTAR's products form part of the flat-panel display industry chain. Upstream segments include chemical materials, backlight components, and backlight modules; the midstream includes LCD panel and display module production processes and testing equipment; downstream includes LCD panel application products. Positioned in the midstream, WINSTAR is dedicated to the manufacturing and sales of LCD panels and display modules. The panels and modules produced enable diverse variations and integrations for downstream applications. In 2024, WINSTAR experienced no significant changes in company scale, organizational structure, ownership, or supply chain.

For the overall industrial supply chain relationships, please refer to the table below:

LCD Display Industry Structure

Upstream (Components)

A. Equipment Manufacturing
a. hotolithography / Etching
b. PECVD / Assembly
c. Inspection / Testing

B. Materials Manufacturing
a. Liquid Crystal Materials
b. Polarizers
c. ITO Glass (Indium Tin Oxide Glass)

C. Component Assembly
a. Driver ICs
b. Backlight Units (BLU)

Midstream (Manufacturing)

STN / TFT Displays
Panel Fabrication
Module Assembly

Downstream (Applications)

Computers
Telecommunications
Instrumentation
Measuring Equipment
Audio Equipment
Industrial Applications
Automotive Applications
Consumer Electronics
Aerospace Applications

OLED Display Industry Structure

Upstream (Components)

A. Equipment Manufacturing
a. Photolithography / Etching
b. Coating / Packaging
c. Inspection / Testing

B. Materials Manufacturing
a. ITO Glass
b. Organic Materials
c. Polarizers
d. Sealants / Adhesive Materials
e. Ncapsulation Adhesive

C. Component Assembly
a. Driver ICs
b. Circuit Boards (PCB)
c. Passive Components

Midstream (Manufacturing)

OLED Displays
Panel Fabrication
Module Assembly

Downstream (Applications)

Computers
Telecommunications
Instrumentation
Measuring Equipment
Audio Equipment
Industrial Applications
Automotive Applications
Consumer Electronics
Aerospace Applications

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

WINSTAR's operational sites have obtained the following certifications

Item	Description	Certified Facility
ISO 9001 : 2015	Quality Management System Standard	Taiwan Headquarters, Taichung Plant, Jiangsu Plant, Dongguan Plant
ISO 14001 : 2015	Environmental Management System Standard	Taichung Plant, Jiangsu Plant, Dongguan Plant
ISO 14064 -1 : 2018	Greenhouse Gas inventory standards	Taiwan Headquarters, Taichung Plant, Jiangsu Plant, Dongguan Plant
ISO 27001 : 2022	Information Security Management System Standard	Taiwan Headquarters, Taichung Plant
IATF 16949 : 2016	Automotive Quality Management System	Taichung Plant

(see Appendix 5.5 for the Independent Third-Party Verification Statement)

4. Participation in Industry Associations

Association/Alliance/Initiative Name	Role/Participation Method
Electrical and Electronic Industries Association	Member
National Innovation and Entrepreneurship Association, R.O.C.,NIEA	Member
National Association of Small and Medium Enterprises, R.O.C.	Member
The Allied Association For Science Park Industries	Member
Chinese Professional Management Association	Member
Taiwan India Business Association	Member
Deloitte U. Star Club	Member
Rock Award Fellowship Committee	Member

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

0.4 Annual Performance Highlights

Annual	Description	
2024	Knob Interactive Smart Display Received the National Science and Technology Council Product Innovation Award (Central Taiwan Science Park) 	Received the 2024 Excellence Award for Promoting Workplace Equality from the Central Taiwan Science Park Administration.
	Winner of the 20th Taiwan Golden Root Award 	Winner of the Smart Display Application Awards(SDAA)

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Annual	Overview
2023	'Smart HMI Module' Wins the National Science and Technology Council (Central Taiwan Science Park) Product Innovation Award
2022	President Venson Liao received the 40th National Manager Excellence Award Received the 2022 Excellence Award for Promoting Workplace Equality from the Central Taiwan Science Park Administration

1 Creating Sustainable Value

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

1.1 ESG Management and Implementation Framework

Guided by the United Nations Sustainable Development Goals (SDGs), WINSTAR integrates environmental, social, and governance (ESG) principles into its corporate culture and operational strategies. By consolidating internal and external resources and addressing risks, opportunities, and challenges arising from climate and societal shifts, WINSTAR adopts sustainability performance metrics as benchmarks for corporate development and client engagement, demonstrating its unwavering commitment to sustainability. Committed to delivering appropriate returns for all stakeholders, Hualing continuously strives for progress and innovation, serving as a driving force for social and environmental transformation while actively fostering a better future for generations to come.

The Board of Directors oversees the formulation of WINSTAR's business philosophy (including vision, mission, and values), management policies, strategies, and objectives, as well as the review and improvement of operational outcomes. Since its inception, WINSTAR has focused on achievements and development in the display industry while fulfilling corporate social responsibilities. It is committed to promoting environmental protection to to achieve a sustainable future aligned with its 2050 net-zero vision.

On May 14, 2024, WINSTAR established a Sustainable Development Committee comprising three members: the Chairman serves as Chairperson and Convener, with the Vice President of Finance and an Independent Director serving as members. Together, they drive sustainability-related initiatives. The committee convenes at least twice annually and regularly reports to the Board on the implementation of sustainability and integrity management practices. Under the Sustainable Development Committee, a cross-departmental ESG Task Force is established, comprising the Corporate Governance Group, Social Responsibility Group, and Sustainable Environment Group. Each group is chaired by a respective department head, integrating cross-departmental strategies and resources.

The organizational structure of the WINSTAR Sustainable Development Committee is as follows:

- Board of Directors
- Sustainable Development Committee
- ESG Promotion Task Force
- Corporate Governance Team
- Social Responsibility Team
- Sustainable Environment Team

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

1.2 Stakeholder Identification and Communication

1. Stakeholder Identification Methodology

To enhance communication with stakeholders, WINSTAR applies the five principles of the AA1000 SES Stakeholder Engagement Standard: responsibility, influence, tension, diversity of perspectives, and dependency. These principles guide the identification and prioritization of stakeholder relationships. Through analysis of 2024 stakeholder identification surveys, WINSTAR has identified five key stakeholder groups: employees, investors/ shareholders, suppliers, customers, and government agencies.

2. Stakeholder Communication Policy and Implementation

WINSTAR maintains diverse communication channels tailored to different stakeholders to receive and respond to their needs. We commit to responsible communication and disclosure of all sustainability initiatives as the foundation for achieving economic, social, and environmental sustainability.

3.Stakeholder Whistleblowing System

The stakeholder section of WINSTAR's official website features dedicated reporting channels, including a reporting mailbox and hotline, enabling internal and external parties to submit reports. All reports are handled exclusively by the Audit Office. Multiple reporting channels are established on the company's internal website to prevent misconduct and ensure timely responses to stakeholder feedback.

WINSTAR handles all reports confidentially through independent verification channels, providing full protection to whistleblowers. The identity of whistleblowers is strictly confidential. The company guarantees confidentiality and protection for whistleblowers and participants in investigations, safeguarding them from unfair treatment or retaliation. If any individual experiences unfair treatment, retaliation, or similar issues due to reporting or participating in an investigation, they are encouraged to immediately report the situation to the original receiving unit.

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2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Stakeholder	Key Issues(Note: Based on analysis of stakeholder concern questionnaires)	Communication Methods and Frequency	2024 Communication Outcomes
Employees	1. Labor-Management Relations 2. Occupational Health and Safety 3. Integrity in Business 4. Human Rights Management 5. Diversity, Equity, and Inclusion	1. Regular labor-management meetings (quarterly) 2. Annual Health Questionnaire 3. Employee Welfare Committee 4. nternal company suggestion box 5. Periodic dedicated awareness campaigns	1. Awarded the 2024 CTSP Workplace Equality Excellence Award 2. Held 4 labor-management meetings in 2024 3. Held 4 Occupational Safety and Health Committee meetings in 2024 4. Employee health consultations (once annually)
Investors/ Shareholders	1. Integrity in Business Operations 2. Operational Performance 3. Social Engagement 4. Human Rights Management 5. Innovation Management	1. Public Information Observation Station 2. Shareholders' Meetings and Institutional Investor Briefings 3. Questionnaire 4. External Mailbox Provided	1. Issued 37 material announcements 2. Held 1 corporate briefing session and annual shareholders' meeting 3. Collected 18 responses to the material topics questionnaire
Suppliers	1. Integrity in Business Operations 2. Information Security Management 3. Human Rights Management 4. Occupational Health and Safety 5. Supply Chain Management	1. Periodic telephone and email communication 2. Questionnaire surveys 3. Supplier evaluation forms 4. Unscheduled on-site inspections	1. 24 major issue questionnaires collected 2. Conducted evaluations for 34 suppliers in 2024
Customer	1. Material Procurement 2. Human Rights Management 3. Operational Performance 4. Risk Management 5. Innovation Management	1. Annual Customer Satisfaction Survey 2. Ad Hoc Phone and Video Conferences 3. Ad hoc in-person meetings 4. Participation in exhibitions as needed 5. Dedicated customer service email	1. 73 major issue questionnaires collected 2. Participated in 6 domestic and international exhibition events
Government Agencies	1. Climate Strategy 2. Pollution and Waste Management 3. Greenhouse Gases 4. Human Rights Management 5. Diversity, Equity, and Inclusion	1. Telephone communication with government agencies and regulatory authorities 2. Conducting two-way communication via official documents and correspondence 3. Participation in training courses and seminars	1. Attended regulatory agency-organized events including the "Workshop on Preparing and Producing Sustainability Reports for Listed Companies" and the 2024 Insider Trading Prevention Seminar 2. Stay informed about new policy implementations to ensure WINSTAR complies with legal regulations and promptly updates its internal rules and procedures

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2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

1.3 Materiality Analysis and Management

1. WINSTAR's Material Topics Matrix

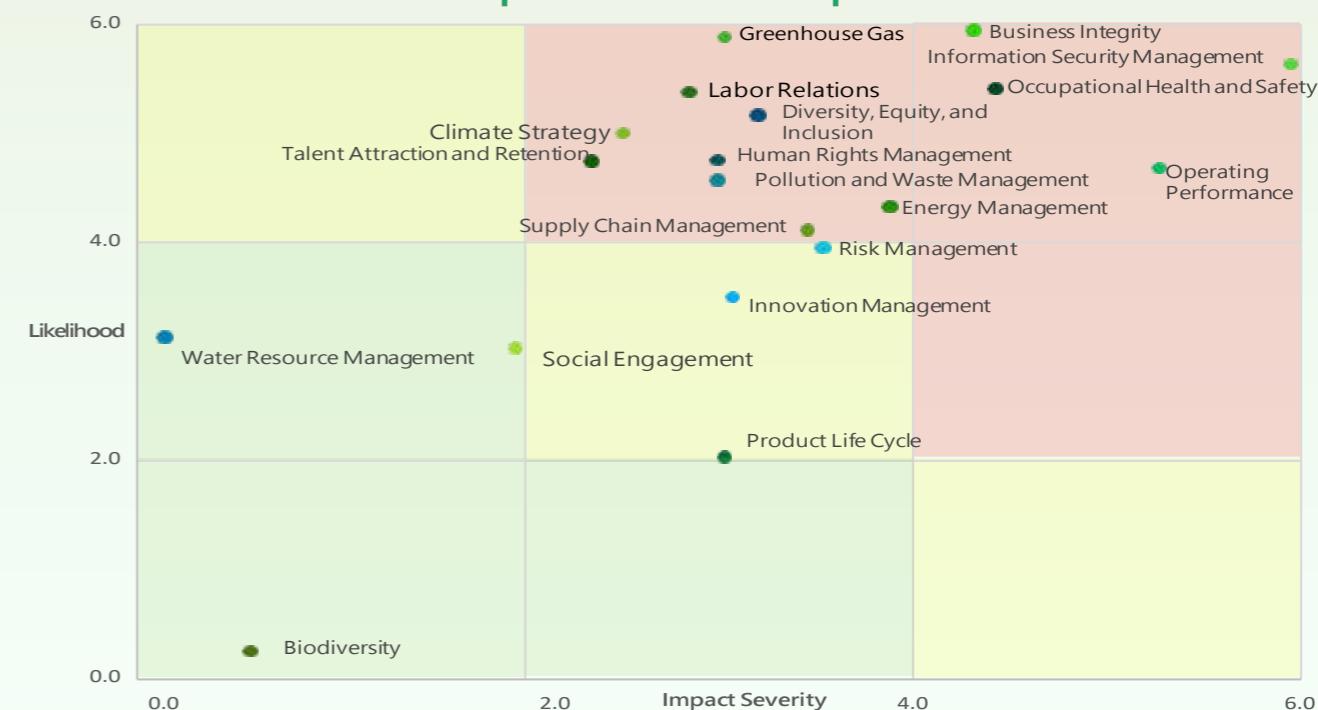WINSTAR's material topics list references GRI Standards, industry-specific material topics, and development trends to identify 20 sustainability issues. Materiality assessment is conducted through questionnaire distribution. The 2024 materiality assessment process is as follows:

For internal material topics, 16 senior executives completed an internal impact assessment questionnaire. This questionnaire evaluated the actual, potential, negative, and positive impacts of sustainability issues on WINSTAR across the three dimensions of Environment, Society, and Corporate Governance. The questionnaire achieved a 100% response rate. After analyzing the internal positive and negative impact assessment questionnaires, the top five sustainability issues with both positive and negative impacts were consolidated using a union operation. This process identified WINSTAR's seven internal material topics for 2024: Information Security Management, Ethical Business Practices, Operational Performance, Occupational Health and Safety, Greenhouse Gases, Energy Management, and Climate Strategy.

For external material topics, the responsible departments distribute a sustainability concern questionnaire to stakeholders to gauge their level of interest in WINSTAR's stainability topics. In 2024, 142 valid questionnaires were collected. Analysis of the sustainability concern questionnaire identified five external material themes: Human Rights Management, Integrity in Business Operations, Occupational Health and Safety, Information Security Management, and Operational

Performance. Based on WINSTAR's internally identified material topics and the issues of concern to stakeholders, eight material topics were identified for 2024: Information Security Management, Integrity in Business Operations, Operational Performance, Occupational Health and Safety, Greenhouse Gases, Energy Management, Climate Strategy, and Human Rights Management.
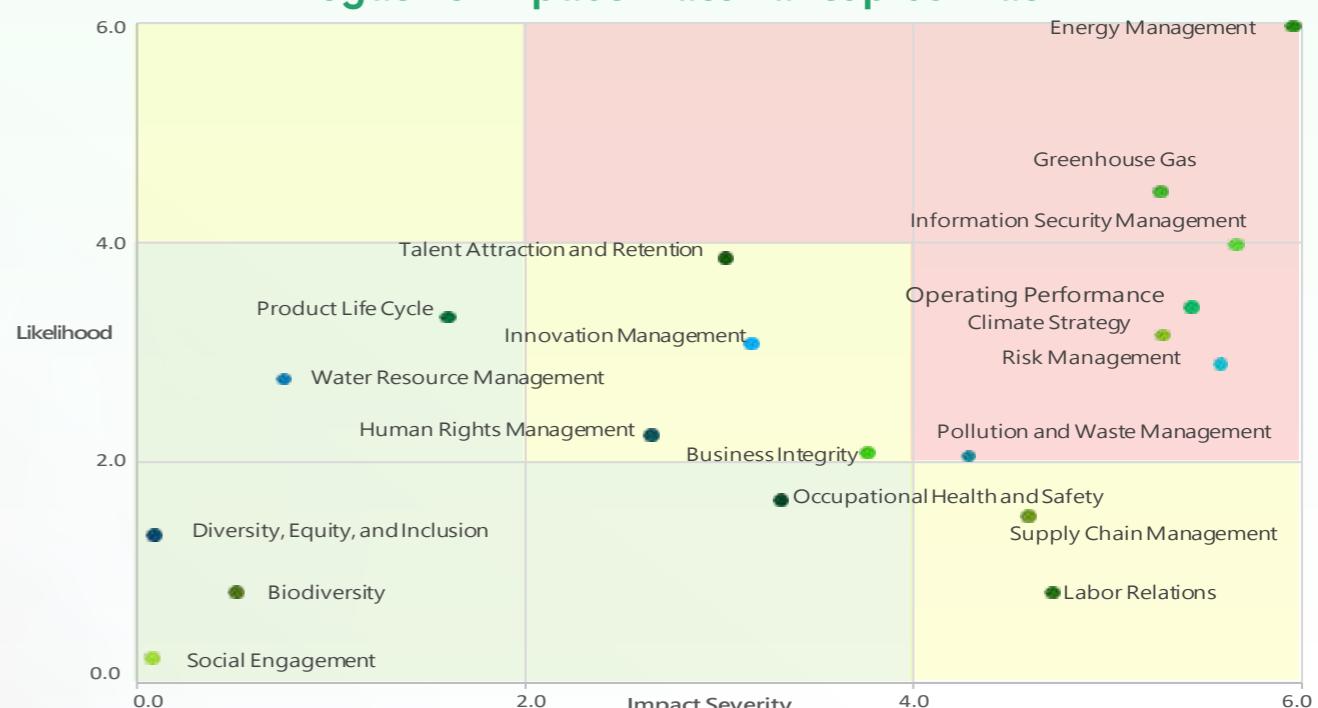

Positive Impact Material topics Matrix

Negative Impact Material topics Matrix

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Material Topics and Value Chain

● Direct Impact   ○ Indirect Impact

MATERIAL TOPICS	CORRESPONDING GRI SPECIFIC TOPICS	SASB	VALUE CHAIN IMPACT BOUNDARY			IMPACT CLASSIFICATION		CORRESPONDING SECTIONS
			UPSTREAM	WINSTAR	DOWNSTREAM	POSITIVE	NEGATIVE	
Information Security Management	418 CUSTOMER PRIVACY		○	●	●	V	V	2.3
Integrity in Business Operations	205 ANTI-CORRUPTION, 206 ANTI-COMPETITIVE PRACTICES, 417 MARKETING AND LABELING		○	●	○	V	V	2.2
Operational Performance	201 ECONOMIC PERFORMANCE, 207 TAXATION		○	●	○	V	V	2.1
Occupational Health and Safety	403 OCCUPATIONAL SAFETY AND HEALTH		○	●	○	V	V	3.5
Greenhouse gases	305 EMISSIONS		○	●	○	V	V	4.2
Energy Management	302 ENERGY		○	●	○	V	V	4.3
Climate Strategy 201 ECONOMIC PERFORMANCE	201 ECONOMIC PERFORMANCE		○	●	○	V	V	4.1
Human Rights Management	406 NON-DISCRIMINATION, 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	TC-HW-330A.1	○	●	○	V	V	3.4

Note

Impact boundaries and severity are identified based on WINSTAR Display's value chain. The core of the value chain is WINSTAR itself, encompassing employees, upstream suppliers, and downstream customers.

