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# WITS Corp. 2024 ESG Report



# Table of contents

About this Report	3
Sustainable Glory	5
WITS ESG Principles and Sustainable Development Key Performances	8
A Message from the Chairman & CEO	10
<b>The Road to Sustainable Governance</b>	11
Sustainability Commitment and Significance	12
The Structure and Operation of Sustainable Governance	12
Stakeholder and Materiality Analysis	13
Relationship between Material Topics and the Value Chain	19
Strategy for Material Topics	20
Stakeholder Engagement	22
<b>Operation and Governance</b>	25
Company Profile	27
Main Services	28
Upstream, Midstream, and Downstream Correlation	29
Global Locations	31
Economic Performance	32
Participation in External Organizations	34
Corporate Governance	35
Ethical Management and Compliance	41
Risk Management	47
Information Security	60
Customer Privacy	65
<b>Innovation and Partnerships</b>	66
Innovation and Service	68
Customer Services	74
Sustainable Supplier Management	76
<b>Environmentally Friendly</b>	78
Environmental Management and Regulation Compliance	80
Energy Management	80
Greenhouse Gas Emissions Management	83
Water Resource Management	86
Waste Management	87
<b>Friendly Workplace and Social Engagement</b>	88
Sustainable Talent Development	91
Friendly Workplace	96
Employee Learning and Career Development	102
Cultivate and Recruit Software Talent	108
Employee Health and Workplace Safety	110
Social Engagement	114
<b>Appendix</b>	119
GRI Correspondence Table	119
SASB Cross Reference Table	122
Implementation of Climate-Related Information	124
External Validation Certificates	128



## About this Report

Welcome to the ESG report by WITS Corp. This report is published both in Chinese and English. This report contains the sustainable management strategies of WITS Corp. on the Environment, Social Engagement, and Governance (ESG). We hope this transparent disclosure of data will provide stakeholders that care about WITS Corp. with a better understanding of our ESG performance and results during 2024.

### Report Time and Period

The corporate sustainability report of WITS Corp. is published once a year. This report covers the period of January 1 to December 31, 2024.

### Scope and Boundary

The boundary and scope of disclosure for this report are as follows:

WITS Corp. Taiwan Offices  
WITS Corp. China Offices  
WITS Corp. Hong Kong Offices  
WITS Corp. Japan Offices  
WITS Corp. USA Offices

The scope of the data in this report covers the governance, environmental, and social performance of WITS Corp. The methods of calculation for the data are detailed in each chapter. The financial data in this report are compiled in accordance with the International Financial Reporting Standards (IFRS), with the currency applied being NTD. They are based on the consolidated

fiscal reports audited and co-signed by KPMG Taiwan, and conform to the data reported in WITS Corp.'s public annual reports. The number of employees in 2023 has been recalculated in this annual report as the scope of statistics has been expanded to include Japan, the United States and Hong Kong. In addition, the calculation of waste production has been adjusted this year and the total waste production for 2023 has been calculated retroactively.

### Standards of Compilation and Guarantee

This report follows the guidelines of the following standards:

Issuing Unit	Reference Criteria
Global Sustainability Standards Board (GSSB)	References GRI Standards - Core Options - General Disclosures
Taiwan Stock Exchange	<ul style="list-style-type: none"> <li>Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies</li> <li>Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies</li> </ul>
Sustainability Accounting Standards Board, SASB	Software & IT Services
United Nations, UN	Sustainable Development Goals, SDGs
Financial Stability Board, FSB	Task Force on Climate-related Financial Disclosures, TCFD



Information	Name of Standards	Accreditation Third Party	Assurance Level
Fiscal Data	International Financial Reporting Standards (IFRS)	KPMG	Unqualified opinion
Greenhouse Gas Emissions	ISO 14064-3:2019	TÜV NORD Taiwan	Category 1, 2: Reasonable Assurance Others: Limited Assurance
Sustainability Report	GRI Standards 2021	TÜV NORD Taiwan	AA1000 Assurance Standard V3 Type I Moderate of Assurance Level

## Report Outline

This report integrates data and information provided by various departments, refers to domestic and international trends in sustainability, investigates issues of concern to stakeholders, and, through stakeholder communications and systematic analysis, derives materiality themes related to the Company's business. These are then submitted to the ESG Office for review of accuracy and compiled into a formal report, which the Board of Directors then passes.

## Report Contact Information

Should there be any questions, comments, or suggestions regarding this report, feel free to let us know through the following channels:

WITS Corp. ESG Office

Ms. Cathy Wu, +886-2-7745-8888, ext. 8959, [ESGoffice@wits.com](mailto:ESGoffice@wits.com)

Address: 32F, No. 93, Sec. 1, Xintai 5th Rd., Xizhi Dist.,

New Taipei City 221, Taiwan





# Sustainable Glory

## Corporate Sustainability Assessment:

✦ Carbon Disclosure Project (CDP) Assessment 2024: B Class

✦ EcoVadis Sustainability Assessment 2024

## Outside Perception:

✦ 10th Corporate Governance Evaluation for Listed Companies by Taiwan Stock Exchange

Ranked in the Top 5% of Listed Companies/ Top 5% of Small and Medium Cap Group



✦ **2024 Taiwan BIC Award - Foreign Investment by Taiwan Institute of Directors and the Commerce Development Research Co., Ltd. (CDRC)**

With our outstanding performance in 'Market,' 'Fundamentals' and 'Sustainability,' the Company has been selected as the winner among medium-sized listed and OTC companies.



✦ **2024 Taiwan Corporate Sustainability Awards (TCSA) by the Taiwan Institute for Sustainable Energy (TAISE)**

1. Corporate Sustainability Report Awards: Silver Award - Information and Communication Industry Category 1
2. Corporate Comprehensive Performance: Taiwan's Excellent Sustainable Companies Award





## ✦ 2nd IT Matters Awards by Ministry of Digital Affairs - Best IT Employer Award



## ✦ 104 Talent Bank

1. Best Employer Award - Best Attraction
2. DEI Friendly Employer Award for the Elder Generation



## ✦ 2024 Diversity for a Better Tomorrow Award - Womany

1. Corporate Awards: 2024 Diversity for a Better Tomorrow Award - Silver
2. Special Awards: Best DEI Advocacy Award, Best Family Friendly Award

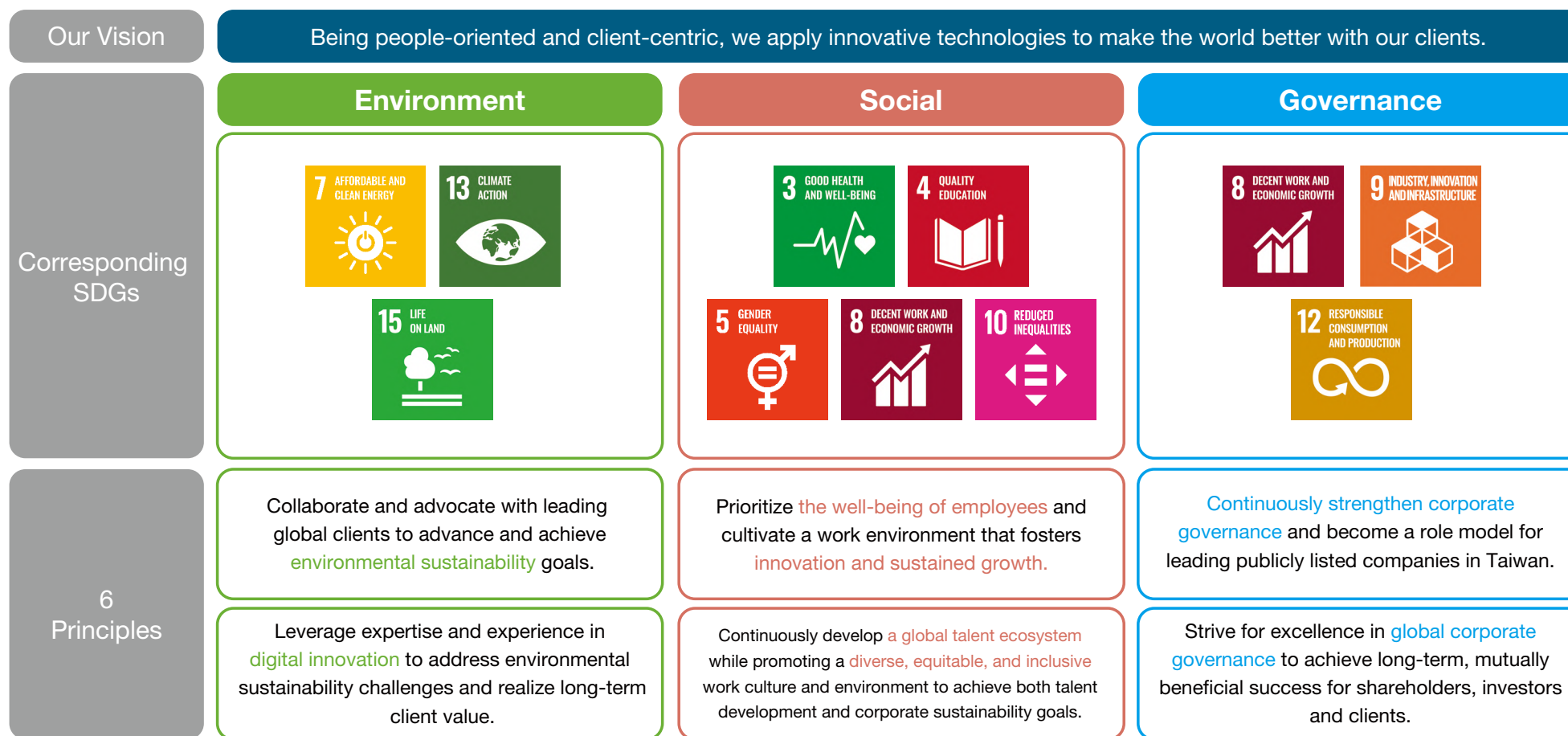






# WITS ESG Principles and Sustainable Development Key Performances

In 2024, WITS Corp. adopted six ESG Principles as the core framework guiding our approach to corporate sustainability after approval by the Chairman and CEO. We are committed to building a business model that combines economic, environmental and social values. These six principles, which correspond to Environmental Sustainability (E), Social Inclusion (S) and Outstanding Governance (G), are designed to drive long-term value creation for the Company and our global stakeholders.





## 2024 Sustainable Development Key Performances

# E

### Environmental Sustainability

#### GHG Inventory

ISO 14064 external verification for **4 consecutive years**

#### GHG Reduction

an **11%** decrease of Category 1 and Category 2 GHG emissions (absolute emissions) compared to 2023

#### Use of Renewable Energy

Wuhan office solar panels generated **66.86 kWh** of electricity, accounting for **5%** of the company's electricity consumption and reducing carbon emissions by an estimated **29 metric tons**.

#### Environmentally Friendly Charitable Activities

Continuing to organize activities such as mountain cleansing, adoption of saplings, online tree planting, etc.

# S

### Social Inclusion

#### Increase in Staff Dedication

With an overall score of **4.03**, up from the **3.66** from 2023

#### Learning Platform Education and Training

A total of **69,455 training hours** and **59,019 training attendances** have been achieved

#### Global Talent Ecosystem

As of 2024, we have collaborated with **10 training institutions**, **30+ domestic** and overseas tertiary institutions, **8 projects**, and **5 associations/organizations** to provide **65+ job opportunities** for trainees

#### Social Good Charity Events

Donated laptops to **3** remote elementary schools to enhance the quality of digital education

# G

### Outstanding Governance

#### Consolidated Revenue Reaches New High

Consolidated revenue exceeded \$10 billion, achieving double-digit growth for **4 consecutive years**

#### Corporate Governance Evaluation

11th Corporate Governance Evaluation for Listed Companies - **top 5%** of listed companies; **top 5%** of \$5 billion to \$10 billion market capitalization group

#### Information Security

Maintained ISO 27001 certification; successfully blocked over **6.67 million** external scans and probes

#### Supplier Management

Continuously organized the Supplier Forum and invited **70** suppliers to participate in it to strengthen the awareness of diversified integration, carbon reduction and resilience building; **100%** of key suppliers signed the Statement of Integrity



## A Message from the Chairman & CEO

WITS Corp. not only pursues steady growth in its operations, but is also committing to further collaboration with our eco-partners to achieve sustainable operations.

Sustainability is not just an initiative. It is our core belief. In 2022, we established the ESG Committee at the Board level. At the same time, we continue to invest in the mastery of mainstream technology, pursue excellence in service quality, and work with our clients to explore the possibilities of technological innovation, all while we utilize our technological capabilities to help our clients achieve their strategic goals of sustainable management.

In 2023, WITS Corp. officially launched the WITS 3.0 five-year development plan. Adhering to the spirit of 'Delivering Excellence for Client Success,' in 2024, we will drive the expansion of the ecosystem of global talent and technology partners through ALL in AI, deepen the operation of the client value ecosystem, and strive to become a long-term and indispensable strategic partner of our clients.

We will continue to strengthen our connections with talented people around the world, breaking down the barriers of gender, age and race. Diversity and inclusiveness are important to our corporate culture and moreover, it is our commitment to the sustainable development of our people.

WITS Corp. will always be a trusted partner for clients, talent, shareholders, and stakeholders. By adhering to our core values of 'Respect Clients, Integrity, Innovation and Excellence,' we continue to strengthen our operational resilience, drive change and embrace future opportunities.

Looking to the future, we will aim to realize the coexistence and co-prosperity between human beings and the environment, create more social welfare, and work together with our clients to create a better world.

WITS Corp.  
Ching Hsiao,  
Chairman & CEO

*Ching*





| WITS Corp. 2024 ESG Report |

# The Road to Sustainable Governance





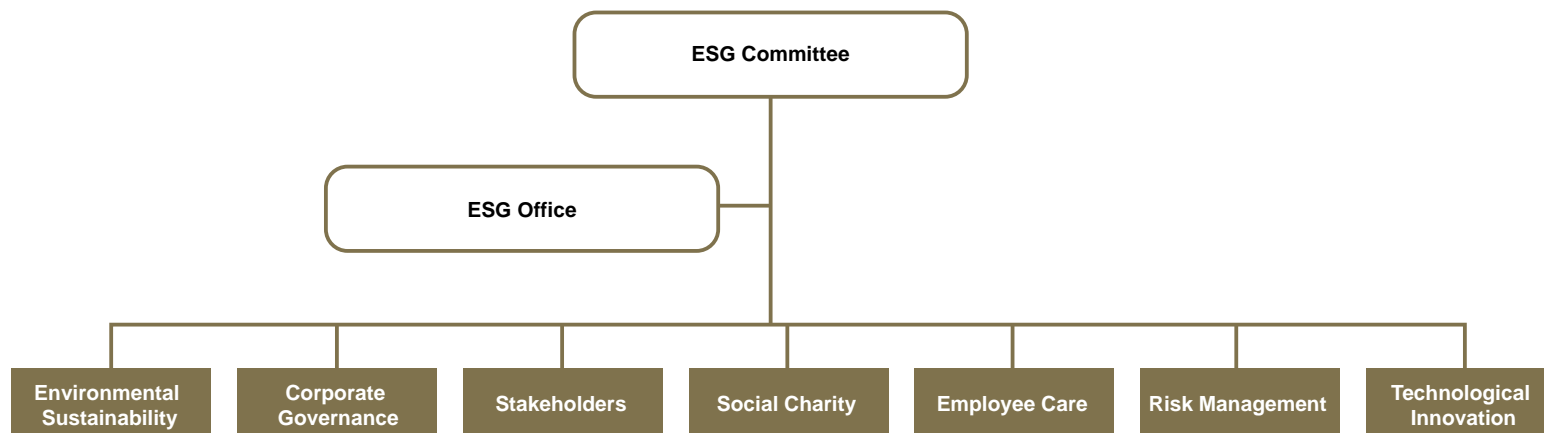
## Sustainability Commitment and Significance

WITS Corp. upholds the spirit of 'Delivery Excellence Client Success.' We strive to promote sustainable development of the company with the vision of 'Being people-oriented and client-centric, we apply innovative technologies to make the world better with our clients' In response to the development trend of international sustainability standards and the direction of government regulations and policies, WITS Corp. continues to communicate with important stakeholders such as clients, employees, shareholders, suppliers, and the general public and echoes international sustainability standards such as the United Nations Sustainable Development Goals (SDGs), GRI Standards (GRI), The Universal Declaration of Human Rights, and The UN Global Compact. We will continue to strengthen our environmental (E), social (S), and governance (G) action plans in the hope of creating positive, sustainable value for society. For more information, please refer to the 'Environmentally Friendly,' 'Friendly Workplace and Social Engagement,' and 'Operation and Governance' chapters.

## The Structure and Operation of Sustainable Governance

To concretely fulfill our corporate social responsibility, the WITS Corp. Board of Directors established a 'Sustainable Development Practice Principles' in June 2022 to clearly outline the four core commitments: strengthening corporate governance, fostering environmental sustainability, safeguarding social welfare, and enhancing transparency in sustainability disclosure. In addition, WITS Corp. established internal rules such as the 'Code of Conduct' and the 'Code of Integrity' to actively respond to the demands of stakeholders and strive to achieve the goal of sustainable management.

### Corporate Sustainability Committee Structure





## ESG Committee Operation Mechanism

In 2022, the Company established the ESG Committee under the Board of Directors as the sustainability management unit of WITS Corp. The Committee is composed of the Chairman of the Board and two independent directors, who are responsible for coordinating the direction of sustainable management and regularly reviewing the implementation of the sustainability objectives, to ensure the application and optimization of the sustainability strategy. Under the ESG Committee, the ESG Office has been set up and seven ESG implementation teams have been established: Environmental Sustainability Team, Corporate Governance Team, Stakeholders Team, Social Charity Team, Employee Care Team, Risk Management Team, and Technological Innovation Team. The convener of each group is appointed by the management representative of the ESG Office from relevant units to be responsible for the planning and execution of ESG strategies to ensure the implementation of the company's sustainable development. The ESG Committee was convened semi-annually. And the ESG Committee reports to the Board of Directors on the results of sustainability implementation and future action plans. After receiving the corporate sustainability report, the Board of Directors reviews the progress of the Company's sustainability strategy, and implementation, and provided suggestions to the team. In 2024, 2 meetings were held for discussion.

## Stakeholder and Materiality Analysis

### Materiality Analysis

WITS Corp. regularly performs materiality analysis to assess changes in stakeholder interest in ESG issues and to analyze the impact of sustainable trends on the Company's operations, including potential impacts, risks, and opportunities. Based on the results of the analysis, we will make timely adjustments to the content of the disclosure, action plans and long-term goals of the sustainability issues to respond to the expectations of stakeholders.

We follow the GRI 2021 Standards and the AA1000 Accountability Principle: 2018, and refer to the European Sustainability Reporting Standards (ESRS), published by the EU Corporate Sustainability Reporting Directive (CSRD). The Double Materiality principle is used to identify key sustainability issues by drawing a materiality matrix that integrates stakeholder concerns and the impact of sustainability issues on business operations.

Based on the results of the materiality analysis, WITS Corp. has constructed a comprehensive sustainable management strategy and regularly reviews the effectiveness of its implementation through internal key performance indicator reviews, sustainability evaluations, and benchmarking against international trends and benchmark industries, to ensure that the strategic direction and goals are continually optimized, and that the latest progress is actively communicated to stakeholders.



## Identify Sustainability Issues

### Step1

#### Communication Targets

WITS Corp. has identified seven categories of key stakeholders based on the AA1000 SES Stakeholder Agreement Criteria. These include clients, employees, suppliers, shareholders/investors, government, non-profit organizations and communities, and media.

### 7 Categories of Key Stakeholders

### Step2

#### Sustainability Issues

To systematically understand the sustainability-related issues that potentially exist in WITS Corp. operations, value chain, and business relationships, and to further understand our organizational background and environment, WITS Corp. considered the issues of concern to stakeholders as well as the Company's development goals to create a list of sustainability issues that serve as reference for material topics.

#### Sustainability Assessment and Disclosure Criteria

CDP

Ecovadis

#### Sustainability Indicators and Targets

GRI

SDGs

SASB

#### Stakeholder Feedback

7 Categories of WITS Corp.'s Key Stakeholders

#### Management Strategy

Internal  
Operating Objectives

#### Blueprint for Sustainable Development

Annual Strategy Meeting

## 20 Sustainability Issues

### 8 Economic and Governance Issues

- Economic Performance
- Ethical Management and Compliance
- Client Relations Management
- Risk Management
- Customer Privacy
- Innovation and R&D
- Information Security Management
- Supplier Management

### 6 Environmental Issues

- GHG Management
- Water Resource Management
- Energy Management
- Waste Management
- Green Procurement
- Climate Change Response

### 6 Social Issues

- Talent Cultivation and Development
- Talent Iteration and Attraction
- Diversity and Inclusion
- Human Rights
- Social Engagement
- Occupational Health and Safety





## I. Identify Stakeholders

The Stakeholders Team of WITS Corp., based on the five principles of the Stakeholder Engagement Standard: Influence, Tension, Dependency, Responsibility, and Diverse Perspectives, identified seven categories of key stakeholders related to the operations of the Company: clients, employees, suppliers, shareholders, the government, non-profit organizations and communities, and media. Through proactive communication and feedback, WITS Corp strives to strengthen corporate sustainability and promote value creation for all.

## II. Identify Sustainability Issues

### A. Definition of Organizational Context

In order to understand the sustainability-related issues that may be involved in WITS Corp.'s operations, value chain, and business relationships, and to further understand its organizational background and environment, WITS Corp. considered the issues of concern to stakeholders as well as the company's development goals, and created a list of 20 sustainability issues to serve as a reference for material topics.

### B. Parameters of Reference

- Sustainability Assessment and Disclosure Criteria: GRI, CDP, EcoVadis
- International advocacy guidelines: SDGs, SASB
- Stakeholder Feedback: Concerns of the Seven Types of Stakeholders
- Corporate Business Objectives: Internal Business Strategy
- Blueprint for Sustainable Development: Annual Strategy Meeting

### C. List of Sustainability Issues

Aspects	Item Number	Issues	Aspects Relevant to Issue
Economy and Governance	1	Economic Performance	Corporate Operational Priorities/Shareholder Concerns
	2	Ethical Management and Compliance	Government Agencies/International Sustainability
	3	Client Relations Management	International Sustainability Assessments
	4	Supplier Management	International Trends/ Requirements from Clients/ International Sustainability Assessments
	5	Risk Management	Government Agencies/International Sustainability Assessments
	6	Information Security Management	Requirements from Competent Authorities/ International Sustainability Assessments
	7	Customer Privacy	
	8	Innovation and R&D	Business Focus/Requirements from Clients/ Competitor Performance Behavior
Environment	9	Green Procurement	International Trends/Requirements from Competent Authorities/Investor Concern/International Sustainability Assessments
	10	Energy Management	Requirements from Competent Authorities/Competitor Performance Behavior/ International Sustainability Assessments
	11	Water Resource Management	
	12	Waste Management	
	13	GHG Management	
	14	Climate Change Response	International Trends/Requirements from Competent Authorities/Investors Concern/International Sustainability Assessments
Society	15	Talent Iteration and Attraction	Employees Concern/International Sustainability Assessments
	16	Talent Cultivation and Development	
	17	Diversity and Inclusion	International Trends/Requirements from Clients/ Employees Concern/International Sustainability Assessments
	18	Human Rights	
	19	Social Engagement	
	20	Occupational Health and Safety	Requirements from Competent Authorities/Employees Concern/International Sustainability Assessments



### III. Stakeholders Concerns Investigation

In 2024, WITS Corp. conducted an online questionnaire survey on the level of concern of key stakeholders in our business units in Taiwan, China, Japan, and the United States on the above 20 sustainability issues, and a total of 378 valid questionnaires were collected.

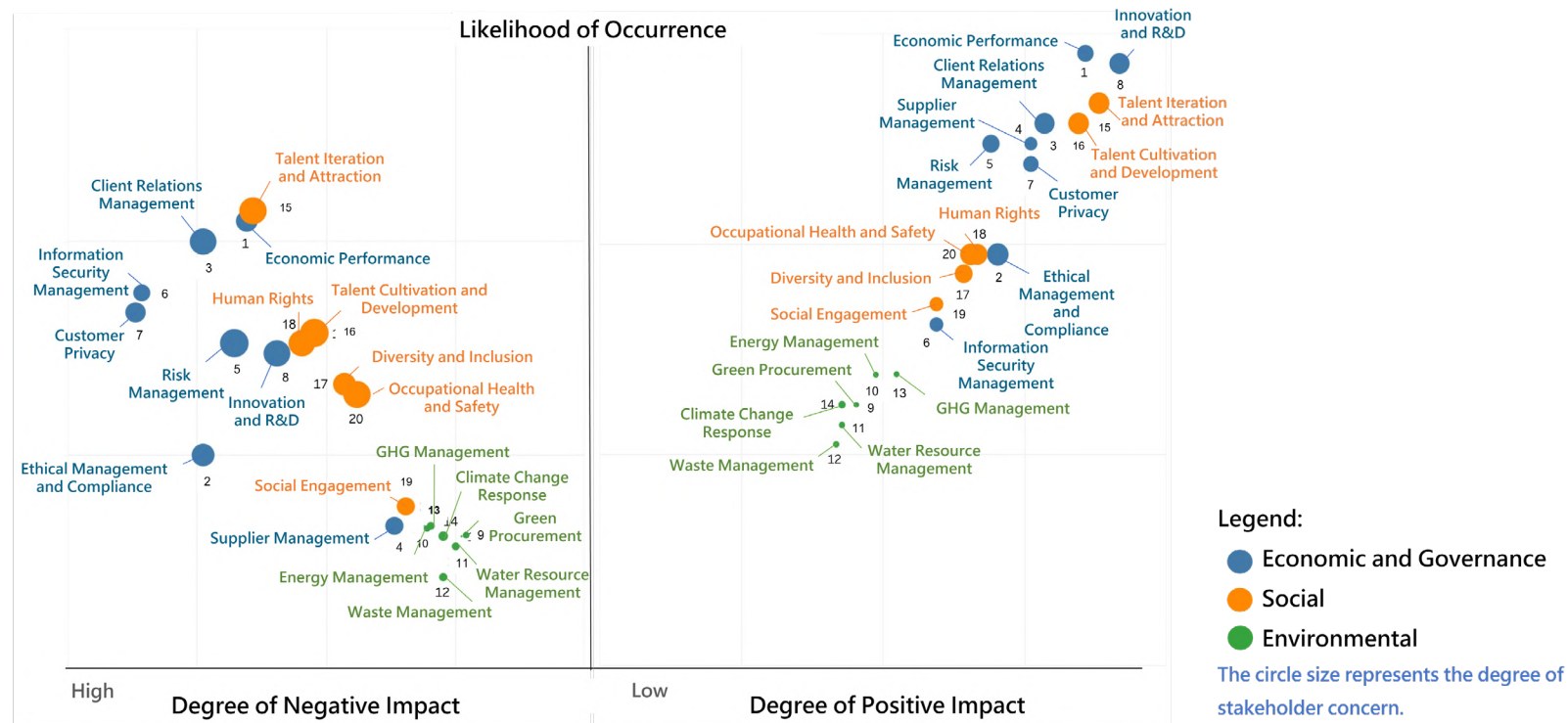
### V. Plotting the Materiality Matrix

We at WITS Corp. drew a materiality matrix based on the level of stakeholder concern, positive/negative degree of impact, and likelihood of occurrence, and classified them into three main categories: Economy and Governance, Society, and Environment.

### IV. Impact Investigation

In 2024, 21 executives from within WITS Corp. participated to further evaluate the positive/negative 'degree of impact' of the above 20 sustainability issues, as well as the 'likelihood of occurrence' of each impact, and analyzed the significance of each impact issue.

**WITS Corp. Materiality Matrix 2024**







## VI. Prioritizing Impacts

The ESG Office of WITS Corp. compiled the results of the questionnaire analysis, and calculated and ranked the materiality scores of the positive and negative impacts by the degree of impact and likelihood of occurrence, in order to effectively assess the materiality of each issue to the Company's operations. The preliminary ranking of the top ten sustainability issues is listed in the table below.

Item Number	Order	Name of Issue	Materiality Score Percentile
15	1	Talent Iteration and Attraction	100%
1	2	Economic Performance	97%
8	3	Innovation and R&D	95%
16	4	Talent Cultivation and Development	92%
3	5	Client Relations Management	90%
6	6	Information Security Management	87%
7	7	Client Privacy	85%
2	8	Ethical Management and Compliance	82%
6	9	Information Security Management (Negative)	79%
3	10	Client Relations Management (Negative)	77%

(Note) Materiality score = degree of impact x likelihood of occurrence x level of stakeholder concern

## VII. Prioritization and Validation of Material Topics

WITS Corp. adjusted material topics based on international sustainability trends, changes in policies and regulations, and internal business planning. In 2024, WITS Corp. defined as material those whose percentile materiality score is greater than 80% (the top eight in the above table) and further consolidated the issues into six material topics based on the corporate strategic plan. The identified material topics were reported to the ESG Committee and, following the Board of Directors' approval, formally disclosed to external stakeholders.

