

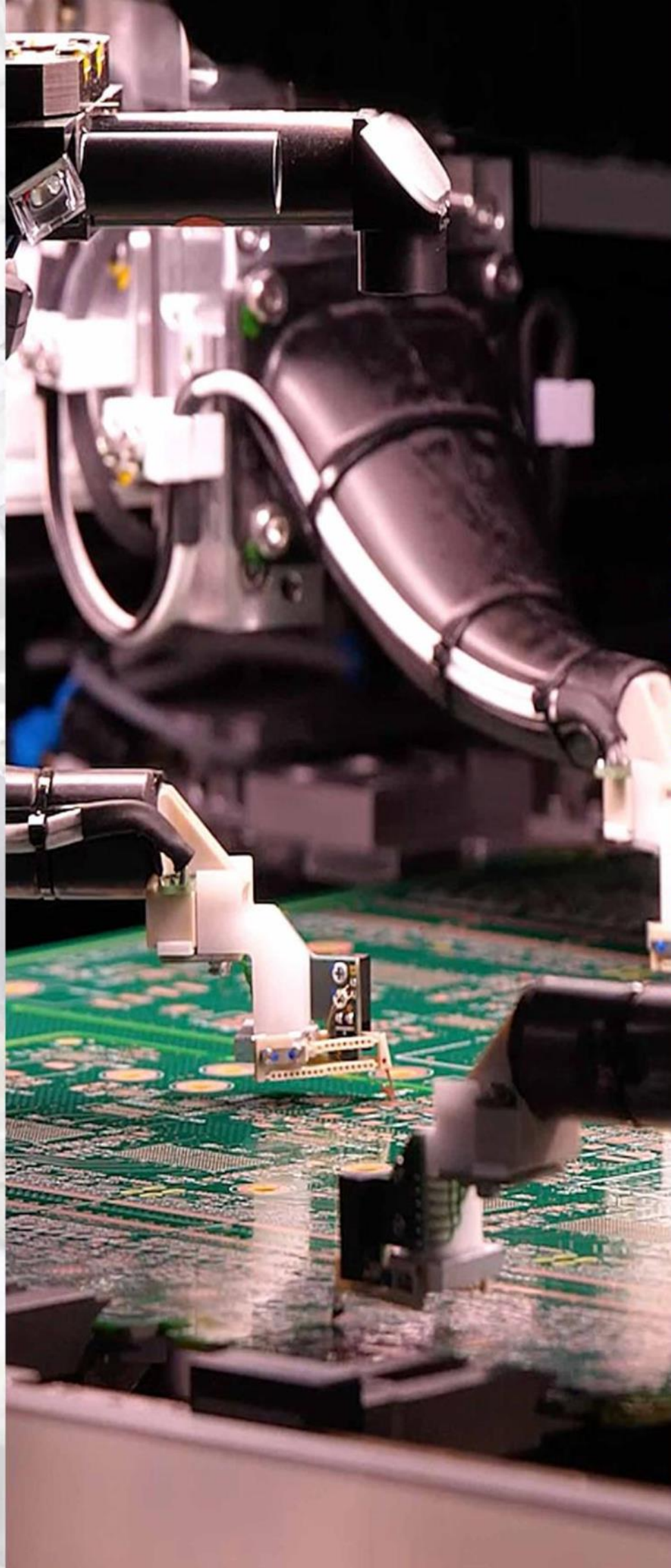


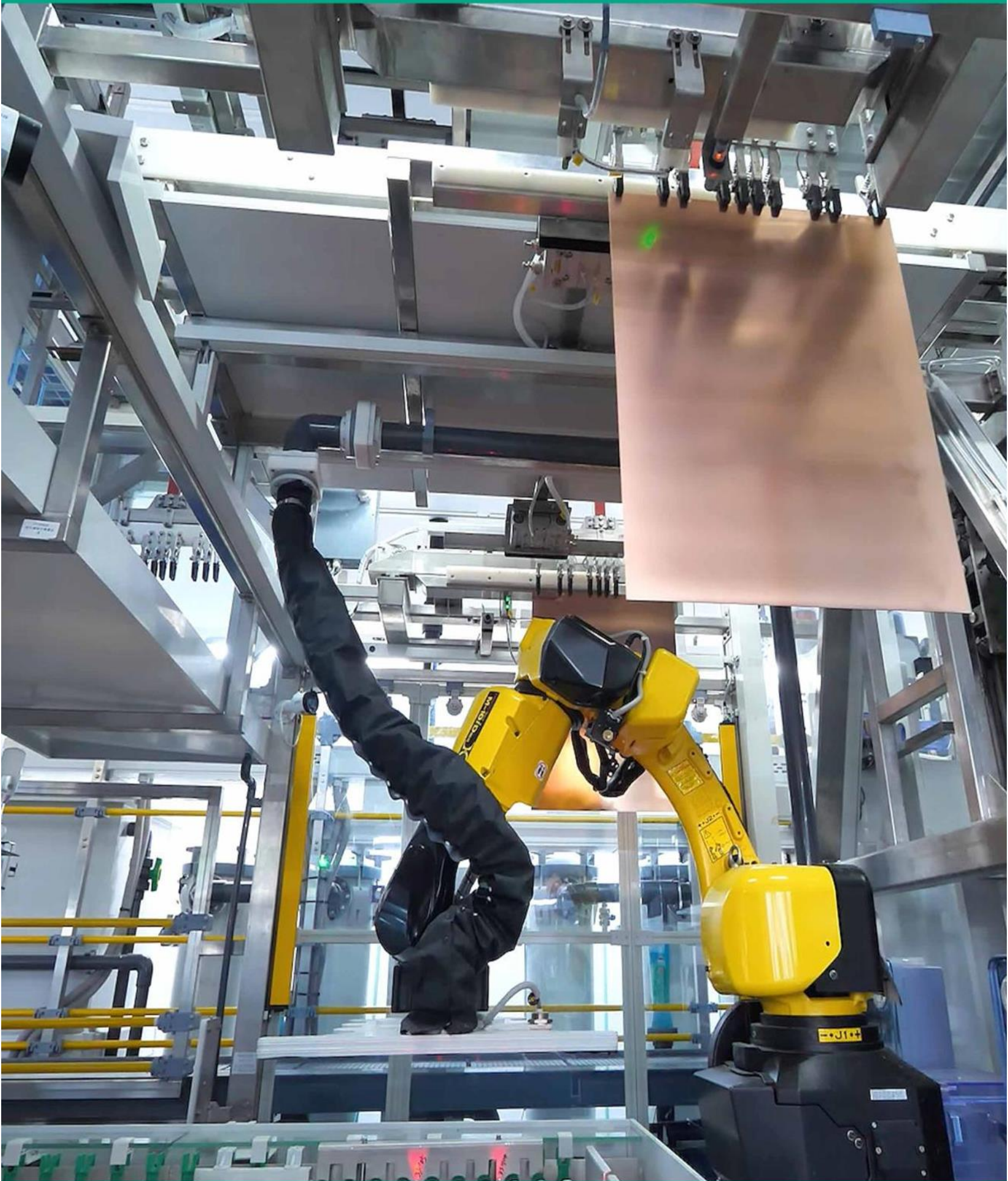
WELEXON TECHNOLOGIES, INC.

Corporate Social Responsibility Report 2025

A Review of WELEXON's
Environmental,
Social, and Governance
Initiatives

Inspiring Innovation





About WELEXON

WELEXON inspires innovation as a preeminent technology solutions provider. We strive to provide customers with market leading, differentiated solutions and an extraordinary customer experience. We are a leading global manufacturer of technology solutions including mission systems, radio frequency ("RF") components and RF microwave/microelectronic assemblies, quick-turn and technologically advanced printed circuit boards ("PCBs"). We design and develop many of our products using our own engineering talent and intellectual property. WELEXON generated approximately \$2.4 billion in revenue in 2024. We currently operate 23 manufacturing facilities, located in North America and Asia.

WELEXON has established a global, customer-focused organization within each of our business units, each maintaining a charter to become experts in their respective markets, strengthen existing customer relationships, and develop new customers in growing areas of each market. WELEXON has a strong team that delivers solid financial and operational results, has established a culture of promoting technology development in support of our customers, integrating supply chain management, and constantly strengthening best practice sharing, as we believe this is the foundation for future margin improvement. WELEXON has a Global IT Infrastructure and a robust cybersecurity architecture, allowing us to isolate and protect data, as required by our customers and stakeholders.



OUR VISION:

Inspire innovation as a preeminent technology solutions company.



OUR MISSION:

Provide customers with market-leading, differentiated solutions and an extraordinary customer experience



OUR VALUES:

The foundation of WELEXON's strategic vision is its corporate culture and its aim of doing business with integrity, teamwork, clear communication and performance excellence.