19

2024 Sustainability Report

About WINSTAR Display | Creating Sustainable Value | Integrity Governance Steady Progress | People-Centric Approach Co-Creating Value | Low-Carbon Driven Sustainable Future | Appendix

2. WINSTAR's Material Topics Statement

Material Topics	Key Issues	Importance to WINSTAR	2025	2026	Action Plan
Information Security Management	● Employee Privacy Protection and Information Security Awareness ● Protection of Confidential Information (Customer Privacy, Company Secrets, etc.)	Prevent privacy and intellectual property breaches caused by human error or hardware/software issues, thereby avoiding corporate losses.	Strengthen the foundation of information security management, establish internal compliance standards, and enhance employee cybersecurity awareness to improve personal data protection and reporting mechanisms.	Continuously optimize the information security governance framework based on existing foundations, enhance digital monitoring and risk response capabilities, and deepen cross-departmental and supply chain information security collaboration.	The "Personal Data Protection Management Measures" have been established and are required for all employees to follow. Externally, non-disclosure agreements (NDAs) are signed with clients to demonstrate the company's commitment to confidential information security.
Integrity in Business Operations	● Regulatory Compliance ● Internal Control Mechanisms	Violations of integrity in business operations not only jeopardize investor interests but also damage the company's reputation among customers and suppliers, leading to financial losses.	Top 20% in Corporate Governance Evaluation	Top 20% in Corporate Governance Evaluation	Establishment of Code of Integrity, Integrity Operating Procedures and Conduct Guidelines, Related Party Financial and Business Transaction Procedures, Internal Material Information Handling Procedures, and Insider Trading Prevention Management Measures
Operational Performance	Product Quality and Customer Service	Fulfilling corporate responsibilities to safeguard shareholders' rights and interests, as well as stakeholder benefits	Consistent Corporate Profitability	Stable corporate profitability	Continuously expanding overseas markets
Occupational Health and Safety	● Occupational Health and Safety ● Employee Physical and Mental Well-being	Healthy employees are a company's most valuable asset. Providing a safe and hygienic work environment helps protect employees from health-related hazards and further enhances the company's overall competitiveness.	Continuous education and training are used to consistently strengthen employees' awareness of occupational safety	By obtaining ISO 45001 certification for the Occupational Health and Safety Management System, we continuously monitor the work environment, monitor employee health conditions, and implement relevant training programs to prevent accidents and promote employee well-being.	Compliance with government regulations and adherence to international standards drive continuous improvement in health and safety performance. Establishing a health management system provides early warning information and promotes health-enhancing activities, fostering a balanced physical and mental state among colleagues.

Material Topics	Key Issues	Importance to WINSTAR	2025	2026	Action Plan
Greenhouse Gases	Net-zero Emissions	● Products incorporate green circular design concepts to enhance product efficiency, create low-carbon manufacturing processes, and reduce energy consumption and greenhouse gas emissions. ● Meeting customer's demands for low-carbon products and increasing the proportion of local procurement. ● Align with international trends and national net-zero policies.	Annual reduction of greenhouse gas emissions by 4.2%.	Annual reduction of greenhouse gas emissions by 4.2%.	Continuously establish and review the company's climate change policy through the Sustainable Development Committee.
Energy Management	Renewable Energy, Carbon Management	As climate change issues gain increasing prominence, customers are progressively requesting the company to provide corresponding response measures. This necessitates the implementation of various system certifications and the investment of additional promotion and management costs to ensure compliance with customer and regulatory requirements.	Achieved the ISO 50001 certification	Gain control over operational energy usage and increase the proportion of renewable energy.	Continuously assess renewable energy markets and implementation conditions to further develop renewable energy plans.
Climate Strategy	Pollutant Emissions Extreme Weather Preparedness	Extreme weather events such as typhoons and torrential rains are becoming more frequent and severe. Production bases and third-party suppliers may face power outages, flooding, and damage to equipment and facilities due to strong winds and water accumulation, leading to increased maintenance costs, operational disruptions, or production material shortages at operational sites.	Continuously promote key supply chain partners to pass carbon reduction target audits	Continuously collaborate with the value chain to reduce carbon emissions.	By managing greenhouse gas emissions, implementing carbon reduction targets, and identifying climate-related risks and low-carbon opportunities, we strengthen our business competitiveness
Human Rights Management	Employee Rights Labor-Management Relations	Poor working environments and inadequate safety measures may lead to an increase in occupational diseases and work-related injuries, harming employees' physical and mental health.	Conduct Employee Satisfaction Surveys	Implement RBA Verification	Regularly convene labor-management meetings to facilitate ongoing communication between both parties on relevant issues. Establish implementation guidelines for these meetings and hold them periodically to listen to employee concerns.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

3. WINSTAR Material Topics Management Policy

Material Issue : Information Security Management
Material Topic : GRI 418 Customer Privacy advocacy or training sessions

Item	2024 Management Policy	
	Policy Title	Policy Content
Policy or Commitment	Information Security Policy Procedures	To strengthen WINSTAR's information security management, ensure the confidentiality, integrity, and availability of all assets and information under its jurisdiction, comply with relevant laws and regulations, and protect against intentional or accidental threats from internal and external sources.
	Personnel Information Security Code of Conduct	All employees shall adhere to security regulations and requirements, and implement security measures to ensure the information security of both clients and the company.
Management Actions	1. Establish an ISO 27001 Information Security Management System 2. Formulate information security management policies and disseminate relevant management measures through regular education or training sessions	
Tracking Effective Processes	1. Conduct regular third-party audits for ISO 27001 Compliance 2. Conduct regular internal or external training sessions	
Indicator Objectives	1. Achieve requirements for information security responsibility classification levels and reduce threats from information security risks. 2. Enhance personnel awareness of information security protection, effectively detect and prevent external attacks. 3. Achieve 100% compliance in reporting, responding to, and recovering from security incidents within prescribed timeframes upon detection.	

Key Issue : Integrity in Business Operations
Material Topics :
GRI 205 Anti-Corruption, GRI 206 Anti-Competitive Practices, GRI 417 Marketing and Labeling

Item	2024 Management Policy	
	Policy Title	Policy Content
Policy or Commitment	Code of Ethical Conduct	WINSTAR and all employees shall comply with relevant ethical standards and enhance stakeholders'understanding of the company's ethical standards.
	Company Code of Integrity	WINSTAR will adhere to ethical norms and uphold the principle of integrity in all business operations, complying with all applicable codes of conduct.
Management Actions	1. Establish effective accounting systems and internal control systems to ensure the implementation of integrity in business operations. 2. Comply with laws, regulations, and requirements, and collaborate with the government to promote sustainable industry development. 3. Establish internal control mechanisms to enhance value creation and risk mitigation, safeguarding shareholder interests. 4. Strengthen communication with all stakeholders and strive to meet stakeholder expectations regarding the company's sustainability.	
Tracking Effective Action Processes	Upon approval by all directors, the 2024 Internal Control System Statement will be issued, confirming that the design and implementation of internal controls for 2024 are effective and fully compliant with applicable laws and regulations. Directors and members of management responsible for regulatory compliance shall sign a Code of Conduct Statement upon assuming office and are required to uphold the principles of integrity.	
Indicators and Targets	Ensure integrity and transparency in business operations, maintain full compliance with applicable regulations, and achieve zero incidents of regulatory violations resulting in penalties.	

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Material Topics : Operational Performance
Material Topics : GRI 201 Economic Performance, GRI 207 Taxation

Item	2024 Management Approach
Policy or Commitment	**Stable Creation of Economic Value**
Management Actions	1. Maintain a sound financial structure to provide strong support for sales, production, R&D, and other operations. 2. Plan short-, medium-, and long-term capital utilization strategies to maximize returns on capital under prudent principles.
Tracking Action Effective Processes	1. Enhance existing production equipment, process technology and manufacturing efficiency. 2. Ensure full implementation of ISO 9001 & ISO 14001 to achieve quality objectives.
Key Performance Indicators	Achieve long-term sustainable operations with steady growth and strong financial performance.

Key Issue : Occupational Health and Safety
Material Topic : GRI 403 Occupational Health and Safety

Item	2024 Management Policy	
	Policy Title	**Policy Content**
Policy or Commitment	Safety and Health Work Procedures	To prevent occupational accidents, maintain workplace safety and hygiene at WINSTAR, and safeguard the lives, property, and health of all employees.
	Contractor Construction Safety Commitment Guarantee	Ensure that contractors require their employees to strictly comply with all relevant safety, health, and environmental regulations during the project duration.
Management Actions	1. Establish occupational safety and health management policies and disseminate relevant management measures through publicity campaigns or training programs. 2. Contractors must complete training before entering the facility and perform operations in accordance with the Management Instruction Manual.	
Tracking Actions Effective Process	1. Convene quarterly safety and health committee meetings to review the effectiveness of safety and health management. 2. Conduct unscheduled audits of contractor operations, and track and verify corrective actions for any deficiencies.	
Indicator Targets	Maintain recordable accident rates below industry averages.	

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Material Topic : Greenhouse Gases
Material Topic : GRI 305 Emissions

Item	2024 Management Approach
Policy or Commitment	In response to global environmental trends and in alignment with the national greenhouse gas reduction strategy, conduct greenhouse gas emissions inventories and implement corresponding reduction plans based on the inventory results.
Management Actions	Conduct greenhouse gas inventories to understand overall emissions.
Tracking Action Effective Processes	1. Adjust the frequency and scope of air-conditioning maintenance. 2. Adjust temperature settings or install timers to reduce operational power consumption. 3. Replace energy-consuming or outdated equipment.
Target Objective	Achieve an annual greenhouse gas reduction target of 4.2%.

Key Issue: Energy Management
Key Topic: GRI 302 Energy

Item	2024 Management Approach
Policy or Commitment	Transitioning to low-carbon energy to achieve net-zero commitments.
Management Actions	Continuously improving energy efficiency reporting and green factory premises.
Tracking Actions Effective Process	1. Periodically review and track resource consumption (water, electricity, fuel, paper). 2. Promote employee awareness of energy conservation and environmental protection/carbon reduction.
Indicator Targets	Monitor operational energy consumption and increase the proportion of renewable energy.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Key Issue : Climate Strategy
Key Theme : GRI 201 Economic Performance

Item	2024 Management Approach
Policy or Commitment	WINSTAR commits to fulfilling environmental responsibilities, becoming a sustainable enterprise, and continuously improving. We implement energy-saving and carbon-reduction initiatives to minimize potential impacts on society and the environment.
Management Actions	1. Develop and implement carbon-reduction, energy-conservation, and water-conservation plans. 2. Implement energy-saving measures across facilities, monitor and manage energy systems to enhance energy efficiency
Tracking Action Effective Processes	Oversee relevant measures through the Sustainable Development Committee.
Indicator Targets	Achieve carbon-reduction targets through greenhouse gas emissions management, identify climate-related risks, and develop low-carbon opportunities to strengthen business competitiveness.

Material Issue : Human Rights Management
Material Topic : GRI 406 Non-Discrimination, GRI 407 Freedom of Association and Collective Bargaining

Item	2024 Management Approach	
Policy or Commitment	**Policy Title**	**Policy Content**
	Employee Code of Conduct	Covers the requirements under the Labor Standards Act and other relevant laws and regulations, while aligning with the company's actual circumstances to safeguard the rights and interests of both labor and management and foster a harmonious work environment.
Management Actions	Committed to upholding human rights, establishing a robust training and development system, creating diverse and open channels for labor-management communication, maintaining a healthy and safe work environment, and fostering a warm and harmonious workplace atmosphere.	
Tracking Actions Effective Process	1. Provide an industry-competitive total compensation strategy, diverse benefit programs, and statutory retirement plans to attract and retain qualified talent. 2. Provide equal employment and training opportunities regardless of gender, religion, race, nationality, or political affiliation. 3. Participate in labor insurance and health insurance as required by law, and allocate employee welfare funds to organize staff benefit activities. 4. Maintain equitable compensation and benefits alongside promotion and training opportunities, coupled with fair and objective performance evaluations and salary adjustment processes. 5. Uphold human rights, ensure legally compliant labor conditions, and safeguard employee health and safety rights. 6. Establish employee grievance channels to promptly address and resolve staff concerns.	
Key Objectives	Promote labor-management harmony, attract and retain outstanding talent, provide competitive compensation and benefits with fair promotion opportunities, drive profitable growth, and empower employees as partners in the company's sustainable development.	

2 Integrity Governance, Steady Progress

2024 Sustainability Report

About WINSTAR Display

Creating Sustainable Value

Integrity Governance Steady Progress

People-Centric Approach Co-Creating Value

Low-Carbon Driven Sustainable Future

Appendix

2.1 Operational Performance

1. Economic Performance

In recent years, WINSTAR has cultivated international project clients and penetrated multiple major global accounts. Among these, growth from end-user clients contributed most significantly to 2024 revenue. WINSTAR's products drove revenue growth through applications in smart homes, networking, audio-visual gaming entertainment, energy-related sectors, and surveillance security.

Adopting a strategy of high-mix, low-volume production, WINSTAR markets its products across over 100 countries on five continents. In recent years, beyond developing more diversified display solutions and system integration products, the company has actively penetrated the supply chains of internationally renowned end-user clients. Years of cultivation are yielding tangible results, with end-user clients making a significant contribution to 2024 revenue. WINSTAR will continue expanding orders from additional end-user clients to drive further revenue growth. Additionally, accelerated order conversion for TFT product integration solutions has driven substantial revenue growth in system integration solutions.

Mid-term objectives include continuing R&D for new products and technologies, focusing on value-added products to enhance profitability, and strengthening promotion of system integration products to increase their revenue share. For global business expansion, overseas sales offices will be established to provide customers with the most timely and rapid service. WINSTAR is committed to becoming a leading global display solution brand and a global expert in smart HMI system integration, developing embedded systems, expanding the OLED product market, and achieving stable revenue growth.

In recent years, the pace of global economic recovery has fallen short of expectations. Influenced by uncertainties such as high inflation pressures, tight monetary policies in major economies, and heightened geopolitical risks, terminal market demand has been generally weak, with inventory destocking progressing slowly—particularly evident in the European market. WINSTAR will continue to respond prudently to international developments, flexibly adjusting operational strategies while gradually expanding Made in Taiwan (MIT) production capacity allocation. This strengthens supply chain resilience to address regional manufacturing shifts and meet international client demands. The company will also intensify R&D innovation and core technology development, steadily advancing high-value-added products and services to expand niche application market opportunities.

Concurrently, WINSTAR actively expands global customer base, deepens partnerships with international collaborators, and strives toward its goal of becoming a leading global display solutions brand.

WINSTAR's consolidated revenue for the full year 2024 reached NT$2,033,923 thousand, with net profit after tax amounting to NT$31,935 thousand. Basic earnings per share (EPS) after tax stood at NT$0.47. The company maintains ample self-generated funds and a sound financial structure, efficiently utilizing assets to generate high returns on shareholder capital.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

WINSTAR's Financial Performance Over the Past Three Years

		Amount (NT$ thousand)		
		2022	2023	2024
Operating Financial Performance	Operating Revenue	2,999,262	2,229,230	2,033,923
	Gross Profit	816,924	576,595	490,962
	Operating Expenses	465,258	449,989	501,568
	Operating (Loss) Profit	351,666	126,606	(10,606)
	Non-operating Income and Expenses	43,000	15,202	52,989
	Net Profit Before Tax	394,666	141,808	42,383
	Net Profit After Tax	289,856	81,031	31,935
Allocated Economic Value	Employee benefit expenses	509,392	509,060	571,887
	Cash Dividends	56,250	70,875	18,900
	Income tax expense	104,810	60,777	10,448

WINSTAR's 2024 Government Subsidies：

WINSTAR received NT$8.56 million and RMB 0.15 million in government subsidies from local governments in 2024.

Taiwan Headquarters and Taichung Plant : NT$8.56 million （TWD）

- Ministry of Economic Affairs, Industrial Development Bureau: Smart Manufacturing Upgrade and Transformation for SMEs
- Outstanding Manufacturer Innovation Product Incentive
- Tax Reduction and Credit
- Central Taiwan Science Park Emerging Technology Application Program
- Occupational Safety and Health Administration Health Service Subsidies
- Excellent Manufacturer Innovative Product Incentive Fund
- Labor Insurance Bureau Property Insurance/Paternity Leave Subsidy

Jiangsu Plant : CNY$ 0.71 million （CNY）

- Tax Reduction

Dongguan Plant : CNY$ 0.15 million （CNY）

- Employee Job Stability Subsidy
- Tax Reduction

2. Tax Management

WINSTAR Tax Operations strictly adhere to tax regulations. Financial reports and corporate income tax returns are audited and certified by certified public accountants. Taxes are honestly declared and paid in full by the prescribed deadlines, fulfilling the taxpayer's social responsibilities. Tax information is disclosed in financial statements as required to ensure transparency. The Finance Department serves as the responsible unit for WINSTAR's tax governance. Major transactions and decisions undergo tax risk assessments. Tax planning is conducted in accordance with tax regulations, tax incentives, and tax treaties. Internal control mechanisms ensure compliance with tax laws.

Given WINSTAR's presence across multiple countries, international tax planning is based on financial statements certified by accounting firms. Relevant tax information is disclosed through channels such as the company website, shareholder meeting annual reports, and the Public Information Observation Station, fostering a relationship of mutual respect with stakeholders. In response to international tax governance trends, WINSTAR implements strict management of tax operations to effectively control tax risks. WINSTAR's daily tax administration and management are overseen by the Chief Financial Officer (CFO), supported by professional and experienced staff who assist the CFO in fulfilling the company's tax obligations. Furthermore, in response to the ever-evolving domestic and international tax regulations, WINSTAR implements appropriate countermeasures and strategic adjustments. The company also enhances its expertise by utilizing professional services provided by external tax advisory firms.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Country-Specific Tax Information

Unit : Thousand/Person

Tax Jurisdiction	Pre-tax Net Profit	Paid Income Tax	Income Tax Expense	Tangible Assets	Employees Number
Taiwan Headquarters	35,135	3,294	3,425	1,892,524	284
Taichung Plant	4,363	-	1,458	716,563	189
Jiangsu Plant	33,803	1,061	4,200	1,061,180	214
Dongguan Plant	(8,310)	-	195	29,674	266

2.2 Corporate Governance and Integrity in Business Operations

1. Basic Information of Governance Unit

Title	Name	Gender	Primary Current Position	Board of Directors Attendance Rate
Chairman	Yu-Pin Liao	Male	General Manager, WINSTAR Display	100%
Representative Director	Ssu-Chun Sung	Female	Special Assistant, Raystar Display	100%
Representative Director	Yao-Wen Tsai	Male	Deputy General Manager, WINSTAR Display	100%
Independent Director	Hsiang-Tsai Chiang	Male	Full-time Professor, Feng Chia University	100%
Independent Director	Ming-Shih Chiu	Male	General Manager, Fengjing Construction	80%
Independent Director	San-Shan Hung	Male	Distinguished Professor, Feng Chia University	80%
Independent Director	Yen-Jen Chang	Male	Distinguished Professor, National Chung Hsing University	100%

2. Corporate Governance Unit Functions and Overview

Board of Directors Operations

Board of Directors Operations

The WINSTAR Board of Directors serves as the company's highest governance body and center for major operational decisions. Its primary responsibilities include overseeing operational performance, preventing conflicts of interest, ensuring compliance with all laws and shareholder resolutions, and striving to maximize shareholder value. Among WINSTAR's seven directors, four are independent directors, constituting more than half of the total board seats.