Material Topics Before Consolidation	Material Topics After Consolidation
Talent Iteration and Attraction	Talent Cultivation and Career Development
Talent Cultivation and Development	
Economic Performance	Economic Performance
Innovation and R&D	Technological Innovation
Client Relations Management	Client Relationship
Customer Privacy	
Information Security Management	Information Security Management
Ethical Management and Compliance	Ethical Management and Compliance



Details of Material Topics Changes for 2024

WITS Corp. adjusted the importance of the issue based on stakeholder feedback on the impact assessment and the impact matrix, and took into account the focus of the implementation at this stage. In 2024, the material topics were adjusted as such: added 'Technological Innovation,' removed 'Diversity and Inclusion,' and merged 'Talent Attraction and Retention' as well as 'Talent Cultivation and Development' into 'Talent Cultivation and Career Development.'

Material Topics in 2023	Material Topics in 2024
Information Security Management	Information Security Management
Customer Privacy	Client Relationship (renamed)
Ethical Management and Compliance	Ethical Management and Compliance
Talent Attraction and Retention	Talent Cultivation and Career Development (consolidated)
Talent Cultivation and Development	
Economic Performance	Economic Performance
Diversity and Inclusion (removed)	-
-	Technological Innovation (newly added)



# Relationship between Material Topics and the Value Chain

● : Direct Impact  
○ : Indirect Impact

Material Topics	Definition of Material Topics and Impact Breakdown	Value Chain				Corresponding GRI	Corresponding chapters
		Inside the Boundary		Outside the Boundary			
		Company operations	Employees	Suppliers	Clients		
Information Security Management	The core of WITS Corp. is software and technological services. The continued enhancement of robust data security management measures at WITS Corp. will deter any illegal cybercrimes and reduce information security risks, as well as safeguard confidential business information.	●	●	●	●	N/A	Information Security
Client Relationship	WITS Corp. emphasizes customer services and quality, upholds the spirit of 'Delivery Excellence for Client Success,' deepens the operation of the client value ecosystem, builds a stronger relationship of trust with clients, and keeps clients' private information in order to avoid leakage of confidential information, which could have a negative impact on clients.	●	●	○	●	Customer Privacy (418)	Customer Privacy, Customer Services
Ethical Management and Compliance	Through integrity management and compliance with laws and regulations, WITS Corp. builds trust with all stakeholders, eliminate corruption or unethical incidents to avoid undermining the trust of employees, clients and suppliers.	●	●	●	●	Anti-corruption (205), Anti-competitive behavior (206)	Ethical Management and Compliance
Talent Cultivation and Career Development	Employees are an important asset of a company. WITS Corp. provides a friendly workplace environment, continues to attract high-potential talent, and offers a variety of learning channels and training programs to encourage employees to improve themselves and create value, which enhances the Company's competitiveness and has a positive impact on employees' career development.	●	●	○	●	Training and Education (404), Diversity and Equal Opportunity (405)	Employee Learning and Career Development, Cultivate and Recruit Software Talent
Economic Performance	The operation's financial performance directly impacts the company's internal and shareholders'/investors' economic interests.	●	●	●	●	Economic Performance (201)	Economic Performance
Technology Innovation	Innovation is the core driving force for sustainable development and value enhancement. Through continuous technology research and development, digital integration, and high-quality service delivery, WITS Corp. helps our clients stay competitive in the ever-changing business environment, creating value that has a positive impact on the economy and society.	●	●	●	●	N/A	Innovation and Service



## Strategy for Material Topics

Material Topics	Policies and Commitments	2024 Goal	Achievement status	2025 Goal
Information Security Management	WITS Corp. has published internal regulations such as 'Procedures for Information Asset Management,' 'Procedures for Access Control and Password Management,' and 'Procedures for Network Security Management,' and follows the PDCA management model to improve auditing deficiencies. We also regularly conduct internal information security audits to review the implementation of information security and ensure that the Company implements the ISO 27001 management mechanism to strengthen risk control and operational resilience.	<ul style="list-style-type: none"> <li>● Maintain ISO 27001 certification</li> <li>● Quarterly social engineering exercises with a failure rate of &lt;5%/quarter</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>● Maintain ISO 27001 certification.</li> <li>● Quarterly social engineering exercises with a failure rate of &lt;5%</li> </ul>
Client Relationship	WITS Corp. continually manages service quality through bi-annual client satisfaction surveys and client interviews. And we maintain client confidentiality with internal regulations such as the 'Rules Governing the Management of Confidential Information,' 'Rules Governing the Management of Financial and Non-Financial Information,' and 'Rules Governing the Protection of Personal Information.'	<ul style="list-style-type: none"> <li>● Questionnaire response rate: over 85% in all operating regions</li> <li>● Client Survey Score: If a client answers a question with <math>\leq 2</math> points, the supervisor will contact the client within 24 hours to understand the situation and propose an improvement plan.</li> <li>● No leak incidents</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>● Questionnaire response rate: over 85% in all operating regions</li> <li>● Client Survey Score: If a client answers a question with <math>\leq 2</math> points, the supervisor will contact the client within 24 hours to understand the situation and propose an improvement plan.</li> <li>● No leak incidents</li> </ul>
Ethical Management and Compliance	WITS Corp. has established an effective corporate governance structure as a principle and continues to improve our internal control and risk management, as well as implement compliance with laws and regulations and the spirit of honesty and integrity. We have established 'Procedures to Prevent Insider Trading,' a 'Code of Conduct,' and a 'Code of Integrity,' as well as clearly set forth procedures for the prohibition and prevention of dishonest behavior. Externally, we required all key suppliers to sign a Supplier Social Responsibility Pledge, to work together with our suppliers in the business operations with integrity.	<ul style="list-style-type: none"> <li>● 100% of new employees agree to follow the 'Code of Conduct'</li> <li>● The total number of training attendances for the Integrity Management Program has reached 1,000.</li> <li>● No major breaches of regulations</li> <li>● 100% of Key suppliers have signed the Pledge</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>● Maintain 100% of new employees agree to follow the 'Code of Conduct'</li> <li>● The total number of training attendances for the Integrity Management Program reaches 1,000.</li> <li>● No major breaches of regulations</li> <li>● 100% of Key suppliers have signed the Pledge</li> </ul>



Material Topics	Policies and Commitments	2024 Goal	Achievement status	2025 Goal
Talent Employee Cultivation and Career Development	WITS Corp. is committed to providing competitive salaries and rewards, building a happy workplace with equal employment opportunities, thus attracting and retaining high-potential talent by promoting and participating in various recruitment and training programs. WITS Corp. also actively focuses on the cultivation of software talents. Through the three major training systems of 'recruit training,' 'functional specialty training,' and 'management training,' we assist employees in planning the direction of career development, and creating self-worth. In addition, WITS College & WITS Lab were designed to provide resources such as technical courses, trend sharing, and community exchange platforms, thus increasing employee hard and soft skills and management capabilities to further develop into their ideal career roles.	<ul style="list-style-type: none"> <li>Establishment and implementation of WITS career training system map, resulting in a 5% increase in the number of trainees compared to last year.</li> <li>Identify internal high-performing or high-potential talents and tailor 'personal development plans' to suit different professional backgrounds.</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>Build a DEI-friendly workplace</li> <li>10% increase in learning hours on online learning platforms</li> <li>10% increase in the number of classes compared to last year</li> <li>Establishment of a comprehensive training program for positions of department level (and above) as well as high potential talents</li> </ul>
Economic Performance	As a leading international information technology services provider, WITS Corp. is committed to delivering world-class information and technology services to our clients, mastering mainstream technologies, and continuously improving delivery efficiency and innovative value to realize client success.	<ul style="list-style-type: none"> <li>Profitable operations and continued growth</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>Profitable operations and continued growth</li> </ul>
Technological Innovation	In 2024, WITS Corp. formulated an 'ALL in AI' policy to comprehensively promote the internalization of AI and accelerate the development of our business for clients through the three directions: 'Digital Innovation', 'Talent Empowerment ' and ' Client Success'.	<ul style="list-style-type: none"> <li>Organized a WITS-NEXT forum as well as the 'AI Empowerment Challenge'</li> <li>AI-based technology deliveries account for 12% of capability and revenue</li> <li>AI-based delivery resources including data, models, and applications amounted to 3,600 people (as of June 2024)</li> </ul>	Achieved	<ul style="list-style-type: none"> <li>Keeping pace with the leading technologies of our technology ecosystem partners and enabling 5% of our tech personnel in Taiwan to obtain relevant technical certifications</li> <li>Accelerate the implementation of global business AI strategy operations, of which the AI business in Taiwan will account for 20% of the revenue</li> <li>Enhance internal departmental productivity by more than 10% with AI technology</li> </ul>



# Stakeholder Engagement

Stakeholder	Meaning to WITS Corp.	Main Concerns	Communication Methods, Channels and Frequency		Corresponding Chapters
			Methods and Channels	Frequency	
Clients	WITS Corp. strives to be a long-term and trustworthy partner for our clients and to build a stable relationship with them. The sustainability of client relationships is the key to the continued growth of WITS Corp.	<ul style="list-style-type: none"> <li>• Client Relationship Management</li> <li>• Customer Privacy</li> <li>• Talent Iteration and Attraction</li> <li>• Supplier Management</li> </ul>	Business review meetings with clients	Based on business needs	<ul style="list-style-type: none"> <li>• Customer Services</li> <li>• Innovation and Service</li> <li>• Customer privacy</li> <li>• Cultivate and Recruit Software Talent</li> <li>• Sustainable Supplier Management</li> </ul>
			Client satisfaction survey and response	Half-yearly	
			Client audits and client questionnaire responses	Based on client requests	
			Annual Client Offline Networking Event	1 Event	
Employees	Employees are the most important partners of the company, as well as the basis of the continuous progression of the Company. WITS Corp. aims to establish a diverse, equal, and healthy work environment where our employees have a stage to shine and continue to grow with the company, creating better value for both parties.	<ul style="list-style-type: none"> <li>• Talent Cultivation and Development</li> <li>• Human Rights</li> <li>• Talent Iteration and Attraction</li> <li>• Occupational Health and Safety</li> </ul>	Employee Welfare Committee	7 Events	<ul style="list-style-type: none"> <li>• Sustainable Talent Development</li> <li>• Cultivate and Recruit Software Talent</li> <li>• Friendly Workplace</li> <li>• Employee Learning and Career Development</li> <li>• Employee Health and Workplace Safety</li> </ul>
			Operational Briefing	Annual Reports: Annually/Fiscal Report: Quarterly/Fiscal Newsletter: Monthly	
			Labor-Management Meetings	Quarterly	
			Talent Cultivation and Employee Training	76 Events	
			Employee Chatbot (Chat8855)	Irregular (Anytime, anywhere, automated responses or assistance to specialized contacts for further communication)	
			Supervisory Coaching and Performance Communication	In addition to performance communication, appropriate counseling to be provided from time to time in accordance with the individual circumstances of our colleagues.	
			Employee Health Care	Company-wide health checkups: annually	





Stakeholder	Meaning to WITS Corp.	Main Concerns	Communication Methods, Channels and Frequency		Corresponding Chapters
			Methods and Channels	Frequency	
Suppliers	WITS Corp. wishes to establish solid partnerships with our suppliers and ensure that the services they offer are in line with the operational value of WITS Corp. Through the sustainable management of suppliers, we hope to jointly achieve sustainable development for both WITS Corp. and our suppliers and create better benefits for our clients.	<ul style="list-style-type: none"> <li>• Supplier Management</li> <li>• Information Security Management</li> <li>• Customer Privacy</li> <li>• Ethical Management and Compliance</li> <li>• Economic Performance</li> </ul>	Supervisory Coaching and Performance Communication	Once a year	<ul style="list-style-type: none"> <li>• Sustainable Supplier Management</li> <li>• Information Security</li> <li>• Customer privacy</li> <li>• Ethical Management and Compliance</li> <li>• Economic Performance</li> </ul>
			Major Announcements		
Shareholders/ Investors	Shareholders are the key force behind WITS Corp.'s steady growth. WITS Corp. uses its capital appropriately and enhances the transparency of our operations and financial information to maximize shareholders' interests.	<ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Ethical Management and Compliance</li> <li>• Client Relationship Management</li> <li>• Information Security Management</li> <li>• Talent Iteration and Attraction</li> <li>• Human Rights</li> </ul>	Corporate Financial Report	Monthly reporting of operating data and publication of revenue/Quarterly reporting of financial statements.	<ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Ethical Management and Compliance</li> <li>• Customer Services</li> <li>• Innovation and Service</li> <li>• Information Security</li> <li>• Sustainable Talent Development</li> <li>• Friendly Workplace</li> </ul>
			Annual Report	Once a year	
			Investor Relations Meeting	5 Events	
			Shareholder Meeting	Once a year	
			Major Announcements	As Needed	
			Corporate Sustainability Report	Once a year	
			Corporate Website	Financial Newsletter: Quarterly	



Stakeholder	Meaning to WITS Corp.	Main Concerns	Communication Methods, Channels and Frequency		Corresponding Chapters
			Methods and Channels	Frequency	
Government/ Responsible Authorities	WITS Corp. actively aligns with national development policies, complies with government regulations, and maintains good communication with the authorities to create local employment opportunities and tax revenue sources.	<ul style="list-style-type: none"> <li>• Ethical Management and Compliance</li> </ul>	Telephone calls, correspondence and questionnaires	As Needed	<ul style="list-style-type: none"> <li>• Ethical Management and Compliance</li> <li>• Sustainability Commitment and Significance</li> </ul>
			Market Observation Post System	As Needed	
			Participate in online/in-person seminars and presentations	At least 7 Events	
Non-profit Organizations/ Community	Building long-term partnerships with non-profit organizations and maintaining good engagement with the local community, we aim to give back to the community with WITS Corp.'s digital capabilities at its core and impart the company's sustainable impact.	<ul style="list-style-type: none"> <li>• Social Engagement</li> <li>• Occupational Health and Safety</li> </ul>	Charitable Activities	Quarterly	<ul style="list-style-type: none"> <li>• Social Engagement</li> <li>• Employee Health and Workplace Safety</li> </ul>
			External Communication Email	As Needed	
Media	WITS Corp. maintains good communication with the media and continues to convey the Company's brand image and strategic goals to the public.	<ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Customer Privacy</li> <li>• Ethical Management and Compliance</li> </ul>	Investor Relations Meeting	5 Events	<ul style="list-style-type: none"> <li>• Economic Performance</li> <li>• Customer privacy</li> <li>• Ethical Management and Compliance</li> </ul>
			Media Communication Meeting	Once a year	
			Press release	As Needed	

| WITS Corp. 2024 ESG Report |

# Operation and Governance





## Highlights



**Consolidated revenue exceeded \$10 billion, achieving double-digit growth for **four consecutive years****



**11th Corporate Governance Evaluation for Listed Companies - **top 5%** of listed companies; **top 5%** of \$5 billion to \$10 billion market capitalization group**



**Maintained ISO 27001 certification; successfully blocked over **6.67 million** external scans and probes**



**Completed **6** bi-monthly risk management meetings and management model optimization**

## Short/Mid/Long-Term Goals

Issues	2024 Goal	2024 Achievement status	2025 Goal
Corporate Governance Evaluation	Corporate Governance Evaluation for Listed Companies - top 5%	✓ Achieved (11th Corporate Governance Evaluation for Listed Companies - top 5% of listed companies; top 5% of \$5 billion to \$10 billion market capitalization group)	Corporate Governance Evaluation for Listed Companies - top 5%
Integrity Management	The total number of training attendances for the Integrity Management Program reaches 1,000.	✓ Achieved (1,004 attendances)	The total number of training attendances for the Integrity Management Program reaches 1,000.
Diverse Governance	Maintain at least two female directors (out of 9 seats)	✓ Achieved (2 seats, 22% female directors)	<ul style="list-style-type: none"> <li>• Maintain at least two female directors</li> <li>• Supervisor Gender Ratio 1:1</li> </ul>
Information Security Management	Maintain ISO 27001 certification.	✓ Achieved	Maintain ISO 27001 certification.
	Quarterly social engineering exercises with a failure rate of <5%/quarter; additional training provided for failed attempts	✓ Achieved (Actual failure rate of 1%)	Quarterly social engineering exercises with a failure rate of <5%; additional training provided for failed attempts



# Company Profile

WITS Corp. is a leading international information technology services provider with 18 sales offices in Taiwan, China, Japan, and the United States, more than 12,000 employees, and services in more than 150 cities around the world, with clients ranging from Fortune 500 companies to top domestic and international enterprises.

WITS Corp. adopts a cross-regional integration and global delivery development model, with services covering R&D, development, testing, operation and maintenance, business process outsourcing, and product globalization, and is deeply involved in the application of advanced technologies, such as AI, Big Data, FinTech, Internet of Things, 5G, and healthcare to continue to work hand in hand with our clients and the market.

WITS Quick Facts
• Founded in 1992
• International industry leader in information services
• Core values: Client-Centric, Integrity, Innovation, and Excellence.
• Vision: Being people-oriented and client-centric, we apply innovative technologies to make the world better with our clients.
• The company is headquartered in Taiwan and has global operations with offices in China, Japan, and the United States.
• As of 2024, there are over 11,000 employees worldwide.



## Main Services

The main services of WITS Corp. include software and technical services, digital transformation services, business process outsourcing services, and product globalization services. WITS Corp. provides diversified and flexible service models, constantly improves our delivery capabilities, focuses on key industries, and continues to master innovative technologies.

### Software and Technical Services

Software and technical consulting services are at the core of WITS Corp. We provide several key technologies and applications based on client needs, such as Artificial Intelligence, Big Data, Blockchain, Cloud Services, IoT, and Information Security. We offer a wide range of services, including software R&D, software development, software testing, system operation and maintenance, and dedicated teams. WITS Corp. uses IT technology as its core to provide professional IT consulting services to help clients achieve excellence and success.

### Digital Transformation Services

WITS Corp. combines technology, industry knowledge, and solutions to plan appropriate transformation services for our clients, assisting them in upgrading and transforming their businesses to improve operational efficiency. Our services include digital transformation consulting, digital transformation solutions, integrated digital tools and platforms, and carbon-neutral solutions. WITS Corp. combines new technologies and industry solutions to help clients with their enterprise digital transformation and upgrading.

### Business Process Outsourcing Services

WITS Corp. delivers benefits and realizes goals for our clients by transferring and handling client matters: reducing costs, increasing efficiency, professionalizing services, centering operations, and improving corporate competitiveness. Our services include business process services, centralized management mechanisms, and transactional services. WITS Corp. utilizes information technology and management mechanisms to provide high-quality services that help clients improve operational efficiency and cost-effectiveness.

### Product Globalization Services

WITS Corp. leverages our global resources and product engineering capabilities to provide client products with multi-language translation and engineering services. Our services include multilingual translation, product engineering services, and product globalization testing. WITS Corp. leverages our global resources and product engineering capabilities to provide client products with multi-language translation and engineering services.





# Upstream, Midstream, and Downstream Correlation

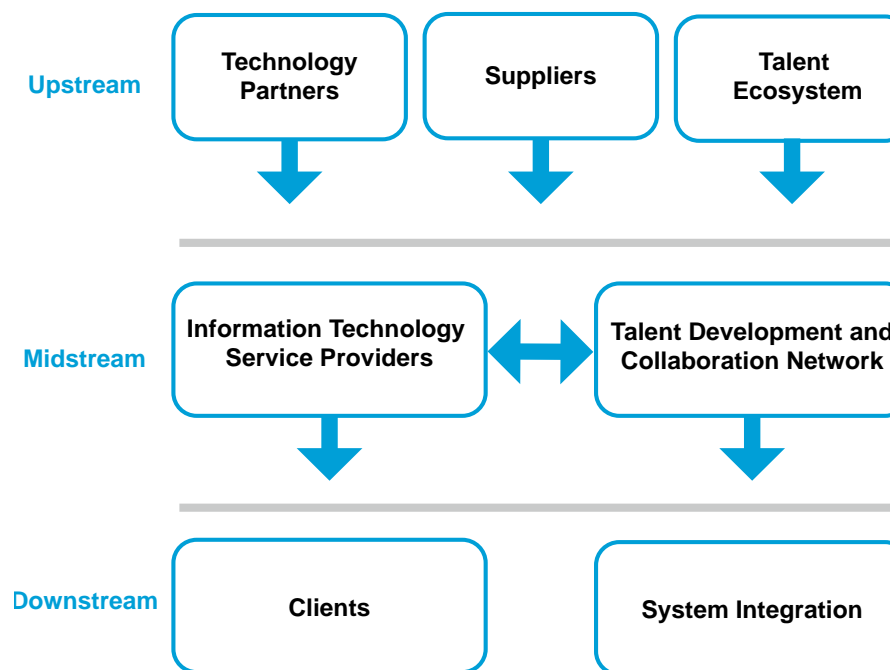
The information services supply chain is evolving into a flatter, more efficient and personalized structure. Companies aim to boost competitiveness by integrating technologies and establishing direct customer connections. The information service industry can be categorized into three levels: upstream, midstream and downstream, with a clear division of labor and close collaboration among them to support the efficient operation of the industry. The relationships between the upstream, midstream and downstream of the information service industry are summarized in the figure below:

A breakdown description of upstream, midstream and downstream is as follows:

## 1. Upstream of the Industry

Provide the basic resources and technical support required for the operation of the information outsourcing industry, and serve as the infrastructure layer of the industry. These include:

- 1. Technology partners: includes hardware and software providers, development platform providers, big data, and AI solutions companies.
- 2. Suppliers: covering providers of servers, cloud infrastructure and Internet connectivity services; responsible for providing operational infrastructure to ensure system stability and performance.
- 3. Talent Ecosystem: includes campuses, talent training/co-training organizations, and talent pool providers, providing human resources inputs to midstream enterprises, including basic talent cultivation and skills upgrading.





## 2. Midstream of the Industry

The core players in the industry, integrating upstream resources and deliver tailored solutions to downstream businesses. These include:

- 1.Information Technology Service Providers: provides IT management, data processing, cloud services, customer service outsourcing and other professional services, integrating technology and human resources to provide customized solutions.
- 2.Talent Development and Collaboration Network: includes certification organizations, freelance platforms, cross-border technical communities, and expert networks. These are responsible for providing professional and technical support, and enhancing businesses' global competitiveness.

Our company focuses on providing flexible and professional IT services with client needs as the core, while remaining independent from proprietary software vendors to avoid conflicts of interest. By working closely with all levels of the supply chain, we are committed to deepening our partnerships with upstream companies and providing efficient technical support to downstream companies, fostering mutually beneficial partnerships across the supply chain.

## 3. Downstream of the Industry

Demand drivers in the industry, directly utilize information outsourcing services to enhance business performance. These include:

- 1.Clients: covers a wide range of industries such as finance, manufacturing, retail, telecommunications, and healthcare. These drive the need and offer market direction.
- 2.System Integration: For example, businesses that provide system integration services such as ERP (Enterprise Resource Planning), CRM (Customer Relationship Management), etc., to integrate various resources and solutions to enhance performance and compatibility.



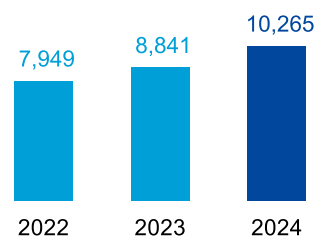
## Global Locations

WITS Corp.'s 18 global offices are located in Taiwan, China, Japan, and the U.S. We have achieved solid operational results under a professional division of labor. For more information, please refer to WITS Corp.'s website (URL: [www.wits.com/en/](http://www.wits.com/en/))

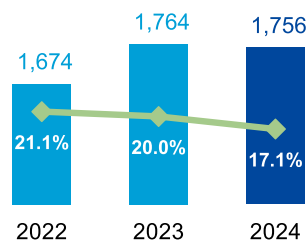




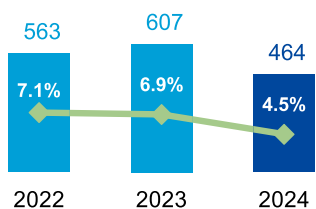
## Economic Performance



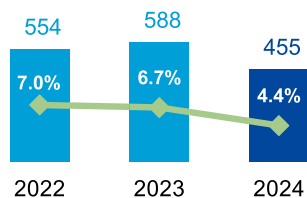
**Operating Income**  
(Unit: NTD\$ Million)



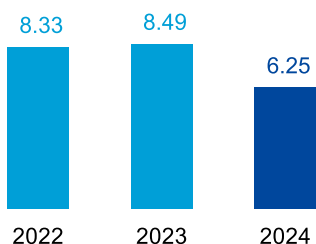
**Gross Profit and Gross Margin**  
(Unit: NTD\$ Million)



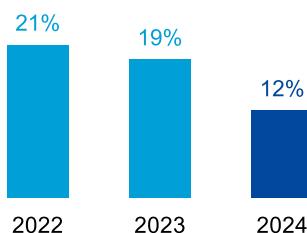
**Operating Profit and Profit Margin**  
(Unit: NTD\$ Million)



**Net Income and Net Margin After Tax**  
(Unit: NTD\$ Million)



**Basic Earnings per Share (EPS)**  
(Unit: NTD\$)



**Return on Equity (ROE)**

In FY2024, WITS Corp.'s operations showed a steady upward trend, surpassing the \$10 billion mark, with double-digit revenue growth for the fourth consecutive year, again achieving a new historic height. However, the company's short-term profitability declined in the fourth quarter due to higher bad debt losses in a single quarter as a result of bad debts from clients. The in-depth cooperation between the Company and our major clients has steadily boosted overall performance growth. In the future, the Company will continue to deepen our client base and adopt a prudent and pragmatic approach, so as to create long-term value for shareholders. The following "Financial Performance Snapshot" discloses the relevant financial information.

### Financial Performance Snapshot

(Unit: NTD\$ Million)

Items	2024		2023	
Operating Income	10,265	100%	8,841	100%
Operating Margin	1,756	17%	1,764	20%
Operating Expenses	(1,292)	(12%)	(1,157)	(13%)
Operating Profit	464	5%	607	7%
Net Profit Before Tax	493	5%	661	8%
Consolidated Net Income After Tax (incl. Minority Equity)	455	4%	588	7%
Basic Earnings per Share (EPS)	6.25		8.49	



## Direct Economic Value Generated And Distributed

Unit: NT\$ thousands

Items	2024	2023
Operational Cost	8,508,916	7,076,983
Employee Wages and Benefits	8,602,786	7,213,649
Payments to Providers of Capital	364,845	337,502
Payments to Governments	77,057	66,161
Community Investment	1,800	2,540

(Note) Employee wages and benefits include those attributable to operating costs and those attributable to operating expenses. Payments to providers of capital and payments to the governments are made on a cash basis.

## Profitability Analysis

Items		2024	2023
Profitability	Return on Assets (%)	8.41%	12.07%
	Return on Equity (ROE) (%)	12.38%	18.60%
	Ratio of Net Income Before Tax to Paid-in Capital (%)	67.63%	90.70%
	Net Profit Rate (%)	4.43%	6.65%
	Earnings per Share (NTD)	6.25	8.49

(Note) For related financial information, please refer to the Company's website homepage/ Investor Services (URL: [www.wits.com/en/](http://www.wits.com/en/) ).

## Tax Policy

In response to the international trend of tax governance, WITS Corp. has formulated the 'Tax Policy and Management Measures' to comply with the tax regulations and realize the sustainable development of the Company. WITS Corp. maintains the following tax policies:

- 1. Comply with the tax laws and regulations of all countries in which we operate and the spirit of such laws and regulations, file tax returns within the deadlines, pay taxes on time, and conduct tax supervision and management.
- 2. The related party transfer pricing is to be based on the 'Guidelines on Transfer Pricing for Multinational Enterprises and Tax Administrations' issued by the Organization for Economic Cooperation and Development (OECD).
- 3. The disclosure of tax information shall be handled in accordance with relevant regulations and standards.
- 4. Establishment of mutual trust, respect and honest communication with tax authorities, and timely communication and explanation of tax issues.
- 5. Significant transactions and decisions are made in accordance with relevant laws and regulations, and tax-related risks and impacts are carefully evaluated.
- 6. Cultivate and enhance the professional competence of tax professionals.

