



# Safety, Health, and Environmental Protection Policy

Winbond is committed to the development of green semiconductor technology and the management of safety, health, and environmental protection. By fulfilling corporate responsibilities and actively interacting with employees, shareholders/investors, customers, suppliers/contractors, and government/public associations, Winbond promises to provide sufficient resources and continuous improvement. Through mechanisms of respect, care, and worker participation, Winbond provides a compliant and healthy working environment, implementing the concepts of safety, health, and environmental protection, thereby becoming a sustainable green enterprise.

## Vision

- Create a healthy and safe working environment, striving for zero incidents in safety.
- Provide environmentally friendly green products and manufacturing services, aiming to become an invisible champion enriching human life with green semiconductor technology.

## Execution Policy

### Policy Governance Concept

- The board of directors is the highest governance unit, with the chairman signing the policy, and management responsible for implementing and ensuring compliance with relevant regulations and company requirements, guiding and supervising goal achievement and performance enhancement. The Environmental Safety and Health Office is responsible for policy promotion.
- The applicable boundaries cover all operational sites and value chain activities and personnel, including employees, contract personnel, suppliers/contractors/outsource providers, value chain business partners, and relevant external stakeholders.
- During new establishments, investments, or mergers and acquisitions, due diligence, evaluation, and commitment are executed in accordance with the spirit of this policy.

### Communication and Education

- Promote consultation and participation with workers and stakeholders, gathering opinions for continuous improvement.
- Strengthen safety, health, and resource performance through the integration of the value chain.
- Actively deepen education and training, enhance awareness, and practice implementation, expanding cooperation and sharing within the value chain.

### Promote Safety and Health

- Enhance preparedness and operational continuity management, reducing the impact of internal and external changes.
- Deepen safety awareness, continuously improving hazard prevention, risk and safety performance, preventing occupational injuries and diseases.

- Enhance health awareness, promoting physical and mental balance development, creating a healthy and safe working environment.

#### Reduce Environmental Impact

- Incorporate ecological efficiency concepts at all stages of operation, continuously improving energy performance and constructing a low-energy, resource-saving green value chain.
- Support the procurement of high-energy efficiency and green products and services, maximizing the utilization efficiency of energy resources.
- Properly handle waste, strive to implement a circular economy, reducing the environmental impact of waste.

#### Improve Management Performance

- Identify risk priorities and propose improvement plans, regularly review and continuously improve relevant performance.
- Set management goals and quantitative performance indicators, continuously review and improve, minimizing impacts and risks.
- Combine the power of the value chain to achieve overall synergy.



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Arthur Yu-Cheng Chiao  
Chairman  
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