The Audit Committee, Compensation Committee, and Sustainable Development Committee established under the WINSTAR Board assist the Board in fulfilling its oversight duties. The Audit Committee and Compensation Committee are composed entirely of the four independent directors. These committees regularly report their activities and resolutions to the Board.

The 11th WINSTAR Board of Directors comprises seven directors, including four independent directors. The overall membership possesses diverse professional capabilities in operational judgment, accounting and financial analysis, business management, industry knowledge, international market perspective, leadership, and decision-making, backed by extensive industry experience and professional expertise. All seven directors of WINSTAR are Taiwanese nationals. Regarding the age distribution of directors: two directors are aged 41-50, four directors are aged 51-60, and one director is aged 61-70. Future adjustments to the diversity policy will be made based on board operations, business models, and development needs. These adjustments will encompass, but are not limited to, standards across two key dimensions: fundamental values and core competencies, as well as specialized knowledge and skills. This ensures board members collectively possess the essential knowledge, skills, and competencies required for their duties.

WINSTAR adopts a candidate nomination system for directors, with each term lasting three years. Unless otherwise stipulated by laws, regulations, or the Articles of

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Incorporation, the election of directors shall be conducted in accordance with WINSTAR's "Director Election Procedures."

To enhance the effectiveness of directors in performing their duties, training programs are arranged as needed, taking into account changes in the company's internal and external environment and development needs, to strengthen directors' professional capabilities. Furthermore, in accordance with WINSTAR's "Board Performance Evaluation Procedures," an annual performance evaluation is conducted for the board as a whole and for individual directors. The results of this performance evaluation serve as a reference for future director selection or nomination for reappointment.

The Board of Directors convened five meetings in 2024 to discuss matters related to corporate governance, risk management, compensation, and corporate sustainability (ESG). Where conflicts of interest involving directors arose, recusal procedures were followed in accordance with regulations, and meeting discussions and resolutions were publicly disclosed. The average attendance rate at board meetings was 94%. All seven directors completed professional development training, averaging six hours of training per director.

Information regarding the educational background, shareholdings, diversity, meeting operations, conflict of interest avoidance, and continuing education of the 11th Board of Directors members has been proactively disclosed in the company's annual report, on the company website, and on the Taiwan Stock Exchange's Information Disclosure System. Please refer to pages 4-9, 17-18, and 29 of WINSTAR's 2024 Annual Report. Key resolutions can be found on pages 45-46.

Functional Committee Operations

The Board of Directors has established the "Audit Committee," "Compensation Committee," and "Sustainable Development Committee" based on authority and function to promote corporate governance and ensure transparency, timeliness, and fairness in financial information. This enhances the Board's functionality and improves the quality of its decision-making. Functional committees convene meetings as required by regulations or operational needs. Resolutions passed are submitted to the Board for reporting or discussion, and when necessary, presented to the shareholders' meeting to safeguard stakeholder interests. Topics discussed by each functional committee in 2024 included financial reporting, audit plans, revisions to internal control systems, and compensation for directors, managers, and employees. For relevant member information and detailed operational details, please refer to pages 18–20 and 30–31 of WINSTAR's 2024 Annual Report.

Board and Functional Committee Performance Evaluation

WINSTAR has established the "Board Performance Evaluation Method," disclosed on its official website. Board performance evaluations are conducted at least once annually. Each director assesses the Board and functional committees based on aspects including operational culture, internal/external relationship management, and self-evaluation. The Board Secretariat compiles these assessments, reports findings during Board meetings, and proposes improvement directions. An external evaluation is conducted at least once every three years. An independent professional external institution is commissioned to assess the Board's performance through on-site

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

interviews with the Chairman, directors, independent directors, functional committee chairs, and the Board Secretariat. The evaluation results are submitted to the Board. WINSTAR's 2024 Board of Directors and functional committee performance evaluations have been completed and reported to the March 2025 Board meeting. The consolidated results indicate that "the Board of Directors and its functional committees are operating effectively."

3. Integrity in Business Operations

 To promote the core values of corporate integrity and honesty and to implement internal control and internal audit mechanisms, WINSTAR has established the "Code of Ethical Conduct" and the "Procedures and Guidelines for Ethical Business Practices." All directors, managers, employees, agents, or persons with substantive control at WINSTAR must not, in the course of business activities, directly or indirectly offer, promise, request, or accept any improper benefit, or engage in other unethical, illegal, or fiduciary duty-violating conduct to obtain or maintain benefits. As a frequent participant in multinational business activities, WINSTAR requires employees to be vigilant against transaction counterparts attempting to conceal illegal activities through business dealings, thereby preventing the company from incurring civil or criminal penalties that could damage its commercial reputation.
 Referencing the Risk Management Practice Guidelines for Listed and OTC Companies, WINSTAR adopted its Risk Management Policy and Procedures at the Board meeting on January 3, 2023. This establishes a risk management organization comprising the Board of Directors, the General Manager, the Finance Department, the Audit Office, and all risk management divisions. This body is responsible for planning, executing, and supervising risk management-related matters, ensuring effective implementation of risk management and related control procedures within respective units, and reporting to the Board periodically based on operational characteristics.
 In 2024, WINSTAR experienced no incidents of corruption or violations of insider trading regulations. Anti-corruption policy communications were conducted for 7 governance unit members and 22 management personnel.

4. Regulatory Compliance

  WINSTAR operates strictly in compliance with laws and regulations, fulfilling its social responsibility and ensuring sustainable operations. To guarantee compliance with relevant laws and regulations worldwide, WINSTAR regularly monitors domestic and international policy and regulatory developments that may impact its operations and finances. The latest regulatory updates are communicated to relevant departments to ensure proper implementation. Policies and procedures are established based on diverse regulatory requirements, covering integrity management, environmental protection, financial reporting, internal controls, insider trading, anti-harassment, anti-discrimination, anti-corruption, personal data protection, intellectual property rights, and information security protection.
 In 2024, WINSTAR was not involved in any legal proceedings arising from anti-competitive, antitrust, or monopolistic practices, nor did it violate corporate governance or product-related regulations. However, in July 2024,

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

the Central Taiwan Science Park Administration conducted a labor inspection at WINSTAR's Taiwan headquarters and discovered violations of Article 32, Paragraph 2 of the Labor Standards Act. specifically exceeding the legal limit for extended working hours in a single day. Additionally, it violated Article 24, Paragraph 1 of the Labor Standards Act by failing to provide records of overtime pay for daily working hours exceeding 8 hours. The company was fined NT$100,000.
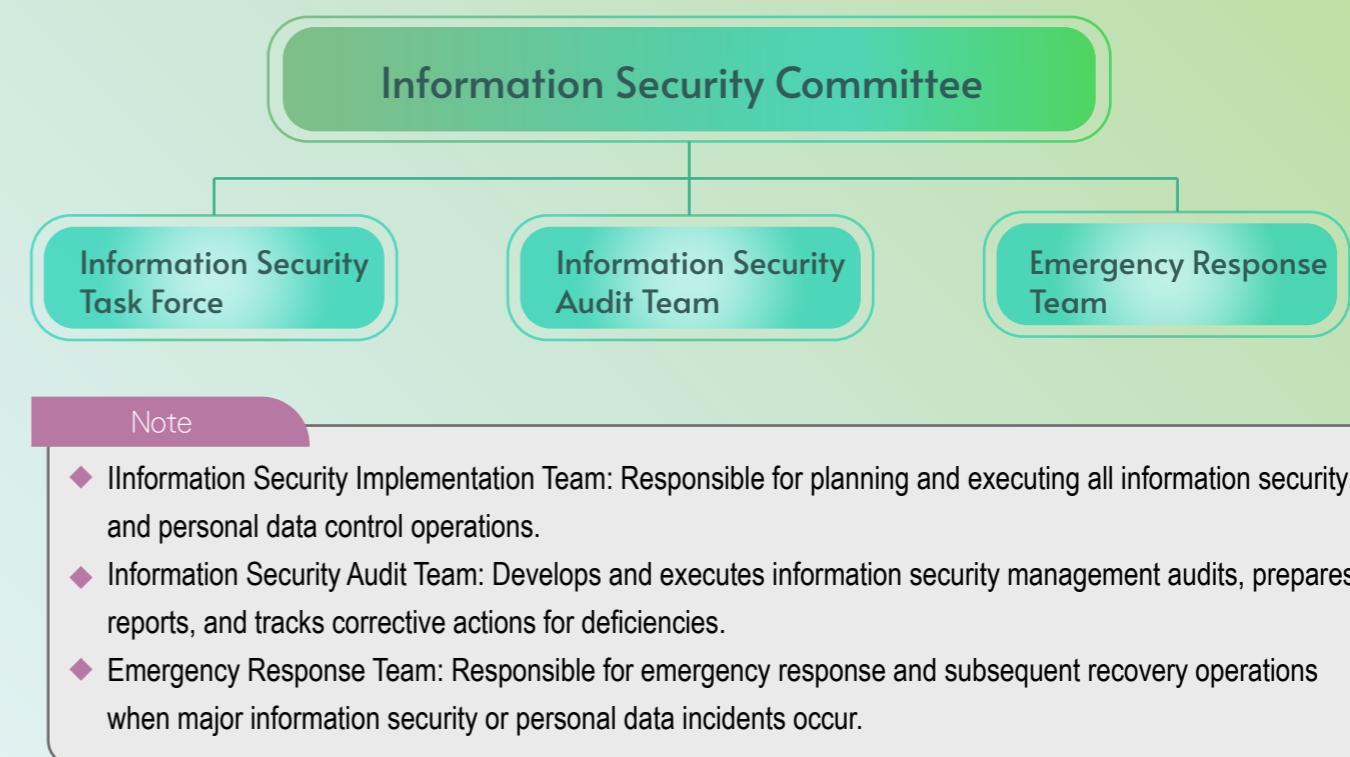
WINSTAR upholds the principle of respecting employee rights and strictly adheres to the provisions of the Labor Standards Act to safeguard employees' lawful rights and interests. Moving forward, the company will prevent similar incidents from recurring by requiring employees to report overtime work for compensation. WINSTAR is committed to providing a safe and healthy work environment and ensuring full compliance with all labor laws and regulations.

2.3 Information Security and Privacy Protection

To safeguard overall information security and personal data management, WINSTAR has established information security policies and procedures to enhance the confidentiality, integrity, and availability of its information assets. These measures comply with relevant laws and regulations, protect against internal and external threats—whether intentional or accidental—and align with the company's operational requirements. Grounded in these policies, WINSTAR implements and rigorously enforces various control measures to achieve the objectives set forth in its information security framework. In 2024, WINSTAR

experienced no incidents involving customer privacy violations or data loss. WINSTAR has obtained ISO/IEC 27001:2022 certification for its information security management system, valid from May 16, 2024, to May 16, 2027.

Note
- IInformation Security Implementation Team: Responsible for planning and executing all information security and personal data control operations.
- Information Security Audit Team: Develops and executes information security management audits, prepares reports, and tracks corrective actions for deficiencies.
- Emergency Response Team: Responsible for emergency response and subsequent recovery operations when major information security or personal data incidents occur.

Information Security Training

To enhance employees' cybersecurity awareness, the WINSTAR Information Office continuously conducts cybersecurity awareness campaigns and training for all staff. The course is titled "Information Security Training,"

Content includes

1. Trade Secrets
2. Information Security Policy and Computer System Security Management
3. Access Control Management and Information Protection
4. Network Security Management

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Note

In 2024, a total of 387 individuals participated in the Information Security Training program, accumulating 1,161 hours of training. The Information Department sent out 4 emails to all company employees in 2024 to promote the importance of information security.

Customer Privacy Protection

Customer privacy and confidentiality are paramount to WINSTAR's operations. We are committed to protecting customer privacy, strictly controlling customer data, and promoting the importance of safeguarding customer information and confidentiality internally. We ensure the confidentiality of customer information through the following four aspects:

Access Control：
Non-project-related personnel and unauthorized individuals are prohibited from accessing customer data.

Confidentiality Agreement：
In addition to the confidentiality agreements between WINSTAR and its customers, project participants are also required to maintain confidentiality.

Information Security Protection ：
A multi-layered information security defense system is implemented to strictly safeguard all information assets and customer data.

Business Continuity：
To ensure that WINSTAR's critical business processes can promptly, effectively, and systematically resume normal operations in the event of major incidents or disasters.

In 2024, WINSTAR did not experience any incidents involving violations of customer privacy rights or loss of customer data.

2.4 Supply Chain Management

1. Supply Chain Overview

The upstream segment of the display industry primarily consists of suppliers of various electronic components and materials, such as liquid crystal materials, backlight units, glass, and driver ICs. The midstream involves display panel and module assembly. The downstream encompasses applications in end-product devices, including consumer products like televisions, computers, and mobile phones, as well as industrial products. WINSTAR operates in the midstream of the industry supply chain. Through close collaboration with upstream electronic component suppliers and downstream finished product customers, WINSTAR has established a comprehensive industrial ecosystem. In 2024, WINSTAR conducted transactions with 483 supplier partners. WINSTAR categorizes suppliers into four major groups based on procurement type: 1. Raw material suppliers, 2. non-raw material suppliers, 3. equipment manufacturers, and 4. plant utility system providers. Raw material suppliers include glass substrates, chemicals, polarizers, backlight modules, driver ICs, printed circuit boards, and other types.

To pursue mutual growth and sustainable operations, we have established supplier management procedures that provide comprehensive supply chain management standards and measures. These include new supplier evaluations, supplier management, supplier audits and guidance, and the selection of manufacturers

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

meeting both quality and technical requirements. This approach reduces operational costs while ensuring product quality standards, thoroughly implementing risk management and business continuity plans to become a sustainable green supply chain.

Suppliers are strategic partners in enhancing WINSTAR's products and services, as well as key stakeholders in advancing corporate sustainability. WINSTAR collaborates with suppliers to fully comply with laws, regulations, and rules in their respective countries of operation, ensuring safe working environments, employee welfare, environmental protection, and ethical conduct throughout the supply chain.

2. Sustainable Supply Chain Management

WINSTAR will integrate environmental, safety, and energy-saving considerations into its sustainable supply chain strategy from the RD stage. This approach aims to reduce raw material usage, minimize waste generation, and lower production costs. When procuring new production equipment, factors such as water conservation, energy efficiency, and reduced consumables will be prioritized. Process improvements will also be implemented to lessen the environmental and energy impact of manufacturing operations.

Moving forward, we will prioritize our suppliers' performance across the ESG dimensions to collectively promote sustainability throughout the entire value chain. Through regular risk assessments and identification, suppliers are expected to address deficiencies early, prevent potential crises, and further strengthen the sustainable supply chain.

To ensure long-term stable supply and quality of materials, WINSTAR has established relevant systems such as the "Supplier Management Procedure" and "Supplier Evaluation Operation Manual" to standardize various supplier management processes. Simultaneously, we advocate and require suppliers to understand the "List of Restricted Substances" and the "Responsible Business Alliance (RBA) Code of Conduct" to comprehend and manage aspects such as labor rights, environmental protection, and ethical standards within the supply chain. This approach reduces operational risks and costs for both Hualing and its suppliers.

In 2024, WINSTAR conducted on-site audits and quality assessments for 34 suppliers.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

3. Responsible Procurement

Local Procurement

Since part of the environmental impact of raw materials stems from transportation, WINSTAR supports local procurement. Selecting nearby local suppliers not only ensures timely and stable material supply but also reduces the risk of raw material shortages.

Local procurement ratios for 2024: Taiwan Headquarters and Taichung Plant: 99.95% (Taiwan); Jiangsu Plant and Dongguan Plant: 100% (China).

Restriction of Hazardous Substances

To ensure products meet customer environmental requirements, WINSTAR established the "Environmental Hazardous Substances Operating Specifications." From the procurement source, suppliers are required to sign the "Supplier Hazardous Substances Declaration and Guarantee" to certify that delivered raw materials contain no environmentally regulated substances. If material or process changes occur, suppliers must resubmit certification documents so that our Quality Assurance (QA) department can verify compliance with non-hazardous substance requirements. In 2024, WINSTAR achieved a 100% procurement ratio for RoHS-compliant materials, fully implementing the company's green procurement policy.
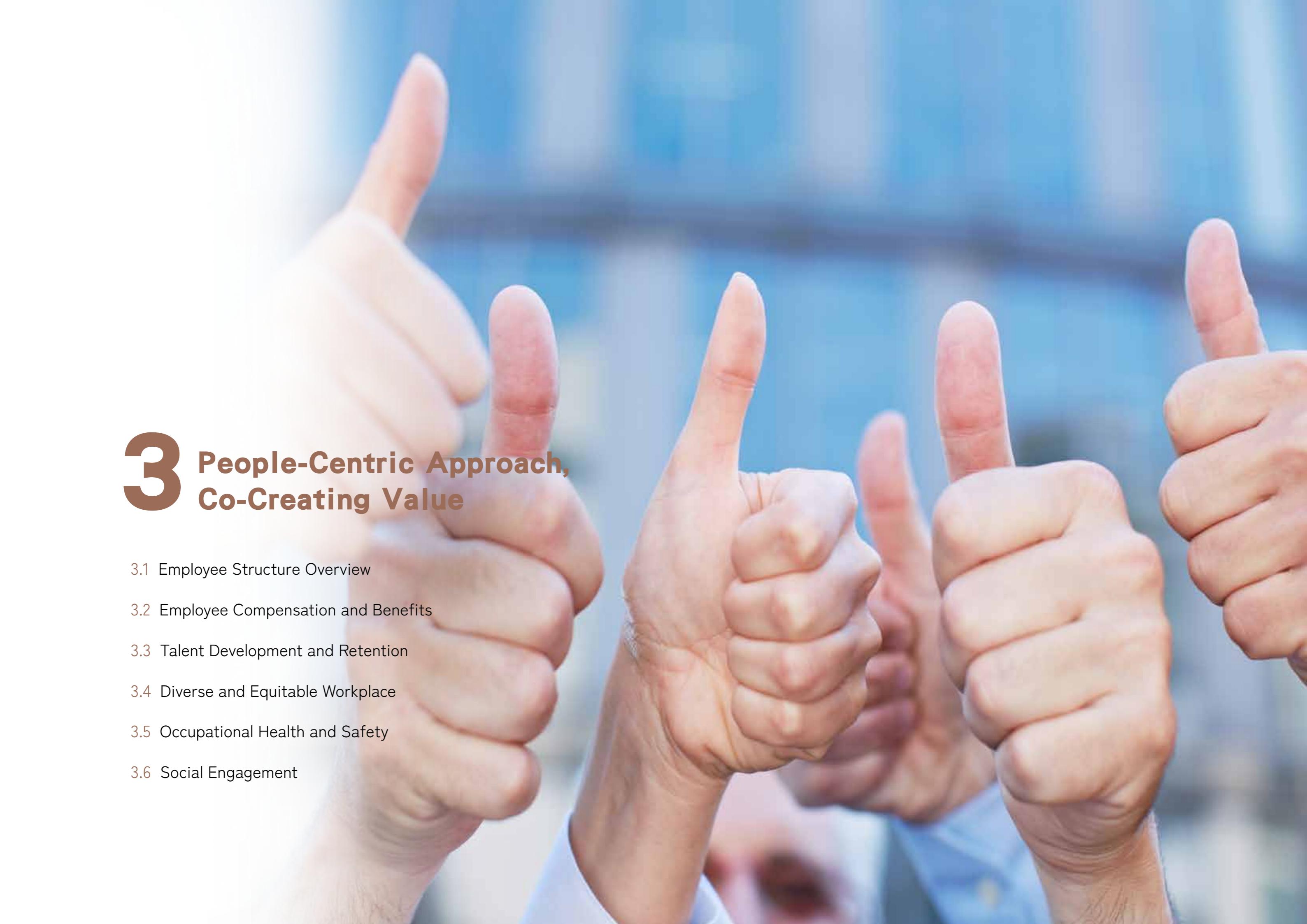
3 People-Centric Approach, Co-Creating Value

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

3.1 Overview of Employee Structure

1. Employee Structure Overview

WINSTAR upholds the principles of "talent-based hiring," "right person for the right role," and profit-sharing with employees. By integrating performance-based compensation systems and promotion opportunities, we provide a platform for employees to demonstrate their professional capabilities, enabling colleagues to experience a sense of accomplishment in their work.

