

# WT Microelectronics Co., Ltd.

## Regulations Governing the Share Ownership of the CEO and Non-Executive Directors

### I. Purpose

To ensure the implementation of corporate governance and attainment of sustainable development goals, the Company encourages the CEO and non-executive directors (excluding independent directors) to maintain long-term and stable ownership of the Company's shares at suitable levels so that their performance is connected to shareholders' equity and they share the results of the Company's business success with shareholders.

### II. Scope of Application

1. CEO.
2. Non-executive directors (excluding independent directors).

### III. Shareholding Requirement Attainment Deadline

The applicable targets in these Regulations shall acquire and hold shares of the Company of a certain value or number of shares, and meet the minimum value or number of shares specified in these Regulations before one of the two following points in time, whichever occurs later.

1. Within three years after the effective date or amendment date of these Regulations, or
2. Within three years for individuals who become applicable targets for the first time.

### IV. Minimum Shareholding Standards

Scope of Application	Minimum Value or Number of Shares Held
CEO	Hold shares of the Company with a value of 5 times the annual salary (Note 1)
Non-Executive Director	Hold shares of the Company no less than one half of the number of shares held when elected for the current term (Note 2)

Note 1: The annual salary refers to the monthly salary for a period of 12 months.

Note 2: Non-executive directors do not receive remuneration.

### V. Stock Definitions for Calculating the Minimum Shareholding

1. Ordinary shares of the Company held by the individual or held in the name of a spouse, minor child, or under the names of other parties.
2. Restricted Shares of Employees Stock Awards that are granted but the vesting conditions have not been met.
3. Employee Stock Option Certificates that are vested but not yet exercised.
4. Employee shareholding trust.

**VI. Basis of Review**

The Company shall review the compliance to shareholding requirements of the aforementioned applicable subjects on December 31 of each year, and evaluate the value of the shares held based on the average closing price of the Company's stocks in the 30 days prior to the review date (inclusive).

**VII. Implementation and Amendment**

These Regulations, and any amendments hereto, shall be effective upon approval in a resolution of the Remuneration Committee and the Board of Directors.

These Regulations were established on November 14, 2023.