## WITS Corp. Tax Information for the Past Two Years

Unit: NT\$ thousands

Items	2024	2023
Net Profit Before Tax	493,497	660,526
Income Tax	38,746	72,553
Effective Taxation Rate	7.85%	10.98%



## Product (Service) Sales Status

The core driver of WITS Corp.'s continuous revenue breakthroughs in 2024 came from Internet clients. The in-depth cooperation between the Company and our major clients has steadily driven the growth of the overall performance and become a key pillar of operations. In the face of fierce competition in the China market, WITS Corp. has adopted a prudent strategy to optimize our client portfolio and strictly control risks to enhance operational efficiency and ensure long-term stable development. In addition, the market demand for AI technology has grown significantly, and the Company has made progress in commercializing AI applications. WITS Corp. will continue to promote digital innovation with our 'ALL in AI' strategy at the core, and provide high-quality information services to the global market to achieve client success.

### Product (Service) Sales

(Unit: NTD\$ Million)

Year Region	2024		2023	
	Sales Amount	Proportion (%)	Sales Amount	Proportion (%)
China	7,469	73%	6,105	69%
Taiwan	1,521	15%	1,485	17%
Japan	686	7%	744	8%
Other Countries	589	5%	507	6%
Total	10,265	100%	8,841	100%

## Participation in External Organizations

WITS Corp. participates in and has joined cross-industry and cross-domain groups and organizations to help businesses grow sustainably. Organizations we joined in Taiwan in 2024 include:

- **Taipei Computer Association (TCA)**
- **Information Service Industry Association of R.O.C. (CISA)**
- **The American Chamber of Commerce in Taiwan**
- **Taiwan Institute of Directors (Newly Added)**
- **EcoVadis (Newly Added)**
- **Taiwan Institute of Sustainable Energy (Newly Added)**

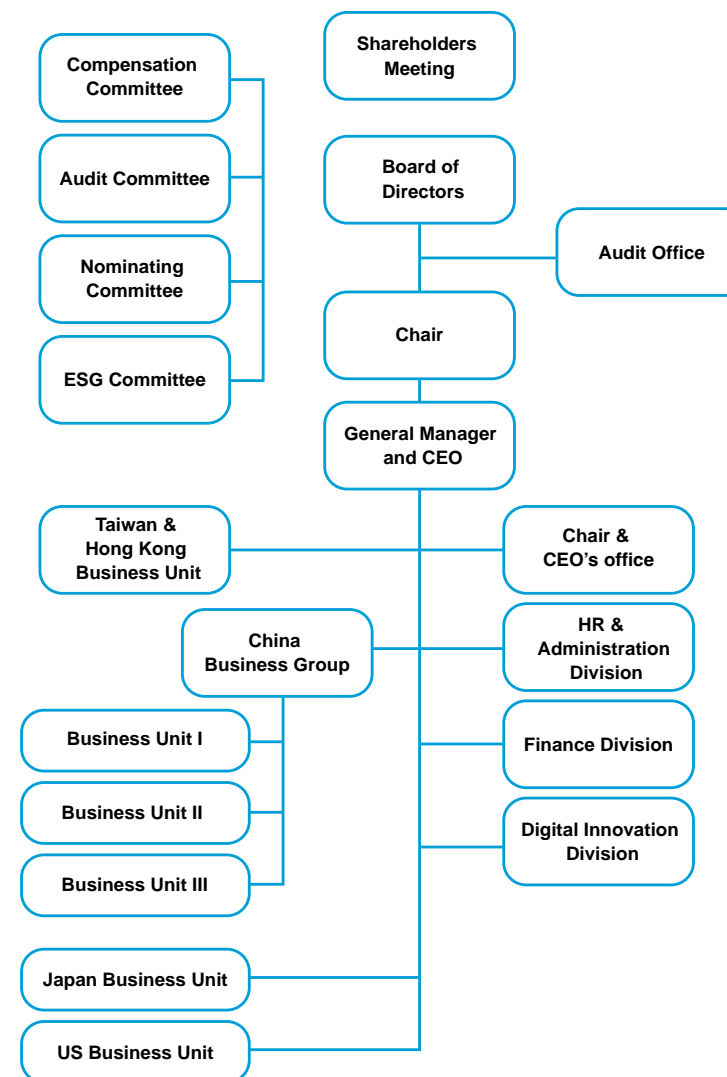


## Corporate Governance

WITS Corp. is committed to establishing an effective corporate governance structure, protecting and respecting shareholders' rights and interests, strengthening the functions of the Board of Directors, and enhancing information transparency. Complying with the domestic legal requirements on company governance and its practical principles, we have established the Board of Directors and its various functional committees, with the Board deciding to establish a post of Head of Governance. We will continue to gradually implement various systems and methods to continuously enhance the quality and effectiveness of corporate governance to ensure the implementation of the spirit of corporate governance and the pursuit of maximizing shareholders' equity and the sustainable operation of the enterprise.

Since 2015, WITS Corp. has participated in the 'Corporate Governance Evaluation for Listed Companies' organized by the Corporate Governance Center of the Taiwan Stock Exchange. We have been ranked in the top 5% of listed companies and the top 5% of the small and medium market capitalization group in the seventh year and continue to rank in the top 5% of listed companies from the eighth to the tenth year, continuing to deepen good corporate governance. This proves that we are fully devoted to actively achieving the highest corporate governance goal.

## Company Organization Diagram







# Board of Directors Structure and Operations

## Board of Directors Selection Process and Results

The Board of Directors is the highest governance body of the Company. Based on the Articles of Incorporation of the Company, the Board of Directors consists of five to nine Directors, each office term amounting to three years. The Nominating Committee shall select and review the candidates for appointment and submit them to the Board of Directors for approval. The shareholders shall elect the candidates for election as directors. The fourteenth term of the Company's Board of Directors consists of nine seats and the term of office is from May 26, 2022, to May 25, 2025. Please refer to the Company's website for the procedures related to the election of directors.

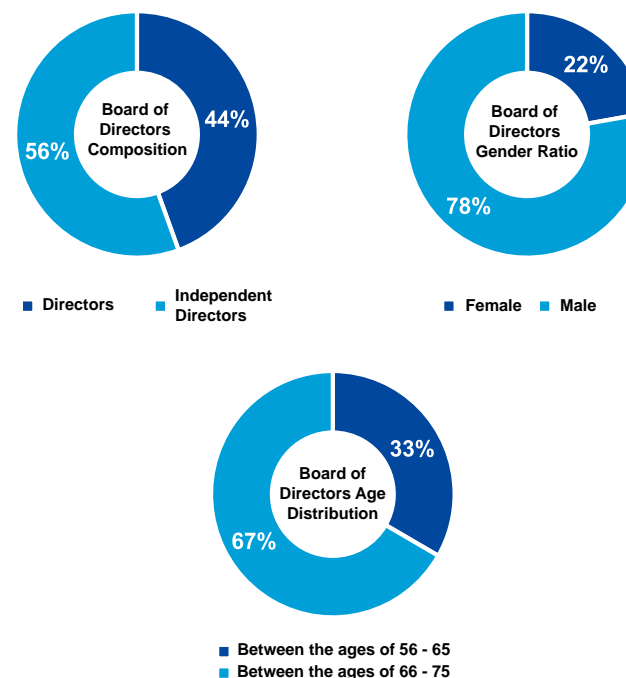
## Independence and Diversity of the Board

The 14th Board of Directors of the Company is composed of talents with rich experience and reputation in the industry, including four general directors: Mr. Ching Hsiao, Chairman and Chief Executive Officer, Mr. Frank Lin, Mr. Marty Chiou, and Mr. Philip Peng; and five independent directors: Ms. Yen Ling Fang, Ms. Jennifer Hwang, Mr. Chang-Kang Fan, Mr. Allen Tsai, and Mr. Yung-Kuang Chu. Independent Directors account for 56% of the Board. Their independence complies with the 'Regulations for the Establishment of Independent Directors and Matters to be Followed by Public Companies.' To ensure that the independent directors can exercise their duties and responsibilities objectively, none of the Company's independent directors have been elected for more than three terms consecutively.

The Company's 'Code of Corporate Governance Practices' establishes a diversity policy with respect to the structure and membership of the Board

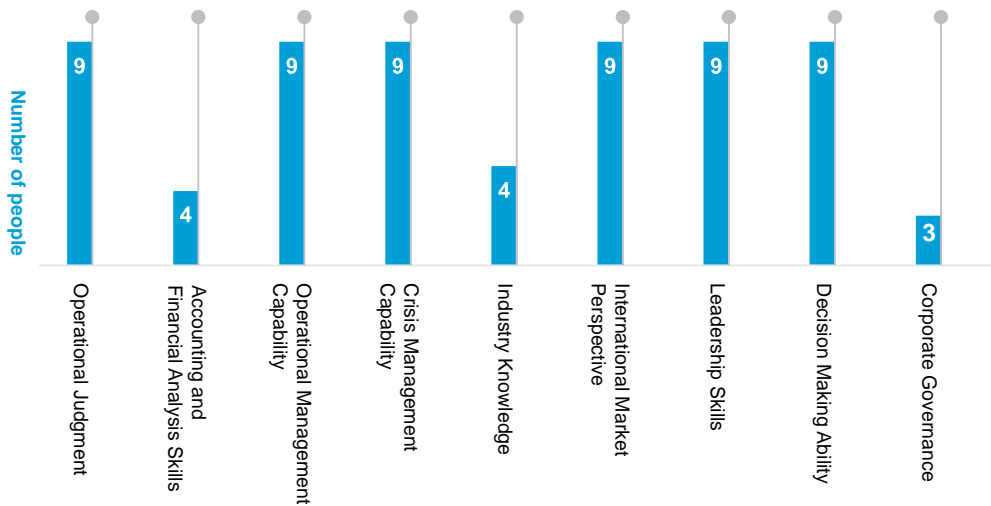
of Directors, stipulating that the composition of the Board should assess various diversity aspects concerning its operations, business model, and development needs, including basic composition (e.g., gender, nationality, age, culture, etc.) as well as professional knowledge and skills (e.g., legal, accounting, industrial, financial, marketing or technology, etc.) and industry experience. To actively implement the diversification of the Board of Directors' composition, the Company has considered the balance of professionalism and gender and hopes to enhance brainstorming and optimize decision-making through different backgrounds and perspectives.

## Board Composition





Diverse Core Items of the Board Composition



Please refer to the Company's website and annual report for information on the diversity and industry expertise of the Board of Directors.

Operation of the Board of Directors

The Board of Directors meets at least quarterly, convening five meetings in 2024. The Board’s primary functions are robust monitoring and enhancing management. Its members are required to supervise the management team's compliance with laws and regulations, enhance information transparency, and provide guidance to the management team on major decisions based on their own experience to avoid erroneous policies that would undermine the company's value, establish good ethics and fulfill corporate responsibility to achieve sustainable business operations and protect the interests of

shareholders. The management team also reports regularly to the Board of Directors on the Company's operations, business operation strategies, sustainable corporate development, and other important issues. It maintains a smooth and good communication channel with the Board of Directors.

To improve the corporate governance mechanism, considering the importance of directors and key employees in exercising their rights and fulfilling their obligations, and to effectively reduce the legal and financial risks borne by directors and the Company, the Company shall purchase Directors' and Supervisors' and Key Employees' Liability Insurance for directors and key employees every year.

The Company regularly arranges continuing education courses for directors each year. In 2024, all Company directors completed the year's continuing education requirements. To refine the functions of directors, we encourage directors to pursue continuing education and, from time to time, provide information on courses or seminars organized by external organizations, such as courses on ESG-related issues, legal compliance, financial reporting information, and risk management, to name a few.

Operations of the Functional Committees

The Company's Board of Directors has four committees: the Audit Committee, the Compensation Committee, the Nominating Committee, and the ESG Committee. Their operations are carried out in accordance with the 'Rules and Regulations of the Audit Committee,' 'Rules and Regulations of the Compensation Committee,' 'Rules and Regulations of the Nominating Committee,' and 'Rules and Regulations of the ESG Committee,' respectively. It is hoped that they can monitor and complement each other with the functionality of the Board of Directors and enhance corporate governance capacity. Information on the operation of each committee for the year 2024 is available on the Company's corporate website and in the annual report.



Committee	Committee Members	Scope of Function	Number of Meetings in 2024
Audit Committee	All Independent Directors	Supervise the appropriate expression of the company's financial statements, the selection (and termination) of the certified accountants and their independence and performance, the effective implementation of the company's internal control, and the company's compliance with laws and regulations and the control of the company's existing or potential risks.	4 Meetings
Compensation Committee	Three Independent Directors	Stipulate and review regularly the remuneration policies, systems, standards and structures, and the performance of directors and managers. Regularly evaluate and stipulate the remuneration of directors and managers.	4 Meetings
Nominating Committee	Two Directors and Three Independent Directors	To select and review suitable candidates for directors and managers, establish and develop the organizational structure and qualifications of the Board of Directors and committees, and assess independent directors' independence. To establish and review the directors' continuing education program, etc.	2 Meetings
ESG Committee	Chairman and Two Independent Directors	Formulate corporate sustainable development direction and goals, management guidelines, and specific promotion plans, and track their implementation; promote and implement the company's integrity management and risk management.	4 Meetings

## Interest Avoidance

The Company has established the 'Code of Conduct for Board of Directors' Meetings,' which stipulates that a director who has an interest in a matter before a board of directors' meeting or in a legal entity that they represent should explain the importance of their interest at the board of directors' meeting and that if the matter is detrimental to the interests of the Company, they should recuse themselves from the meeting and should not participate in the discussion or vote. In addition, there are rules on interest avoidance in the organization of the various functional committees.



## Board of Directors and Functional Committee Performance Evaluation

The Company established the 'Board of Directors and Functional Committees Performance Evaluation Method,' specifying that the performance evaluation of the Board of Directors, board members, and functional committees shall be performed at least once a year, with an external evaluation performed once every three years, and the evaluation results shall be reported to the Board of Directors.

The Company has completed the assessment related to the operation of the Board of Directors, Board members, and all functional committees (Audit Committee, Compensation Committee, Nominating Committee, and ESG Committee) for 2024. It has included indicators related to corporate sustainability (e.g., supervising the implementation of sustainability strategies and plans, risk control, compliance with laws and regulations, confidentiality of internal information, etc.) The assessment was conducted using an internal questionnaire administered by members of the Board of Directors, the Board of Directors, and the Functional Committee Conference Unit, and the Corporate Governance unit compiled the results. The results of the 2024 annual assessment will be presented at the second Board meeting in 2025 as a basis for review and improvement. The Board of Directors, its members, and all functional committees (Audit Committee, Compensation Committee, Nominating Committee, and ESG Committee) all scored 90 points (Excellence) or more in FY2024, and the aggregated results show that the Board of Directors and its functional committees are functioning well.

## Board of Directors External Performance Evaluation

In October 2024, the Company commissioned the Taiwan Investor Relations Institute (TIRI) to perform the 2024 external performance evaluation of the Board of Directors, details of which are as follows:

- 1.Evaluation Period : December 1, 2023 to November 30, 2024
- 2.Evaluation method: The aforementioned association reviewed in writing the relevant documents provided by the Company for evaluation, combined with a questionnaire survey, and three evaluation experts were appointed by the association to conduct an on-site interview on December 10, 2024 at the Company. Attendees from the Company include the Chairman of the Board of Directors, the Convener of the Audit Committee, the Head of Corporate Governance and the Head of Audit.
- 3.Evaluation Contents: To review the operation of the Company's Board of Directors in five major areas, including Board composition and professional development, quality of Board decision-making, operational efficiency of the Board, internal control and risk management, and the extent of participation in corporate social responsibility.
- 4.Result of Evaluation: TIRI issued a Board of Directors Performance Evaluation Report on December 23, 2024, excerpts of which are available on the Company's website.



## Link Between Remuneration Policy and Performance of The Highest Governance Unit

The Company periodically evaluates the remuneration of Directors in accordance with the 'Principles Governing the Payment of Remuneration to Directors and Functional Committees.' The compensation of Directors is determined by the extent of their participation in and contribution to the Company's operations, taking into account the Company's operating performance indicators and by reference to the industry norms. In addition to the basic compensation, the Company's independent Directors are compensated based on their participation in the functional committees and are paid regardless of profit or loss.

Compensation of the Company's senior managers consists of a fixed base salary, a retirement pension, and variable bonuses, remuneration (in accordance with Article 21 of the Company's Articles of Incorporation, if the Company makes a profit in the current year, the Company shall contribute no less than 10% of the profit as compensation to its employees, which shall be paid in stock or in cash), stock options, and so on. The fixed items are based on the principle of maintaining the Company's average competitive level in the industry. The variables are based on the consolidated results of the operations of the Company and individual performances. The better the operating performance of the Company and its individuals, the higher the ratio of variable items to fixed items. The performance evaluation criteria for senior managers are based on financial and non-financial indicators, such as turnover, profit, growth rate, market/clients, organizational processes and personnel development, and the degree of achievement of ESG sustainability goals, etc. The objectives and their weightings are determined at the beginning of the year based on the internal and external operating environments, future risk factors, and a

comprehensive consideration of each department's job responsibilities. The Managers' compensation is based on individual performance and is reviewed and evaluated by the Remuneration Committee and recommended to the Board of Directors for approval.

In terms of ESG key indicators for sustainable development, the Company focuses on corporate governance, risk management, environmental sustainability, workplace friendliness, social welfare, and technology innovation. In order to promote the realization of these goals, at the beginning of each year, senior managers and business unit supervisors are required to set up key performance indicators (KPIs) related to these goals in the annual Balanced Scorecard (BSC), accounting for at least 10% of the total, and to conduct performance evaluations every six months, with the results of the evaluations linked to remuneration and development, so as to effectively link personal performance with the company's sustainable strategic goals and to motivate and strengthen the execution of the goals.





# Ethical Management and Compliance

## Corporate Compliance

Since 2010 (our public offering), the Company has followed the relevant regulations for public offering companies and established various internal practices. After going public, we have been able to keep abreast of any amendments to laws and regulations made by the competent authorities and have requested all subsidiaries to comply with the same spirit. In addition, to implement the Company's core values and uphold a high level of professional ethics, the Company aims to incorporate confidentiality obligations and the prohibition of intellectual property infringements into labor contracts and establish regulations regarding personal data protection and information security management for all employees. The Company's management team has been closely monitoring any domestic and international policies and regulations that may affect the Company's operations, finances, and business. It has established relevant risk management procedures to enhance employees' compliance awareness through regulation tracking tools, cross-departmental communication, and continuous internal and external education and training. Thus ensuring real-time tracking and compliance of personnel, finance, legal, audit, information security and ESG-related regulations. Looking back at 2024, the Company acted in accordance with the law and did not suffer any monetary fines or other non-monetary penalties.

## Anti-corruption and Integrity

WITS Corp. is committed to an integrity policy. It has established Procedures to Prevent Insider Trading, Code of Conduct, and Code of Integrity, which set forth procedures for the prohibition and prevention of dishonest behavior, such as the avoidance of conflicts of interest, the handling of gifts and business entertainment, political contributions, and donations or sponsorships. The Company has clearly stated the conflict of interest policy and conflict situations/standards in the regulations mentioned above, requiring the relevant personnel to avoid such and to take the initiative to fully report to their immediate supervisors, the highest level of human resources and administration, or the Board of Directors when they are aware of or face similar situations. To manage the Company's business with integrity, the Department of Human Resources and Administration is responsible for formulating and supervising the implementation of integrity management policies and corresponding prevention plans and reporting the annual operations to the Board of Directors regularly every year. The operation of 2024 was reported to the Board of Directors on Thursday, November 7, 2024, with no anti-corruption, anti-competition and integrity infringements. For more details, please refer to our website and Public Information Bulletin.



## Training and Advocacy

To ensure employees fully understand the relevant regulations, we offer annual ethics training for new employees and supervisors and implement training for all employees. All employees are responsible for reporting unethical conduct to the Company through the appropriate channels, and the Company protects its employees from unfair retaliation or treatment when they report or participate in the investigation of incidents.

Externally, before establishing a business relationship with an agent, supplier, customer, or other business counterpart, the Company must request their compliance with the Company's Integrity Management norms. In the course of engaging in business activities, the Company shall explain to the other party the Company's integrity management policy and related regulations. It shall expressly refuse to offer, promise, demand, or accept, directly or indirectly, any form or name of improper benefits, and upon discovering any dishonest behavior, the Company shall immediately cease to deal with the other party. It shall be listed as a rejecting party. Compliance with the anti-corruption policy is also included in the terms and conditions of business contracts, including clear and reasonable payment, handling of cases involving dishonest behavior, and violation of contract terms prohibiting commission, kickbacks, or other benefits.

In addition, WITS Corp. aims to fully communicate our anti-corruption policy and advocate the company's principles and beliefs on integrity to ensure that our employees, clients, suppliers, business partners, and other parties with whom we do business understand and support our integrity policy.



## Integrity and Ethics Training Enforced

Target	Methods	Content	2023		2024			Outcome
			Scope of Implementation	Achieved %	Scope of Implementation	Achieved Results (Number of Entries)	Achieved %	
New Employees	Employees commit to following the Code of Conduct and the Principles of Integrity when signing on.	Party B shall comply with Party A's internal rules and regulations, including but not limited to the various rules, regulations, key points, and guidelines (e.g., Code of Conduct, Code of Integrity) established by Party A	All Taiwan/China Staff	100%	All Taiwan/China Staff	8,490 people	100%	As a result of the advocacy measures and management mechanism, no corruption or ethics violations have occurred.
	New Recruit Integrity Management Training	Corporate governance and risk management, compliance with integrity management laws and regulations, and confidentiality of material information.	All Taiwan/China Staff	100%	All Taiwan/China Staff	8,490 people	100%	
Existing Employees	Integrity Management Training And Promotion	Integrity Management Promotion and Insider Trading Prevention Online Course and Quiz	All Taiwan Members	100%	All Taiwan Employees		100%	
			China Supervisory Staff	100%	China Supervisory Staff		100%	
		Announce and promote the principles of ethical behavior and integrity for employees and the channels and mailboxes for complaints.	All Taiwan/China/USA/Japan Staff	100%	All Taiwan/China/USA/Japan Staff		100%	



Target	Methods	Content	2023		2024			Outcome
			Scope of Implementation	Achieved %	Scope of Implementation	Achieved Results (Number of Entries)	Achieved %	
Directors and Management	Signing the Statement of Integrity	Affirming compliance with the Company's Code of Integrity, the regulations related to listed companies, and other laws and regulations related to integrity management	All Members of Directors and Management	100%	All Members of Directors and Management	40 people	100%	As a result of the advocacy measures and management mechanism, no corruption or ethics violations have occurred.
Suppliers	Signing the Statement of Integrity	We expect our suppliers to jointly observe and practice the following issues: human rights, environmental protection, occupational safety, code of conduct, etc.	Key Taiwan/China Suppliers	100%	Key Taiwan/China Suppliers	70 Suppliers	100%	
			Individual Taiwan/China Suppliers	100%	Individual Taiwan/China Suppliers	34 Suppliers	100%	

Note: Key suppliers, including those who have traded more than two times in the past two years, and individual suppliers are defined as the main targets for promotion and requirements.



## Communication Channels

The Company has established a 'whistleblower' system to implement the Code of Conduct and the Code of Integrity to strengthen its integrity management policy and eliminate internal fraud and bribery. The Company accepts reports from internal employees, clients, suppliers, contractors, shareholders, investors, and related stakeholders of the Company and its subsidiaries and encourages the reporting of any illegal or unethical conduct or violations of the Code of Conduct or the Code of Integrity.

Whistleblowers can report through letters, emails, phone calls, etc. The internal auditing unit is the window for coordinating the handling of reported complaints by the Company. Upon receipt of the report, the receiving unit will report the case to the Chief Executive Officer for prompt investigation, and if the case is substantiated, it will be dealt with in accordance with the law and the Company's relevant regulations. If the reported case involves a director or a senior executive, or if the case is found to be a material violation or the Company is in danger of being materially damaged, the independent directors will be notified in writing.

The Company handles whistleblowing cases confidentially, with independent channels of investigation, and is committed to protecting whistleblowers from being improperly dealt with as a result of whistleblowing. In the fiscal year of 2024, the Company did not receive any reports to its whistleblower mailbox.

Whistleblower Hotline Email Address: [audit@wits.com](mailto:audit@wits.com)

## Internal Controls and Internal Audits

WITS Corp. has an independent audit department that reports directly to the Board of Directors/Audit Committee. In addition to reporting audit operations to the Audit Committee regularly, the Head of Audit shall attend the Board of Directors' meetings and report to the Chairman and Audit Committee whenever necessary.

The Company has established an accounting system and an internal control system in accordance with laws and regulations. The internal audit unit has set up implementation details for internal audits in accordance with the internal control system, specifying that the internal audit department shall review the appropriateness of the design of the internal control system and the effectiveness of the implementation of general operations, implement and measure the effectiveness of the current control system and procedures and the degree of compliance with them, and submit reports; the scope of its audits cover all operations of the Company and its subsidiaries.

At the end of each year, the audit department prepares an annual audit plan based on the company's operation and policy guidelines, which is submitted to the Audit Committee for review and approval by the Board of Directors for implementation. It performs ad hoc audits or reviews as necessary. The effectiveness of the design and implementation of the internal control system, including the accounting system, is evaluated and self-checked by each department annually to establish a robust anti-corruption management system. The audit department will then review and assess the self-check report of each department, business unit, and subsidiary and report its findings to the Board of Directors, which will serve as the main basis for assessing the effectiveness of the overall internal control system, as well as the statement of the internal control report.



## Management of Intellectual Property Rights

### Trademark Rights Management Plan

In response to the expansion of the Company's business and the increase of its business scope, the Company needs to apply for trademarks for its major service categories to increase its corporate image and visibility. The logo is related to the company's overall professional image and corporate identity to the outside world. To maintain the overall image of the Company to the public, the marketing department shall be responsible for visual image design, defining the categories and countries where applications should be made. In contrast, the legal department shall be responsible for the registration, application defense, and other operational procedures, as well as managing and maintaining the results and status of trademark rights applications in each country. The Company completed the English name change (WITS Corp.) in June 2024 and the legal department assisted in the registration of the English trademark change.

### Trade Secret Management Plan

The Company has established the 'Confidential Information Management Regulations' to regulate the classification standards of informational documents, the level of access to each category, and the text to be marked. The Company has also established internal regulations such as the 'Rules for the Management of Financial and Non-Financial Information' and 'Rules for the Protection of Personal Information' for specific matters, which serve as the basis for handling confidential information by each unit within the Company. Employees must sign employment contracts, confidentiality agreements, and other legally binding documents at the time of employment. During their employment, supervisory personnel and staff with access to confidential

information in their duties are also required to receive regular education and training on the protection of trade secrets to raise their awareness of the protection of confidential information and to reduce the risk of leakage of such. In addition, the Human Resources Department and the Information Technology Department were tasked to conduct random checks occasionally to confirm whether the employees have fulfilled the confidentiality measures. For example, whether personnel drawers are locked, whether computer screens are covered, whether important documents and information are marked with the appropriate level of confidentiality and covered, whether non-essential personnel is excluded from meetings, and whether the meeting location is soundproof.

### Copyright Management Plan

According to the copyright laws of Taiwan, the United States, and Japan, the author of a work acquires original copyright upon completion of the work. In the Employment Agreement between the Company and our employees, it is agreed that the Company will be the author of all creative works performed by the employees in their duties to ensure that the Company obtains the original copyright of the contents of the work performed by the staff in their duties. In the case of co-development with customers, an agreement will be made in advance to determine the ownership of the copyright of the software results. In China, copyright ownership is also granted under the original acquisition system. However, if a copyright owner registers their copyright in computer software, it is not only beneficial to prove the copyright ownership but also beneficial in applying for recognition as a high-tech enterprise and tax relief. Currently, the Beijing administrative unit is responsible for completing computer software registration. The relevant departments will register these copyrighted works upon completion to protect the Company's interests.





### Patent Management Plan

The essence of a patent is to encourage the applicant to disclose the technology. The patent application must first disclose the content of the invention to the patent inspection authority to examine whether it is patentable, with an early publication system 18 months after filing, in which the application details must be published before the patent right is obtained. Due to the nature of the Company's industry, software products often contain information unsuitable for public disclosure, such as software data structure design, data storage location, specially developed algorithms, confidential client information, etc. Therefore, the software industry should carefully discuss the application for patent rights on a case-by-case basis. In 2024, the Company was granted a total of 15 patents, which are valid for a period of 20 years from the date of publication of the patent license.