We strictly comply with labor laws worldwide and adhere to the principle of equal opportunity in hiring. We treat all employees with equality, respect, and dignity regardless of race, nationality, religion, gender, sexual orientation, gender identity or expression, disability, medical condition (including pregnancy), age, marital status, family status, or political affiliation. We have established corresponding management regulations, including WINSTAR's work rules and personnel appointment procedures, to implement our policy principles actively.

WINSTAR strives to create a comfortable working environment, protect employee rights, and prioritize employee well-being and mental health to foster stable employment. All labor contracts comply with local regulations and are personally signed by employees, free from illegal or coercive terms. Employees retain the right to terminate their contracts freely. In 2024, no incidents of forced labor occurred, nor were there any cases of improper dismissal.

Employee Overview

As of December 31, 2024, WINSTAR's total workforce (including contract employees) was 953 individuals (spanning Taiwan Headquarters, Taichung Plant, Jiangsu Plant, and Dongguan Plant). Due to sustained growth in production capacity requirements, the total headcount increased by 119 employees compared to 834 in 2023. Additionally, there were 96 non-employees, primarily contractors supporting daily operations within the organization, including outsourced personnel and cleanroom engineering staff.

The 2024 WINSTAR employee overview is shown in the chart below:

2024 WINSTAR Employee Overview

Item		Male		Female		Total
		Number	%	Number	%	
Employment Location	Taiwan	216	23%	257	27%	473
	China	213	22%	267	28%	480
Labor-Employer Contract	Full-time employees	364	38%	378	40%	742
	Dispatch Personnel	65	7%	146	15%	211

Overview of New Hires and Departures

In 2024, WINSTAR welcomed 346 new employees, with males accounting for 56% and females 44%. The age distribution was primarily concentrated between 31 and 50 years old, representing approximately 50%. A total of 280 employees left the company. Among them, males accounted for 56% and females for 44%. The age group was mainly concentrated in those under 50, accounting for approximately 96%. In terms of turnover rate, by factory location: Taiwan Headquarters and Taichung Plant: 45%; Jiangsu Plant: 47%; Dongguan Plant: 8%.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Item	Male		Female	
	Number	%	Number	%
New Hires	194	56%	152	44%
Departing Employees	157	56%	123	44%

Item	Under 30		31-50		51 and older	
	Number	%	Number	%	Number	%
New Hires	162	47%	172	50%	12	3%
Departing Employees	140	50%	130	46%	10	4%

Management Analysis

The 2024 management disclosure covers only WINSTAR's Taiwan headquarters and Central Taiwan Science Park facility. In 2024, there were 117 individuals in management roles, including 46 women (39%) and 71 men (61%). WINSTAR is committed to promoting diverse management and equitable employment. Moving forward, we will continue cultivating promising female talent, strengthening leadership capabilities, and further increasing the proportion of women in supervisory roles. We aim to develop potential leaders to achieve a higher proportion of female supervisors.

Taiwan Headquarters and Taichung Plant
(by Gender and Position Level)

Item	2022		2023		2024	
	Section Level Above	Section Level Below	Section Level Above	Section Level Below	Section Level Above	Section Level Below
Male	59	114	59	116	71	145
Female	38	179	38	177	46	211
Total	97	293	97	293	117	356

Taiwan Headquarters and Taichung Plant
(by Age and Position Level)

Employee age	2022		2023		2024	
	Section Level Above	Section Level Below	Section Level Above	Section Level Below	Section Level Above	Section Level Below
Under 30	1	43	1	38	0	55
31-50 years old	57	91	59	101	68	128
51 years old and above	10	9	12	9	16	14
Total	68	143	72	148	74	197

Local Hiring

Region	Number of Senior Executives Hired Locally
Taiwan Headquarters	13
Taichung Plant	4
Jiangsu Plant	7
Dongguan Plant	2

*Senior executives are defined as those at the assistant manager level or above.

2024
Sustainability Report

About WINSTAR Display | Creating Sustainable Value | Integrity Governance Steady Progress | People-Centric Approach Co-Creating Value | Low-Carbon Driven Sustainable Future | Appendix

3.2 Employee Compensation and Benefits

1. WINSTAR's Talent Retention Incentive Program

WINSTAR Display is committed to recruiting outstanding talent. We design appropriate recruitment, training, compensation, and performance evaluation systems tailored to different job roles to enhance the quality of our workforce. New hires' salaries are determined based on their education, professional knowledge, technical skills, and years of experience.

Non-supervisory Annual Salary Income for Full-Time Employees

Subsequently, flexible short-term incentive programs are designed based on company performance, team and individual achievements, and job responsibilities to share operational results with employees. WINSTAR's Articles of Incorporation stipulate that no less than one percent of annual profits shall be allocated as employee compensation.

For the 2024 fiscal year, the average annual salary income for full-time employees at WINSTAR's Taiwan headquarters who do not hold managerial positions was NT$663,848, with a median salary income of NT$612,513.

Salary Information for Full-Time Non-Managerial Employees

Annual Total Compensation Ratio
(Highest-Paid Employee's Total Compensation / Median Employee's Total Compensation)

Annual	2022	2023	2024
Taiwan Headquarters	4.95	8.08	6.22
Taichung Plant	2.41	3.1	2.54

Annual Total Compensation Change Rate

Plant	Item	2022	2023	2024
Taiwan Headquarters	A. Percentage Increase in Total Compensation for Highest-Paid Employees	-46%	67.97%	-23.15%
	B. Percentage Increase in Median Total Compensation for All Employees	5.86%	2.83%	-0.15%
	A/B	-7.85	24.01	154.33
Taichung Plant	A. Percentage Increase in Total Compensation for Highest-Paid Employee	1.52%	22.17%	-15.24%
	B. Percentage Increase in Median Total Compensation for All Employees	0.74%	-5.12%	3.45%
	A/B	2.05	-4.33	-4.42

Standard Salary Ratio of Frontline Staff by Gender to Local Minimum Wage

Taiwan Headquarters

2024	Overall Average Salary	Male Average Salary	Women Average Salary
Entry-Level Staff Average Salary	32,149	27,470	32,595
Local Minimum Wage	27,400	27,400	27,400
Ratio	1.17	1.00	1.19

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Taichung Plant

2024	Overall Average Salary	Male Average Salary	Women Average Salary
Entry-Level Staff Average Salary	32,481	35,793	32,045
Local Minimum Wage	27,400	27,400	27,400
Ratio	1.19	1.31	1.17

Ratio of Basic Salary and Compensation for Women to Men

Taiwan Headquarters

Employee Category	Average Base Salary by Gender		Average Base Salary by Gender Average Base Salary	Average Compensation by Gender		Average Compensation by Gender Average Salary
	Female	Male		Female	Male	
Manager	721,511	1,175,694	61.37%	884,596	1,696,881	52.13%
Non-supervisory	451,210	613,689	73.52%	549,326	690,126	79.60%

Taichung Plant

Employee Category	Basic Average Salary by Gender		Basic Average Salary by Gender Basic Average Salary	Average Compensation by Gender		Average Salary by Gender Average Salary
	Female	Male		Female	Male	
Manager	744,059	954,537	77.95%	926,601	1,196,367	77.45%
Non-supervisory	407,938	553,173	73.75%	508,161	708,741	71.70%

2. Employee Benefits Offered by WINSTAR and Implementation Status

a. Labor Law Compliance: Company operations fully comply with national legal regulations. Labor rights are administered in accordance with the Labor Standards Act, supplemented by established work rules and internal management procedures.

b. Working Hours and Leave System: The company adheres to the Labor Standards Act as a principle. All employees' leave is administered in accordance with the Labor Standards Act and the Gender Equality in Employment Act. Leave types include: personal leave, sick leave, menstrual leave, special leave, marriage leave, maternity leave, paternity leave and prenatal checkup leave, prenatal examination leave, miscarriage leave, official leave, family care leave, etc.

c. Employee Benefits: All employees are entitled to labor insurance, health insurance, retirement contributions, and other welfare measures stipulated by the Labor Standards Act.

d. Parental Leave: In accordance with the Gender Equality in Employment Act and the Implementation Measures for Parental Leave with Pay, all employees may apply for parental leave before their child reaches three years of age, with a maximum duration of two years. The company also provides maternity leave, paternity leave for prenatal checkups, menstrual leave, pregnancy maintenance leave, miscarriage leave, family care leave, and other relevant leave types to

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

eligible employees as required by law. For female employees, we comply with Articles 30 and 31 of the Occupational Safety and Health Act and the Enforcement Rules for the Protection of Maternal Health of Female Workers.

e. Compensation and Performance Evaluation: WINSTAR upholds principles of fairness and impartiality, implementing human rights policies without discrimination based on race, gender, social class, ancestry, religion, physical disability, sexual orientation, family responsibilities, marital status, political views, or age. We have established internal salary management procedures, with primary considerations for compensation including educational background, professional experience, job role and responsibilities, capabilities, work performance, and contributions to the company. All employees hired in 2024 receive compensation no less than the statutory minimum wage. Additionally, we clearly define performance-based promotions through our appraisal and promotion management procedures. Through a fair and impartial reward and disciplinary system, we ensure employee compensation is directly proportional to work performance.

3. WINSTAR's Benefits and Leave Policies Exceeding Legal Requirements

Employee Recognition and Incentives

At the annual Spring Festival banquet, WINSTAR publicly recognizes employees with significant years of service, presenting honorary trophies to express gratitude for their dedicated contributions. Additionally, we encourage all business units to nominate outstanding individuals and departments who exemplify excellence in their work. Following rigorous internal and cross-departmental evaluations, annual outstanding employees and departments are selected. Their exceptional performance and contributions are celebrated and announced to all attendees at the year-end banquet.

Diverse Employee Recreational Activities

WINSTAR values communication and emotional connections with its employees. The company provides a staff lounge where employees can relax, exchange ideas, and alleviate work and life pressures during breaks. To foster emotional bonds, expand social networks, and boost morale, employees are encouraged to freely form recreational clubs such as basketball, badminton, photography, calligraphy, and tai chi clubs. The company provides regular funding support to these clubs, enabling employees to enjoy diverse recreational activities during their free time. Annual employee trips are also organized, with subsidies available for both employees and their dependents.

To encourage colleagues to maintain exercise habits amidst busy work schedules, WINSTAR specially organized an internal badminton tournament in 2024. This event not only provided a stage for showcasing skills but also offered generous cash prizes to recognize outstanding performers.

Moving forward, WINSTAR will continue advancing various employee fitness initiatives to cultivate a healthier, more vibrant workplace. We aim to help employees strike the perfect balance between work and exercise, collectively creating a more fulfilling professional life!

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Employee Children Scholarship

 WINSTAR Group annually awards scholarships to recognize the academic excellence of employees' children, encouraging their dedication to learning.

Other Benefits

Holiday bonuses, flexible working hours, etc.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

4. WINSTAR's Retirement Plan and Operational Change Employee Protection Measures

WINSTAR complies with relevant government regulations. For employees with service years under the Labor Standards Act Retirement System (Old Labor Retirement System), 2% of the monthly total salary is contributed to a dedicated account at the Bank of Taiwan as retirement reserves for payment upon employee retirement. For all employees (including non-regular staff) opting into the Labor Pension Act retirement system (New Labor Retirement System), 6% of monthly total wages is contributed to individual retirement accounts managed by the Bureau of Labor Insurance. We have established a Labor Retirement Reserve Supervision Committee, registered with government authorities as required, to oversee contributions to the labor retirement reserve fund.

Employees may also voluntarily contribute additional retirement funds beyond the 6% monthly wage allocation. For employees covered by the Labor Standards Act retirement system (Old Labor Retirement System) based on years of service, the accumulated labor retirement reserve funds reached NT$10,742 thousand by the end of 2024. For employees covered by the Labor Pension Act retirement system (New Labor Pension System), WINSTAR contributed a total of NT$8,605 thousand in 2024. One employee retired in 2024, and the departure was processed in accordance with relevant retirement regulations.

In the event of significant operational changes, WINSTAR will provide advance notice to employees in accordance with local regulations at each operational location and offer necessary assistance, such as transferring employees to other internal departments or helping them apply for relevant government subsidies.

3.3 Talent Development and Retention

1. Employee Attraction and Retention

Recruitment Principles

WINSTAR strictly adheres to labor laws worldwide and upholds the principle of equal opportunity in hiring. We treat all employees with equality, respect, and dignity regardless of race, nationality, religious beliefs, gender, sexual orientation, gender identity or expression, physical or mental disabilities, medical conditions (including pregnancy), age, marital status, family status, or political views. We have established corresponding management regulations, including WINSTAR's Work Rules and Personnel Appointment Management Procedures, to actively implement our policy principles. For the 2024 recruitment of new employees, we conducted hiring through campus recruitment, job board and social media postings, talent recruitment via industry-government-academia collaborations, single-company recruitment events, and participation in joint job fairs.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Transparent Performance Evaluation and Promotion System

WINSTAR operates on a performance-driven model, establishing employee performance appraisal management procedures that prohibit gender-based discrimination. Clear management guidelines direct colleagues and supervisors to align work with organizational objectives and maximize overall performance. All employees undergo two performance evaluations annually, with promotions and salary adjustments determined based on these results at year-end.

New Employee Evaluation

Prior to the completion of the probationary period, the unit supervisor shall conduct a performance review and evaluation with the employee. Employees failing the performance evaluation may be terminated by WINSTAR exercising its reserved termination right. Conversely, employees who independently assess that the company's workplace environment, development opportunities, or job responsibilities are unsuitable may also exercise their reserved termination right at any time to notify WINSTAR of contract termination. Alternatively, upon mutual agreement, the probationary period may be extended once for a maximum of three months. During this extension, the unit supervisor may make an early evaluation decision based on circumstances.

Periodic Appraisals

In accordance with WINSTAR's Performance Evaluation Procedures, assessments are conducted semi-annually. Promotion opportunities for outstanding employees are also facilitated through this evaluation mechanism. Regular work performance records are maintained, and employees

demonstrating exceptional performance or willingness to take on responsibilities may pursue or receive promotion rewards through this system. The company aims for every employee to leverage their strengths, with high-performing individuals leading teams to achieve corporate objectives.

To cultivate well-rounded talent and broaden professional expertise, we conduct job reassignments based on employee preferences, work experience, or role requirements. Should an employee's performance fail to meet standards despite repeated coaching, and such underperformance significantly impact the employee's rights, we will follow relevant regulations to arrange appropriate measures. Employees will receive advance notice detailing the procedures, their rights, and obligations to ensure their interests remain protected.

WINSTAR maintains a "Compensation Committee" that conducts biannual performance evaluations to assess goal achievement, behavioral implementation, and improvement progress. New hires undergo evaluations upon completing probationary periods, with results determining continued employment or salary adjustments. In 2024, 100% of full-time employees underwent annual performance assessments.

2. Employee Training

Training Program Overview

WINSTAR values continuous learning. Upon joining, each employee receives tailored onboarding training based on their professional skills to help them fully explore their potential and leverage their expertise. Through robust internal training, we encourage self-directed learning. Additionally,

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

we provide an online learning platform offering resources for independent study.

WINSTAR consistently upholds the principles of labor-management harmony and mutual benefit in safeguarding employee rights. All management systems are implemented in compliance with relevant labor laws and regulations. Recognizing employees as vital corporate assets, we maintain comprehensive promotion pathways, employee welfare programs, and salary adjustment mechanisms. These initiatives encourage continuous self-improvement, fostering individual career development.

Training Hours

WINSTAR combines internal and external training to encourage employees to enhance their skills and knowledge. In 2024, 939 employees participated in training programs, totaling 7,914 hours. The average training hours per employee were 8.15 hours.

Total Number of Employees in 2024

Number of Trainees	Supervisors	Non-Supervisory	Total
Female	68	420	488
Male	102	349	451
Total	170	769	939

2024 Training Hours

Total Training Hours	Supervisors	Non-Supervisory	Total Number of Participants
Female	655	3,136	3,790
Male	995	3,129	4,124
Total Hours	1,650	6,264	7,914

Average Annual Training Hours Per Person in 2024

Total Training Hours	Supervisors	Non-Supervisory	Total Number of Participants
Female	8.39	7.46	7.62
Male	9.03	8.68	8.77
Average Hours	8.74	7.99	8.15

Succession Planning

WINSTAR identifies employees at the assistant manager level and above as its key management tier, spanning all company departments. Beyond exceptional work performance, these individuals embody personal qualities such as integrity, commitment, and innovative thinking, aligning with the company's core values. WINSTAR conducts annual performance evaluations for all employees. Those with outstanding results are identified as candidates for active cultivation. The company also encourages employees to pursue on-the-job training or participate in external educational programs to enhance their comprehensive capabilities. Furthermore, based on future development and investment plans, WINSTAR conducts

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

cross-departmental collaboration training for key personnel and periodically implements job rotation for critical management roles. This aims to cultivate multifaceted capabilities in succession candidates, ensuring s mooth implementation of future succession plans and achieving the company's vision.

3.4 Diverse and Equitable Workplace

1. Human Rights Commitment and Management

While conducting business operations, WINSTAR actively pursues sustainable development and fulfills its corporate social responsibilities to enhance contributions to the national economy. We strictly adhere to all relevant laws and regulations to safeguard workers' fundamental human rights. Guided by international standards such as the United Nations Universal Declaration of Human Rights, the International Covenant on Human Rights, the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, we protect rights including gender equality, the right to work, and the prohibition of discrimination. Policies are formulated in accordance with these principles to ensure the basic labor rights of our employees.

