



Corporate Responsibility at EtherWAN

Environmental

Implementation of Environmental Protection

1. In 2011, EtherWAN achieved the ISO 14001 certification, validating our adherence to environmental management system standards. This certification reaffirmed our commitment to environmental responsibility and demonstrated our dedication to upholding stringent environment standards at EtherWAN.
2. To promote eco-friendly culture and enhance employee environmental awareness, the company does not provide paper towels, disposable utensils, paper cups, or bottled water. Employees are also encouraged to adapt waste reduction practices and contribute to minimizing our overall environmental impact.
3. To encourage responsible water and electricity usage, employees are urged to turn off lights and air conditioning when not in use and to participate in events such as "World Lights Off Day."
4. The company sets clear environmental improvement objectives for paper and electricity usage, implements a monitoring and reporting system, regularly evaluates and updates targets, and carry out continuous improvement.
5. Encourages employees to use public transportation or electric vehicles.
6. Implements resource recycling in the workplace, including efficient segregation, collection, and disposal of hazardous and non-hazardous waste. Qualified Professional waste management organizations handle business waste materials.
7. Collaborates with suppliers to establish a green supply chain, requiring suppliers to adopt environmentally friendly processes, promoting the use of eco-friendly packaging materials, and implementing packaging recycling and reusing mechanisms.

Society

Employee Compensation

1. EtherWAN ensures that the average salary of each employee meets industry standards and



government regulations.

2. Employee compensation at EtherWAN includes 12 months of salary, year-end bonuses, performance bonuses, sales bonuses, and salary adjustments based on company performance and individual employee achievements.

Work-life Balance

1. We provide flexible working hours for employees, allowing them to work from home or adjust their working hours based on job requirements and special circumstances.
2. We establish reasonable production plans and arrange appropriate work-rest periods and vacations for employees.

Human Rights and Health Care

1. EtherWAN promotes gender equality, with women accounting for 33.3% of all executives, 35.1% of total management positions, and 37.91% of the entire workforce, maintaining a similar proportion.
2. In recruitment, employment, training, rewards, promotions, terminations, retirements, and the provision of other employment conditions, there is no discrimination against employees based on race, color, class, language, ideology, religion, party affiliation, nationality, birthplace, gender, sexual orientation, age, disabilities, or any other legally protected status. We are committed to fostering a diverse, inclusive, equal, and fair work environment and opportunities.
3. Appropriate jobs, schedule adjustments working environments are provided for pregnant and lactating employees, ensuring well-being and safety at work while fostering their productivity to enable them to support their families.
4. Arranges monthly nurse visits and semi-annual doctor appointments for interviews and health education for employees in need. This is in addition to the yearly health examinations.

Industry-university Cooperation

The plan is being drafted.



Charity Activities

Since 2020, EtherWAN has cooperated with Chung Yi Social Welfare Foundation in cooperation with the Bazaar and the Angel Association Quarterly Public Welfare Lecture. The proceeds are used for the development of children and adolescents and help disadvantaged groups, such as homeless people and low-income households. EtherWAN insists on actively integrating local operations and giving back to the local community via different forms of collaboration, looking forward to harnessing the strength of our business to show the world Taiwan's beauty and pride.

2020

- Angel Association: Three public welfare cooperation lectures, including Xindian/Xizhi Yoga Stress Relief Lecture and Plant Planet Handmade Lecture
- Chung Yi Social Welfare Foundation: Happy donation of Mother's Day cake, charity sale of annual notebooks, charity sale of "Love Garden Ticket"
- New Taipei City Family Support Center: Donate Mother's Day cake
- Accumulated \$146,097 in charity sales and donations, 386 charity sales materials, and 156 participants

2021

- Angel Association: Four online public welfare lectures, including Zen painting, practical mind map, epidemic prevention nutrition, and office stress relief yoga
- Chung Yi Social Welfare Foundation: Three Xindian office/Xizhi factory bazaars
- Accumulated \$287,635 in charity sales and donations, more than 2,000 pieces of charity materials, and more than 800 participants

2022

- Angel Association: Three public welfare lectures: home office storage and space planning in the post-epidemic era (Xindian, Xizhi), and stress relief yoga
- Chung Yi Social Welfare Foundation: Four Xindian office Bazaars and one Taipei Expo Park (Yuanshan) Bazaar
- A total of \$450,230 and 143 books were donated to the charity sale, benefiting 115 children with funds and supplies



Governance

Affirmation and Glory

1. Awarded HR Asia Best Employer 2022.
2. Certified through ISO 9001, 14001, 45001, 27001, and IEC 80079-34 evaluations.

Socially Responsible Goods or Services

EtherWAN applied for the Ministry of Economic Affairs SBIR Innovation R&D Program Grant to promote the "Digital Sustainable Intelligent Production Line Operation Management Platform Technology Development Program".

Integrity Governance

1. EtherWAN clearly defines the employee code of conduct as the main guideline for the daily behavior of the enterprise and makes the enterprise transparent to the outside world. The content includes fair working conditions and social responsibility, respect and honesty at work, privacy, business integrity and fairness, and handling conflicts of interest.
2. The Employee Handbook provides information on the prevention of misconduct, such as the principles of gift receipt and delivery are clearly defined to avoid improper behavior or illegal activities that can harm the interests of the company.
3. The Employee Code of Conduct, the Principles of Gift Delivery, and the Employee Handbook are all compulsory courses in the internal E-learning training system. All employees are responsible for following the relevant procedures, and all levels of supervisors are expected to fully implement and ensure that their employees understand, accept, and adhere to the relevant regulations.
4. The company's internal monthly newsletter also promotes the integrity of employees from time to time.