## Risk Management

WITS Corp. formally established the ESG Committee in 2022. On August 4, 2022, the Board of Directors adopted the Company's highest guiding principles for risk management, known as the 'Risk Management Policies and Procedures.' To ensure that the Company and our subsidiaries are actively practicing corporate sustainable development, this guiding principle not only continues to be followed at all levels of the organization's management system and internal control system but also involves the participation of the Board of Directors, who, through a high-level management pattern, strategic viewpoints, and perspectives, supervise the evaluation and analysis of the Company's major risk issues and the formulation of risk response strategies to ensure that risk management measures are effectively managed and optimized.



## Risk Management Structure



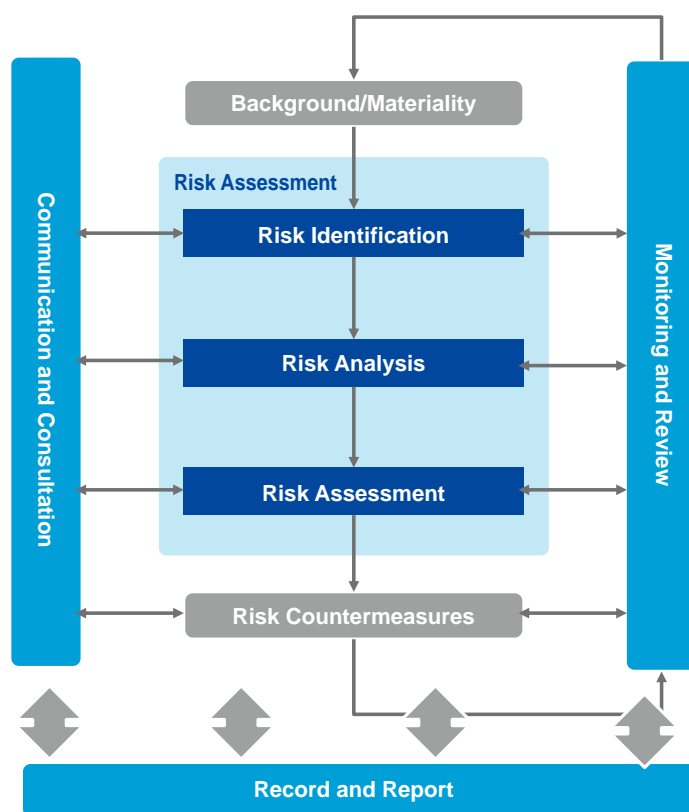
Risk management structure and authority are detailed as follows:

- **1.Board of Directors:** The highest responsibility for risk management in WITS Corp., in charge of approving risk management policies and related regulations, overseeing the overall implementation of risk management, and ensuring effective risk control.
- **2.ESG Committee:** The Committee is in charge of promoting the application and practice of sustainable development in all WITS Corp. corporate aspects
- **3.ESG Office:** This office is comprised of the top executives of each functional unit at the headquarters and is responsible for promoting the overall implementation of risk management.
- **4.Risk Management Team:** set under the ESG Committee, the members of the team are comprised of middle and senior executives from each business unit, to conduct comprehensive assessment and monitoring of overall operational risks and emerging opportunities, and to submit risk management reports to the ESG Committee on a regular basis.



## Risk Management Procedure

The Company follows the framework of ISO 31000 international standards and formulates risk management procedures and operations according to the characteristics of the industry, including risk identification, risk analysis and evaluation, risk response strategies, and also formulates the key activities of the risk management cycle, such as communication, auditing, monitoring, and disclosure reports. The following describes how this procedure is executed:



Procedure

Confirm Industry Environmental Background.	External and internal factors are considered and the scope of risk management policies and the basis of risk determination are set.	<ul style="list-style-type: none"> <li>External: WEF Global Risk Report.</li> <li>External: Compliance and Market Information.</li> <li>Internal and External: Stakeholder Issue Analysis.</li> <li>Internal: CEO Instruction on Materiality.</li> </ul>
Risk Assessment	<ul style="list-style-type: none"> <li>Risk Identification. Using brainstorming workshops to collect, identify and characterize risks.</li> <li>Risk Analysis. Assess the level of risk in terms of likelihood of occurrence and severity of operational impacts.</li> <li>Risk Assessment. Compare the results of the risk analysis with the risk criteria to determine which risks can be tolerated.</li> </ul>	<ul style="list-style-type: none"> <li>Questionnaire Survey Method.</li> <li>Brainstorming Workshops.</li> <li>Risk Listing.</li> <li>Empirical Analysis/Business Decision Judgment.</li> <li>Scientific Analysis/Risk-Pressure Calculations.</li> </ul>
Risk Response	Assign the responsible department to develop a reasonable response plan or strategy.	<ul style="list-style-type: none"> <li>Countermeasure Plan.</li> <li>Audit Report.</li> </ul>
Monitoring and Review	Regularly evaluate the progress and effectiveness of the risk management framework and plans.	<ul style="list-style-type: none"> <li>Risk Tracking Report/Risk Database.</li> <li>Process Automation Risk Alert System (PARS).</li> </ul>



- **1. Industry background:**

The Company regularly reviews our internal and external environments and conducts research and surveys to understand industry dynamics and development trends, which serve as the background for risk assessment and analysis.

- **2. Risk identification:**

The risk management team collects issues that have the potential to affect the achievement of the organization's objectives based on the internal and external environmental contexts, and refers to the results of the Stakeholder Materiality Survey in order to identify internal and external risks.

- **3. Risk analysis:**

The risk management team conducts a risk analysis for each issue, including identifying the possible causes of the risk, assessing the probability of occurrence and the extent of the impact on operations.

- **4. Risk assessment and countermeasures:**

The risk management team formulates risk assessment criteria based on the degree of impact, including the priority of risk issues and countermeasures to control risks, such as: reducing the incidence of risk, mitigating the impact of risk and other strategies.

- **5. Monitoring and review:**

The risk management team regularly monitors the implementation of risk response measures, and updates and reassesses risks to ensure the effectiveness of the program.

- **6. Communication and consultation:**

The risk management team actively conducts communication and consultation to enhance stakeholders' knowledge and understanding of risks in order to effectively promote risk management.

- **7. Risk reporting:**

The risk management team meets monthly to compile risk responses and reports regularly to the ESG Committee on the status of risk management implementation.



## Risk Management Model Optimization

In addition to following the risk management process, the Risk Management team also refers to sustainability-related guidelines, such as TCFD and SASB, around the core concept of 'data-driven, awareness-raising, quantitative management' to optimize the risk management model.



The Risk Management Optimization Model consists of three main areas.

### • 1.Rolling Risk Identification and Analysis:

Through the integration of internal historical data and external information, including industry trends and global risk reports, we comprehensively analyze the potential sources and possible impacts of risks, and at the same time, integrate stakeholder needs and surveys to ensure the accuracy and completeness of risk identification.

### • 2.Risk Awareness Enhancement:

Focusing on training and learning for employees and the organization, we have designed courses related to sustainability, ESG actions, internal control, etc. to enhance the understanding and capability of all on risk management, and introduced international frameworks such as TCFD's Reporting Fundamentals Course to strengthen the transparency of sustainability information.

### • 3.Key Indicators for Hierarchical Quantitative Management:

Based on data, establish risk grading and quantitative indicators to ensure that management can accurately grasp the risk situation at different levels, and use the data to drive the optimization of risk decisions and the rational allocation of resources, realizing scientific and refined risk management.



Scope of Risk

WITS Corp. has formed an integrated ESGI operation strategy based on the nature of our business, focusing on four major facets: environment (E), society (S), governance (G), and technology innovation (I). The Company is committed to observing forward-looking risks by evaluating and identifying risks in the context of our own business strategy and core values, as well as by incorporating external regulatory changes and political and economic conditions, including activities such as industry dynamics studies, global risk assessment reports, management meetings, and major strategy meetings.

Based on the 2024 assessment results, a total of 14 major risk issues have been identified based on the four major dimensions of environment, society, governance, and technology innovation, with reference to the chart below:







The following table lists and describes the risk issues in each area, each of which is monitored and updated by the Risk Management Team as strategies are developed and implemented by the corresponding authoritative units.

Aspects	Risk Issues	Risk Description
Technology Innovation	Artificial Intelligence (AI)	The inability to keep abreast of emerging technology trends may affect business efficiency and competitiveness and may also bring about corresponding information security-related issues.
Environment	Green House Gas (GHG) Management	Failure to respond to environmental policy regulations and client requirements may result in operational risks and supply chain disruptions, such as work stoppages, catastrophic damages, cost increases, lost orders, and impact on investor confidence.
Society	Human Rights	The lack of proper human rights protection threatens to damage the reputation of the Company and reduce employee job satisfaction and loyalty, which in turn reduces the attractiveness of external talent and can result in a disruption of the Company's business.
	Talent Iteration and Attraction	Failure to attract the right quality of talent in a timely manner could result in business stagnation and affect the Company's growth; excessive loss of key talent could result in business stagnation or management disruption.
	Talent Development	The inability to keep abreast of the times in terms of talent, technology, and management may weaken the Company's competitive edge and inhibit our growth momentum.
	Customer Services	Not effectively grasping client demands may result in the services provided not matching client expectations and lowering clients' trust, which will not only increase recruitment costs but may also affect the partnership with clients and the achievement of revenue targets.
	Occupational Health and Safety	Failure to comply with occupational health and safety regulations and client requirements could jeopardize employee health and safety, reduce employee job satisfaction, and result in litigation and financial loss.

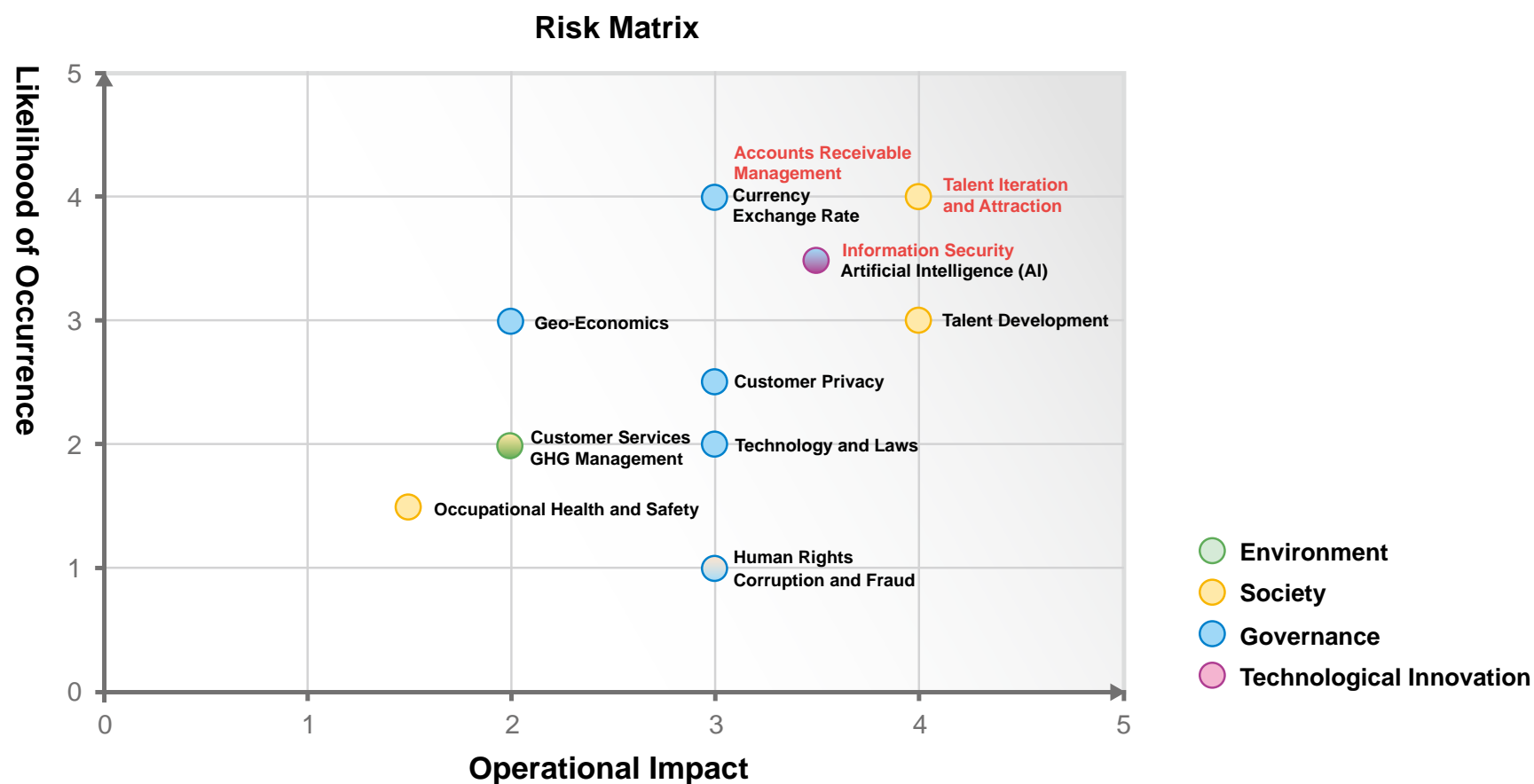


Aspects	Risk Issues	Risk Description
Governance	Accounts Receivable Management	A financial loss arises when a counter-party fails to meet its obligations or contracts, which may result in the inability to collect accounts receivable, thus creating a financial loss.
	Currency Exchange Rate	Failure to effectively manage the exchange rate risk arising from non-functional currency-denominated transactions could result in a reduction in profits, which in turn could affect shareholders' equity.
	Geo-Economics	Failure to adapt to the evolution of the industry and to adjust development strategies in response to globalization's slowdown and the gradual emergence of regional economic forces may result in missed business opportunities and loss of competitiveness.
	Corruption and Fraud	Failure to comply with ethical standards, laws, and regulations, uphold the principles of integrity, honesty, and transparency, and establish good business ethics in business activities may affect team morale, client trust relationships, and corporate image and may even lead to litigation, financial loss, and damage to company reputation.
	Information Security	Failure to ensure the confidentiality, integrity, availability, and system sustainability of information may result in a disruption or interruption of business operations.
	Customer Privacy	Failure to properly safeguard clients' private information could affect the trust relationship with clients and could result in litigation and financial loss of goodwill.
	Technology and Laws	Failure to effectively protect intellectual property and personal privacy may result in the risk of breach of contract, infringement, litigation, and compensation, which in turn may jeopardize the Company's reputation and the trust of its clients, which in turn may affect business and long-term development.



## Risk Matrix

The Company's risk management team evaluates risks based on the likelihood of each issue occurring and the degree of impact on operations. Through the risk matrix, the potential impact of each risk on the operation is clearly presented in order to fully understand the impact of the risk on the business. At the same time, we calculate the Operational Impact Value (Likelihood of Occurrence x Operational Impact Value) to assess the priority of risk issues so that the Company can formulate risk response strategies in a more targeted manner to ensure sustainable development of the business.





Based on the risk matrix and the Company's corporate development vision, the ESG Committee has selected strategic-level issues of concern that affect the development of the organization and approved 'Talent Iteration and Attraction,' 'Accounts Receivable Management,' 'Information Security,' and 'Artificial Intelligence' as the primary issues of concern for the Company's risk management. The ESG Committee has instructed the top managers of each corresponding unit to formulate appropriate response strategies to minimize the impact of potential risks on the Company, as detailed below:

Material Risk Issues	Corresponding Solution
Talent Iteration and Attraction	<ul style="list-style-type: none"> <li>● Provide competitive compensation and talent development programs</li> <li>● Individual development programs for high-potential and key talent</li> <li>● Developing WITS College, training development map and organizing training and technical exchange activities</li> </ul>
Information Security	<ul style="list-style-type: none"> <li>● Implemented ISO 27001:2022 and comprehensively reviewed the current information security framework to maintain operational resilience.</li> <li>● Strengthening employees' awareness of security and raising funds for security protection facilities to enhance protection against external intrusion</li> </ul>
Accounts Receivable Management	<ul style="list-style-type: none"> <li>● Integrate business, human resources, finance, and information to establish a business support platform and improve the entire process of pre-assessment (cultivating high-quality clients), in-process management (perfecting the delivery and reconciliation process), and post-control (tracking the situation of the expected period and reminding of the risk of collection), in order to reduce the risk of collection.</li> <li>● Enhance New Client Account Management</li> <li>● Strict implementation of control strategies for medium and high-risk clients in accordance with the resolution of the risk control meeting.</li> </ul>
Artificial Intelligence (AI)	<ul style="list-style-type: none"> <li>● Keeping abreast of current events and researching emerging technology trends to adjust strategies in a timely manner</li> <li>● Continuous promotion of the 'Code of Conduct for the Use of Emerging Technological Tools' to continuously publicize the information security issues that should be taken into account when using related AI software.</li> <li>● Launched the 'ALL in AI' strategy to deepen the application of AI and strengthen corporate competitiveness through three core directions (Digital Innovation, Talent Empowerment, and Client Success).</li> </ul>

The Committee minimizes the impact of potential risks on the business by regularly reviewing and supervising relevant measures.

WITS Corp. is committed to continually evaluating and updating our risk management strategies to ensure that they are aligned with business objectives and changes in the environment to further enhance the effectiveness of risk management.



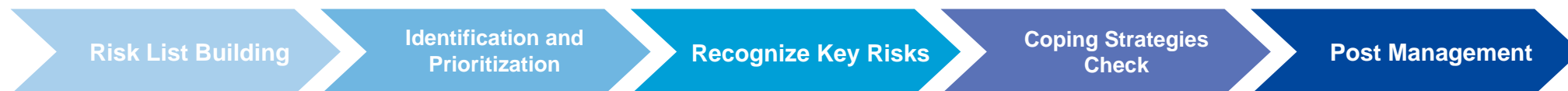
## Climate Risk

WITS Corp. focuses on global climate change issues. We have been recognizing our own greenhouse gas emissions annually since 2015 as a basis for energy saving and carbon reduction. Based on the Task Force on Climate-related Financial Disclosures (TCFD), WITS Corp. will take stock of climate change key risks in terms of governance, strategy and risk management, indicators, and targets. We also disclosed the progress and results of WITS Corp.'s climate change management work according to the TCFD recommendation framework.

Governance	Strategy	Risk Management	Indicators and Targets
<ul style="list-style-type: none"> <li>Monitoring of Climate Related Risks and Opportunities</li> <li>Management's Role in Evaluation and Management</li> </ul>	<ul style="list-style-type: none"> <li>Short-, Mid- and Long-term Climate Risks and Opportunities</li> <li>Risk and Opportunity Impact on Business, Strategic and Financial Planning</li> <li>Strategic Resilience and Climate Context</li> </ul>	<ul style="list-style-type: none"> <li>Climate Risk Identification and Assessment</li> <li>Climate Risk Management Process</li> <li>Integration of Climate Risk into Overall Risk Management</li> </ul>	<ul style="list-style-type: none"> <li>Climate Risk Assessment Indicators</li> <li>Greenhouse Gas Emission Inventory</li> <li>Risk and Opportunity Targets and Performance</li> </ul>
<p>In June 2022, WITS Corp. established the ESG Committee to promote sustainable management and environmental conservation practices. The ESG Committee is the highest level for monitoring climate risks and opportunities in the Company. The ESG Committee is responsible for approving sustainable development management policies and setting objectives, as well as coordinating the implementation of risk assessment and countermeasures in various aspects of environmental, social, and corporate governance, including but not limited to the promotion of climate change-related issues. The ESG Committee will be conducting regular performance tracking and reporting the ESG implementation performance and future plans on ESG strategies, including climate-related issues, to the Board of Directors at least twice a year.</p>	<p>The WITS Corp. ESG Task Force will identify the risks and opportunities associated with climate change by following the standardized process of the Company's internal risk management practices.</p> <p>WITS Corp. is in the information services industry, and the most significant impact of physical disasters on operations is due to natural disasters that cause equipment failures, resulting in increased repair and maintenance costs and interruptions in operations or services. At the same time, policies and regulations, as well as customers' requirements for carbon reduction, increase the cost of operation.</p> <p>WITS Corp. has set a greenhouse gas reduction target commitment to effectively control greenhouse gas emissions, take stock of the impact of the regulations and the current status of implementation, and plan the response in advance. The risk of service interruptions caused by natural disasters and equipment failures is also incorporated into ongoing operational plans and disaster recovery drills.</p>	<p>Based on TCFD's recommendations and industry characteristics, WITS Corp. has identified the transformation and physical risks of our Taiwan and China locations, established a climate risk inventory, and evaluated the impact potential and degree of impact of climate change risks and opportunities to formulate relevant strategies and take countermeasures.</p> <p>We determine and manage significant risks through the results of risk assessments. Management practices include tracking the impact or contribution of each risk and opportunity to the finances and conducting reviews and improvements.</p> <p>Our climate-related risks are integrated into WITS Corp.'s overall risk management plan. Please refer to the aforementioned description of the risk management process for details related to significant risk management.</p>	<p>WITS Corp. conducted a greenhouse gas emission inventory according to ISO14064 and has passed third-party verification. Meanwhile, with a vision of carbon neutrality, the Company is setting short-, medium- and long-term carbon reduction targets and regularly managing greenhouse gas emissions in various areas. For details, please refer to the 'Environmentally Friendly' chapter.</p>



## Climate Risk Identification Process



Based on TCFD's recommendations and industry characteristics, we created a list of climate risks based on 'probability of occurrence' and 'effects of impacts.' The transformation risks include policy and regulatory risks, technology, market, and business reputation, and physical risks, including immediate and long-term climate risks. The assessment is then based on the likelihood and magnitude of the impact of climate change risks and opportunities. Responses and improvement measures for the major risks are formulated, and the climate risks and opportunities of WITS Corp. in 2024 are analyzed as follows:

Risk Item			Potential Financial Impact	Responding Measures
Transition Risks	Policy and Legal Risks	International agreements governing the carbon reduction commitments and policies of countries, and Taiwan's implementation of the 'Revisions to the Enforcement Rules of the Climate Change Response Act.'	There may be more stringent GHG emission control to increase the corporate GHG emission reduction liability.	<ul style="list-style-type: none"> <li>Set greenhouse gas reduction targets for the effective control of greenhouse gas emissions.</li> <li>Take stock of the impact of regulations and the current status of enforcement, and plan in advance for solutions.</li> <li>Strengthen energy monitoring and management systems to reduce overall electricity consumption by upgrading energy efficiency through equipment replacement and upgrades.</li> </ul>
		Governments of various countries are discussing carbon, energy, or environmental taxes.	It may lead to higher operating costs for businesses	Promote and motivate employees to implement energy saving and carbon reduction at all levels of the company.
	Reputational Risks	Stakeholders and outside groups expect companies to improve environmental performance.	Failure to meet the expectations of interested parties, resulting in damage to the company's image, and further even impacting client loyalty, revenue, and market share.	To create a company that respects the rights of individuals and can use technology to improve human life and the environment and enhance the willingness of investors to invest long-term.





Risk Item			Potential Financial Impact	Responding Measures
Physical Risks	Acute Risks	Increase in the frequency of strong typhoons, extreme rainfall, or snowfall.	<ul style="list-style-type: none"> <li>Increased repair and maintenance costs due to power outages or equipment failures caused by typhoons or extreme climate, as well as operational or service disruptions</li> <li>Disaster and post-disaster response resulted in an increase in operating expenses for WITS Corp.</li> </ul>	Regularly review whether property insurance coverage needs to be adjusted to address the impact of climate change.
	Chronic Risks	Rise in average temperature	<ul style="list-style-type: none"> <li>Have to pay higher electricity bills to maintain a constant temperature for equipment.</li> <li>High temperatures may increase repair and maintenance costs</li> </ul>	<ul style="list-style-type: none"> <li>Use of more efficient equipment</li> <li>Strengthen energy monitoring and management systems to reduce overall electricity consumption by upgrading energy efficiency through equipment replacement and upgrades.</li> </ul>

## Climate Change Opportunity Analysis

Opportunities		Potential Financial Impact	Responding Measures
Resource Efficiency	Energy, water resources, and waste management	Lower operational cost by introducing energy-saving equipment	Strengthen energy monitoring and management systems to upgrade energy efficiency through equipment replacement and upgrades in order to contribute to the global effort to reduce carbon emissions.
Energy Source	<ul style="list-style-type: none"> <li>Use of low-carbon alternatives or renewable energy sources</li> <li>Adopt an incentive policy</li> </ul>	Higher future energy costs as the cost of alternative or renewable energy sources rises	Progressively assess the use of renewable energy when the market supply and demand are mature.



## Information Security

WITS Corp.'s core business is information services, and we understand the importance of implementing information security. In December 2008, WITS Corp. obtained the international standard ISO/IEC27001:2005 for information security management systems, which was transitioned to ISO/IEC27001:2022 certification in 2023. WITS Corp.'s continuous efforts in the field of information security management and its determination to improve the performance of information security are thus demonstrated.

WITS Corp. also follows the management model of 'Plan-Do-Check-Act Cycle' to improve audit deficiencies. We regularly conduct internal audits of information security to review the implementation of information security to ensure that the company implements the ISO 27001 management mechanism, and we also perform the re-certification process every three years to continuously maintain the effective certification of ISO 27001.

### Information Security Objectives and Implementation

Items	2024 Goal	2024 Achieved
System Reliability	99.86%	99.99%
Network Reliability	99.86%	99.99%
Employee Education and Training on Information Safety	Over 3 hours	3 hours
Email Social Engineering Walkthrough	Over 4 times/ year	4 times/ year
Email Social Engineering Walkthrough Fail Rate	Under 5%/quarter	1%
Information Security Incident Reported	Under 1 event	None

### 2024 Specific Results

✦ Over **6.67 million** external scans and probes were successfully intercepted in 2024.

✦ The number of information security incidents is **0**.

### Information Security Policy

#### Purpose of Information Security Policy:

1. Ensuring Information Integrity
2. Safeguarding Corporate Confidentiality
3. Ensure Smooth Company Operations
4. Protecting the Company's Reputation
5. Maintain Credibility in Project Development for Delivery to Client

#### Vision of Information Security Policy:

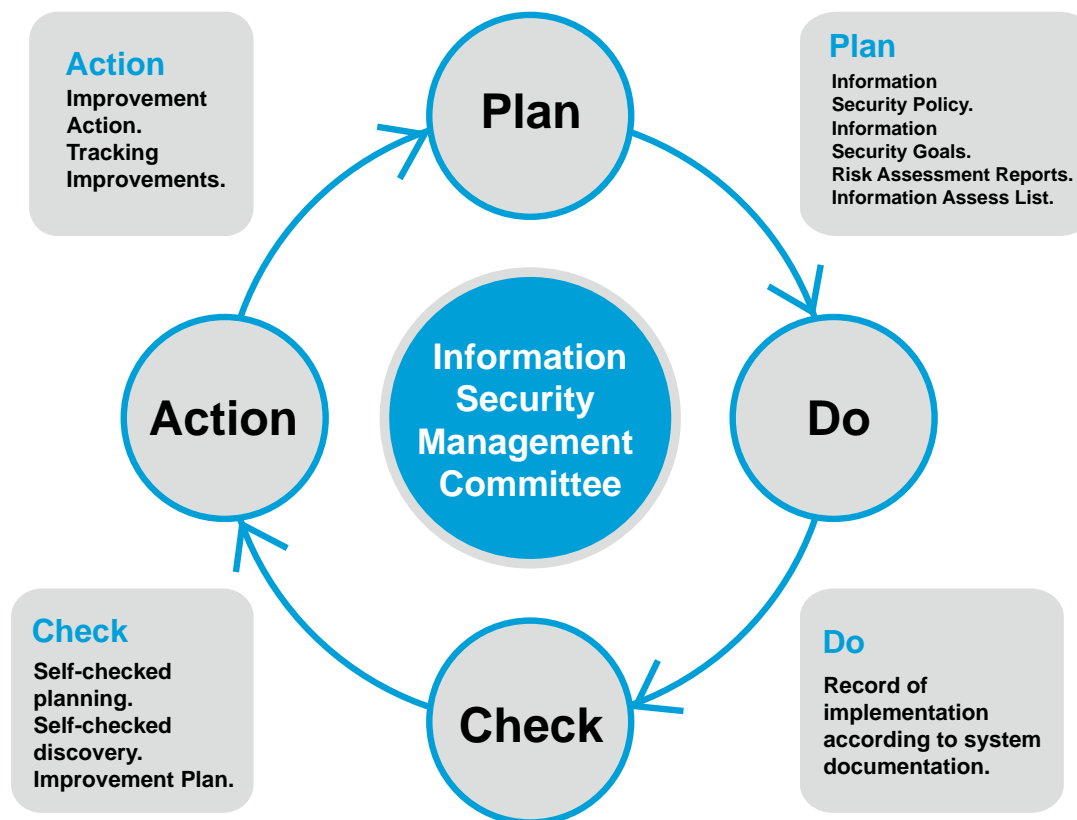
1. Enhance Employees' Awareness of Information Security.
2. Avoid Disclosure of Confidential Information.
3. Implementation of Daily System Maintenance.
4. Ensure Zero Down-Time Service.
5. Data Protection Optimization.
6. Improve the Business Continuity Plan.