WINSTAR explicitly stipulates in its Employee Code of Conduct that identity verification is conducted during recruitment to prevent the misuse of child labor. Employees are encouraged to look out for their colleagues and report any suspected cases of child labor involving individuals under the age of 15.

For incidents that jeopardize labor rights, WINSTAR provides effective and appropriate grievance mechanisms to ensure equality and transparency throughout the complaint process. These channels are designed to be straightforward, convenient, and accessible, guaranteeing that employee grievances receive proper resolution. No incidents endangering labor rights occurred in 2024.

WINSTAR has established the "Sexual Harassment Prevention Measures, Complaint, and Disciplinary Procedures," which also outlines complaint channels and handling methods. WINSTAR had no employee complaints or discrimination incidents in 2024.

2. Diversity in the Workplace

WINSTAR is committed to creating a diverse workplace environment, including the proportion of employees by gender, age, professional field, nationality, and physical/mental disabilities. We further aim to achieve gender balance in talent development by increasing the proportion of women in management positions at different levels. WINSTAR actively cultivates female managers at various levels to ensure gender equality in talent development.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Diversity Implementation Status

WINSTAR's diversity and gender equality implementation status is as follows :

1.Recruiting Diverse Talent and Implementing Workplace Equality:

Adhering to the principle of merit-based hiring, WINSTAR recruits outstanding talent across all fields and values a diverse and inclusive workplace culture. WINSTAR's workforce comprises diverse talent from different nationalities, ages, genders, and with disabilities, providing comprehensive training and supportive interactions.

Taiwan HQ and Taichung Plant	No. of Employees with Disabilities	No. of Foreign Employees Hired (Non-Taiwanese)	No. of Employees from Minority Groups (Indigenous Peoples)
2022	4	51	1
2023	3	44	1
2024	4	72	2

2.Providing Diverse Communication Channels:

WINSTAR values employee feedback and offers multiple communication channels—such as messaging apps, one-on-one meetings, and email—to ensure smooth expression of personal opinions.

3.Fostering Diverse Professional Development:

Regular internal and external training programs enhance employees' multifaceted professional skills, creating broader career opportunities within WINSTAR. To cultivate cross-functional expertise, employees are encouraged to apply for job rotations to develop cross-disciplinary competencies.

4.Actively Promoting Workplace Equality:

WINSTAR has established and actively implements gender equality policies, including providing female-specific care leave, implementing flexible working hours, and offering secure childcare leave with salary retention. The company was honored with the Central Taiwan Science Park Workplace Equality Award in both 2022 and 2024.

5.Enhanced Sexual Harassment Prevention Policies:

WINSTAR is committed to protecting employees from sexual harassment threats. It has established comprehensive prevention measures and complaint channels, with no reported incidents since operations began.

Employee Childcare Leave

WINSTAR prioritizes employees' developmental needs at every stage. In accordance with the Gender Equality in Employment Act, it implements comprehensive Parental Leave Policies, offering substantial care and support. This includes leave arrangements, career re-planning, or job transfers. The company also provides a lactation room for postpartum employees. In 2024, the return-to-work rate and retention rate for employees who applied for Childcare Leave were both 100%. This enables employees with childcare needs to balance family and work responsibilities, earning recognition from our workforce.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Item	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
No. of Eligible Applicants for Parental Leave(Current Year)	9	5	14	5	8	13	7	6	13
No. of Employees Applying for Parental Leave (Current Year)	6	4	10	5	4	9	5	1	6
No. of Employees Scheduled to Return from Parental Leave	3	3	6	2	4	6	6	1	7
No. of Employees Scheduled to Return from Parental Leave Who Actually Returned	3	3	6	2	4	6	6	1	7
No. of Employees Returning from Parental Leave (Previous Year)	3	3	6	4	1	5	3	4	7
No. of Employees Returning from Parental Leave (Previous Year) and Remained Employed for at least one year (Current Year)	2	3	5	4	1	5	3	4	7
Return-to-Work Rate (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%
Retention Rate (%)	67%	100%	83%	100%	100%	100%	100%	100%	100%

Labor-Management Communication

WINSTAR currently does not have an established enterprise union nor has it signed a collective agreement. However, it still holds regular labor-management meetings as required to maintain harmonious labor-management relations and smooth communication. In 2024, a total of 4 labor-management meetings were convened, providing a platform for constructive interaction and communication between labor and management to foster a win-win and sound labor-management relationship. No major labor disputes have occurred in the past two years.

Human Rights Education and Training

WINSTAR incorporates human rights policy promotion into its new employee orientation training. In 2024, 30 training sessions were conducted, with a total of 81 participants.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

3.5 Occupational Health and Safety

Guided by the fundamental principles of "respect for humanity and a people-centered approach," WINSTAR consistently prioritizes safety as its top concern. The company has established occupational safety policies aimed at compliance with regulations, risk reduction, full employee participation, education and training, and continuous improvement. These efforts promote a zero-accident workplace and foster a bright and vibrant work environment. Safety and health activities implemented include hazard prevention, health management, labor-management harmony, performance enhancement, and training.

WINSTAR sets "zero work-related injuries and zero accidents" as its environmental safety management goal. To effectively prevent incidents, we implement training programs, workplace inspections, and internal/external audits to review environmental, safety, and hygiene practices, ensuring a secure work environment.

Occupational Safety

WINSTAR has established an Occupational Safety and Health Committee, jointly composed of labor and management representatives. The Chairman and General Manager serve as the Chairperson. The committee convenes quarterly meetings, incorporating personnel responsible for managing occupational safety and health and employee wellness. Through risk prevention, innovation, and continuous improvement, we reduce operational losses while enhancing regulatory compliance, thereby strengthening organizational resilience.

The 2024 Occupational Safety and Health Committee meeting resolutions and initiatives are as follows：

◇ Continuous improvement in addressing deficiencies and mitigating hazard risks

◇ Strengthening contractor on-site management and audit practices

◇ Conducting ISO 45001 management system guidance and assessment, with phased implementation of the adoption plan

◇ Workplace Environment Monitoring Program — To enhance monitoring, additional sampling points and parameters have been introduced

◇ Promoting employee health management and enhancing the effectiveness of health promotion measures

Implementation of ISO Standard Management Systems

In response to the growing international emphasis on environmental protection and sustainable development, WINSTAR has implemented the ISO 14001 Environmental Management System. The company plans to obtain third-party certification for ISO 45001 by 2025 and continues to adhere to the Responsible Business Alliance (RBA) Code of Conduct. WINSTAR's Taiwan headquarters primarily focuses on R&D and sales, hence it has not implemented ISO 14001. The Taichung Plant, Jiangsu Plant, and Dongguan Plant have all implemented ISO 14001 and obtained third-party verification from SGS Taiwan.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

In compliance with the Occupational Safety and Health Act, WINSTAR's Taiwan headquarters employs one Class B administrator and one Class A business supervisor. The Taichung Plant employs one Class B administrator and one Class A business supervisor.

Preventing Occupational Hazards and Promoting Health

WINSTAR is committed to reducing the likelihood of workplace injuries. All new employees undergo mandatory safety and health training, covering hazard awareness education, emergency evacuation drills, personal protective equipment (PPE) usage, and firefighting operations. This ensures employees develop environmental and safety awareness from day one, minimizing risk exposure. Ongoing safety and health training is provided post-employment to reinforce awareness, evacuation drills, and first-aid training to heighten hazard prevention awareness and reduce workplace accidents. In 2024, the Taiwan headquarters and Taichung Plant conducted a total of 4 fire drills and training sessions, with cumulative participation reaching 370 person-times and cumulative training hours totaling 1,480 hours. Each new employee also receives 3 hours of chemical hazard awareness training and 3 hours of general safety and health training upon joining.

In compliance with the Labor Standards Act, WINSTAR conducts triennial employee health examinations covering all legally mandated screening items. Following the examinations, doctors and nurses arrange one-on-one health consultations and interviews with employees to help them gain a comprehensive understanding of their health status. The increasing number of employees participating in annual health checkups demonstrates their growing commitment to personal health. WINSTAR is dedicated to providing high-quality health management services to ensure every employee can work and live in a healthy state. In 2024, there were no employee deaths due to occupational diseases, nor any cases confirmed by occupational medicine specialists as occupational or work-related illnesses.

Statistical analysis indicates no serious work-related injury incidents occurred at any of WINSTAR's operational sites in 2024.

Annual	Type	Total Hours Worked	Number of Recordable Injuries			Occupational Injury Rate		
			Number of Serious Occupational Injuries	Number of Fatalities	Number of recordable occupational injuries	Fatality rate	Serious occupational injury rate	Recordable injury rate
2022	Employees	2,139,623	0	0	2	0	0	93.47%
	Non-employees	1,176	0	0	0	0	0	0
2023	Employees	1,834,677	0	0	7	0	0	381.54%
	Non-employees	1,896	0	0	0	0	0	0
2024	Employees	2,085,982	0	0	1	0	0	47.94%
	Non-employees	768	0	0	0	0	0	0

NOTE

1. Occupational injury: An accidental injury sustained by a worker while performing duties or within the workplace. Statistical criteria exclude "commuting accidents occurring during the journey to and from work."
2. Severe occupational injury: Refers to an injury resulting in disability or inability to recover to pre-injury health status within 6 months (excluding fatalities).
3. Fatality rate = Number of deaths caused by occupational injuries × 1,000,000 ÷ Total hours worked
4. Serious occupational injury rate = Number of serious occupational injuries × 1,000,000 ÷ Total hours worked
5. Recordable occupational injury rate = Number of recordable occupational injuries (including serious occupational injuries, fatalities, and other recordable occupational injuries) × 1,000,000 ÷ Total hours worked

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Incident Reporting and Investigation Procedures

When an accident occurs, WINSTAR will follow the Occupational Accident Reporting Procedure Manual. In the event of a work-related injury or an emergency directly threatening personal safety (such as fire, earthquake, etc.), workers may immediately report to their supervisor. If the situation is urgent, workers have the right to stop work or take relevant emergency measures before evacuating the workplace. When casualties occur, the incident will be reported to government authorities and documented in accordance with occupational safety regulations.

The process is as follows:

> In the event of an incident, the individual involved or related personnel shall promptly report it.

> The department supervisor shall be notified to assess the initial situation and take control of the site conditions.

> The Occupational Safety Office shall be informed to conduct an accident investigation and follow up on subsequent cases.

> The Human Resources Center shall be notified to assist with procedures related to injury leave, labor insurance, and group insurance.

3.6 Social Engagement

Guided by the principle of "taking from society and giving back to society," WINSTAR actively engages in social participation, striving to build a society characterized by multiculturalism, educational care, creative vitality, and environmental conservation. To achieve this vision, we have dedicated recent years to initiatives fostering outstanding innovative talent, implementing environmental sustainability, and encouraging underprivileged students to pursue higher education and become top-tier professionals.

Public Welfare Activities

WINSTAR consistently supports vulnerable groups in society through initiatives such as: purchasing unsold agricultural products from local farmers as employee gifts, sourcing honey for annual holiday gifts, buying dragon fruit, cabbage, and other farm produce, and inviting underprivileged groups to perform at year-end banquets.

During the 2020 pandemic, charitable income for disadvantaged groups plummeted significantly. WINSTAR initiated a donation drive at its year-end banquet by inviting underprivileged groups to perform as guests.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

This "paving the way" action inspired hundreds of attendees to take compassionate action toward socially vulnerable groups:

2021 Year-End Party

Invited the Christian Huiming Blind Welfare Association as performance guests and donated NT$100,000.

2022 Year-End Party

Invited the "Down Syndrome Daqi Orchestra" and "Energy Angels" as performance guests, donating NT$100,000 to the "Down Syndrome Daqi Orchestra."

2023 Year-End Party

Invited Eden Blind Joy Choir as guest performers and donated NT$100,000.

2024 Year-End Party

Invited children from rural areas of the "Fanxing Band" as guest performers and donated NT$100,000.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Community Activities

In recent years, WINSTAR has consistently supported Earth Day by organizing annual environmental activities in April, including step-counting competitions, screenings of environmental and climate change films, and street cleaning around the Central Taiwan Science Park.

Through competitions and film screenings, we inspire colleagues to take action for Earth protection. The Central Taiwan Science Park cleanup event in April 2022 saw 23 employees spend two hours clearing the surrounding community, maintaining the tidiness of the Taichung Plant area. They collected a total of 31.3 kilograms of trash, demonstrating our commitment to environmental stewardship and encouraging passersby to take concrete actions for the environment.

In 2023 and 2024, a two-week "Secondhand Market" green sustainability event was held in response to Earth Day. Employees were encouraged to share their used items and other resources through acts of kindness, reducing waste generation while giving old resources new life. The flea market offered everyone a treasure hunt experience, showcasing WINSTAR Display's commitment to environmental sustainability and leading employees in concrete actions to love our planet.

4 Low-Carbon Driven, Sustainable Future

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

4.1 Environmental Policy and Measures

1. Environmental Policy and Objectives

The WINSTAR Board of Directors, as the company's highest management and decision-making body, formulates risk management strategies under climate change in accordance with corporate business strategies and industry conditions, while overseeing the effective operation of management mechanisms. Key decision-making issues related to climate risks are reported to the Board of Directors, enabling the highest management body to flexibly and effectively lead the company in addressing climate change challenges and ensuring compliance. The Sustainable Development Committee is responsible for coordinating sustainability and climate action, including setting and tracking goals, coordinating resources, and other related tasks.

Since its establishment, WINSTAR has not only focused on achievements and development in the display industry but has also diligently fulfilled its corporate social responsibilities. We are committed to promoting environmental protection, striving toward a sustainable future with zero environmental impact by 2050. To advance this sustainable future, we dedicate ourselves to developing high-quality, low-energy-consumption displays, aiming to become a world-class benchmark enterprise in environmental protection.
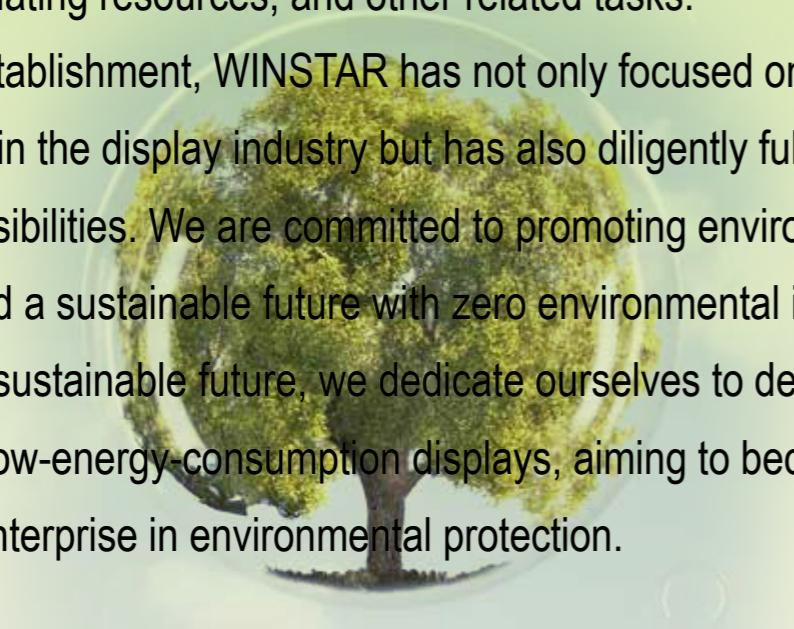
Environmental Goals

To align with global reduction trends, WINSTAR tracks emissions through its Sustainable Development Committee. The company established 2022 as its emissions baseline year and set reduction targets for 2025, 2030, and 2050. Annual total carbon emissions will decrease by 4.2% compared to the baseline year. By 2030, total carbon emissions will be reduced by 25% from the baseline year; and achieve 100% reduction by 2050.

Concrete reduction measures are implemented based on the product lifecycle concept, incorporating material selection design, local supplier procurement, energy-efficient production, and green transportation. To address future climate change and promote sustainable development, WINSTAR will continue negotiating renewable energy purchases, investing in energy-saving RD, and exploring negative carbon technologies and natural carbon sink methodologies. This aims to achieve net-zero emissions by 2050.

WINSTAR plans to integrate the United Nations Sustainable Development Goals (SDGs) into its sustainability blueprint, setting corresponding governance, environmental, and social objectives.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

◆ **Governance :** Increase revenue from sustainable products, enhance customer satisfaction, etc.

◆ **Environmental :** Reduce the negative environmental impact of products, decrease waste and wastewater discharge, and promote renewable energy.

◆ **Social :** Enhance workplace safety, improve employee diversity metrics, promote human rights equality and labor-management communication.

2. Environmental Strategies and Management

Energy Conservation and Carbon Reduction Measures

As a supplier of small-to-medium-sized displays, WINSTAR primarily uses electricity in its manufacturing processes. All facilities implement various energy-saving and carbon reduction measures to enhance energy efficiency.

Reduction strategies, such as:

◇ Regular maintenance and servicing of machinery and equipment.

◇ Adoption of automated machinery and equipment.

◇ Promoting employee awareness to switch off power when leaving their workstation.

◇ Encouraging employees to commute using public transportation.

◇ Phasing out traditional lighting systems and replacing them with high-efficiency fixtures

Responding to the Ministry of Environment's green office initiatives, such as:

Offices are equipped with LED lighting.

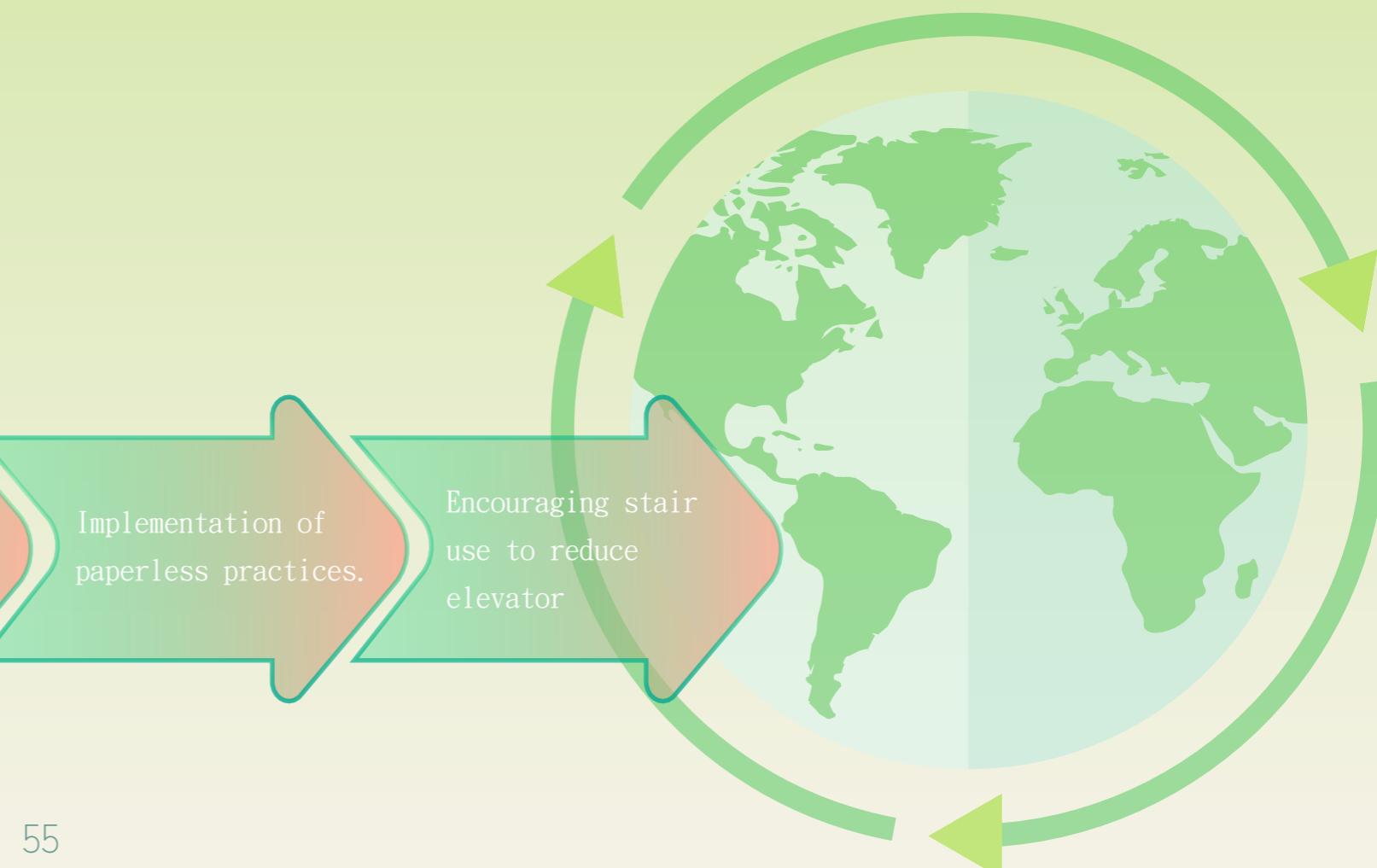Air conditioning is temperature-controlled and maintained at no lower than 26°C.

Water facilities are equipped with water-saving

Implementation of paperless practices.

Encouraging stair use to reduce elevator

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

4.2 Greenhouse Gases

Sustainable development has become a critical global mission in addressing climate and environmental changes. WINSTAR fully recognizes the severity of global warming for humanity. To address the environmental and climatic impacts of climate change, WINSTAR initiated greenhouse gas inventory verification in 2022. This enhances carbon emissions disclosure management, enables accurate tracking and effective control of greenhouse gas emissions, and facilitates the ongoing development of corresponding greenhouse gas reduction plans to advance energy-saving and carbon-reduction initiatives. Statistical data confirms that WINSTAR does not emit ozone-depleting substances.

Greenhouse Gas Inventory Results

The organizational scope of WINSTAR's 2024 greenhouse gas inventory includes its Taiwan headquarters, Taichung Plant, Jiangsu Plant, and Dongguan Plant. All facilities have obtained verification reports from the independent third-party institution SGS Taiwan.

Taiwan Headquarters, Jiangsu Plant, and Dongguan Plant

The greenhouse gas inventories for Taiwan Headquarters, Jiangsu Plant and Dongguan Plant were prepared in accordance with ISO 14064-1:2018 and verified by the independent third-party verification body SGS Taiwan. Taiwan Headquarters achieved reasonable assurance for Scope 1 and Scope 2 emissions, and limited assurance for Scope 3 to Scope 6 emissions. The Jiangsu Plant and Dongguan Plant received limited assurance for Scopes 1 through 6.

The inventory results are as follows:

Plant / Category	Description	Taiwan Headquarters, Jiangsu Plant and Dongguan Plant	Taichung Plant	Total	Greenhouse Gas Emission Intensity (metric tons CO2e/NT$ million in revenue)
Category 1	Direct Greenhouse Gas Emissions	371.9273	190.9481	562.8754	
Category 2	Indirect greenhouse gas emissions-energy	3,020.7306	4,260.8911	7,281.6217	
Category 3	Indirect GHG Emissions-Transportation	276.7767	128.6768	405.4535	
Category 4	Indirect GHG Emissions-Organization Product Use	7,174.2483	1,593.4468	8,767.6951	
Total Indirect Emissions	(Categories 2+3+4)	10,471.7556	5,983.0147	16,454.7703	
Total Direct and Indirect Emissions	(Categories 1+2+3+4)	10,843.6829	6,173.9628	17,017.6457	8.376

NOTE

1 : Direct emissions (Category 1, i.e., emissions directly from sources owned or controlled by the company), energy-related indirect emissions (Category 2, i.e., indirect greenhouse gas emissions resulting from imported electricity, heat, or steam), and other indirect emissions; (Scope 3–Scope 4 emissions, i.e., emissions arising from company activities that are not energy-related indirect emissions but originate from emission sources owned or controlled by other companies).

2 : The scope of direct emissions and energy-related indirect emissions data shall be implemented according to the schedule specified in the regulations under Article 10, Paragraph 2 of these Guidelines. Information on other indirect emissions may be disclosed voluntarily.

3 : Greenhouse gas inventory standard: ISO 14064-1 published by the International Organization for Standardization (ISO).

4 : Greenhouse gas emission intensity may be calculated per unit of product/service or revenue; however, data calculated based on revenue (in millions of New Taiwan Dollars) must be disclosed at a minimum.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Detailed information is available in Appendix V.

The inventory period spans from January 1, 2024, to December 31, 2024, with total greenhouse gas emissions amounting to 10,843.6829 metric tons of CO2e. According to the inventory results: Category 1 - Direct greenhouse gas emissions totaled 371.9273 metric tons of CO2e, accounting for 3.43% of total emissions. The primary carbon emissions stemmed from indirect greenhouse gas emissions generated by purchased electricity (Category 2), totaling 3,020.7306 metric tons of CO2e, accounting for 27.86% of total emissions. Emissions from outsourced activities (Categories 3 to 6) amounted to 7,451.0250 metric tons of CO2e, representing 68.71% of total emissions.

The greenhouse gas inventory for the Taichung Plant

The greenhouse gas inventory for the Taichung Plant was conducted in accordance with ISO 14064-1:2018. Verification was commissioned to the independent third-party verification body SGS Taiwan Inspection Co., Ltd. Reasonable assurance was obtained for Scope 1 and Scope 2 emissions, while limited assurance was obtained for Scope 3 to Scope 6 emissions. Detailed information can be found in Appendix V.

The inventory period spans January 1, 2024, to December 31, 2024, with total greenhouse gas emissions amounting to 6,173.9628 metric tons of CO2e. According to the inventory results: Category 1 - Direct greenhouse gas emissions totaled 190.9481 metric tons of CO2e, accounting for 3.09% of total emissions. The primary carbon emissions stemmed from indirect greenhouse gas emissions from purchased electricity (Category 2), totaling 4,260.8911 metric tons of CO2e, accounting for 69.01% of total emissions. Emissions from outsourced activities (Categories 3 to 6)

totaled 1,722.1236 metric tons of CO2e, representing 27.89% of total emissions.

Results of Direct and Indirect Greenhouse Gas Inventories for the Past Three Years

Direct Greenhouse Gas Emissions — Category 1 (Scope 1)

Unit : Metric tons CO2e/year

Year / Plant Site	Base Year	2022	2023	2024
Taiwan Headquarters	2022	67.0507	90.2978	88.4342
Taichung Plant	2023	136.7218	142.8486	190.9481
Jiangsu Plant	2022	206.8986	175.8467	178.1307
Dongguan Plant	2022	73.3497	71.6231	105.3624
Category I Total		484.0208	480.6162	562.8754

Direct Greenhouse Gas Emissions — Category 2 (Scope 2)

Unit : Metric tons CO2e/year

Year / Plant Site	Base Year	2022	2023	2024
Taiwan Headquarters	2022	521.5692	554.7654	674.8535
Taichung Plant	2023	3,610.2312	3,657.0296	4,260.8911
Jiangsu Plant	2022	1,319.8099	1,175.3451	1,130.3115
Dongguan Plant	2022	878.1708	670.0218	1,215.5656
Category 2 Total		6,329.7811	6,057.1619	7,281.6217

Direct Greenhouse Gas Emissions — Category 3-6 (Scope 3)

Unit : Metric tons CO2e/year

Year / Plant Site	Base Year	2022	2023	2024
Taiwan Headquarters	2022	3,450.1781	1,834.2142	1,421.9994
Taichung Plant	2023	1,118.3415	1,283.5157	1,722.1236
Jiangsu Plant	2022	1,451.3545	1,135.9096	5,720.4368
Dongguan Plant	2022	687.9409	231.6055	308.5888
Category 3-6 Total		6,707.8150	4,485.2450	9,173.1486

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Significant Gas Emissions

All significant gas emissions from WINSTAR are volatile organic compounds (VOCs). Calculations are based on data provided from the production site and quarterly air pollution reports.

WINSTAR does not emit ozone-depleting substances.

Greenhouse Gases / Year	2022	2023	2024
Nitrogen Oxides (NOx)	-	-	-
Sulfur oxides (SOx)	-	-	-
Persistent Organic Pollutants (POPs)	-	-	-
Volatile Organic Compounds (VOC)	1,719	1,486	1,947
Hazardous Air Pollutants (HAP)	-	-	-
Particulate Matter (PM)	-	-	-
Total	1,719	1,486	1,947

Base Year Setting

Taiwan Headquarters, Jiangsu Plant, and Dongguan Plant adopted 2022 as the base year for greenhouse gas inventory. Taichung Plant adopted 2023 as the base year for greenhouse gas inventory. The differing base years for Taiwan Headquarters and Taichung Plant primarily reflect Taichung Plant 's ongoing operational growth, with 2023 quantitative data better reflecting normal operational levels.

Operational Procedures and Information Management

Following ISO 14064-1:2018, the company has established the Greenhouse Gas Inventory Management Procedure (G-B-BP-001) for greenhouse gas inventory and data quality management, and the Internal Verification Procedure for Greenhouse

compliance with international standards for information management and serve as references for management decision-making.

Reduction Strategy

Based on the greenhouse gas inventory results, the following reduction strategies are proposed. Greenhouse gas reduction targets are planned according to climate science, reduction potential, international and national contexts, the overall industrial environment, and the organization's technical capabilities, focusing on the following approaches:

- Energy Demand and Usage Management
- Energy Efficiency
- Technology or Process Improvement
- Transportation and Travel Demand Management
- Waste Reduction

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

4.3 Energy Management

### 1. Relevant planning for energy conservation management

To effectively manage energy consumption and formulate greenhouse gas reduction plans and control measures, WINSTAR conducts annual greenhouse gas inventories following standardized procedures. Currently, greenhouse gas inventories are conducted in accordance with ISO 14064-1:2018. The implementation includes boundary setting (organizational boundary, operational boundary, and baseline year definition), emission source identification, emission source quantification, establishment of an inventory, and data quality management. Procedures, methodologies, and data from the inventory process are documented to produce an inventory report. After internal verification, accurate data is obtained, and opportunities for improvement and reduction are identified, thereby enhancing energy efficiency and reducing greenhouse gas emissions.

WINSTAR actively promotes various energy reduction measures, selecting equipment with high energy efficiency and energy-saving designs to reduce corporate and product energy consumption, thereby optimizing energy usage efficiency. In 2024, WINSTAR's total electricity consumption amounted to 14,135,824 kilowatt-hours, with 100% of electricity purchased externally. Analysis of energy usage and greenhouse gas inventory results indicates that purchased electricity constitutes the primary energy source for WINSTAR, accounting for 97.85% of total energy consumption, followed by gasoline at 1.78%.

WINSTAR will prioritize enhancing energy efficiency and replacing energy-intensive machinery and equipment to mitigate the environmental impact associated with electricity usage.

2. Energy Usage Status
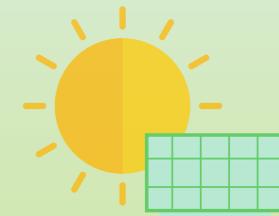
2024 Energy Consumption

Item	Unit	Taiwan Headquarters	Taichung Plant	Jiangsu Plant	Dongguan Plant
Power	10 million joules	512,639	3,236,702	655,899	705,370
Gasoline	10 million joules	63,079	639	19,227	9,846
Diesel	10 million joules	13,813	393	5,363	0
Liquefied Natural Gas (LNG)	10 million joules	0	0	0	0
Natural Gas (NG)	10 million joules	0	0	1	0
Total consumption	10 million joules	589,531	3,237,734	680,491	715,217
Energy intensity	Joules/ thousand yuan	4,100,854	62,884,731	4,460,551	66,356,107

NOTE
100% of WINSTAR's electricity is purchased externally; renewable energy is not currently utilized.

WINSTAR Energy Usage Ratio

Natural Gas (NG)	0.00%
Liquefied Natural Gas (LNG)	0%
Diesel	0.37%
Gasoline	1.78%
Electricity	97.85%

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Energy Consumption at Each Plant Over the Past Three Years

Upon reviewing energy consumption across all facilities, total usage in 2024 increased compared to the previous year. This rise primarily stems from WINSTAR's ongoing recruitment of specialized talent and continuous expansion of production line capacity, leading to sustained growth in energy consumption. WINSTAR will prioritize enhancing energy efficiency and replacing energy-intensive machinery and equipment to mitigate the environmental impact of electricity usage.
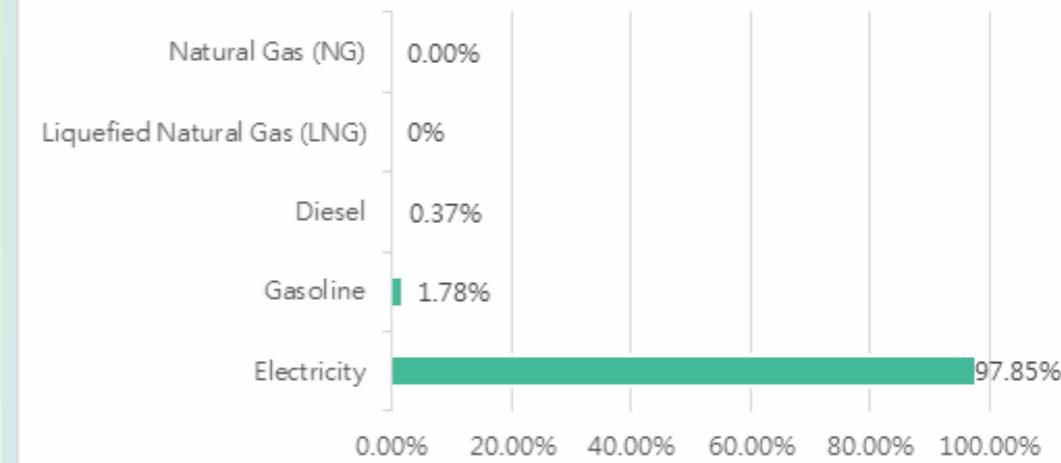
Taiwan Headquarters

Item	Unit	2022	2023	2024
Electricity	KWh	1,053,675	1,123,007	1,423,742
Gasoline	Liters	13,725	17,330	19,316
Diesel	Liters	2,599	6,242	3,928
Total energy consumption	10 million joules	433,356	482,902	589,531
Change from Previous Year	%	-	11.43%	22.08%
Energy intensity	Joules/1,000 yuan	1,954,591	2,935,723	4,100,854

Jiangsu Plant

Item	Unit	2022	2023	2024
Electricity	KWh	2,314,238	1,821,958	18,21,614
Gasoline	Liters	5,572	6,238	5,888
Diesel	Liters	585	520	1,525
Natural Gas NG	Thousand cubic meters	0.3160	0.5270	0.4360
Total energy consumption	10 million joules	853,530	678,224	680,491
Change from Previous Year	%	-	-20 54%	0.33%
Energy intensity	Joules/1,000 yuan	3,449,554	3,763,054	4,460,551

Taichung Plant

Item	Unit	2022	2023	2024
Electricity	KWh	7,293,096	7,402,894	8,989,222
Gasoline	Liters	14	493	196
Diesel	Liters	133	156	112
Total energy consumption	10 million joules	2,626,501	2,667,679	3,237,734
Change from Previous Year	%	-	1.57%	21.37%
Energy intensity	Joules/1,000 yuan	40,377,525	54,064,960	62,884,731

Dongguan Plant

Item	Unit	2022	2023	2024
Electricity	KWh	1,539,876	1,421,040	1,910,616
Gasoline	Liters	2,786.8	4,225	3,015
Natural Gas NG	Thousand cubic meters	0.06	0.17	0.12
Total energy consumption	10 million joules	563,556	525,465	715,217
Change from Previous Year	%	-	-6.76%	36.11%
Energy intensity	Joules/1,000 yuan	42,958,467	59,316,727	66,356,107

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

4.4 Water Resource Management

1. Water Resource Usage Overview

According to the WRI Aqueduct Water Risk Atlas, northern and central Taiwan will face high water scarcity by 2030, with water issues profoundly impacting social, environmental, and economic development. In response to water conservation initiatives, WINSTAR actively implements various water resource management measures.

2. Water Resource Acquisition and Application, Including Measures to Reduce Environmental Impact

According to statistics, Winstar's water consumption in 2024 was 156.3480 metric tons. The office water supply comes from municipal tap water, while The industrial water used at the factory does not come from a protected area or headwater. After assessment, WINSTAR does not cause significant environmental impact on water resources or the ecological environment of water sources. WINSTAR continues to actively collect water usage data, regularly monitor water quality and consumption patterns, and periodically participate in government-promoted water conservation initiatives to achieve water resource protection objectives.

WINSTAR's Water Consumption by Plant Over the Past Three Years

Unit: Thousand Cubic Meters

Region \ Year	2022	2023	2024
Taiwan Headquarters	2.7989	2.8806	6.3194
Taichung Plant	92.9503	85.3186	127.8476
Jiangsu Plant	18.1940	14.27	12.9970
Dongguan Plant	8.6440	7.8030	9.1840
Total	122.5872	110.2722	156.3480

3. Water Resource Management Planning

WINSTAR has established a Water Resource Management Procedure Manual for water resources used within the group. WINSTAR conducts regular testing of it's warer resources to ensure the effluent quality complies with government regulations. Wastewater is discharged only after obtaining the legally required wastewater discharge permit and directing the effluent to an approved receiving water body. In addition, WINSTAR is enhancing its wastewater recycling projects to increase the volume of recycled water and reduce total effluent discharge. As the demand for ultrapure water in production processes continues to rise, efficient water utilization has become a key policy actively pursued by WINSTAR. Water resource management is regarded as one of the company's core sustainability goals. Looking ahead, WINSTAR will continue to propose water-saving and water-reuse initiatives through its Sustainability Development Committee to further improve water efficiency and promote circular water use.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

4.5 Waste Management

1. Plans for Waste Reduction or Recycling

This indicator covers WINSTAR's Taiwan headquarters and Central Taiwan Science Park facility. WINSTAR's waste is categorized into two main types: general industrial waste (including domestic waste and process waste) and hazardous industrial waste. Recyclable general industrial waste is sorted, processed, and utilized to minimize disposal. Non-recyclable waste is handled by qualified waste treatment contractors in accordance with company regulations and government statutes. Hazardous industrial waste, which may affect human health or pollute the environment, must be stored separately in the designated hazardous waste storage areas. Qualified waste-management contractors are responsible for its disposal to ensure that the entire processes complies with all applicable regulations and legal requirements.