## Information Security Governance System and Organizational Operation

To enhance information security governance, the Information Security Management Committee was established in July 2008 with one committee director (information security officer) and 6 committee members. An information security task force was established under the committee and information security audit representatives. The Information Security Task Force is composed of 1 executive secretary, file control, information technology, legal, training, and promotion teams, as well as general administration members, they are in charge of promotion and enforcement, education and training, as well as adaptive response coordination.

The Information Security Management Committee is responsible for defining the scope of information security management, establishing the framework and system of risk management, supervising the operation of the information security management system, analyzing and evaluating the operational risks faced by the Company, regulating the rights and responsibilities of personnel involved in information security operations, reviewing and monitoring the investigation and handling of major security incidents, performing information security management reviews, and communicating and conveying the importance of information security internally. In 2024, two meetings were held for discussion.

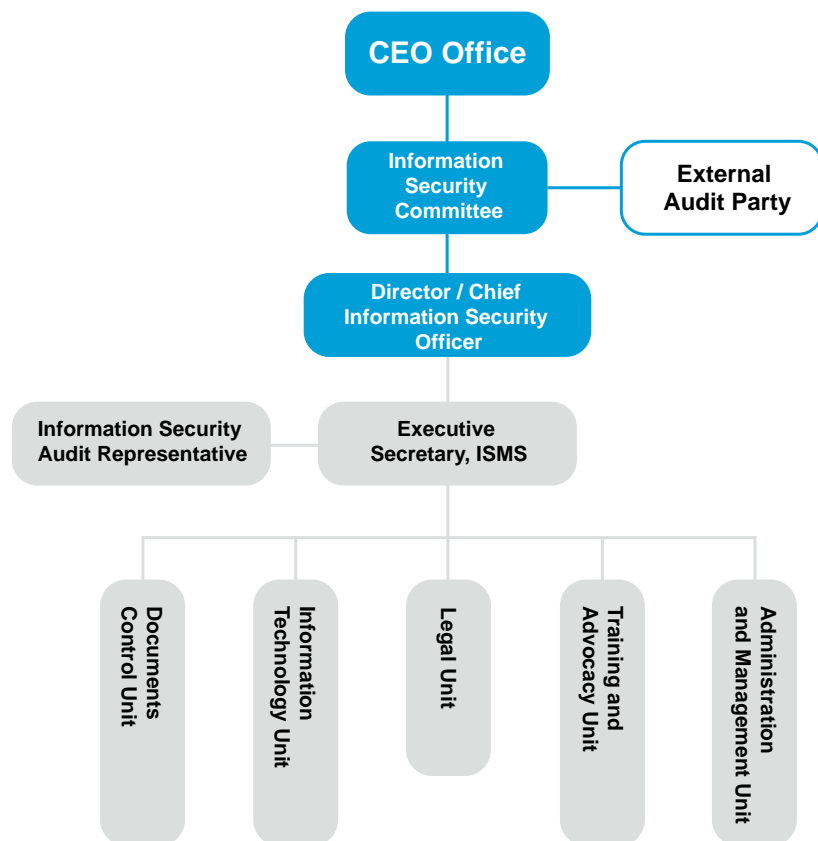




## Education and Training on Information Security

All new employees are required to complete a 20-minute information security course with an 80 point pass score requirement. In 2024, external speakers were invited to give courses on Information Security - Social Engineering and Information Security Incident Case Studies, these courses cumulated to a total of 12.8 hours, with 35,093 attendees.

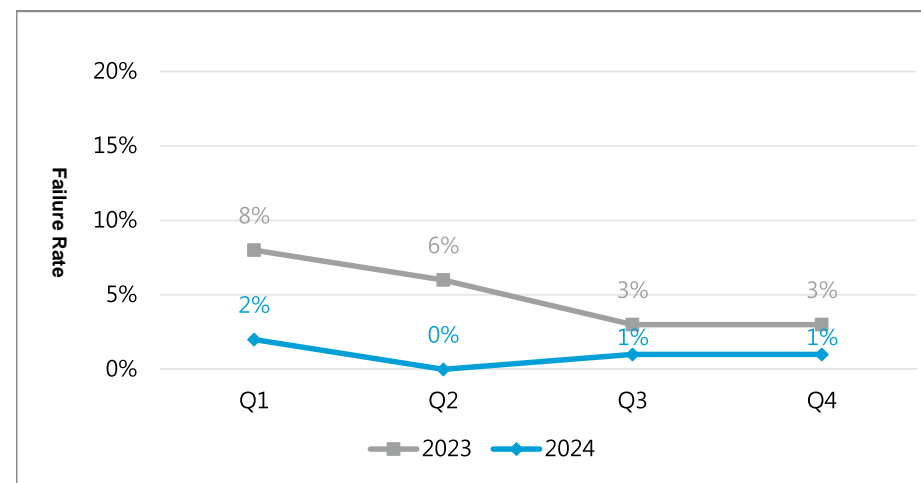
## Organizational Structure of the Information Security Committee



## Information Security Risk Exercises

In order to continue to improve employee awareness of email security, the Company conducts four social engineering exercises every year. In early 2024, the Company conducted a social engineering exercise using phishing attacks and on average selected 10,608 accounts to participate in the test, of which a certain percentage still clicked on malicious links. The Company will further provide relevant education and training to personnel who click on malicious links. In order to prevent social engineering from becoming an inadvertent breach of information security by internal personnel of the Company, information security education and training will be further strengthened and publicized in the future.

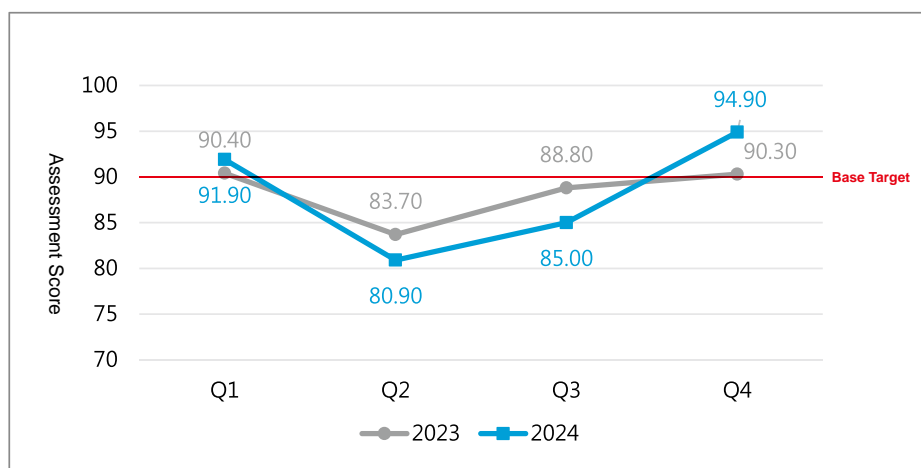
### Failure Rate of Social Engineering in the Past Two Years





In 2023, the failure rate was higher than the 5% threshold, especially in Q1, in which the failure rate reached 8%. After many exercises and corrective interface guidance, the failure rate dropped to about 3% in 2023Q4, showing a quarterly improvement trend. The performance in 2024 was significantly better than that in 2023, with the failure rate of each quarter of the whole year being lower than 2%, which indicated that the users' awareness of phishing emails had been improved remarkably.

### Vulnerability Scanning Scores in the Past Two Years



Scope of Scoring	Risk Status
90 ~ 100	Low risk, safe
80 ~ 89	Medium risk, acceptable but improvements needed
70 ~ 79	Highly risky, recommended to address high-risk vulnerabilities immediately
<70	High risk status, immediate action should be taken and reported to the security audit or outsourced to assist in remediation.

Vulnerability scans are performed quarterly and the overall trend of vulnerability scan scores from 2023 to 2024 has stabilized and remains in the medium to low risk range. There was a significant drop in the scores for the quarters 2023Q2 and 2024Q2, mainly due to an increase in the number of significant CVE vulnerabilities discovered and disclosed during the quarter, which resulted in a decrease in the risk scores. With the progress of vulnerability remediation and enhanced risk control measures, the score was gradually recovered, and by 2024Q4, the overall vulnerability risk structure had significantly improved, indicating that the security remediation actions had been effective.

In the meantime, in order to ensure that the company's critical applications (Mail Server, SAP ERP Server, BPM Server, OSS) and critical network can continue to operate to ensure uninterrupted business operations, the system design and related practices are as follows:

- Specify the Business Impact Analysis (BIA)
- HA (High Availability) Architecture Design
- Conduct annual DR Rehearsals for critical applications and networks.

DR Rehearsal Impact Analysis Requirements completed in 2024 with the following drill results:

Key System Policy	Rehearsal Result
RTO of SAP System <= 4 hours	4 hour
RTO of OSS Syetem <= 8 hours	3 hour
RTO of BPM System <= 24 hours	4 hour

[Note] SAP, OSS, BPM System Policy Content: RTO: Recovery Time Objective



Information Risk Assessment

WITS Corp. evaluates the possible information security vulnerabilities, threats and risks of the information assets related to the operation and contracting business of the Company, and then proposes risk assessment results and acceptable risk values. For the year 2024, a total of 47 items were identified based on the information assets related to our business and the risk assessment performed in accordance with the 'Information Security Risk Management Procedures.'

● **Percentage of high-risk asset classes :**

On the basis of the proposed acceptable risk value, the risk value of information assets is higher than 40% for software systems and other assets, and lower than acceptable risk value for all other assets.

● **Execution of Risk Mitigation and Improvement:**

For items exceeding the acceptable risk value of 40 or more (total of 2 information assets covering 2 risks), a risk mitigation and improvement plan should be established for tracking and risk control. The improvement has been completed on July 30, 2024 for these 2 risk items.

Summary of Information Security Planning and Response Practices

Information Security Planning	Response Practices
<ul style="list-style-type: none"><li>● Enhancing staff education and training on information security</li><li>● Implementation of information security-related procedures</li><li>● Business Continuity Plan (BCP) maintenance and exercise plan scheduling</li></ul>	<ul style="list-style-type: none"><li>● Through regular social engineering simulation exercises, we improve the sensitivity of employees to phishing letters and enhance their awareness of information security.</li><li>● Risk is reduced by following crisis management procedures.</li><li>● Ensure the continuity of critical applications to ensure uninterrupted business operations. Disaster recovery drills are arranged on a regular basis.</li></ul>

Information Security Risk Remediation

In order to ensure the continuous operation of the above-mentioned critical applications and networks of the Company, the system design and related protection practices are as follows:

- 1.Enhanced email filtering mechanism: Significantly blocks new types of malicious email attacks.
- 2.Detect potential network threats to reduce risk: detect targeted attacks and strengthen monitoring.
- 3.Maintain the security of key applications: block external malicious attacks and avoid disruption of core applications due to attack events.
- 4.High-availability architecture reduces the risk of disruption: critical core equipment to avoid downtime.
- 5.Ongoing management of off-site backup setups: meeting emergency response and business continuity objectives.

Information Security Incident

No security incidents occurred in 2024, and all scans and probes from external sources were detected and intercepted. In addition, there have been no personally identifiable information (PII) leaks and no victims.





# Customer Privacy

'Strictly observing client confidentiality and adhering to the principle of good faith' is the commitment WITS Corp. has to customer privacy. With regard to the information provided by the clients, the Company has established the 'Confidential Information Management Regulations' to regulate the classification standards of informational documents, the level of access to each category, and the text to be marked. The Company has also established internal regulations such as the 'Rules for the Management of Financial and Non-Financial Information' and 'Rules for the Protection of Personal Information' for specific matters, which serve as the basis for the handling of confidential information by each unit within the Company.

The Company has signed a confidentiality agreement with each of our employees at the time of their arrival, and through training and management, we ensure that each employee is able to maintain confidentiality when dealing with clients. Under the specific control mechanism, there was no violation of customer privacy or loss of client information that harmed the rights of clients in 2024. Furthermore, we have not received any requests for information from government or law enforcement agencies regarding client data. At the same time, in order to further strengthen employees' awareness of trade secrets and personal information protection, the Company has set the goal of enhancing relevant education and training.

## Data and Customer Privacy Protection Objectives and Implementation

Goal	Short-Term	Mid-Term	Long-Term
Strengthen employees' awareness of business secrets and personal information protection.	Surveyed and optimized the company's confidentiality and personal information protection standards and planned related education and training content.	The company's confidential and personal information protection regulations are effectively implemented, and all non-onsite staff members have completed education and training.	The company's confidential and personal information protection regulations are effectively implemented, and all employees and new employees have completed education and training.

In addition to the Company's policy and strict internal control mechanism to control all software and hardware containing technical data and information that may involve clients' intellectual property rights and trade secrets, we also sign confidentiality agreements with clients and suppliers to protect the security of clients' confidential information. WITS Corp. has ISO/IEC 27001:2022 international certification for information security, which effectively manages and protects customer privacy and safeguards client rights in accordance with the relevant regulatory requirements. We will continue to optimize the system to maintain client privacy and deepen client trust in the Company.

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# Innovation and Partnerships





Highlights



**Client Satisfaction Survey NPS (Net Promoter Score) positively rated client reach **92.7%** in H2 2024**



**Organized the Supplier Forum and invited **70 suppliers** to participate in it to strengthen the awareness of diversified integration, carbon reduction and resilience building**



**100% of key suppliers signed the Statement of Integrity**

Short / Mid / Long-Term Goals

Issues	2024 Goal	2024 Achievement status	2025 Goal
Technology innovation	<ul style="list-style-type: none"><li>Organized a WITS-NEXT forum and 'AI Empowerment Challenge'</li><li>AI-based technology deliveries account for 12% of capability and revenue</li><li>AI-based delivery resources including data, models, and applications amounted to 3,600 people (as of June 2024)</li></ul>	✔ Achieved	<ul style="list-style-type: none"><li>Keeping pace with the leading technologies of our technology ecosystem partners and enabling 5% of our tech personnel in Taiwan to obtain relevant technical certifications</li><li>Accelerate the implementation of global business AI strategy operations, of which the AI business in Taiwan will account for 20% of the revenue</li><li>Enhance internal departmental productivity by more than 10% with AI technology</li></ul>
Customer Services	Questionnaire response rate: 85% or above for all operating regions	✔ Achieved (client response rate ranging from 88.4% to 100% across all operating regions)	Questionnaire response rate: 85% or above for all operating regions
Supplier Management	100% of Key suppliers have signed the Pledge	✔ Achieved (100%)	100% of Key suppliers have signed the Pledge
	80% response rate for key supplier self-assessment forms	✔ Achieved (100%)	90% response rate for key supplier self-assessment forms
	Supplier Conference/Forum: Once	✔ Achieved (invited 70 suppliers to participate in it to strengthen the awareness of diversified integration, carbon reduction and resilience building)	Supplier Conference / Forum: Once



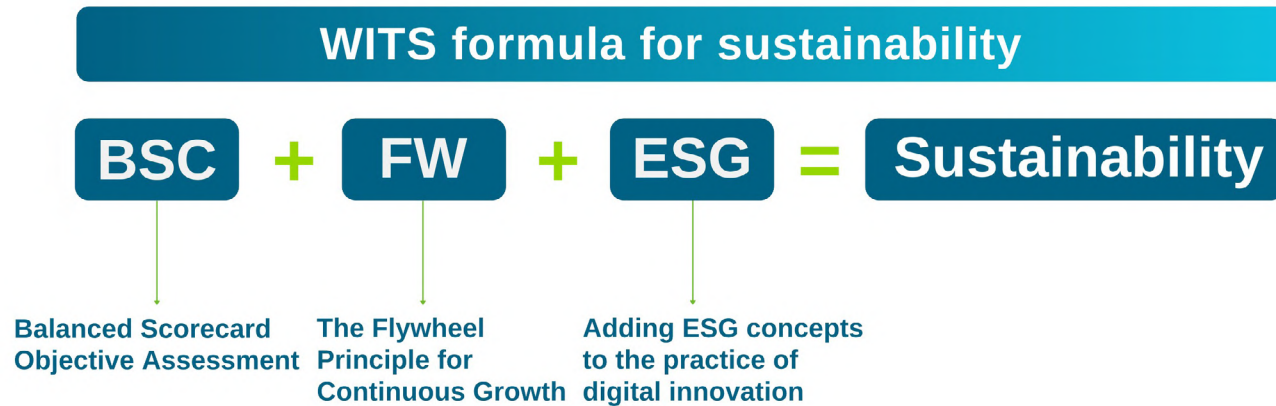
## Innovation and Service

At WITS Corp., we believe innovation is the core driving force for sustainable development and value enhancement.

Through continuous technological research and development, digital transformation and quality service delivery, we not only help our clients maintain their competitive edge in the fast-changing business environment, but also strive to create social value with positive impact through continuous technological innovation.

The WITS formula for sustainability emphasizes 'digital innovation coupled with ESG principles' to deepen corporate impact within the framework of environmental, social and corporate governance.

### Delivery Excellence for Client Success





## ALL in AI

As we move toward the critical stage of 2025, WITS Corp. has taken 'ALL in AI' as our core strategy to comprehensively promote technology innovation.



Through the three directions of 'Digital Innovation', 'Talent Empowerment', and 'Client Success', we aim to comprehensively promote the internalization of AI and accelerate the development of our business for clients. At the same time, WITS Corp. also held a cross-departmental 'AI Empowerment Challenge' in July 2024, so that each functional organization in the headquarters and each colleague could start to try to make good use of the AI tools to improve the productivity and efficiency of their work without relying on the engineers in the IT department.

## Dual-Growth Curve Based on Technological Innovation

WITS Corp.'s dual-growth curve is laid out in a way that considers both short-term optimization and mid- and long-term transformation, with specific strategic focuses as follows:

### 1. 1st Growth Curve:

WITS Corp. continues to deepen our existing business by improving operational efficiency and productivity, while strengthening integrated efficiency through digitized processes, resource optimization, and AI technology. These efforts aim to solidify our foundation and support future growth.

### 2. 2nd Growth Curve:

Focusing on semiconductors and emerging blue ocean areas, the Company will combine AI and specialized technologies to expand our long-term growth engine and drive the continuous expansion of our service scope and industrial influence.

### 3. Technological Innovation Core: AI + Data + Cloud

With AI intelligent applications, data-driven decision-making and cloud technology transformation as the core pillars, the Company will be comprehensively upgrading our service value and delivery capability. WITS Corp. is guided by Capacity to Capability (C2C), which aims to improve the organization's capacity to move towards high-value capabilities.





## Technology Upgrade and Talent Upskill to Ride the Waves!

In order to face the impact of AI technology on the work of software engineers, WITS Corp. has also taken the initiative to ride the wave by training a large number of software engineers with the ability to work with programming AIs such as GitHub Copilot, which has significantly increased the efficiency of our engineers and the quality of their output, and has enabled them to keep abreast of the times and operate in a sustainable manner.

## Technology Research, Development & Value Added Innovation

WITS Corp. is committed to building strong and continuously evolving R&D capabilities in response to market demands and environmental changes. The Company actively invests in the exploration and application of emerging technologies such as Artificial Intelligence (AI), Machine Learning (ML), Big Data Analysis, Cloud Computing, Internet of Things (IoT), and Information Security to create a forward-looking service model. WITS Corp. helps clients achieve digital transformation by turning data insights into actionable strategies that promote a greener, more transparent and more resilient business ecosystem.

## Multi-Tiered Research, Development, and Innovation (RD&I)

Our team has a wealth of innovative R&D capabilities. Combined with our experience in working with clients, we brainstorm on technology trends and

encourage teams to come up with innovative solutions and explore new possibilities through an incentive program. Our innovative development is divided into the following levels:

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### 1. RD&I at the Delivery Level

The delivery team understands clients' industry needs and proposes innovative R&D programs to create competitive advantages and build strategic value for our clients, thereby enhancing WITS Corp.'s IT service capabilities. This client-centric innovation approach not only increases the Company's competitiveness but also creates value for the clients in their target market. Particular success has been achieved in the areas of visualization, cloud migration, and industrial automation.

### 2. RD&I at the Innovation Center Level

WITS Corp. focuses on generative AI, AI/ML, RPA, containerized technologies, and multi-cloud hybrid architectures to explore innovation from a broader perspective. Through proof of concept through small teams, we combine client needs with current trends to create tangible results with demonstrable value for greater corporate partnership opportunities.

### 3. RD&I at the Strategic Collaboration Level

In the future, WITS Corp. plans on combining internal and external resources, collaborating with advanced technological partners and business ecospheres. By working closely with leading AI Computing and Cloud Service providers, WITS Corp. provides businesses with AI-accelerated Computing hardware and software integration as well as AI application development professional talent delivery services, to assist clients in getting their AI projects online faster.



## Short/Mid/Long-Term Goals of Technology innovation

Core Strategy: ALL in AI	Short-Term (2024)	Mid-Term (2025-2026)	Long-Term
Client Success	<ul style="list-style-type: none"> <li>Organized the WITS-Next Forum to explore technology trends and deepen partnership with clients</li> <li>Assisted clients in measuring the benefits of AI implementation to improve business performance</li> <li>AI-based technology deliveries accounted for 12% of capability and revenue</li> </ul>	<ul style="list-style-type: none"> <li>Organize the WITS-Next Forum to explore technology trends and deepen partnership with clients</li> <li>Expand technology partner landscape to meet ground, cloud and hybrid transportation needs</li> <li>Accelerate the implementation of global business AI strategy operations, of which the AI business in Taiwan will account for 20% of the revenue</li> </ul>	<ul style="list-style-type: none"> <li>Strengthening the Company's competitiveness in emerging technology areas in response to changes in business and market demand</li> <li>Adjust customer success strategies on a rolling basis to respond to market changes</li> </ul>
Talent Empowerment	<ul style="list-style-type: none"> <li>launched a full AI empowerment program to enhance skills and delivery quality</li> <li>Organized AI hackathons to drive daily process optimization</li> <li>Organized internal and external AI expert training and technology sharing sessions</li> <li>Promoted GitHub Copilot program development assistance tools to increase productivity</li> <li>Established an AI-type technology delivery capability inventory mechanism</li> </ul>	<ul style="list-style-type: none"> <li>Set up an SIT promotion team to systematically promote technical learning and growth</li> <li>Offering AI license training courses to accelerate the cultivation of key technical talents</li> <li>Units plan AI application scenarios to promote process optimization and efficiency improvement.</li> <li>Expand system functions or intelligent agents to improve the accuracy and precision of the GHG inventory</li> </ul>	<ul style="list-style-type: none"> <li>Enhance organizational strength and agility by facilitating the technical growth of colleagues to achieve the goal of cost reduction and efficiency.</li> </ul>
Digital Innovation	<ul style="list-style-type: none"> <li>Introduced AI for digital transformation of operations and management</li> <li>Continuous optimization of Chat8855, the smart employee service platform</li> <li>Initiated the Intelligent Recruitment Platform Proof-of-Concept Program to collect AI application cases</li> </ul>	<ul style="list-style-type: none"> <li>Launch the Intelligent Recruitment Platform to enhance recruiting efficiency and talent selection precision</li> <li>Continuing to develop diversified AI application cases to deepen technology practice and innovation</li> </ul>	<ul style="list-style-type: none"> <li>Establish a mechanism for continuous technical growth to enhance the overall strength and agility of the organization</li> </ul>



## Innovation and Partnership Ecosphere

In order to support long-term innovation and corporate development, WITS Corp has established an ecosystem structure covering **clients, technology partners, and global talents**, and has strengthened internal and external resource connections and value creation capabilities through systematic integration.

### 1. Client Value Ecosystem

WITS Corp. specializes in the '6+2' areas of manufacturing/semiconductor, financial technology, health & life sciences, automotive, high tech, and entertainment, and continues to promote a client value-oriented cooperation model through focused and deep cultivation. This ecosystem is designed to strengthen the long-term collaboration mechanism with clients and enhance the strategic and sustainable nature of deliverables.

### 2. Technology Partnerships Ecosystem (AMG+S)

Partnering with the world's leading technology platforms (AWS, Azure, Google Cloud, NVIDIA, etc.), WITS Corp. hopes to accelerate our internal innovation drive through the integration of AI, data, and cloud technologies, as well as strengthen our ability to master and apply emerging technology trends. This ecosystem supports digital transformation and acceleration within the organization and facilitates highly competitive external technology delivery.

### 3. Global Talent Ecosystem (ESG)

In order to meet the challenges of globalization and sustainable development, WITS Corp. actively establishes cooperative networks with top international universities (e.g., National Taiwan University, Tsinghua University, National Chiao Tung University, National Cheng Kung University, UC Irvine, UC Santa Barbara, and Doshisha University, etc.) to strengthen the organization's ability of cross-domain integration and innovative execution by accumulating and cultivating international talents, which further supports the Company's long-term growth and competitive advantage.



Overall, the three ecosystems complement each other, forming a dynamic system centered on customer value, supported by technology innovation, and based on talent drive, which supports WITS Corp.'s continued high-performance and sustainable growth in a changing environment.



# Customer Services

## Emphasis on Service Responsibility and Quality

To improve service quality, WITS Corp. continuously manages service quality through client satisfaction surveys and client interviews. As of 2024, service delivery did not involve any violations of laws and regulations. In the future, we will also continue to ensure the quality and compliance of our services to meet the expectations and trust of our clients.

## Client Satisfaction Management

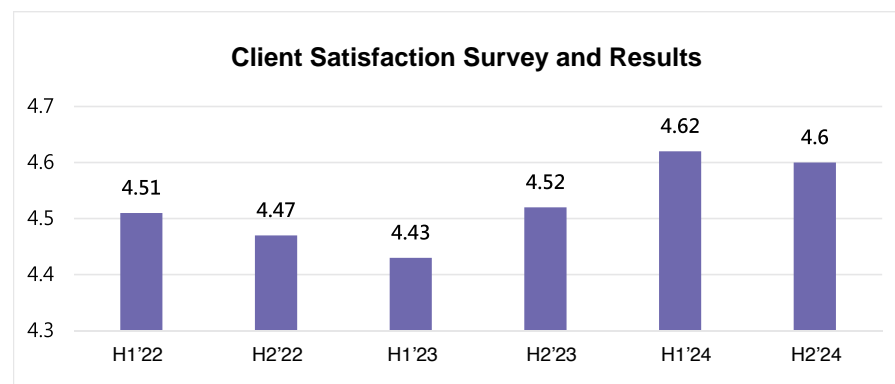
Client satisfaction is a materiality indicator for assessing the services provided by WITS Corp. Clients' ratings and suggestions on services serve as an important basis for internal operation improvement. At the same time, the ability to adjust the direction of our services in a flexible manner can help us achieve maximum benefits for our clients.

To enhance client satisfaction, we regularly collect client feedback and suggestions through the 'Client Satisfaction Survey.' The relevant information and survey results are provided to the internal organization for in-depth data analysis to review the problems and formulate improvement strategies to prevent similar problems from recurring. WITS Corp. strives to maintain service quality and hopes to become a long-term and trustworthy partner for our clients.

The WITS Corp. client satisfaction is divided into five levels: very satisfied, praiseworthy (5 points), satisfied, keep it up (4 points), average, to be improved (3 points), dissatisfied, please correct course (2 points), very dissatisfied, correct course immediately (1 point). The main indicators are the overall evaluation, professional ability of staff, service quality, quality of staffing arrangement, cooperative relationship, etc. The contents of the questionnaire are customized according to different operation regions. At present, five different versions of the questionnaire are available according to operating regions.



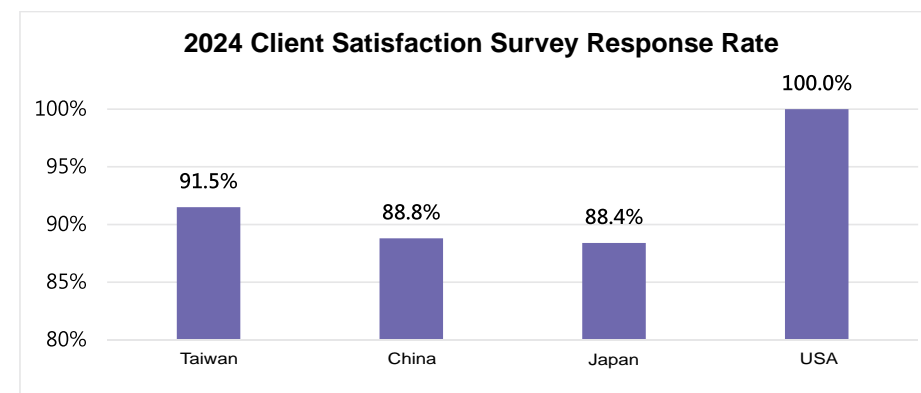
## Client Satisfaction Survey and Results



(Note) The results of this survey are one of the overall results of the 2022-2024 client satisfaction survey in Taiwan, China, Japan, and the US.