Waste Classification and Statistics

Unit: Metric Tons
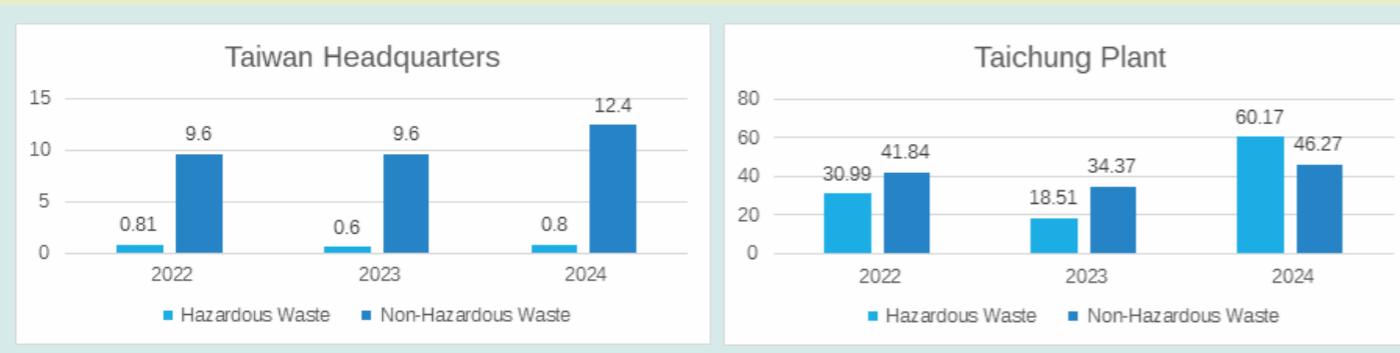
WINSTAR Taiwan Headquarters functions primarily as a sales and RD center with minimal manufacturing operations, resulting in waste consisting mainly of domestic refuse. The Taichung Plant experienced a 101% increase in total waste volume in 2024 compared to the previous year, primarily due to ongoing expansion and increased production capacity, which substantially elevated waste generation. In 2024, WINSTAR did not experience any hazardous waste leaks or pollution incidents that resulted in penalties from local governments or caused losses to company property or personnel.

Waste Generation and Disposal at Taiwan Headquarters and Taichung Plant Over the Past Three Years

Waste Generation

Unit : Metric tons

Disposal Method / Waste Composition	2022 Generation	2022 Disposal/ Transfer	2022 Direct Disposal	2023 Generation	2023 Disposal/ Transfer	2023 Direct Disposal	2024 Generation	2024 Disposal/ Transfer	2024 Direct Disposal
E-0221, Waste Printed Circuit Boards Containing Metal and Their Powder Residues	0.81	0.81	-	0.60	0.60	-	0.80	0.80	-
C-0202, Waste liquid pH ≤ 2.0	20.26	20.26	-	13.03	13.03	-	52.86	52.86	-
C-0299, Other Corrosive Industrial Waste Mixtures	1.17	-	1.17	0.78	-	0.78	1.22	-	1.22
C-0301, Flash point of waste liquid less than 60°C	9.56	-	9.56	4.70	-	4.70	6.09	-	6.09
R-0401, Waste Glass	10.67	10.67	-	7.47	7.47	-	6.89	6.89	-
R-1501, Waste Photoresist Stripper	16.98	16.98	-	12.35	12.35	-	24.22	24.22	-
D-0902, Inorganic Sludge	0.38	-	0.38	0.31	-	0.31	0.52	-	0.52
R-2408, Spent Activated Carbon	0.61	0.61	-	1.04	1.04	-	1.44	1.44	-
H-0002, Employee Household Waste	22.80	-	22.80	13.20	-	13.20	13.20	-	13.20
Total Waste	83.24	49.33	33.91	53.48	34.49	18.99	107.24	86.21	21.03

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Waste Disposal and Transfer

Unit: metric tons

Treatment Method / Waste Composition		2022			2023			2024		
		On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Hazardous Waste	Prepared for reuse	-	-	-	-	-	-	-	-	-
	Recycling	-	-	-	-	-	-	-	-	-
	Other Recycling Operations	-	0.81	0.81	-	0.6	0.6	-	0.8	0.8
Non-hazardous waste	Prepared for reuse	-	-	-	-	-	-	-	-	-
	Recycling	-	28.26	28.26	-	20.86	20.86	-	32.55	32.55
	Other recycling operations	-	20.26	20.26	-	13.03	13.03	-	52.86	52.86
Total Waste Volume		-	49.33	49.33	-	34.49	34.49	-	86.21	86.21

Direct disposal of waste

Unit: metric tons

Treatment Method / Waste Composition		2022			2023			2024		
		On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Hazardous Waste	Incineration (including energy recovery)	-	-	-	-	-	-	-	-	-
	Incineration (excluding energy recovery)	-	10.73	10.73	-	5.48	5.48	-	7.31	7.31
	Burial	-	-	-	-	-	-	-	-	-
	Other Disposal Operations	-	-	-	-	-	-	-	-	-
Non-hazardous waste	Incineration (including energy recovery)	-	-	-	-	-	-	-	-	-
	Incineration (excluding energy recovery)	-	23.18	23.18	-	23.11	23.11	-	26.12	26.12
	Burial	-	-	-	-	-	-	-	-	-
	Other Disposal Operations	-	-	-	-	-	-	-	-	-
Total Waste Volume		-	33.91	33.91	-	23.11	23.11	-	26.12	26.12

5 Appendix

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

5.1 GRI Disclosure Item Comparison Table

Statement of Use	WINSTAR Display reports in accordance with GRI Standards for the period from January 1, 2024, to December 31, 2024.
GRI 1	GRI 1 : Foundation 2021
Applicable GRI Industry Standards	As an optoelectronics company, no applicable GRI industry standards exist for this reporting year.

GRI 2: General Disclosures 2021

Guidelines	Indicator	Disclosure Item	Corresponding Section	Page
GRI 2 General Disclosures	2-1	Organizational Details	0.1 About This Report	4
	2-2	Entities Included in the Organizational Sustainability Report		4
	2-3	Reporting Period, Frequency, and Contact Person		4
	2-4	Information Reorganization		4
	2-5	External Assurance/Confidence		4
	2-6	Activities, Value Chain, and Other Business Relationships	0.3 Company Profile and Philosophy	8
			2.4 Supply Chain Management	32
	2-7	Employees	3.1 Overview of Employee Structure	36
	2-8	Non-Employee Workers		36
	2-9	Governance Structure and Composition	2.2 Corporate Governance and Ethical Business Practices	28
	2-10	Nomination and Selection for the Highest Governance Body		
	2-11	Chairperson of the Highest Governance Body		
	2-12	Role of the Highest Governance Body in Overseeing Impact Management		
	2-13	Person Responsible for Impact Management		
	2-14	Role of the Highest Governance Body in Sustainability Reporting		
	2-15	Conflict of Interest		
	2-16	Communication of Material Events		
	2-17	Collective Knowledge of the Highest Governance Body		
	2-18	Performance Evaluation of the Highest Governance Body		
	2-19	Compensation Policy		
	2-20	Compensation Decision Process		
	2-21	Annual Total Compensation Ratio	3.2 Employee Compensation and Benefits	38

Guidelines	Indicator	Disclosure Item	Corresponding Section	Page
GRI 2 General Disclosures	2-22	Statement on Sustainable Development Strategy	0.2 Chairman and CEO's Message	6
	2-23	Policy Commitment	2.2 Corporate Governance and Ethical Business Practices	28
			3.4 BEI Workplace Policies	45
			4.1 Environmental Policy and Measures	54
	2-24	Incorporation of Policy Commitments	2.2 Corporate Governance and Ethical Business Practices	28
			3.1 Overview of Employee Structure	36
			3.4 DEI Workplace Policies	39
			4.1 Environmental Policy and Measures	54
	2-25	Procedures for Mitigating Negative Impacts	1.2 Stakeholder Identification and Communication	16
	2-26	Mechanisms for Seeking Advice and Raising Concerns	1.2 Stakeholder Identification and Communication	16
	2-27	Regulatory Compliance	2.2 Corporate Governance and Ethical Business Practices	28
	2-28	Membership in Industry Associations	0.3 Company Profile and Philosophy	8
	2-29	Stakeholder Engagement Policy	1.2 Stakeholder Identification and Communication	16
	2-30	Collective Bargaining Agreements	3.5 Occupational Health and Safety	48

GRI 3: Materiality Topics Disclosure 2021

Guidelines	Indicator	Disclosure Item	Corresponding Section	Page
GRI 3 Material Topics	3-1	Process for Determining Material Topics	1.3 Materiality Analysis and Management	18
	3-1	List of Material Topics		18
	3-1	Major Topic Management		18
GRI 205 Anti-Corruption	205-1	Operating sites where corruption risk assessments have been conducted	2.2 Corporate Governance and Ethical Business Practices	28
	205-2	Communication and Training on Anti-Corruption Policies and Procedures		
	205-3	Identified Incidents of Corruption and Actions Taken		
GRI 206 Anti-competitive	206-1	Legal Actions for Anti-Competitive Practices, Antitrust, and Monopoly Conduct	2.2 Corporate Governance and Ethical Business Practices	28
GRI 417 Marketing and labeling	417-1	Incidents of non-compliance with regulations on information and labeling of products and services	2.2 Corporate Governance and Ethical Business Practices	28
	417-2	Incidents of non-compliance with regulations related to marketing communications		

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Guidelines	Indicator	Disclosure Item	Corresponding Section	Page
GRI 201 Economic Performance	201-1	Direct Economic Value Generated and Distributed by the Organization	2.1 Operational Performance	26
	201-2	Financial impacts of climate change and other risks and opportunities	5.4 Climate-Related Information	69
	201-3	Defined Benefit Plan Obligations and Other Retirement Plans	3.2 Employee Compensation and Benefits	38
	201-4	Financial Assistance from the Government	2.1 Operational Performance	26
GRI 207 Taxation	207-1	Tax Policy	2.1 Operational Performance	26
	207-2	Tax Governance, Control, and Risk Management		
	207-3	Stakeholder Engagement and Management on Tax-Related Issues		
	207-4	Country-by-Country Reporting		
GRI 418 Customer Privacy	418-1	Complaints Verified as Customer Privacy Violations or Customer Data Loss	2.3 Information Security and Privacy Protection	31
GRI 403 Occupational Health and Safety	403-1	Occupational Health and Safety Management System	3.5 Occupational Health and Safety	48
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation		
	403-3	Occupational Health Services		
	403-4	Worker Participation, Consultation, and Communication Regarding Occupational Safety and Health		
	403-5	Worker Training on Occupational Safety and Health		
	403-6	Worker Health Promotion		
	403-7	Prevention and Mitigation of Occupational Safety and Health Impacts Directly Related to Business Operations		
	403-8	Workers Covered by the Occupational Safety and Health Management System		
	403-9	Occupational Injury		
	403-10	Occupational Diseases		
GRI 406 Non-Discrimination	406-1	Discrimination incidents and corrective actions taken by the organization	3.4 DEI Workplace Policies	45
GRI 407 Freedom of Association and Collective Bargaining	407-1	Operating Sites or Suppliers Potentially Subject to Freedom of Association and Collective Bargaining Risks		

Guidelines	Indicator	Disclosure Item	Corresponding Section	Page
GRI 408 Child Labor	408-1	Risks of child labor use at operating sites and suppliers	3.4 DEI Workplace Policies	45
GRI 409 Forced or Compulsory Labor	409-1	Operating Sites and Suppliers with Significant Risks of Forced or Compulsory Labor		
GRI 410 Security Practices	410-1	Security personnel trained in human rights policies or procedures		
GRI 411 Indigenous Rights	411-1	Incidents Involving Violations of Indigenous Rights		
GRI 201 Economic Performance	201-2	Financial implications of climate change and other risks and opportunities	5.4 Climate-Related Information	69
GRI 305 Emissions	305-1	Direct (Scope 1) Greenhouse Gas Emissions	4.2 Greenhouse Gases	56
	305-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions		
	305-3	Other Indirect (Scope 3) Greenhouse Gas Emissions		
	305-4	Greenhouse Gas Emission Intensity		
	305-5	Greenhouse Gas Emission Reductions		
	305-6	Ozone-Depleting Substances (ODS) Emissions		
	305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Gaseous Emissions		
GRI 302 Energy	302-1	Internal energy consumption	4.3 Energy Management	59
	302-2	Energy consumption outside the organization		
	302-3	Energy intensity		
	302-4	Energy consumption reduction		
	302-5	Lowering Energy Requirements for Products and Services		

General Topic Disclosure

Guidelines	Indicator	Disclosure Item	Corresponding Section	Page
GRI 204 Procurement Practices	204-1	Percentage of Purchasing Expenditures from Local Suppliers	2.4 Supply Chain Management	32
GRI 308 Environmental Assessment of Suppliers	308-1	Use of environmental standards to screen new suppliers	2.4 Supply Chain Management	32
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken		32

2024
Sustainability Report

About WINSTAR Display | Creating Sustainable Value | Integrity Governance Steady Progress | People-Centric Approach Co-Creating Value | Low-Carbon Driven Sustainable Future | Appendix

Guidelines	Indicator	Disclosure Item	Corresponding Section	Page
GRI 202 Market Position	202-1	Ratio of standard salary for primary workers of different genders to local minimum wage	3.2 Employee Compensation and Benefits	38
	202-2	Proportion of Local Residents Employed in Senior Management Positions	3.1 Overview of Employee Structure	36
GRI 306 Waste	306-1	Waste generation and significant waste-related impacts	4.5 Waste Management	62
	306-2	Management of Significant Waste-Related Impacts		
	306-3	Waste Generation		
	306-4	Disposal and Transfer of Waste		
	306-5	Direct Waste Disposal		
GRI 303: Water and Effluent	303-1	Interactions with Shared Water Resources	4.4 Water Resource Management	61
	303-2	Management of Drainage-Related Impacts		
	303-3	Water Withdrawal Volume		
	303-4	Water Discharge Volume		
	303-5	Water Consumption		

5.2 SASB Disclosure Item Comparison Table

Referencing the Sustainability Accounting Standards Board (SASB) Sustainability Industry Classification System guidance, the disclosure standards applicable to the Hardware industry are applied.

Topic	Code	Indicator	Type	Numeric				Correspondence Chapter	Page
				Taiwan Headquarters	Taichung Plant	Dongguan Plant	Jiangsu Plant		
Product Safety	TC-HW-230a.1	Description Risk Identification and Management Methods for Product Information Security	Discussion and Analysis	WINSTAR has established information security policies and procedures. Based on these policies, we have developed and rigorously implemented various control measures. Customer data is strictly controlled, and the importance of protecting customer information and confidentiality is promoted internally. Customer information confidentiality is ensured through the following four aspects: access control, confidentiality agreements, information security protection, and business continuity.				2.3 Information Security and Privacy Protection	31
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of global employees by gender and ethnicity in (1) management, (2) technical roles, and (3) all other employees	Quantified	● Management: Female 39%; Male 61% ● All Employees: Female 27%; Male 23% ● Number of employees with disabilities hired: 4 ● Number of foreign (non-Taiwanese) employees hired: 72 ● Number of employees from minority groups (indigenous peoples): 2		● Management: Female 32%; Male 68% ● All employees: Female 28%; Male 22% ● Number of employees with disabilities hired: 1 ● Number of foreign (non-Chinese) employees hired: 0		3.1 Employee Structure Overview	36

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

Topic	Code	Indicator	Type	Numeric				Correspondence Chapter	Page
				Taiwan Headquarters	Taichung Plant	Dongguan Plant	Jiangsu Plant		
Product Life Cycle	TC-HW-410a.1	Percentage of Annual Revenue from Products Containing Controlled Substances Subject to Declaration under IEC 62474	Quantified	WINSTAR does not manufacture end products, no relevant information is available.					
	TC-HW-410a.2	Percentage of annual revenue from products meeting EPEAT certification or equivalent requirements	Quantified	WINSTAR does not manufacture end products, no relevant information is available.					
	TC-HW-410a.3	Percentage of annual revenue from products meeting energy efficiency certification (Energy Star or equivalent requirements)	Quantified	WINSTAR does not manufacture end products, no relevant information is available.					
	TC-HW-410a.4	Total weight of discarded products recycled globally; and percentage of recycled weight relative to total product sales weight	Quantified	WINSTAR does not manufacture end products, no relevant information is available.					
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Quantification	WINSTAR has not yet audited suppliers in accordance with RBA requirements, no relevant information is available.					
	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantification	WINSTAR has not yet audited suppliers in accordance with RBA requirements, no relevant information is available.					
Material Procurement	TC-HW-440a.1	Description Risk management for critical materials	Discussion and Analysis	WINSTAR does not use critical materials.					
Activity Indicators	TC-HW-000.A	Number of Units Produced by Product Category	Quantified	1,380,279 pcs	43,056 Pairs	3,687,472 pcs	5,581,568 pcs		
	TC-HW-000.B	Production Facility Area	Quantified	818.42 square meters	2,160.61 square meters	9,140 square meters	13,745 square meters		
	TC-HW-000.C	Percentage of production using owned facilities	Quantified	100%	100%	94.89%	100%		

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

5.3 Sustainability Disclosure Indicators -Photovoltaic Industry

No.	Indicator	Indicator Type	Annual Disclosure Status	Unit
I	Total Energy Consumption, Percentage of Purchased Electricity, and Renewable Energy Usage Rate	Quantitative	4.3 Energy Management	Gigajoules (GJ), Percentage (%)
II	Total water withdrawal and total water consumption	Quantified	4.4 Water Resource Management	Thousand cubic meters (m³)
III	Weight of hazardous waste generated and recycling percentage	Quantification	4.5 Waste Management	Metric tons (t), Percentage (%)
IV	Description of occupational accident categories, number of persons, and ratios	Quantification	3.5 Occupational Health and Safety	Percentage (%), Number
V	Disclosure of product life cycle management: including weight of end-of-life products and	Quantified	WINSTAR does not manufacture end products, no	
VI	Description of risk management related to the use of critical materials	Qualitative Description	WINSTAR does not use critical materials.	
VII	Total monetary loss incurred due to legal proceedings related to anti-competitive	Quantitative	In 2024, there were no monetary losses incurred due	
VIII	Production volume of major products by product category	Quantification	0.3 Company Profile and Philosophy	Varies by product type

5.4 Climate-Related Information

Risks and opportunities posed by climate change to the company and related response measures adopted by the company

No.	Item	Implementation Status
I	Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	● **Board of Directors** The Board of Directors serves as the highest climate governance decision-making body at WINSTAR. Directors are responsible for overseeing the company's governance performance and targets on climate-related issues. Annually, the Board reviews the annual corporate sustainability governance performance reported by the Sustainable Development Committee during regular meetings, including the current status of climate-related governance and progress toward targets. ● **Sustainable Development Committee** To strengthen the company's management and identification of climate-related risks and opportunities, the "Sustainable Development Committee" was established in 2024. It is responsible for promoting and executing sustainability initiatives. Comprising of the Chairman, independent directors, and the Vice President, the Committee is chaired by the Chairman. It collaborates with executives from the General Manager's Office, Finance Department, Administration Department, and other functional areas. Through irregular meetings, the Committee integrates resources across departments to advance sustainability initiatives and formulate short-, medium-, and long-term sustainability plans. Committee members are responsible for collecting and synthesizing domestic and international climate issue trends, regularly executing and formulating the company's overall climate risk and opportunity management policies and response strategies, ensuring the appropriateness of the company's climate governance direction and practices, and reporting annually to the Board of Directors on the management performance of climate-related risks and opportunities.
II	Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term).	WINSTAR needs to identify potential climate risks, including the impact of extreme weather events on the company's operations and assets, as well as the effects of policy changes, technological upgrades, or shifts in market demand on operations. To define short-, medium-, and long-term risks and opportunities, WINSTAR categorizes them based on the company's financial planning, strategic direction, and vision goals: short-term refers to risks and opportunities within the next 3 years; medium-term within the next 10 years; and long-term beyond 10 years. Short-term impacts from climate events, such as operational disruptions affecting supply chains and company operations, require management to develop climate change response strategies—e.g., enhancing production processes to reduce carbon emissions. Financially, climate risks may lead to asset devaluation and other related climate-related risks.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

No.	Item	Implementation Status
		Medium-to-long-term impacts include market structure shifts and altered consumer behavior driven by climate change. Companies must conduct comprehensive reviews of their business models and value chains, considering potential climate change scenarios. This involves adjusting products and services to meet market demands, investing in RD and innovation programs to develop low-carbon, recyclable products or services, and planning for additional capital expenditures.
III	Describe the financial impacts of extreme weather events and transition	Extreme weather events such as typhoons and torrential rains are becoming more frequent and severe. Production bases or third-party suppliers may face power outages, flooding, and damage to equipment and facilities due to strong winds and water damage, leading to increased maintenance costs at operational sites, operational disruptions, or production material shortages.
IV	Describe how the identification, assessment, and management of climate risks are integrated into the overall risk management system.	To enable the company to identify current key climate opportunities and risks, the Sustainable Development Committee convenes working groups annually to collect climate risk information from relevant departments. Through interviews with departments involved in climate-related issues, the committee assesses the perceived impact and likelihood of occurrence for each issue. This process consolidates and identifies key annual climate risks and opportunities, with results reported to the Board of Directors for resolution and strategic decision-making.
V	If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts used.conduct regulations	WINSTAR has not yet used scenario analysis to assess resilience to climate change risks.
VI	If there is a transition plan to manage climate-related risks, describe the plan's content and the indicators and targets used to identify and manage physical risks and transition risks.	There is currently no transition plan for managing climate-related risks.
VII	If internal carbon pricing is used as a planning tool, describe the basis for setting the price.	Currently, no carbon pricing planning tools are in use.
VIII	If climate-related targets are set, information should be provided on the activities covered, the scope of greenhouse gas emissions, the planning timeline, and annual progress toward achieving these targets. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, the sources and quantities of carbon offsets or the number of RECs should be disclosed.	To align with international reduction trends, WINSTAR tracks emissions through its Sustainable Development Committee. The company established 2022 as its emissions baseline year and set reduction targets for 2025, 2030, and 2050. Annual total carbon emissions will decrease by 4.2% compared to the baseline year. By 2030, total carbon emissions will be reduced by 30% from the baseline year; and achieve a 100% reduction in total carbon emissions by 2050 compared to the baseline year.
IX	Greenhouse gas inventory and verification status, along with reduction targets, strategies, and specific action plans.	WINSTAR has established a Sustainable Development Committee and formed a Sustainability Task Force. The Task Force has conducted research and discussions on greenhouse gas inventory, future targets, and action plans. Verification has been commissioned to SGS Taiwan.

1-1 Greenhouse Gas Inventory and Verification Status

1-1-1 Greenhouse Gas Inventory Information

State the greenhouse gas emissions (metric tons of CO2e), intensity (metric tons of CO2e/million NT$) and data coverage for the last two years.

Greenhouse Gas Emissions	2023 Emissions (metric tons CO_2e)	2024 Emissions (metric tons CO_2e)	2024 Intensity (metric tons CO_2e/million)
Category I : Direct Emissions	480.6162	562.8754	0.2767
Category II : Indirect Emissions	6,057.1619	7,281.6217	3.5801
Categories III–VI : Indirect Emissions	4,485.245	9,173.1486	4.5101
Total	11,023.0230	17,017.6457	8.3669

NOTE

1. Direct emissions (Category 1, i.e., emissions directly from sources owned or controlled by the company), energy-related indirect emissions (Category 2, i.e., indirect greenhouse gas emissions resulting from imported electricity, heat, or steam), and other indirect emissions (Categories 3–6, i.e., emissions generated by company activities that are not energy-related indirect emissions but originate from sources owned or controlled by other companies).

2. The scope of direct emissions and energy-related indirect emissions data shall be disclosed in accordance with the timelines specified in Article 4-1, Paragraph 2 of the Taiwan Stock Exchange's "Operational Procedures for Listed Companies to Prepare and Submit Sustainability Reports" (hereinafter referred to as these Procedures). Information on other indirect emissions may be disclosed voluntarily.

3. Greenhouse gas inventory standard: ISO 14064-1 published by the International Organization for Standardization (ISO).

4. Greenhouse gas emission intensity may be calculated per unit of product/service or revenue; however, data calculated based on revenue (in millions of New Taiwan Dollars) must be disclosed at a minimum.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

1-1-2 Greenhouse Gas Assurance Information

Describe the assurance status for the most recent two years, including the scope of assurance, assurance provider, assurance criteria, and assurance opinion.

Pursuant to the Financial Supervisory Commission's "Sustainable Development Roadmap for Publicly Listed Companies," WINSTAR, as a company with paid-in capital below NT$5 billion, is required to complete its greenhouse gas inventory by 2026. Subsidiaries reporting as individual entities in the consolidated financial statements must complete their inventories by 2027.

For the 2024 and 2023 fiscal years, WINSTAR commissioned Taiwan Inspection Technology Co., Ltd. (SGS) to conduct ISO 14064-1:2018 greenhouse gas inventory verification. The verification scope included the Taiwan headquarters, Taichung Plant, Jiangsu Plant, and Dongguan Plant.

NOTE

1. The procedures shall be conducted in accordance with the schedule specified in Article 4-1, Paragraph 3 of these Operating Procedures.
2. Assurance entities shall comply with the relevant regulations for sustainability report assurance entities established by the Taiwan Stock Exchange Corporation and the GreTai Securities Market.
3. Disclosure content may refer to the best practice reference examples on the Taiwan Stock Exchange Corporation's Corporate Governance Center website.

1-2 Greenhouse Gas Reduction Targets, Strategies, and Concrete Action Plans

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans, and the status of achieving reduction targets.

WINSTAR has designated 2022 as the company's emissions baseline year and has established reduction targets for 2025, 2030, and 2050. The annual total carbon emissions will be reduced by 4.2% compared to the baseline year emissions (achieving a total carbon reduction of 30% by 2030 and 100% by 2050 relative to the baseline year emissions).
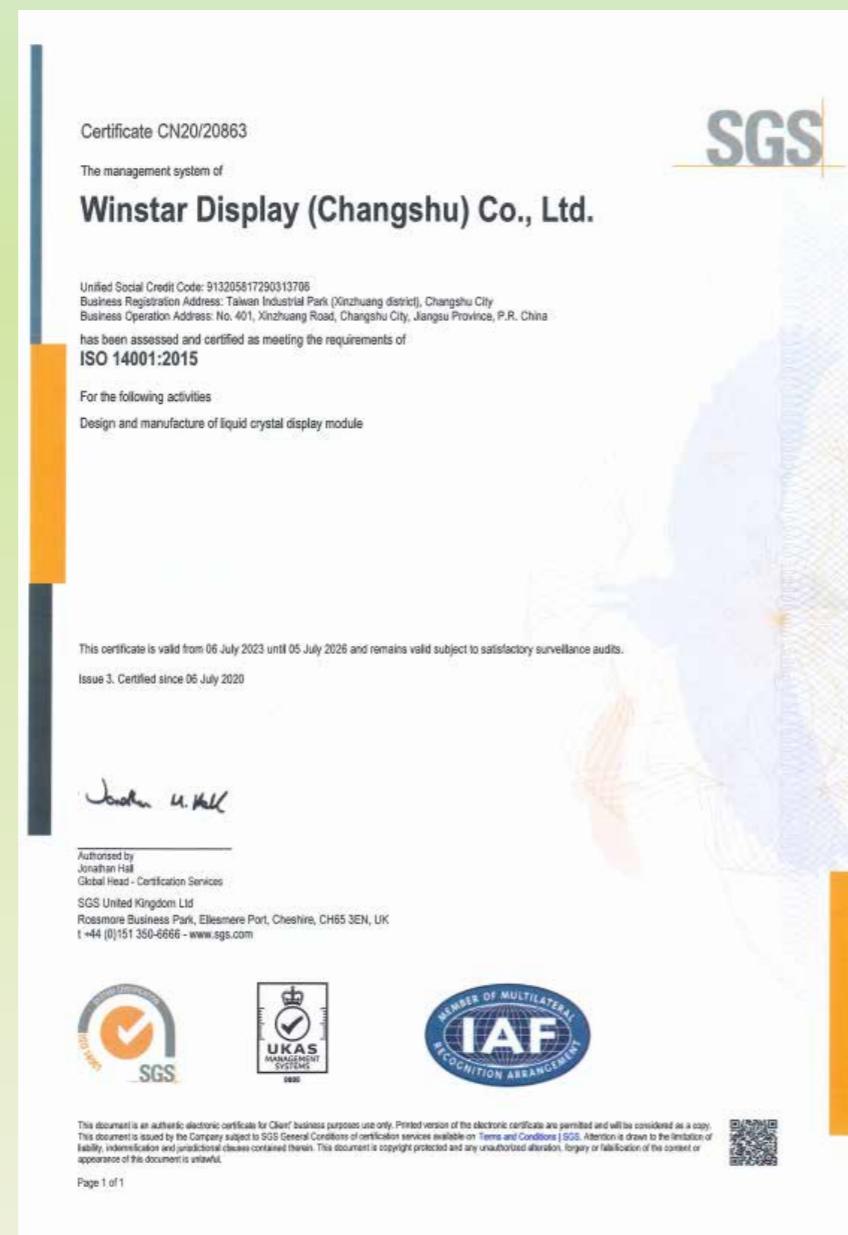
NOTE

1. This shall be carried out according to the schedule specified in Article 4-1, Paragraph 4 of these operational procedures.
2. The base year shall be the year in which the inventory is completed based on the consolidated financial reporting boundary. For example, pursuant to Article 4-1, Paragraph 2 of these Implementation Rules, a company with capital of NT$10 billion or more must complete the verification of its 2024 consolidated financial statements by 2025, making 2024 the baseline year. If a company completes the verification of its consolidated financial statements earlier, it may use that earlier year as the baseline year. Furthermore, baseline year data may be calculated as either a single-year value or an average of several years.
3. Disclosure content may refer to the Best Practice Reference Examples on the Taiwan Stock Exchange Corporate Governance Center website.

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

5.5 Independent Third-Party Verification Statement

ISO 14001: 2015

(July 6, 2023 – July 5, 2026)

ISO 27001 : 2022

(May 16, 2024 – May 16, 2027)

2024
Sustainability Report

About
WINSTAR Display

Creating
Sustainable Value

Integrity Governance
Steady Progress

People-Centric Approach
Co-Creating Value

Low-Carbon Driven
Sustainable Future

Appendix

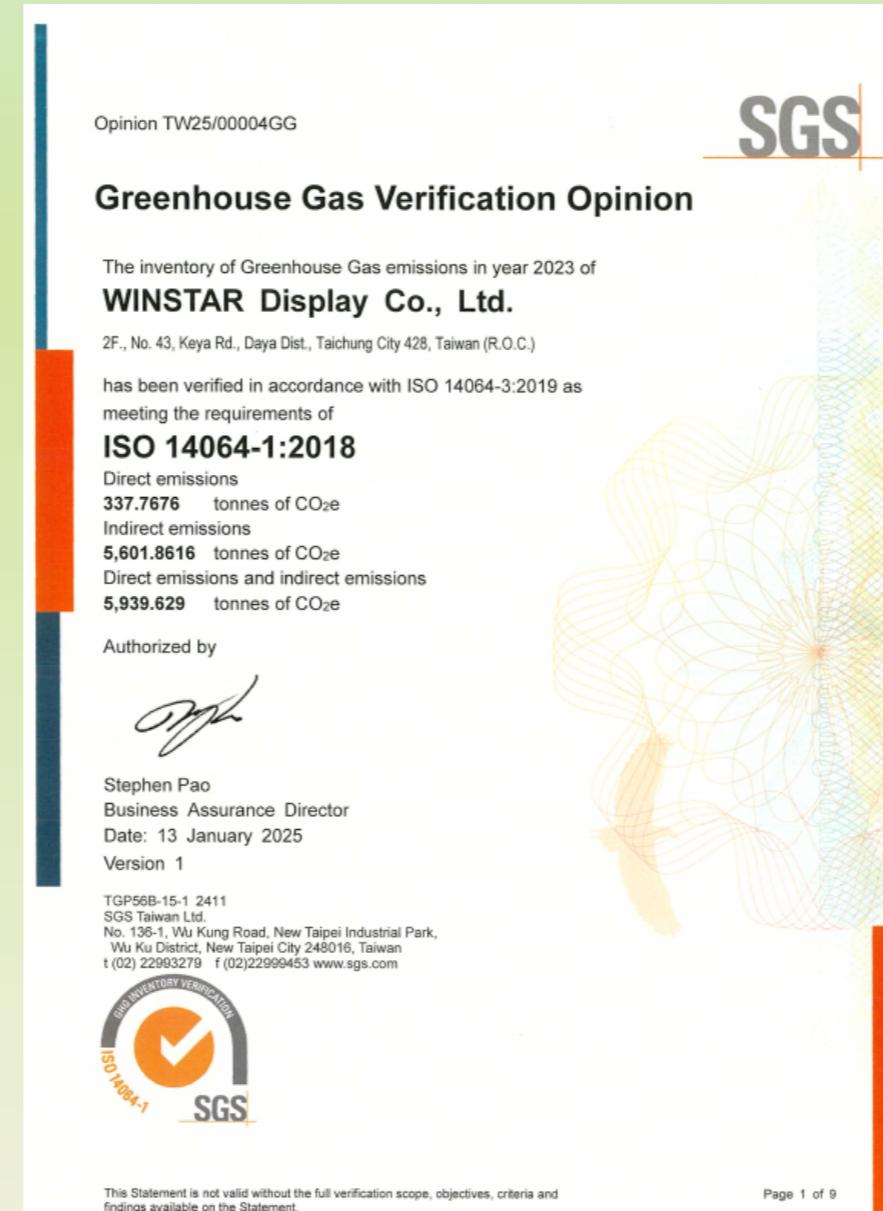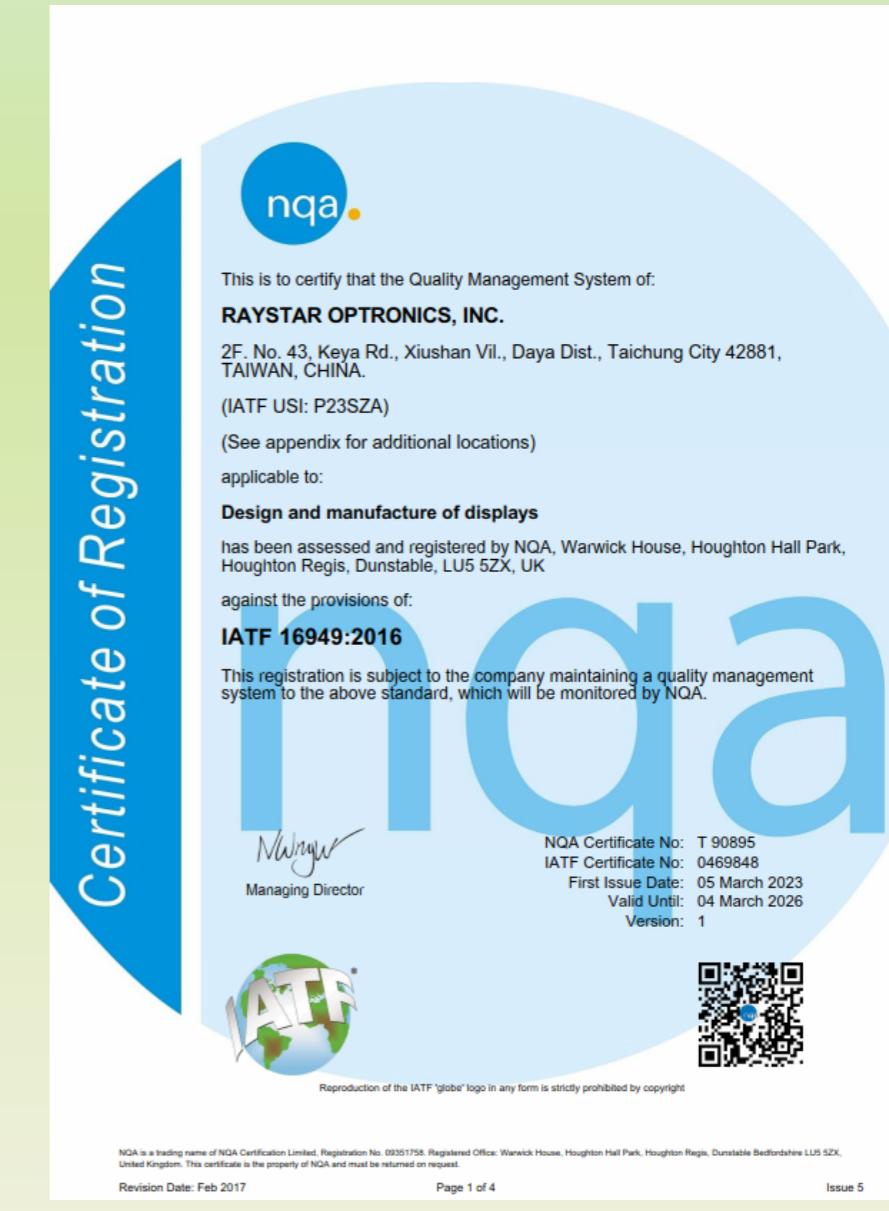**ISO 9001: 2015**

(February 6, 2025 to February 6, 2028)

ISO 14064-1: 2018

(January 13, 2025)

IATF 16949 : 2016

(March 5, 2023 to March 4, 2026)