In 2024, for incidents where clients with a low client satisfaction level or any rating of or under 2 on any question, the top executive in charge of the unit has checked with the client to understand the situation within 24 hours, and proposed an improvement plan in a timely manner and tracked the effectiveness of the improvement. At the same time, we have set up a client service e-mail address to provide a more immediate communication channel for our clients. In addition, we conduct client interviews for important clients or major projects to hear our clients' feedback. Client response rate ranging from 88.4% to 100% across all operating regions, all above the 85% target.

## Client Satisfaction Response Rate



Starting in 2024, we have introduced NPS (Net Promoter Score) to our client satisfaction surveys to quantify clients' willingness to recommend us and gain insights into market positioning and brand loyalty. These further insights offer us a better understanding of our market position and brand loyalty. In the second half of 2024, the proportion of positively rated clients reached 92.7%, a metric that helps to identify loyal clients and optimization opportunities. In addition, it offered us a chance to fine-tune strategies to continuously improve client experience and overall satisfaction.



## Sustainable Supplier Management

WITS Corp. has long been committed to social responsibility, environmental protection, and labor rights and has made reference to the 'Responsible Business Alliance Code of Conduct,' the 'Universal Declaration of Human Rights,' and the 'UN Guiding Principles on Business and Human Rights' among other international initiatives and requirements, to establish a code of conduct for suppliers.

WITS Corp.'s supplier management mechanism is as follows:

Aspects	The management mechanism	2024 Outcome
New supplier selection	New suppliers are selected based on internal and procurement-related control processes and procurement practices, as well as respect for human rights and labor rights.	Continuously assessed in accordance with the relevant regulations
Supplier's Social Responsibility Pledge	It is confirmed in the supplier contract that the company should follow WITS Corp.'s Code of Conduct and Code of Integrity, the current environmental protection, labor health and safety laws, and cooperate with the government to promote environmental protection, energy saving and carbon reduction, and enhance corporate sustainable development policies, to jointly protect the rights and interests of employees and increase profits for clients, in order to create a win-win-win situation for clients, manufacturers, and employees. In 2024, we required all key suppliers to sign a Supplier Social Responsibility Pledge.	In 2024, 100% of Key suppliers have signed the Pledge
Supplier Conference/Forum	Suppliers with 2 or more transactions in the past year were invited to discuss ESG and information security issues, exploring the stage-by-stage actions that can be taken by each business.	Organized one Supplier Forum and invited 70 suppliers to participate in it to strengthen the awareness of diversified integration, carbon reduction and resilience building
Sustainable Assessment of Suppliers	Conduct supplier audits and spot checks from time to time and include factors such as supplier quality, performance, and information security quality in the assessment scope.	100% response rate for key supplier self-assessment forms





## Supplier Engagement and Communication

In November 2024, WITS Corp. organized a Supplier Forum and invited 70 vendors to attend. The forum explored four topics: 'People Oriented, Diversity and Inclusion,' 'Carbon Reduction and Love for the Earth, the Future is in Our Hands,' 'Supply Chain Resilience,' and 'Sustainable Business Development.' The forum conveyed our goals and outlooks on sustainable development to our supplier partners, and we hoped to work together with them to create a better future.



## Sustainable Assessment of Suppliers

WITS Corp. provides information-related services. We view our suppliers as important partners and hope to build a long-term, stable supply chain through mutual cooperation. The main supply chains of WITS Corp. are information service providers, with local supply being the main focus of the local suppliers. In addition to considering suppliers' technical capabilities, quality, and competitive pricing, we require our suppliers to comply with the following items:

- **Consideration of labor and human rights:**

No forced labor, no child labor, no use of illegal foreign workers, anti-discrimination and harassment, including wages and labor conditions, and safety and health standards require compliance with the laws and regulations of the country and region where they are employed.

- **Environmental protection:**

To comply with environmental laws and regulations, to protect the natural environment, to minimize the negative impacts on the environment when conducting business, and to strive for environmental sustainability.

- **Ethics:**

Comply with clean management and fair trade, prohibit any form of bribery, corruption, improper gain, false advertising and other violations of good faith, and comply with intellectual property rights, consumer protection law, personal data protection law and other relevant regulations.

- **Information Security:**

The proper handling and secure and prudent management of customer information requires that vendors adopt the same level of information security as WITS Corp.

| WITS Corp. 2024 ESG Report |

# Environmentally Friendly





## Highlights



**Carbon Disclosure Project (CDP) Assessment 2024:**  
**B Class** (two levels up compared to 2023)




**ISO 14064-1 external verification for**  
**4 consecutive years**



**Wuhan office solar panels generated 66.86 kWh of electricity,**  
**accounting for 5% of the company's electricity consumption and**  
**reducing carbon emissions by an estimated 29 metric tons.**

## Short / Mid / Long-Term Goals

Issues	2024 Goal	2024 Achievement status	Mid-to-Long-Term Goal
Energy Management	Reduce energy consumption by 10% by 2026, using 2023 as the base year.	In progress (1.97% reduction in per capita office electricity consumption from 2023)	Adjusted base year to 2024, with a 5% reduction in per capita office electricity consumption by 2027
GHG Management	Reduce GHG emission intensity by 10% by 2026, using 2023 as the base year.	 Achieved (23.4% reduction in GHG emission intensity per unit of revenue compared to 2023; 11% reduction in Category 1 - 2 GHG emissions)	Adjust the base year to 2024 and reduce by 10% by 2027 Total (absolute) GHG emissions for Scope 1 and Scope 2 ( Category 1 and Category 2)



# Environmental Management and Regulation Compliance

WITS Corp. is mainly engaged in information services and does not offer physical products that have an impact on the environment, but we are still committed to improving the use of resources and reducing the impact of environmental burdens. In addition to formulating waste management strategies and measures, we also promote water and electricity conservation and waste separation and disposal among employees in the workplace. We have passed the ISO 14001:2015 environmental management system and actively adopted ISO 14064-1 greenhouse gas inventory to effectively monitor energy usage and minimize the impact on the environment. In 2024, there were no violations of environmental laws and regulations and no environmental violations or fines.

## Energy Management

WITS Corp. is an information service provider and uses electricity as its primary energy source.

### 024 Internal Energy Consumption Statistics

Category	Items	Taiwan	China	Other	Total
Direct Energy Consumption	Non-renewable Energy Fuel Category (Unit: GJ)	a. Diesel	-	-	-
		b. Gas	-	-	-
		c. Petrol Fuel	-	-	-
Other Direct Energy Consumption	d. Renewable Energy Fuel Category	-	-	-	-
Indirect Energy Consumption	Electricity - Power Grid (kWh)	175,585	928,958.25	90,392	1,194,935.25
	Electricity - Solar (kWh)	-	66,856.50	-	66,856.50
	Total Consumption (kWh)	175,585	995,814.75	90,392	1,261,791.75
	e. Energy consumption (GJ)	632	3,586	325	4,543
Total Energy Consumption (GJ) (=a+b+c+d+e)		632	3,586	325	4,543

(Note 1) Energy consumption statistics are based on billing invoices from the power company.

(Note 2) Unit heat value conversion coefficient: Ministry of Economic Affairs, Bureau of Energy: Electricity 860 Kcal/kWh; Gasoline 7,800 Kcal/L; 1 Kcal= 4.187 KJ.

(Note 3) (Electricity/Gasoline) Energy Consumption = (Electricity/Gasoline) Usage x Unit Heat Value Conversion Factor x 4.187x10<sup>-6</sup>(GJ/KJ)





## Energy Saving Management and Effectiveness

### **WITS Corp.'s electricity consumption management target: 5% reduction in per capita electricity consumption by 2027, with 2024 as the base year.**

The growth of the IT business and the increase in equipment construction have made it difficult to control the growth of equipment power consumption, but we are still committed to promoting energy-saving measures and improving the energy efficiency of equipment to achieve carbon reduction:

- ☒ **All offices are equipped with energy-efficient lighting.**
- ☒ **The use of an environmental control system with power timing control energy-saving measures to control the lights and air-conditioning switches to reduce unnecessary power wastage.**
- ☒ **Turn off the lights during lunch break.**
- ☒ **Prioritize the procurement of electricity equipment that meets the energy efficiency label.**
- ☒ **Office air-conditioning is set at 25 degrees Celsius to maintain stable power consumption throughout the year.**
- ☒ **Planning the Introduction of Renewable Energy Use**

In December 2023, the Company purchased distributed solar panels for self-generation of electricity in our own office building in Wuhan, with an estimated area of 1,438m<sup>2</sup> and an investment of approximately RMB326,000, in 2024, this generated up to 66.86 kWh of electricity amounting to 5% of the Company's electricity consumption. Based on Wuhan's carbon emission coefficient of 0.4364 kgco<sub>2</sub>/kwh in 2024, it is estimated that the reduction of carbon emissions from electricity consumption will be 29 tons.

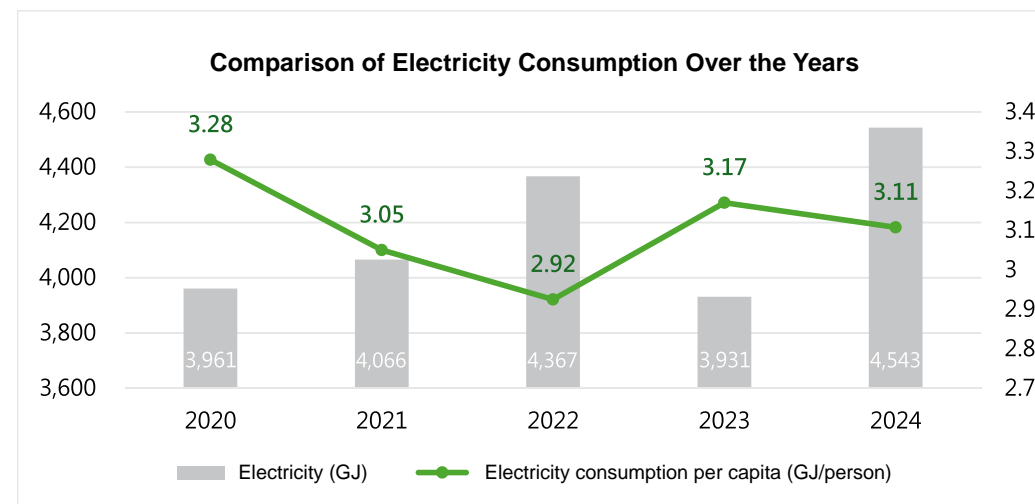


## Comparison of Electricity Consumption Over the Years

Year	2020	2021	2022	2023	2024
Electricity (GJ)	3,961	4,066	4,367	3,931	4,543
Per Capita Electricity Consumption (GJ)	3.28	3.05	2.92	3.17	3.11
Strength of Electricity Consumption per Revenue Unit (GJ/NT\$ billion)	776.70	658.14	549.38	444.66	442.60

Using 2020 as the base year, and due to the increased demand for employees and number of offices in 2024 at WITS Corp. and the inclusion of data from the Japanese operating locations, overall annual electricity consumption rose in order to maintain basic operating electricity consumption, but per capita electricity consumption decreased by 1.97%, from 3.17 GJ/person in 2023 to 3.11 GJ/person.

WITS Corp. will set more aggressive carbon emission reduction measures and continuously make adjustments, and implement various energy-saving measures, increase the energy usage efficiency of our facilities, improve management of electricity usage, reduce unnecessary consumption of energy resources, and lower greenhouse gas emissions so as to achieve the ultimate goal of reducing the impact of climate change.



(Note) Annual per capita electricity consumption is calculated by dividing the total annual electricity consumption by the number of office workers in the year. The calculation of office headcount in 2020-2023 only includes Taiwan and China. The calculation was extended to Japan in 2024.



# Greenhouse Gas Emissions Management



**WITS Corp.'s greenhouse gas emissions management goal: Reduce total greenhouse gas emissions (absolute emission) of Scope 1 and 2 (Category 1 & 2) by 10% by 2027, using 2024 as the base year.**

WITS Corp. has set up a greenhouse gas inventory team to conduct greenhouse gas inventories in accordance with the international standard ISO 14064-1:2018 from 2021. The method of setting organizational boundaries is the operational control method. All equipment and processes within the organizational boundaries are 100% owned and controlled by WITS Corp. In 2024, TÜV NORD conducted a greenhouse gas verification of the Company, with reasonable assurance for Category 1 to 2 (Scope 1 and 2) and limited assurance for Category 3 to 6 (Scope 3), covering all parent and subsidiary companies of WITS Corp.

## 2024 Greenhouse Gas Emissions

(metric tons CO2e)

Category		Greenhouse Gas Emissions
Category 1: Direct GHG Emissions and Removals (Scope 1)	Fixed combustion emissions	-
	Mobile combustion emissions	-
	Production emissions	-
	Fugitive emissions	55.5356
	Land use change and forestry	-
Category 2: Indirect GHG Emissions from Energy Inputs (Scope 2)	Energy Indirect Emissions (Electricity)	588.3555
	Energy Indirect Emissions (Other)	-



(metric tons CO2e)

Category		Greenhouse Gas Emissions
Category 3: Indirect GHG Emissions from Transport (Scope 3)	Emissions from upstream transportation and distribution of goods	-
	Emissions from downstream transportation and distribution of goods	-
	Emissions from staff commuting	1,500.6680
	Emissions from client and visitor transportation	-
	Emissions from business travel	264.4500
Category 4: Interconnected GHG Emissions of Products Used by the Organization (Scope 3)	Emissions from procured goods	29.2238
	Emissions from capital goods	Emissions from procured goods
	Emissions from solid and liquid waste treatment	94.0390
	Emissions from asset usage	-
	Emissions from the use of services not described in the above subcategories (counseling, cleaning, maintenance, postal, banking, etc.)	-
Category 5: Emissions of Indirect GHG Generated by the Use of the Organization's Products (Scope 3)	Emissions or removal during the product-use phase	-
	Emissions from downstream leased assets	-
	Emissions at the end of product life	-
	Emissions from investments	-
Category 6: Emissions of indirect GHG from Other Sources (Scope 3)	No	-
Total Emission		2,532.272

(Note) In calculating the emission factors, the Company mainly referred to the raw factors announced in the 2013 report of the United Nations Intergovernmental Panel on Climate Change (IPCC) and the calorific data provided by the Ministry of the Environment. The Global Warming Potential (GWP) values quoted in the calculation process follow the latest data from the Sixth Assessment Report (AR6) to be published by the IPCC in 2021.



## Category 1 - 2 (Scope 1 - 2) GHG Emissions Over the Years Comparison

Year	2020	2021	2022	2023	2024
Scope 1 (metric tons CO <sub>2</sub> e)	13.1021	14.6771	64.1010	60.3653	55.5356
Scope 2 (metric tons CO <sub>2</sub> e)	907.3664	1015.2881	742.3618	663.8505	588.3555
Scope 1 + Scope 2 (metric tons CO <sub>2</sub> e)	920.4685	1029.9652	806.4628	724.2158	643.8911
Scope 1 + Scope 2 GHG Emissions Intensity (metric tons CO <sub>2</sub> e/NT\$ million)	0.180	0.166	0.101	0.082	0.063

## Category 3 - 6 (Scope 3) GHG Emissions Comparison

Activity (metric tons CO <sub>2</sub> e)	2020 (Base Year)	2023	2024
Category 3: Indirect GHG Emissions from Transport	1,617.2418	3,274.8797	1,765.1180
Category 4: Interconnected GHG emissions of products used by the organization	201.3635	213.9939	123.2628
Category 5: Emissions of indirect GHG generated by the use of the organization's products	-	-	-
Category 6: Emissions of indirect GHG from other sources	-	-	-
Total	1,818.6053	3,488.8736	1,888.3808

WITS Corp. is an information service provider, and our major greenhouse gas emissions come from Category 3 (Scope 3) - Carbon Emissions from Employee Commuting. The Company reduces its GHG emissions by promoting remote working and encouraging green transportation. For the 2024 GHG inventory, we adjusted the organizational boundaries and calculated employee commuting emissions based on the number of days the employee was on the job to improve the accuracy of the calculations, resulting in a significant change in Category 3 GHG emissions in 2024 compared to 2023 and the base year (2020). To ensure reasonable and consistent carbon trend analysis for subsequent years, the Company has decided to reset 2024 as the new base year.

WITS Corp. has set GHG emissions management goal: Reduce greenhouse gas emissions by 10% per unit of turnover by 2026, using 2023 as the base year. Emissions per unit of turnover in 2024 are 0.063 ktCO<sub>2</sub>e/ NT\$ billion, a 23.4% reduction from 2023, and the milestone has been met. GHG emissions in Scope 1 and Scope 2 (Category 1 and 2) in 2024 are 11% lower than in 2023. Next stage goal: Reduce total greenhouse gas emissions (absolute emission) of Scope 1 and 2 (Category 1 and 2) by 10% by 2027, using 2024 as the base year.



# Water Resource Management



**WITS Corp.'s water consumption management goal:**  
**Reduce water consumption per capita by 5% by 2027,**  
**using 2024 as the base year.**

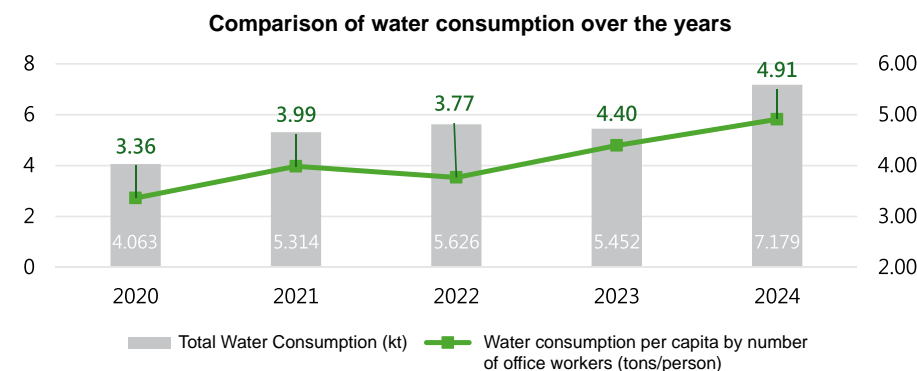
Water conservation and the care of water resources are among the important responsibilities of WITS Corp. No groundwater or other sources of water are used in the operation except water from the water company. No additional wastewater is generated other than general sewage.

## Water Resource Management Measure and Result

In 2024, the number of WITS Corp. office employees has increase by 17.9% compared to 2023. In addition, we have included the data of our operation sites in Japan and the data of new office sites in China, therefore, the total water consumption has thus increased to 7.179 kilotons, and the per capita use of water resources has also increased compared to that of last year. The failure to effectively meet the 2024 water reduction target reminds the Company that we needs to revisit our water conservation strategy by doing the following:

- ✓ **To educate employees on the concept of water conservation and on the practice of turning off water when appropriate.**
- ✓ **Set up a notification mechanism and contact the maintenance personnel immediately when water supply equipment is found to be damaged to avoid long-term water wastage.**
- ✓ **Regularly inspect and maintain drinking water equipment and replace filter materials to improve the efficiency of water equipment.**
- ✓ **Use automatic sensor water taps, adjust toilet flushing volume, and use sanitation facilities with a water efficiency label in order to conserve water.**

## Historic Water Intake and Intensity Statistics



## Water Usage Statistics In the Past Two Years

### Water Usage Statistics

Unit: 1000 Metric Tons

Year	Taiwan	China	Other	Total
2024	1.010	5.821	0.348	7.179
2023	1.047	4.405	-	5.452

(Note) The calculation of office headcount in 2023 only includes Taiwan and China. The calculation was extended to Japan in 2024.



## Waste Management



**WITS Corp.'s waste management goal: Reduce waste per capita by 5% by 2027, using 2024 as the base year.**

The Company mainly provides information services and software outsourcing services and mostly generates general office waste and recycling waste. The Company encourages waste sorting and enforces recycling in our offices. General waste is delivered to a landfill or incinerator by a professional waste disposal company. Recyclable waste is properly sorted and transferred to a qualified recycling company for disposal to reduce pollution.

### Waste Management Measures and Results

The Company is focused on source reduction and management of general waste and recycling waste. With practical applications as follows:

- ✓ **Promote the concept of domestic waste reduction and recycling to employees. For example, reduce the amount of disposable products, encourage the use of biodegradable replacements, bring your own tableware and tea utensils, and reduce the use of disposable tableware and paper cups.**
- ✓ **Electronic document management to reduce paper waste by reducing printed documents in favor of electronic documents and email.**
- ✓ **Promote double-sided printing and reuse of waste paper.**
- ✓ **We require our employees to sort garbage and recycle all kinds of resources to protect the environment at all times.**
- ✓ **In 2024, offices have ceased the provision of disposable tableware and the procurement of plastic bottled water under one liter.**

In 2024, the Company adjusted the calculation of waste production by estimating total waste production based on the number of people in each region's office x number of days worked x per capita waste generation coefficient (Note) for each region. Total waste production in 2024 was 242.1806 metric tons and was retroactively calculated to be 210.2471 metric tons in 2023. The increase in total waste in 2024 compared to 2023 is primarily due to an increase in the number of office workers. WITS Corp. will continue to promote relevant environmental policies to reduce per capita waste production and increase recycling rates.

(Note) The Company calculates the coefficients for waste generation primarily by reference to literature published by The World Bank in 2018, as well as the Ministry of the Environment's National General Waste Generation.

| WITS Corp. 2024 ESG Report |

# Friendly Workplace and Social Engagement





## Highlights



**2nd IT Matters Awards by Ministry of Digital Affairs**  
- **Best IT Employer Award**



**104 Human Resource Bank Best Employer Award - Best Attraction, DEI Friendly Employer Award for Elder Generation**



**Overall employee engagement score of 4.03, up from 3.66 in 2023**



**Learning Platform accounted for a total of 69,455 training hours and 59,019 training attendances**



**Donated laptops to 3 remote elementary schools to enhance the quality of digital education**










**As of 2024, we have collaborated with 10 training institutions, 30+ domestic and overseas tertiary institutions, 8 projects, and 5 associations/organizations to provide 65+ job opportunities for trainees**

## Short / Mid / Long-Term Goals

Issues	2024 Goal	2024 Achievement status	2025 Goal
Employee Care	Employee health check rate in Taiwan reaches 80%.	✓ Achieved (85%)	Employee health check rate in Taiwan reaches 85%.
	Employee engagement survey, Taiwan, Japan, the United States survey coverage rate of more than 60%, and with 70% reaching a score of 3 or above	✓ Achieved (employee engagement score 4.03, with 70% of employees scoring 3 or above)	Employee engagement survey, Taiwan, Japan, the United States survey coverage rate of more than 70%, and with 70% reaching a score of 4 or above





Issues	2024 Goal	2024 Achievement status	2025 Goal
Human Rights	1 Human rights policy training and advocacy session	 Achieved (Publication of the Declaration on DEI and the Implementation Plan of the Three Sex Equality Laws)	<ul style="list-style-type: none"> <li>• 10 educational training or publicity sessions on human rights protection issues</li> <li>• Build a DEI-friendly workplace</li> </ul>
Talent Development	Establishment and implementation of WITS career training system map, resulting in a 5% increase in the number of trainees compared to last year.	 Achieved (69,455 training hours, 59,019 trainees)	Establishment of a comprehensive training program for department level (and above) as well as high potential talents. Estimated to cover 100 people with an average of over 20 hours of training per person
	Identify internal high-performing or high-potential talents and tailor 'personal development plans' to suit different professional backgrounds.	 Achieved	1:1 coaching sessions for department heads and above and key talents, estimated 200 sessions
Social Charity	Cumulative amount invested in public charity activities reached NT\$1.6 million	 Achieved (NT\$1.80 million)	Cumulative amount invested in public charity activities reached NT\$1.72 million
	750 hours of volunteer service	 Achieved (1,042 volunteer hours)	810 hours of volunteer service
Quality Education	Provide 20 students from tertiary institutions with internship and employment opportunities	 Achieved (Through the T Ambassador Program, 20 tertiary students have been trained for internships and 7 have been employed by businesses)	Provide 25 students from tertiary institutions with internship and employment opportunities
	Recruited outstanding students to sign and establish two WITS-specific industry-academia cooperation projects.	 Achieved	Deepen and implement collaboration programs with two external talent ecosystem partners.





# Sustainable Talent Development

## Staff Distribution and Diversity

As of December 31, 2024, WITS Corp. has 11,076 employees. The distribution of employees presents a male-to-female ratio of 1.4:1, 98.1% of regular manpower, and 1.9% of contract manpower. All employees are entitled to the benefits of the law from the first day of their employment. The distribution of employees by gender and type of employment by region in the past two years is as follows:

### Statistics on the Number of People by Region in 2024

Items	Taiwan		China (Incl. HK)		Japan		USA		Total	
	Number of people	%	Number of people	%	Number of people	%	Number of people	%	Number of people	%
Male	964	68%	5,330	57%	192	75%	25	71%	6,511	59%
Female	444	32%	4,048	43%	63	25%	10	29%	4,565	41%
Total	1,408	100%	9,378	100%	255	100%	35	100%	11,076	100%

### Statistics on the Number of People by Region in 2023

Items	Taiwan		China (Incl. HK)		Japan		USA		Total	
	Number of people	%	Number of people	%	Number of people	%	Number of people	%	Number of people	%
Male	858	68%	5,060	60%	184	77%	3	37%	6,105	59%
Female	410	32%	3,425	40%	54	23%	5	63%	3,894	41%
Total	1,268	100%	8,485	100%	238	100%	8	100%	9,999	100%



### Statistics on Types of Employment by Region in 2024

Items	Taiwan		China (Incl. HK)		Japan		USA		Total	
	Number of people	%	Number of people	%	Number of people	%	Number of people	%	Number of people	%
Full-Time	1,394	99.0%	9,208	98.2%	234	91.8%	32	91.4%	10,868	98.1%
Contracted	14	1.0%	170	1.8%	21	8.2%	3	8.6%	208	1.9%
Total	1,408	100%	9,378	100%	255	100%	35	100%	11,076	100%

### Statistics on Types of Employment by Region in 2023

Items	Taiwan		China (Incl. HK)		Japan		USA		Total	
	Number of people	%	Number of people	%	Number of people	%	Number of people	%	Number of people	%
Full-Time	1,259	99.3%	8,371	98.7%	216	90.8%	8	100.0%	9,854	98.5%
Contracted	9	0.7%	114	1.3%	22	9.2%	0	0.0%	145	1.5%
Total	1,268	100%	8,485	100%	238	100%	8	100%	9,999	100%

(Note 1) The above statistics include all of WITS Corp.'s branches in Taiwan and China (including HK), Japan, and USA.

(Note 2) Contracted staff includes fixed-term contract staff, part-time staff, work-study students, etc.

(Note 3) The total number of non-employee workers who are not under work contracts with the Company as of December 31, 2024 is 9, who are mainly cleaning and security staff.



## Keeping up with the Times, Everyone Is a Hero

WITS Corp. believes in 'Keeping up with the Times, Everyone is a Hero.' We encourage all of our employees to keep up with the times in terms of customers, expertise, new technologies, and service models. WITS Corp. is committed to providing a working environment that is inclusive, participatory, and brings out the best in individuals. Through fair appointments and promotions, we are able to recruit outstanding employees with different backgrounds and expertise to build our company's competitiveness. Due to the characteristics of our information service industry, the majority of our recruits are information technology professionals, with males accounting for 58.8% and females 41.2%, with an increasing proportion of female staff compared to the year before. The Company places emphasis on professional management skills in the promotion of managerial positions. The ratio of male to female supervisors is 1.2:1, female supervisory staff account for 45%; the age is mainly under 30 years old, accounting for 57.7%; and their education level is mainly at the college/university/undergraduate level, accounting for 92.4%.

This year, the scope of statistics is extended to Japan, the United States and Hong Kong, and the number of employees in each region according to management level, gender, age group and education level are as follows:

### Statistics on Management Level, Gender, and Age Group in 2024

Age	Supervisor		Non-supervisory		Total	
	Male	Female	Male	Female	Male	Female
< 30	1.5%	9.2%	33.5%	25.3%	32.8%	24.9%
30 - 50	33.1%	31.9%	24.1%	15.5%	24.3%	15.9%
> 50	20.4%	3.8%	1.2%	0.3%	1.7%	0.4%
Total	55.0%	45.0%	58.9%	41.1%	58.8%	41.2%

### Statistics on Education Level of Staff by duties in 2024

Items	Sales Representatives		Software and Technical Staff		Recruitment Staff		Administrative Staff		Total	
	Number of people	%	Number of people	%	Number of people	%	Number of people	%	Number of people	%
Ph.D. or Equivalent	-	0.0%	4	0.0%	-	0.0%	3	1.4%	7	0.1%
Masters Degree or Equivalent	16	13.1%	586	5.6%	6	2.4%	39	17.7%	647	5.8%
College/University or Equivalent	103	84.4%	9,726	92.8%	242	95.7%	167	75.9%	10,238	92.4%
High School or Equivalent/Under	3	2.5%	165	1.6%	5	2.0%	11	5.0%	184	1.7%
Total	122	100.0%	10,481	100.0%	253	100.0%	220	100.0%	11,076	100.0%

(Note) The above statistics include the Company's Taiwan, China (including Hong Kong), Japan and United States operating locations.



## Staff Turnover

Our employees are our most valued asset. The total number of new hires across all regions in 2024 is 8,577, with 69.4% of new hires under the age of 30. The number of departures includes employees who left on their own initiative and for other reasons. The 2024 departures were also mostly employees under the age of 30.

WITS Corp. mainly provides software and technical services, assigning appropriate technical manpower to designated workplaces to carry out tasks according to client requirements, and assisting enterprises to cope with the challenges of the imbalance in the supply and demand of information talents and resources. We have a highly flexible labor structure compared to the internal employment pattern of ordinary businesses, resulting in a relatively high turnover rate, reflecting our unique business model and industry characteristics.

We are committed to building a 'Global Talent Ecosystem' through a variety of programs and training opportunities to help technical talents accumulate practical experience and strengthen their career competitiveness. At the same time, the Company continues to bring in talented people to enhance operational flexibility and cost-effectiveness, and continues to inject team dynamics and innovation.

For every employee who chooses to leave the Company, we maintain an attitude of understanding and respect, and we proactively listen to their reasons for leaving the Company, which will serve as an important reference for continuous internal improvement. For retired and involuntarily terminated employees, in addition to calculating the pension or severance pay based on the employee's years of service in accordance with the law, we also provide information on labor and health insurance-related rights and benefits, and employment service stations to assist in job matching as transitional assistance programs to support retired or terminated employees. In the future, we will continue to pay more attention to the Talent Decision Journey, strengthen the working environment and growth opportunities, and move towards the goal of 'Sustainable Talent Development.'



### New Recruit by Gender and Age Group

Age	2022				2023				2024			
	Male		Female		Male		Female		Male		Female	
	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion
Under 30 years old	2,445	48.6%	1,288	25.6%	2,778	40.1%	1,891	27.3%	3,336	38.9%	2,614	30.5%
30 - 50	876	17.4%	401	7.9%	1,441	20.8%	802	11.5%	1,693	19.7%	906	10.5%
Over 50	18	0.4%	4	0.1%	17	0.2%	6	0.1%	23	0.3%	5	0.1%
Total	5,032 (100%)				6,935 (100%)				8,577 (100%)			

### Departed Employees by Gender and Age Group

Age	2022				2023				2024			
	Male		Female		Male		Female		Male		Female	
	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion	Q'ty	Proportion
Under 30 years old	2,056	46.2%	1,078	24.2%	1,972	38.1%	1,161	22.5%	2,917	38.5%	2,005	26.4%
30 - 50	887	19.9%	409	9.2%	1,337	25.9%	674	13.0%	1,748	23.0%	883	11.6%
Over 50	14	0.3%	4	0.1%	18	0.3%	9	0.2%	24	0.3%	8	0.1%
Total	4,448 (100%)				5,171(100%)				7,585 (100%)			

(Note) The 2024 statistics include all of WITS Corp.'s branches in Taiwan and China (including HK), Japan and USA.



## Employ Local Talent

We're a talent-driven organization that actively employs a wide range of talented people. We continue to emphasize "nurturing local management talent" as a key objective to realize the concept of talent localization. Overall, 98.7% of WITS Corp.'s local employees hold supervisory positions in 2024, with 96.2% of local employees at the department level or above. By region, in 2024, 100% of local employees held supervisory positions in Taiwan, 99.3% of local employees held supervisory positions in China, 96.3% in Japan, and 50% in the US.

### Statistics on Local Employees Holding Supervisory Positions

Region	Taiwan	China (Incl. HK)	Japan	USA	Total
Percentage of Supervisory Positions	100%	99.3%	96.3%	50.0%	98.7%
Percentage of Supervisory Positions of Department Level and Above	100%	98.2%	91.7%	50.0%	96.2%

## Friendly Workplace

WITS Corp. places a heavy focus on the quality of life, welfare, and rights of our employees, communities, and society. All management policies, personnel rules, and regulations are formulated to uphold the principle of fairness and not allow discrimination or sexual harassment. Relevant policies and management systems are elaborated in the following sections.

WITS Corp. conducted human rights due diligence surveys on forced labor, child and underage labor, working hours and wages, welfare, diversity and anti-discrimination, sexual harassment, and employee expression to implement the rights of employees and emphasize the importance of various human rights issues. Human rights due diligence is conducted every three years, with the most recent survey conducted in 2023, and no high risk issues have been identified. There were no incidents of sexual harassment, discrimination, human rights violations, etc., in 2024.

## Human Rights and Anti-Discrimination

WITS Corp. adheres to the laws and regulations of each location in which it operates and formulates its human rights policy in accordance with the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, at the same time, a declaration of diversity and inclusion within the Company was issued in 2024, treating all employees with dignity and respect.



WITS Corp. is committed to developing and maintaining a system that promotes the rights of our employees, including their health, safety, and all other work-related rights. WITS Corp. is committed to eliminating human rights violations, whether direct, interest-related, or acquiescent, and avoiding any form of discrimination in employment relationships, whether in hiring, pay, training, promotion, termination, or resource allocation, without distinction or preference based on race, national or social origin, social class, ancestry, religion, physical disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, age or union affiliation. Rather, it is based on ability and contribution to promote equal opportunities for all employees.

WITS Corp. is also committed to eliminating and avoiding any form of discrimination against ourselves and our partners, such as employment agencies, in the hiring process. WITS Corp. continues to promote our anti-discrimination policy to external parties, including clients, suppliers, and the general public. In addition, WITS Corp. also released the 'Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures' , and implemented the 'Prevention of Wrongful Infringement in the Workplace Program' to protect employees from the threat of sexual harassment and wrongful infringement, and to create a friendly work environment.

## Child and Underaged Workers

WITS Corp. prohibits the use of child labor, conducts age-appropriate screening during the recruitment process, and employs staff in compliance with various laws and regulations. The employment of child and underage workers under the age of 18 is prohibited. There were no cases of child labor in 2024.

## Forced and Compulsory Labor

Except for standard employment contracts, WITS Corp. does not use financial or other means to limit an employee's employment relationship with WITS Corp., including withholding deposits or identification documents. Employees have the right to terminate their employment contracts at their discretion, subject to legal requirements. There were no incidents of forced and compulsory labor in 2024.





## Employment and Salary

WITS Corp.'s remuneration and benefits comply with Taiwan's legal requirements and are no less than the legal basic wage. All employees are covered by statutory insurance and pension plans. WITS Corp. adopts a policy of equal pay for equal work, regardless of race, ethnic or social origin, social class, ancestry, religion, physical disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, or age. The remuneration system is based on total remuneration, including salaries, benefits, bonuses, employee compensation, etc. All employees are required to undergo performance appraisals regularly, and the appraisal results will be used as the basis for bonuses, appointments, promotions, and personnel management.

In addition, WITS Corp. conducts regular salary surveys in the industry. It adjusts salaries and performance bonuses based on changes in the external environment, the company's operations, and individual performance to ensure that salaries align with market standards and fairness. The Company is actively increasing the income level of its employees by improving operational efficiency. For short-term or part-time employees, insurance and benefits as mandated by law are provided from the first day of employment. The salary status of each region is as follows.

### Starting Salary of New Base Level Recruits Compared to Basic Salary by Region

Region	Taiwan	China	Japan	USA
Factor	2.1	4.0	1.8	2.2

(Note 1) Calculation method: starting base employee salary/statutory basic wage (minimum wage)

(Note 2) Based on the average starting salary of base level employees recruited during the entire year of 2024.

### Staff Basic Salary

Unit Items	Taiwan		China		Japan		USA	
	Male	Female	Male	Female	Male	Female	Male	Female
Supervisory positions	1.1	1	1.2	1	1	1	1.6	1
Sales Representatives	1.2	1	1.9	1	-	-	-	-
Software and Technical Staff	1.1	1	1.4	1	1.2	1	1	1
Recruitment Staff	0.9	1	0.8	1	-	-	-	-
Administrative Staff	1.8	1	1.3	1	1.4	1	-	-

For more information about the average and median salaries of full-time employees who are not in supervisory positions, and the changes of the former two from the previous year, please go to Market Observation Post System ( <https://mops.twse.com.tw/mops/#/web/home> ).Homepage>Summary Statement>Corporate Governance>Full-time Employee Salary Information for Non-Supervisory Positions>Full-time Employee Salary Information for Non-Supervisory Staff, please enter 'OTC Information Services' for further inquiry.



## Employee Benefits

WITS Corp. attaches importance to employee health and provides a welfare system to improve work morale and attract talented employees. The welfare system in Taiwan is as follows:

Items	Description
Salary	<ul style="list-style-type: none"> <li>• Better than the Labor Standards Act and other related labor regulations</li> </ul>
Group Insurance	<ul style="list-style-type: none"> <li>• Employees: From the date of employment, employees are covered by the company's fully paid-up insurance, including term life, injury, medical injury, hospitalization, and cancer health insurance.</li> <li>• Spouse and children: Hospitalization insurance at the Company's full expense.</li> </ul>
Work and Leave System	<ul style="list-style-type: none"> <li>• Flexible Work Hours.</li> <li>• A leave system superior to the Labor Standards Act.</li> <li>• 5 days of personal leave per year for employees who pass the probationary period (calculated pro-rata)</li> <li>• Weekly one-day work-from-home application system.</li> <li>• No work on make-up workdays; compensatory time off can be applied for if attendance is required for official duties</li> </ul>
Welfare Committee	<ul style="list-style-type: none"> <li>• Responsible for planning and implementing various welfare programs, including marriage, childbirth, funeral, hospitalization, and birthday subsidies, and holding Family Day activities every year.</li> </ul>
Healthy Workplace	<ul style="list-style-type: none"> <li>• Annual health screening for employees</li> <li>• Organize regular health or exercise-related seminars</li> <li>• Resident occupational nurses provide health and mental health counseling</li> <li>• Office based massage services</li> </ul>

Items	Description
Club Grants	<ul style="list-style-type: none"> <li>• Subsidizes employees to set up various arts and sports clubs, such as the volunteer club, mountain hiking club, trekking club, jogging club, tabletop game club, badminton club, Karaoke club, etc., to promote employee communication and physical and mental development.</li> </ul>
Retirement Scheme	<ul style="list-style-type: none"> <li>• The Company contributes 2% of the total salaries and wages of all employees retained under the old system to a pension fund administered by the Labor Pension Fund Supervisory Committee and deposited in an account with the Bank of Taiwan. The pension payment is calculated based on the length of service and average monthly salary for the six months before the retirement date.</li> <li>• The employees are subject to the pension plan under the Labor Pension Act. They are required to contribute 6% of their monthly salary to a personal pension account at the Bureau of Labor Insurance.</li> </ul>



Open Communication Channels and Listen to Our Staff

WITS Corp. respects the rights of employees and does not prohibit or impede their freedom of association. To coordinate employment relations and promote employment cooperation, we not only convene regular meetings of senior executives and key executives; at the same time, the Company also complies with relevant government regulations and holds regular employment meetings in accordance with the 'Regulations for the Implementation of Employment Meetings' to communicate with each other and to resolve problems in accordance with the principle of harmony and honesty. In the event of major operational changes, changes in labor conditions, company organization, personnel, systems, and other issues, a workforce consultation meeting will be convened and communicated when necessary, and a notice period will be given to complete the notification process in accordance with local government regulations to protect employees' rights at work.

We are willing to listen to the concerns of our employees. To provide an open channel for employees to express their ideas and opinions, WITS Corp. has set up an "Employee Feedback Mailbox" to allow employees to express their opinions and respond to problems confidentially. By encouraging our employees to express constructive opinions, we hope to bring positive growth to the company.

Various Communication Channels of WITS Corp.

Communication Channel	Taiwan	China (Incl. HK)	Japan	USA
Employer-Employee Meeting	Y	N	N	N
Staff Feedback Mailbox	Y	Y	Y	Y
Staff Service Hotline	Y	Y	N	N
Employee Services Platform	Y	Y	N	N
Company Publication	Y	N	N	N

Employee Engagement Survey

WITS Corp. conducts employee engagement surveys for all of its employees around the world. The surveys cover four major levels: 'Basic Needs,' 'Management Support,' 'Group Collaboration,' and 'Personal Growth.' The survey responses are analyzed according to age group, seniority, and office/location-based employees, and are designed to capture the voices and thoughts of employees of different generations and regions, and to take corresponding measures accordingly.

In 2024, the overall participation rate reached 82%, and the overall engagement score is 4.03 (out of 5), which is higher than that of 3.66 in 2023. This shows that WITS Corp. has continued to grow in our management system and culture, and is committed to creating a Happy & Healthy work environment.



## Parental Leave and Return to Work Status

WITS Corp. respects the rights and interests of expecting employees and provides them with parental leave in accordance with the law. We proactively inquire about their willingness to return to work one month before the end date of their parental leave. The number of applications in Taiwan for 2024 is 15, with a 39.5% application rate.

### Parental Leave Application and Return to Work Statistics for the Past Years in Taiwan

Statistics on the number of people taking parental leave in the relevant year		
	Male	Female
Number of eligible candidates in 2024	22	16

Actual Number of Parental Leave Applicants		
	Male	Female
Number of Applicants for Parental Leave in 2023	1	3
Number of Applicants for Parental Leave in 2024	6	9
Application Rate for Parental Leave in 2024	27.3%	56.3%

Total number of employees who returned to work after taking parental leave		
	Male	Female
Number of Reinstatements in 2023	1	1
Number of Reinstatements in 2024	1	4

### Total number of employees returning from parental leave and still working 12 months after their return to work

	Male	Female
Number of persons who applied for parental leave in 2023 and remained in employment for 12 months after returning to duty	1	1

### Proportion of staff who were reinstated after taking parental leave and those who stayed on the job

	Male	Female
Reinstatement rate after taking parental leave in 2023	100%	33%
Retention rate after taking parental leave in 2023 (Note)	100%	100%
Reinstatement rate after taking parental leave in 2024	17%	44%

(Note) Retention rate after parental leave = Total number of employees who have completed parental leave and are still working after 12 months of reinstatement / Total number of employees who have returned to work after parental leave



# Employee Learning and Career Development

As a core competitor in the field of information services, WITS Corp. places high demands on the professionalism of our employees and regards the development and cultivation of human resources as the cornerstone of our sustainable operation. To this end, WITS Corp. continues to deepen our internal learning resources, planning and launching a number of forward-looking programs, including the Gallup Strengths Test and one-on-one coaching and analysis, to assist employees in exploring their potential and refining their functions. In addition, in the face of changes in the workplace brought about by the rapid development of artificial intelligence technology, we have actively introduced AI-related training programs to enhance the digital literacy and adaptability of our employees, helping them to cope with the diverse challenges and opportunities in the modern workplace.

The short, mid-and-long-term goals related to WITS Corp.'s talent training and career development are described below:

Goal	Short Term	Mid-Term	Long-Term
We regularly take stock of key positions and talents, establish customized development plans through reserve cadres and employee value-added projects, encourage internal talent flow and rapid promotion, and build a diversified talent pipeline.	Establishment of WITS College and WITS Lab, one-on-one coaching with strengths to develop a career development system.	Identify internal high-performing or high-potential talents and tailor 'personal development plans' to suit different professional backgrounds.	Establish various comprehensive career development training programs for our star employees to facilitate qualitative and quantitative talent development, achieving an annual promotional rate of 20% and ensuring the establishment of a career ladder.

## 2024 Training Outcomes

In 2024, the total number of training sessions taught through technical and non-technical trainings as well as the learning platform has reached 59,019 attendances, with the total number of training hours amounting to 69,455.

- AI Talent Training: a cumulative 138 hours, including a total of 9 sessions of license co-learning classes and a series of AI Empowerment Competition activities.
- Organized 'Discover Your Strengths Workshops' to help employees explore their potential through the Gallup Strengths Test.
- Organized three industry-academia collaboration/co-training courses and the flagship youth employment program.
- Cultivated international talent STP, organized exchange gatherings and explored technology trends with international talents to build a sustainable ecosystem.



## Comprehensive Education and Training Framework

WITS Corp. is committed to helping employees and the company grow together. It has established a complete employee education and training framework, divided into the three major systems of 'New Recruit Training,' 'Competency-based Professional Training,' and 'Management Skills Training.' In addition, WITS Corp. has also designed the WITS College & WITS Lab, which provides resources such as technical-themed courses, trend sharing, and a social communication platform to establish a complete education and training framework for employees and create an atmosphere and culture for continuous learning and growth.

System	Training Objective	Training Content
New Recruit Training	Introduce the company's history, organization, and future prospects to establish new hires' correct understanding and recognition of the company.	<ul style="list-style-type: none"> <li>• Company Organization</li> <li>• Information Security</li> <li>• Intellectual Property Rights</li> <li>• Basic System, Work Rules, and Employee Benefits</li> <li>• Description of Related Systems and Tools</li> <li>• Code of Conduct</li> <li>• Code of Integrity</li> <li>• Workplace and Environment Guidelines</li> <li>• Pre-employment Training</li> </ul>
Competency-based Professional Training	Technical staff training: professional technical training and upgrading for the Company's technical staff so that the staff can learn suitable knowledge for client site deployment and create greater value for clients and their own careers.	<ul style="list-style-type: none"> <li>• Technical Consultant, Analyst, and Programmer Training and Exchanges</li> <li>• Project management, productivity improvement, quality improvement, and software development tool training</li> <li>• Applied technology research, trend sharing, cloud and artificial intelligence field exchange, technical career, and competency enhancement exchange</li> <li>• WITS College includes training and exchange activities such as Software Weekend, Software Arena, Software Career, Software Chatroom, WITS Lab, Udemy, Hackathon, and so on.</li> </ul>
	Non-technical staff training: to improve the professional knowledge and skills of each functional staff member by providing different training courses for different target groups in order to improve the results and performance of their professional work.	<ul style="list-style-type: none"> <li>• Sales and Marketing Staff Training</li> <li>• Client Management Training</li> <li>• Recruitment Training</li> <li>• Human Resources, Information Systems, Administrative Support Staff Trainings</li> <li>• Finance Personnel Trainings</li> <li>• Foreign Language Training Programs</li> <li>• ESG Training Programs</li> <li>• Training in Soft Skills such as Communication and Presentation</li> <li>• Career Development Workshop</li> </ul>
Management Skills Training	<ul style="list-style-type: none"> <li>• Understand the Company's policies and directions, enforce the Company's rules and regulations, and adhere to and implement the Company's discipline.</li> <li>• Enhance interpersonal communication, coping, and cross-functional collaboration skills to develop leadership and management skills in various situations.</li> <li>• Develop decision-making and problem-solving skills.</li> <li>• Employee development programs, incentive communication, and retention.</li> </ul>	<ul style="list-style-type: none"> <li>• General Management Training</li> <li>• Middle and Senior Management Training</li> </ul>



## WITS College & WITS Lab

WITS Corp. provides its employees with a rich and diverse learning experience. In addition to staff training, the company has developed various internal training programs according to the professional functions and levels of employees, including the 'School of Information Technology,' 'School of Business Management,' 'Udemy School,' 'School of General Studies' and 'School of Sustainability.'

In IT School, we continue to hold WITS Software Weekend and AI Training courses, the themes of these courses mainly focus on software development and technical practice, allowing our engineers to share work experience with colleagues from other projects in a relaxed environment, as well as learn practical software programming skills from renowned technology consultants in the industry face-to-face. This provides our employees with the opportunity for professional technical exchange, and strengthens the ties between the Company and employees.

In order to enable colleagues to utilize their professional knowledge, skills and practical application in various positions, WITS Corp. designed a series of customized courses in the School of Business Management, including presentation and proposal skills, CSR/OSR initial and advanced education training, behavioral interviewing skills, and business English training.

'Udemy School' includes three major aspects: technical, non-technical and business English. Through a series of courses, this allows colleagues to unlock the necessary skills of project managers, system architects, system analysts, CSRs and other soft and hard skills, while the business English

course includes skills of management and leadership, communication and presentation, and English correspondence, helping colleagues to solidify their English skills in the business world.

'General Studies' is a series of courses that include three main areas: general trends, new knowledge, and work practices. In addition to inviting renowned lecturers from various fields to teach in our company, we also invite speakers from within our company who are experts in their respective fields to share their successful practical experiences, in addition, the Gallup Strength Test is utilized and its results are analyzed to offer further one-on-one coaching. In order to create a learning atmosphere, we encourage our employees from all units to take the initiative to participate. In addition to knowledge-based courses, we also hold health promotion seminars for employees, as well as courses on unlawful workplace infringement prevention, harassment prevention, integrity management promotion, insider trading prevention, information security, TIPS intellectual property, and copyrights, risk and seal verification, unconscious bias sharing sessions, in which employees and supervisors are invited to participate to better understand the new regulations, trends and identify with the Company's management philosophy.

The 'School of Sustainability' includes information on international sustainability trends, global net-zero emission impacts and ESG actions, and internal control of sustainability information management, so that colleagues can better grasp the basics of ESG, as well as the latest developments in the market and regulations, in order to understand the issues of concern to stakeholders and the expectations of non-financial aspects of suppliers.





In addition, in order to promote technical innovation and problem-solving thinking, we continued to organize hackathon competitions, encouraging employees to observe their own business process problems and propose solutions to them to enhance their sense of participation and project-based problem-solving ability and finally produced Smart Recruitment System for automated employee recruitment. Through a 'learning-by-doing' approach, we were able to generally enhance the overall welfare of our employees.

In order to build WITS Corp.'s future talent pipeline and promote employee career development management programs, we have organized the Leadership Training series of training in the Management School. The courses include the 7 main habits, building highly effective teams, critical thinking and problem-solving, management skill sharing, and career management, etc., which cover all management knowledge and practices for all levels of executives. This year we continue to implement the Delivery Excellence Workshop (DE Workshop), which leads executives to achieve delivery excellence, build consensus, and comply with the Company's direction and approach together during the learning period.

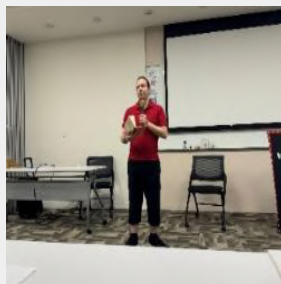


## WITS Corp. General Studies Courses

Teaching Assistants



Toastmasters



Hackathon Competition



Software Arena



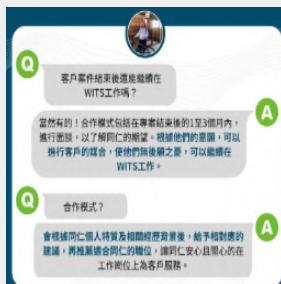
Flagship Youth Employment Program



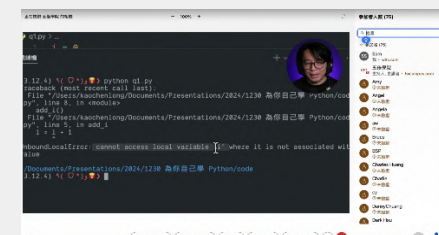
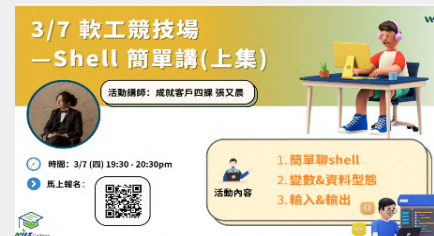
Technical Forum



Software Career Interview



## WITS Corp. Software Weekend







## WITS Corp. Software Technology Exchange Activities

Campus Ambassadors



STP Sustainable Ecosystem Built



Exploring the AXI Software Trend



Artificial Intelligence Foundation Talk About AI



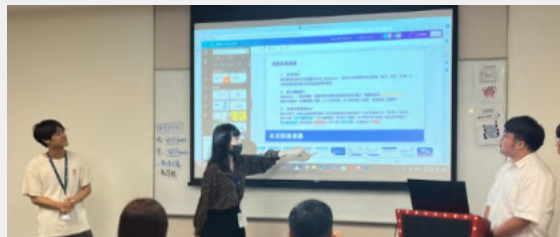
IT Talent Expo



International Talend STP



Assisting Trainees in Obtaining International Accreditation



Under the trend of global digital transformation, the government and enterprises are rapidly responding to industry changes actively reforming business models, and the demand for information software talents in the market is rapidly increasing. The core of WITS Corp.'s capabilities lies in Information Services, and we have devoted ourselves to searching for digital talents for our clients as a long-term goal. Therefore, WITS Corp. continues to invest more resources in software talent cultivation programs in the hope of cultivating more outstanding software talents for Taiwan and enhancing the digital competitiveness of the country and enterprises.

Goal	Short Term	Mid-Term	Long-Term
Provide the necessary training programs for the functions of various personnel by utilizing local and multinational resources.	Establish roots in local campuses and recruit outstanding students. Sign industry-academia cooperation projects.	Continue to reach out to the campuses and establish training mechanisms for various functions.	Make good use of the advantages of being an international enterprise, establish a multinational cooperation mechanism, and cultivate WITS Corp. talents with international vision and capabilities.

[illegible]



## Industry-Academia Cooperation

WITS Corp. is committed to cultivating talents and has signed memorandums of understanding on industry-academia cooperation with a number of domestic and international universities. WITS Corp. expects to build a talent ecosystem through long-term, deep-rooted efforts, and campus cooperation so as to provide a stage for the development of young students and opportunities for learning, as well as to plan for industry-academia talent training programs through enterprise visits, internship cooperation and planning to provide students with career development, employment counseling, and skills training for internship and employment, in order to connect the school curriculum with practical experience in the industry. This will enhance students' digital learning capabilities, employability, and competitiveness, thus assisting them in planning their careers and preparing their core competencies for the workplace in advance, thus realizing the connection between learning and application as well as sustainable talent. In 2024, WITS Corp. provided 15 corporate classes and trained 40 trainees.

### Case Study of Industry-University Cooperation - WITS Corp. Partners with Large Financial Institution to Solve Talent Gap

#### Client: Large Financial Institution

The Client is a large financial institution (FI) specializing in life insurance business covering individual life insurance, accident insurance, group insurance, medical insurance, cancer insurance, annuity insurance and investment commodities. The FI aims to fulfill the all-round financial insurance needs of its policyholders, and is committed to providing diversified channels and ubiquitous and attentive services.

#### Challenge Overview: System Maintenance Manpower Gap

The FI's core life insurance business systems were initially developed by an overseas vendor, but as the cost of additions and maintenance escalated, the company gradually shifted the responsibility for system maintenance and development to in-house IT staff and on-site engineers. However, the gap in IT manpower due to factors such as staff retirement and departure made it difficult to balance system maintenance and business needs, and there was an urgent need for a stable and efficient technical support team.

#### Solution: Industry-academia cooperation and professional training in parallel

##### 1.Precision Talent Recruitment

Relying on WITS Corp.'s experienced recruiting team, we worked with tertiary institutions and vocational training organizations to accurately screen potential technical talents, ensuring that participants meet the needs of the business and laying a solid foundation for subsequent training.

##### 2.Professional Program Design and Faculty Support

Taught by client experts and WITS Corp. instructors, the course is customized to cover the following key aspects:

- Client-specific system development practices
- System testing and environmental operations
- Integration of programming theory and practice

##### 3.Diversified Training Model

We adopted a hybrid teaching method between online and offline courses, and put an assessment and screening mechanism in place to ensure the quality of training. The course focuses on practical operation, and quickly improves the participants' application effectiveness:

- System analysis and program design capability enhancement: professional training for system design and development to cope with actual project requirements.
- Requirements Management and Practical Skills Enhancement: From requirements interviewing to program development, develop trainees' technical and application skills through practical exercises.

#### Outcome and Effects: Stabilized the team, improved efficiency, and strengthened cooperation.

##### 1.Efficient Technical Support

The training course provided stable and suitable technical talents to enhance the efficiency of requirement delivery, so that the requirements of business units can be integrated and realized in a timely manner.

##### 2.Improved Staff Stability

Trainees are trained to quickly integrate into client projects, demonstrating high stability and independence, and providing reliable support for new client requirements.

##### 3.Long-Term Partnerships

The client highly appreciates WITS Corp.'s professional services in the face of talent shortage and system optimization challenges, and the two parties have established a solid long-term relationship to ensure project quality and stable system operation.



## Employee Health and Workplace Safety

WITS Corp. employees work mainly in information services with low work safety risks. WITS Corp. has dedicated staff to manage labor safety and health, implement work environment improvements, and ensure employee safety. In addition, the Company will organize safety and hygiene-related courses from time to time to enhance employees' awareness of health and the environment.

### Environmental Education Promotion and Safety Training

Category	Description of Practice
Education and Training	<ul style="list-style-type: none"> <li>• First Aid Training</li> <li>• Training for Workers' Safety</li> <li>• Unlawful Workplace Infringement Prevention</li> <li>• Workplace Harassment Prevention</li> </ul>
Health Consultancy	<ul style="list-style-type: none"> <li>• Arrange health talks or doctors' clinics to answer questions about health and wellness.</li> <li>• Provide specific practices in the field of staff health advice</li> </ul>
Environmental Cleanliness	Regularly perform comprehensive disinfection and tidy up every year
Develop Emergency Response Plans	<ul style="list-style-type: none"> <li>• Establishing emergency response management operational procedures</li> <li>• Set up an emergency response team</li> <li>• Establish Emergency First Responders</li> </ul>
Disease Prevention and Risk Control	Provide specific practices for staff disease prevention and risk control
Health and Safety Precautions	<ul style="list-style-type: none"> <li>• Education and Training on Occupational Safety</li> <li>• Showing 9 public interest videos in total, about 4 hours in length</li> </ul>
Fire Awareness and Prevention	<ul style="list-style-type: none"> <li>• Organize fire drills twice a year</li> <li>• Fire Fighting Seminar</li> <li>• Indoor fire hydrant and dry powder fire extinguisher</li> </ul>

## Emergency Response Plan

WITS Corp. regularly evaluates the risks in the industry on an annual basis. We conduct risk assessments for financial, environmental, and social aspects, track the threat of risks, assess losses in the event of extreme adverse conditions, and adopt risk prevention strategies to avoid any possible losses. In addition, the Company will maintain the safety of personnel and property and plan emergency response plans to deal with unanticipated risks. The related notification process and evacuation policy can make the response to emergencies happen quickly and effectively, prevent the disaster from continuing to expand, and reduce the impact on the office environment.

### Health Management and Promotion

WITS Corp. attaches importance to employee health and provides a welfare system to take care of our employees' physical and mental health, improve work morale, and attract talented employees. From time to time, WITS Corp. also organizes related activities with incentives to encourage employees to participate.

Health management, welfare benefits, and activities are as follows:

Items	Description
Health Management	<ul style="list-style-type: none"> <li>• Employee Health Check: Conducted on an annual basis, providing better than legally required health checks, with follow-up checks based on the results, enabling employees to keep track of their own health.</li> <li>• Health Care: To disseminate first aid knowledge and practice to the staff so that they can get first aid prevention knowledge.</li> </ul>
Welfare Activities	<p>WITS Corp. aimed to create a friendly workplace with a series of events in 2024:</p> <ul style="list-style-type: none"> <li>• With International Women's Day, World Earth Day, Baseball Family Day, WITS Corp. Family Day, Mother's Day and Father's Day charity sales, and Christmas gift exchanges, our employees were able to achieve a balance between work and life.</li> </ul>





Employee Health Talk - Metabolic Syndrome



Employee Health Talk -  
Self-healing That You Must Know About



Harassment and Unlawful Workplace Infringement



Workplace Relaxation and Positive Guidance



WITS Corp. Family Day



Taipei Zoo Family Day







Baseball Family Day



Taichung Outing - Grapevine Afternoon Tea, National Taiwan Museum of Comics



Jiayi Outing - Hinoki Village





## Diverse Social Activities

WITS Corp. provides subsidies for activities, and the FSC also provides subsidies for traveling expenses and club activities to encourage units and employees to organize or participate in various leisure, travel, and club activities. These include mountain hiking, running, trekking, board games, and volunteering clubs.

Karaoke Club



Hiking Club





# Social Engagement

WITS Corp. aims to implement sustainable corporate development. Aside from sponsoring charity events, we also encourage our employees to engage in social participation, care for the community, and give back to society by taking action. WITS Corp.'s social participation activities aligned with the SDGs, with a main focus on "social" and "environmental" aspects. The social aspect emphasizes humanitarian care, while the environmental aspect focuses on eco-friendly activities. By engaging in these charitable activities, WITS Corp.'s employees not only contribute meaningfully but also gain fulfilling rewards.



## WITS Corp. Social Investment Statistics

Unit: NTD\$



Items	2022	2023	2024
Charity Sponsorship	NT\$500,000	NT\$2,540,000	NT\$1,800,000
Staff Community Charity Activities	16 event	18 events	18 events

(Note) The above statistics encompass Taiwan and China.

In 2024, we participated in the following 18 charitable activities:



Corresponding SDGs	Items	Social Charity Results	Location
SDG 3 Good Health and Well-being 	WITS Corp. Employee Health Talk	In order to raise employees' awareness of metabolic syndrome, WITS Corp. organized a health talk to enable employees to understand, prevent, and manage metabolic syndrome to promote a healthy lifestyle and indirectly improve work performance.	Taipei
SDG 4 Quality Education 	Donation of computers to Baochen Elementary School	Donate school laptops to students and teachers for use as administrative computers or teaching equipment. WITS Corp. upholds the spirit of sustainable corporate citizenship, continues to fulfill our corporate social responsibility, and raises resources for students and teachers and digital teaching efforts, in the hope of making society warmer and more caring, and at the same time implementing the recycling of resources to create a win-win situation.	Taipei
	Donation of computers to Tainan Municipal Sinying Elementary School		
	Donation of computers to Taitung Tjuabar Vusam Cultural Experiment School		



Corresponding SDGs	Items	Social Charity Results	Location
SDG 8 Employment and Economic Growth 	Organized a small gathering with STP Seed Talent.	WITS Corp. initiated the STP program in 2022. In 2024, WITS Corp. and the STP Seed talents organized exchange gatherings and explored technology trends with international talents, and build a sustainable ecosystem.	Taipei
SDG 10 Reduce Inequalities 	Supported the Amazing Grace Deaf Bakery with Actions	WITS Corp.'s love knows no bounds, and it supported the Amazing Grace Deaf Bakery with practical actions by purchasing their Mid-Autumn Festival Gift Boxes. The revenue from all purchases was used for disadvantaged children's organizations.	Taipei
	WITS Corp. Family Charity Day - Keep the Love Alive	WITS Corp Family Day takes care of our colleagues and also donates the cost of the day's expenses to the hosting company and provides a day trip for disadvantaged children.	Taipei
	Care for the Disabled	Co-organized with disabled groups, to comfort the disabled in the community.	Wuhan
	Visiting Children with Leukemia	WITS Corp. participated in the delivery of toys and books to children with leukemia at the Bayi Children's Hospital attached to the Seventh Medical Center of the General Hospital of the Chinese People's Liberation Army (PLA)	Beijing
	Supporting the Rainbow Angel Café and providing long-term support for hearing-impaired children	WITS Corp. continues to support the Rainbow Angel Café to do our part.	Beijing
	Love and Gratitude Bazaar	With love and gratitude, let's spread the love together. WITS Corp. organized a charity sale and donated all the proceeds to the Children's Welfare League and the Taiwan Environmental Protection Association.	Taipei





Corresponding SDGs	Items	Social Charity Results	Location
SDG 13 Climate action  	World Earth Day Event - World Earth Day Innovation Call	WITS Corp. headquarters called on all colleagues to respond to the 'Love the Earth by Saying it, Doing it,' and combined with ALL in AI to organize the 'World Earth Day Innovation Call' event, which adopts an innovative approach to make colleagues realize that our planet needs our protection.	Taipei
	Energy Saving and Carbon Reduction - Turn off the Lights and Protect the Earth	WITS Corp. organized Earth Hour Taiwan to turn off the lights and protect the earth.	
	Energy Saving and Carbon Reduction - 6,000 steps per Day	WITS Corp. organizes 6,000 Steps a Day event, which not only promotes the health of employees, but also saves energy, reduces carbon emissions, and loves the earth.	
	Energy Saving and Carbon Reduction - Cycling from Songshan to Tamsui	WITS Corp. called on employees to ride bicycles from Songshan to Tamsui to promote the concept of health, energy saving and carbon reduction.	
SDG 15 Terrestrial ecology  	The Great Wall Cleaning Activity	WITS Corp. continued to arrange the large scale cleaning project of the ancient Great Wall, and held the 2024 'Archaeological Great Wall - Charity Mountain Cleaning For the Future' activity. Maybe we cannot clean up the Earth as a whole, but we can clean up a stretch of the mountain and leave only nature for the next visitor to find.	Beijing
	Embracing the Three Hills and Five Gardens - Planting Trees in Xiangshan	WITS Corp. sponsored saplings at Xiangshan every spring, hoping to contribute to the Green Homestead vision with practical actions. In total, close to 20 smoke trees have been planted in Xiangshan Park. WITS Corp. has sponsored and identified all the saplings, hoping that the green on land will be reflected in the clean air above the city.	Beijing
	Online tree planting and personal carbon reduction activities in response to the reduction of carbon emissions	WITS Corp. continues to organize online tree-planting activities. In which we call on all employees to conduct Alipay tree-planting activities online to promote environmental protection.	Dalian



Great Wall Mountain Cleaning  
Great Wall Mountain Cleaning



Donation of laptops to Baochen  
Elementary School



Donation of computers to  
Tainan Municipal Sinying Elementary School



Guandu Ecological Park - Bird Expo



Turn Off The Lights for One Hour



Donation of computers to  
Taidung Tjuabar Vusam Cultural  
Experiment School



Energy Saving and Carbon Reduction -  
Cycling to Tamsui







Xiangshan Tree planting activities



Visiting Children with Leukemia



Supporting the Rainbow Angel Café



Online Tree Planting



Canlove Social Care Association - Charity Tour and Material Donation: Certificate of Appreciation



Mid-Autumn Festival Gift Box - Amazing Grace







# Appendix

## GRI Correspondence Table

Disclaimer	WITS Corp. has reported with reference to the GRI Guidelines for the period January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters	Page number
GRI 2: General Disclosures 2021	Organization and Reporting Practice	2-1 Organizational details	Company Profile, Global Sites	27 - 31
		2-2 Entities included in the organization's sustainability reporting	Scope and Boundary	3
		2-3 Reporting period, frequency, and contact person	Report time, period, report contact information	3 - 4
		2-4 Restatements of information	Scope and Boundary	3
		2-5 External assurance	Standards of Compilation and Guarantee, External Validation Certificates	3 - 128
	Activities and Workers	2-6 Activities, value chain, and other business relationships	Main Services	28
		2-7 Employees	Sustainable Talent Development	91
		2-8 Workers who are not employees	Sustainable Talent Development	91
	Governance	2-9 Governance structure and composition	Board Structure and Operations	36
		2-10 Nomination and selection of the highest governance body	Board Structure and Operations	36
		2-11 Chair of the highest governance body	Board Structure and Operations	36
		2-12 Role of the highest governance body in overseeing the management of impacts	The Structure and Operation of Sustainable Governance	12
		2-13 Delegation of responsibility for managing impacts	The Structure and Operation of Sustainable Governance	12
		2-14 Role of the highest governance body in sustainability reporting	The Structure and Operation of Sustainable Governance	12
		2-15 Conflicts of interest	Interest Avoidance, Anti-corruption and Integrity, Communication Channels, Internal Controls and Internal Audits	38 - 41 - 45
		2-16 Communication of critical concerns	The Structure and Operation of Sustainable Governance	12
		2-17 Collective knowledge of the highest governance body	Board Structure and Operations	36
		2-18 Evaluation of the performance of the highest governance body	Board of Directors and Functional Committee Performance Evaluation	39
		2-19 Remuneration policies	Board of Directors Structure and Function, Link Between Remuneration Policy and Performance of The Highest Governance Unit	36-40
		2-20 Process to determine remuneration	Board of Directors Structure and Function, Link Between Remuneration Policy and Performance of The Highest Governance Unit	36-40



GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters	Page number
	Strategies, Policies, and Practices	2-22 Statement on sustainable development strategy	WITS ESG Principles and Sustainable Development Key Performances, A Message from the Chairman & CEO, Sustainability Commitment and Significance	8 、 10 、 12
		2-23 Policy commitments	The Structure and Operation of Sustainable Governance, Friendly Workplace	12 、 96
		2-24 Embedding policy commitments	Sustainability Commitment and Significance, Strategy for Material Topics, Training and Advocacy	12 、 20 、 42
		2-25 Processes to remediate negative impacts	Stakeholder Engagement, Risk Management	22 、 47
		2-26 Mechanisms for seeking advice and raising concerns	Communication Channels, Internal Controls and Internal Audits	45
		2-27 Compliance with laws and regulations	Corporate Compliance	41
		2-28 Membership of associations	Participation in External Organizations	34
	Communication with Stakeholders:	2-29 Approach to stakeholder engagement	Stakeholder Engagement	22
		2-30 Collective bargaining agreements	Not applicable. There is currently no trade union organization in the Company, but quarterly employer-employee meetings are held in accordance with the law.	-
Disclosure of Material Topics				
GRI 3: Material Topics 2021	3-1 Guidance to Determine Material Topics		Stakeholder and Materiality Analysis	13-18
	3-2 List of Material Topics		Stakeholder and Materiality Analysis, Relationship between Material Topics and the Value Chain, Strategy for Material Topics	13-21
Material Topic 1: Talent Cultivation and Career Development				
GRI 3-3 Management of material topics			Relationship between Material Topics and the Value Chain, Strategy for Material Topics	19-21
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs		Staff Turnover, Employee Learning and Career Development	94 、 102
	404-3 Percentage of employees receiving regular performance and career development reviews		Employment and Salary	98
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		Independence and Diversity of the Board, Staff Distribution and Diversity, Keeping up with the Times, Everyone is a Hero	36 、 91 、 93
	405-2 Ratio of basic salary and remuneration of women to men		Employment and Salary	98
Materiality Topic 2: Economic Performance				
GRI 3-3 Management of material topics			Relationship between Material Topics and the Value Chain, Strategy for Material Topics	19-21
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Economic Performance	32
Materiality Topic 3: Technology innovation (Customized)				
GRI 3-3 Management of material topics			Relationship between Material Topics and the Value Chain, Strategy for Material Topics	19-21
Materiality Topic 4: Client Relationship (Customized)				



GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters	Page number
GRI 3-3 Management of material topics			Relationship between Material Topics and the Value Chain, Strategy for Material Topics	19-21
Materiality 5: Information Management				
GRI 3-3 Management of material topics			Relationship between Material Topics and the Value Chain, Strategy for Material Topics	19-21
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Customer Privacy	65
Materiality 6: Ethical Management and Compliance				
GRI 3-3 Management of material topics			Relationship between Material Topics and the Value Chain, Strategy for Material Topics	19-21
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		Anti-corruption and Integrity	41
	205-3 Confirmed incidents of corruption and actions taken		Anti-corruption and Integrity	41
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Anti-corruption and Integrity	41
General Disclosures				
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community		Employ Local Talent	96
GRI 302: Energy 2016	302-1 Energy consumption within the organization		Energy Management	80
	302-3 Energy intensity		Energy Management	80
GRI 303: Water and Effluents 2016	303-3 Water withdrawal		Water Resource Management	86
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		Greenhouse Gas Emissions Management	83
	305-2 Energy indirect (Scope 2) GHG emissions		Greenhouse Gas Emissions Management	83
	305-3 Other indirect (Scope 3) GHG emissions		Greenhouse Gas Emissions Management	83
	305-4 GHG emissions intensity		Greenhouse Gas Emissions Management	83
	305-5 Reduction of GHG emissions		Energy Saving Management and Effectiveness, Greenhouse Gas Emissions Management	81 - 83
GRI 306: Effluents and Waste 2020	306-3 Waste generated		Waste Management	87
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		Staff Turnover	94
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Employee Benefits	99
	401-3 Parental leave		Parental Leave and Return to Work Status	101
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services		Employee Health and Workplace Safety	110
	403-5 Worker training on occupational health and safety		Employee Health and Workplace Safety	110
	403-6 Promotion of worker health		Employee Health and Workplace Safety	110
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		Human Rights and Anti-Discrimination	96



# SASB Cross Reference Table

## Software & IT Services

Issues	Title of Standards	Description of Standards	Code of Standards	Corresponding chapters
Environmental Footprint of Hardware Infrastructure	(1) Total Energy Consumption	Quantitative (GJ, %)	TC-SI-130a.1	(1) WITS Corp.'s total energy consumption in 2024 was 4,543 GJ.
	(2) Proportion of Grid Electricity Usage			(2) Proportion of Grid Electricity Usage 94.7%
	(3) Proportion of Renewable Energy Use			(3) Proportion of Renewable Energy Use 5.3%
	(1) Total Energy Consumption	Quantitative (Cubic Meter,%)	TC-SI-130a.2	(1) The total water withdrawal of WITS Corp. in 2024 was 7,179 cubic meters.
	(2) Proportion of Grid Electricity Usage			(2) Total water consumption was equal to total water withdrawals and the Company does not withdraw water from areas of high or very high water stress (0%)
	(3) Proportion of Renewable Energy Use			
	Explain how to integrate environmental considerations into the discussion of strategic planning for data center needs.	Qualitative	TC-SI-130a.3	See "Energy Saving Management and Effectiveness" Chapter
Data Privacy & Freedom of Expression	Describe policies and practices related to behavioral advertising and user privacy.	Qualitative	TC-SI-220a.1	See "Customer Privacy" Chapter
	Number of users whose information is used for secondary purposes	Quantitative (Number of Users)	TC-SI-220a.2	None for 2024
	Financial losses resulting from legal proceedings related to user privacy.	Quantitative (NT\$)	TC-SI-220a.3	None for 2024
	(1) Number of requests for user information by law enforcement agencies	Quantitative (Number of Incidents, %)	TC-SI-220a.4	None for 2024
	(2) Number of users for whom user information is requested			
	(3) Proportion of incidents in which user information was disclosed			
	List of countries where core products or services are monitored, blocked, filtered, or censored at the request of the government.	Qualitative	TC-SI-220a.5	None for 2024



Issues	Title of Standards	Description of Standards	Code of Standards	Corresponding chapters
Information Security	(1) Number of data breaches (2) percentage involving personally identifiable information (PII) (3) number of users affected	Quantitative (Number of Incidents, %)	TC-SI-230a.1	None for 2024
	Description of approach to identifying and addressing Information Security risks, including use of third-party cybersecurity standards	Qualitative	TC-SI-230a.2	See "Information Security" Chapter
Recruiting and Managing Global Diversity and Technology Talent	Percentage of employees requiring work visas	Quantitative (%)	TC-SI-330a.1	Percentage of employees requiring work visas in Taiwan in 2024: 0.6%
	Percentage of Staff Engagement	Quantitative (%)	TC-SI-330a.2	Percentage of employees participating in employee engagement survey in 2024 is 82%.
	(1) Service Execution/ Management (2) Non-Service Execution/ Management (3) Technical Staff (4) Gender and diversity representation of all other employees	Quantitative (%)	TC-SI-330a.3	See "Sustainable Talent Development" Chapter
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative (NT\$)	TC-SI-520a.1	None for 2024
Managing Systemic Risks from Technology Disruptions	(1) Number of efficiency questions (2) Number of service interruptions (3) Number of user service interruptions	Quantitative (Number of Incidents, days)	TC-SI-550a.1	None for 2024
	Description of business continuity risks related to disruptions of operations	Qualitative	TC-SI-550a.2	See "Information Security" Chapter
Activity Metric	(1) Number of licenses or subscriptions (2) percentage of cloud-based	Quantitative (Number of Incidents, %)	TC-SI-000.A	The Company does not provide authorization or subscription services
	(1) Data processing capacity (2) percentage outsourced	See note for details	TC-SI-000.B	The Company does not have any physical products, so this is not applicable.
	(1) Amount of data storage (2) percentage outsourced	Quantitative (Petabytes, %)	TC-SI-000.C	The Company does not have any physical products, so this is not applicable.

(Note 1) Data processing power should be reported in terms of units of measurement commonly used by businesses or on the basis of service contracts, such as millions of service units (MSUs), millions of instructions per second (MIPS), millions of floating-point operations per second (MFLOPS), and computation cycles. Businesses can also disclose their in-house and outsourced data processing requirements by other metrics, such as rack space or data center floor space.

(Note 2) The proportion of outsourcing should include on-premise cloud services, public cloud hosting services, and services located in a co-located data center.



# Implementation of Climate-Related Information

Items	Execution
1. Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	In June 2022, the Company established the ESG Committee. The ESG Committee is the highest level of internal oversight of climate risks and opportunities within the Company. The chairman of the committee is the chairman and CEO, while the members are directors and managers of the company. The Committee is responsible for approving sustainable development management policies and setting objectives, as well as coordinating the implementation of risk assessment and countermeasures in various aspects of environmental, social, and corporate governance, including but not limited to the promotion of climate change-related issues, and regularly tracking the effectiveness of the Committee. The Committee will report to the Board of Directors at least once every 6 months on the results of the implementation of corporate sustainability, including climate change-related issues and future planning.
2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-, mid-, and long-term).	The Company is in the information services industry, and the most significant impact of physical disasters on operations is due to natural disasters and rising temperatures that cause power outages or equipment failures, resulting in increased repair and maintenance costs and interruptions in operations or services. In addition, policies and regulations, as well as customers' requirements for carbon reduction, also increase the cost of operation. The Company has set a greenhouse gas reduction target commitment to effectively control greenhouse gas emissions, take stock of the impact of the regulations and the current status of implementation, and plan the response in advance. The risk of service interruptions caused by natural disasters and equipment failures is also incorporated into ongoing operational plans and disaster recovery drills.
3. Describe the financial impact of extreme weather events and transformational actions.	The financial impact of extreme climate events and transformation actions includes reputation risk due to failure to meet stakeholder expectations, increased responsibility for greenhouse gas emission reduction due to stringent greenhouse gas emission controls, higher operating costs due to the introduction of carbon and energy taxes in various countries, etc.
4. Describe how the climate risk identification, assessment, and management process is integrated into the overall risk management system.	The Company determines and manages significant risks through the results of risk assessments. Management practices include tracking the impact or contribution of each risk and opportunity to the finances and conducting reviews and improvements. The Company identifies climate risk with reference to the TCFD framework, details of which are disclosed in the climate risk section of the ESG Report published annually.
5. If a situational analysis is used to assess the resilience to climate change risks, the scenario, parameters, assumptions, analysis factors, and key financial impacts used should be described.	N/A



Items	Execution
6. If there is a transformation plan to manage climate-related risks, describe the contents of the plan and the indicators and targets used to identify and manage physical and transformation risks.	N/A
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be stated.	N/A
8. If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning period, the annual progress of achievement, and other information should be stated. If carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits to be offset or the number of renewable energy certificates (RECs) should be stated.	The Company has set a short-term GHG reduction target of 10% by 2026, based on the 2023 GHG emissions intensity. In 2024, the GHG emission intensity of the Company was 0.063 thousand metric tons of CO <sub>2</sub> e per billion NTD, a 23.4% decrease compared to the figure of 2023, which means we have achieved our short-term goal. The next stage goal would be to reduce total GHG emissions (absolute emission) of Scope 1 and 2 (Category 1 & 2) by 10% by 2027, using 2024 as the base year.
9. Greenhouse gas inventory and assurance status, reduction goal, strategies, and practical actions (filled in 1-1 and 1-2).	For details, please see the Greenhouse Gas Inventory and Assurance Status Table.





## The Company's Greenhouse Gas Inventory and Assurance Status in the Last 2 Years

### 1-1-1 Greenhouse Gas Inventory Information

The most recent two years of GHG emissions (metric tons of CO<sub>2</sub>e), intensity (metric tons of CO<sub>2</sub>e per million), and data coverage are described.

The Company conducts annual greenhouse gas inventories in accordance with ISO 14064-1:2018, and the scope of the inventories is the same as the boundary of the consolidated financial statements.

The Company's Category 1 (Scope 1) for 2023 is 60.3653 metric tons of CO<sub>2</sub>e; Category 2 (Scope 2) is 663.8505 metric tons of CO<sub>2</sub>e. The greenhouse gas emission intensity is 0.082 metric tons CO<sub>2</sub>e/million. Category 3-6 (Scope 3) is 3,274.8797 metric tons of CO<sub>2</sub>e.

The Company's Category 1 (Scope 1) for 2024 is 55.5356 metric tons of CO<sub>2</sub>e; Category 2 (Scope 2) is 588.3555 metric tons of CO<sub>2</sub>e. The greenhouse gas emission intensity is 0.063 metric tons CO<sub>2</sub>e/million. Category 3-6 (Scope 3) is 1,888.3808 metric tons of CO<sub>2</sub>e.

### 1-1-2 Greenhouse Gas Assurance Information

A description of the status of assurance for the two most recent years ended on the date of printing of the annual report, including the scope of assurance, the assurance organization, the assurance criteria, and the opinion of the assurance.

Of the total GHG emissions disclosed by the Company in 2023, 724.2158 metric tons of CO<sub>2</sub>e (17% of the total emissions) from Category 1 (Scope 1) and Category 2 (Scope 2) have been confirmed by BSI using the ISO 14064-3:2019 standard, and the opinion of the confirmation is a Reasonable Assurance. Emissions from Category 3-6 (Scope 3) of 3,274.8797 metric tons of CO<sub>2</sub>e (82% of total emissions) have been confirmed by BSI using the ISO 14064-3:2019 standard was Agreed-Upon Procedures (AUP)

Of the total GHG emissions disclosed by the Company in 2024, 643.8911 metric tons of CO<sub>2</sub>e (25% of the total emissions) from Category 1 (Scope 1) and Category 2 (Scope 2) have been confirmed by Tuv Nord using the ISO 14064-3: 2019 standard, and the opinion of the confirmation is a Reasonable Assurance. Emissions from Category 3-6 (Scope 3) of 1888.3808 metric tons of CO<sub>2</sub>e (75% of total emissions) have been confirmed by Tuv Nord using the ISO 14064-3: 2019 standard, and the opinion of the confirmation is a Limited Assurance.



1-2 Greenhouse gas inventory and assurance status, reduction goal, strategies, and practical actions

Description of GHG reduction base year and its data, reduction goals, strategies, practical action plans, and achievement of reduction targets.
<p>(A) Corporate strategies to cope with climate change or greenhouse gas management</p> <p>The Company continues to implement the policy of energy saving and carbon reduction, in addition to the replacement of old office equipment and the introduction of energy management systems, and also promotes courses to raise awareness of energy saving among employees. Moving forward with the goal of achieving carbon neutrality.</p> <p>(B) Corporate GHG Emission Reduction Targets</p> <p>Reduce greenhouse gas emissions by 10% by 2026, using 2023 as the base year, the short-term goal of which has been achieved. The next stage goal would be to reduce total GHG emissions (absolute emission) of Scope 1 and 2 (Categories 1 &amp; 2) by 10% by 2027, using 2024 as the base year.</p> <p>(C) Corporate GHG Emission Reduction Budget and Plans</p> <p>As an information service provider, the Company's main source of greenhouse gas emissions comes from its electricity usage as well as employee commute transportation. The Company's reduction plan and budget will focus on replacing old office equipment and managing energy in the server room, in addition to implementing 'remote working' measures, to decrease the carbon emissions caused by employee commuting.</p> <p>(d) The carbon reduction effect of the corporation's products or services on customers or consumers.</p> <p>No</p>



# External Validation Certificates

ISO 27001:2022 Information Security Management System WITS Corp.



ISO 27001:2022 Information Security Management System WITS (Wuhan)



ISO 27001:2022 Information Security Management System WITS (Beijing)



ISO 9001:2015 Quality Management System WITS (Wuhan)



ISO 9001:2015 Quality Management System WITS (Beijing)



ISO 20000-1:2018 Service Management System WITS (Wuhan)



ISO 20000-1:2018 Service Management System WITS (Beijing)



# External Validation Certificates

ISO 22301:2019 Business Continuity Management System WITS (Wuhan)



ISO 22301:2019 Business Continuity Management System WITS (Beijing)



ISO 14001:2015 Environment Management System WITS (Wuhan)



ISO 45001:2018 Occupational Health and Safety Management System WITS (Wuhan)



Software Capability Maturity Model Certification CMMI Level 5 WITS (Wuhan)



Software Capability Maturity Model Certification CMMI Level 5 WITS (Beijing)



## Verification of the ESG Report

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TUVNORD