Inspiring Innovation

While WELEXON products may not always be easily recognized, our PCBs are the foundational building block of many electronic systems and our integrated electronics technologies inspire innovation in those very systems. The following are examples of where our products are used:

Automotive: WELEXON is one of the top PCB suppliers to the automotive industry, supporting electric vehicles and advanced driver assist ("ADAS") technologies. Electric vehicles reduce greenhouse gas emissions by using electronic power for the drivetrain instead of an internal combustion engine. WELEXON is a key supplier of PCBs for electric vehicles and supports our customers as they strive to reduce their carbon footprint. WELEXON also supplies PCBs for ADAS technologies to increase the safety of vehicles, reduce accidents and protect the safety of drivers and passengers.

Medical: WELEXON is a leading supplier of PCBs to the medical market, supporting surgical robots, remote diabetes monitors and ventilators. The medical industry is seeing an increased use of electronics which drives increased demand for PCBs that we supply to medical customers. Increased medical automation, such as in surgical robots, have seen strong growth to aid surgical procedures with increased consistency and accuracy. In addition, manual testing of blood sugar through "pin pricks" are being replaced by remote blood sugar monitoring devices which contain PCBs that WELEXON supplies.

Advanced Computing and Networking: WELEXON is a leading provider of complex printed circuit boards for high-end computing, cloud computing, artificial intelligence ("AI"), hyper-scale servers, data storage, and networking applications.


WELEXON Sustainability Policy

As a global organization, WELEXON recognizes our opportunity to positively impact the world around us by managing our operations in a sustainable manner. We believe that sustainable practices are essential to the long-term success of our business, and that we have a responsibility to consider how our business interacts with society, impacts the environment, and can affect the global economy in line with our corporate values of teamwork, integrity, clear communication and performance excellence.

WELEXON expects our employees, suppliers, and business partners to use our Corporate Sustainability Policy as a guiding principle in their respective roles. Our 2025 Global Sustainability goals are as follows:


ENVIRONMENTAL, SOCIETY AND GOVERNANCE 2025 GOALS






SAFETY OBJECTIVE: TOTAL CASE RATE

- NA ≤ 1.00
- AP ≤ 0.05




SAFETY OBJECTIVE: TOTAL LOST TIME CASE RATE

- NA ≤ 0.20
- AP ≤ 0.03




GREEN HOUSE GAS (“GHG”) EMISSIONS AND RENEWABLE ENERGY

- Total GHG Emissions, Market-Based ≤ 160,599 MT CO2e
- Renewable Energy % ≥ 60.0%



WATER USE AND WATER RECYCLE

- Total Water Withdrawn ≤ 1,969,806 Kgal
- Water Recycle % ≥ 35.0%






HAZARDOUS WASTE

- Total Hazardous Waste ≤ 50,417 U.S. Tons
- Hazardous Waste Recycled % ≥ 97%









WELEXON’s Leadership and Employees are committed to:





ENVIRONMENTAL

-  Responsible sourcing and management of natural resources and raw materials
-  Conducting business in a way that minimizes negative environmental impact
-  Responsible management of waste and prevention of pollution with a focus on recycling

SOCIAL

-  Fostering a culture that promotes personal health and safety
-  Cultivating a culture that promotes transparency and clear communication
-  Embracing inclusion, both in the workplace and with customers, suppliers and vendors
-  Promoting career growth through talent development, succession planning, on the job training and education
-  Competitively compensating our employees commensurate with their skills and experience in each market
-  Supporting and actively engaging with our local communities

GOVERNANCE

-  Upholding fair and ethical labor, governance and finance practices
-  Ensuring ethical organizational governance through consistent and continuous training of our employee base
-  Creating strong cybersecurity policies that ensure protection and privacy of data for our customers, employees and other stakeholders
-  Promoting transparency, accountability and engagement with our shareholders



Health and Safety Programs

HEALTH AND SAFETY PROGRAM MANAGEMENT

WELEXON has a long tradition of excellence in ensuring employee safety, health, and well-being, and believes that health and safety are essential ingredients to any successful business operation. WELEXON’s management is strongly committed to providing a safe work environment and is consistently devoted to protecting our employees by conducting all aspects of our business in a responsible manner. The importance we place in these efforts demonstrates our continuous commitment to our employees, customers and business partners. The core of our safety program includes the fundamental belief that all injuries are preventable, as described in our Health and Safety Policy.

INDUSTRY TREND ANALYSIS

WELEXON remains committed to continuous improvement in our Health and Safety programs, delivery and results. WELEXON’s Recordable Injury rate continued to decline year-over-year in 2024 and remains well below the U.S. industry average. WELEXON will continue its focus on leading safety indicators, analysis of safety trends and driving key improvement initiatives. We will continue with our successful behavioral-based safety model to ensure full employee collaboration, participation and ownership towards injury rate reduction and the total success toward our goal of achieving a Zero-Injury Culture.

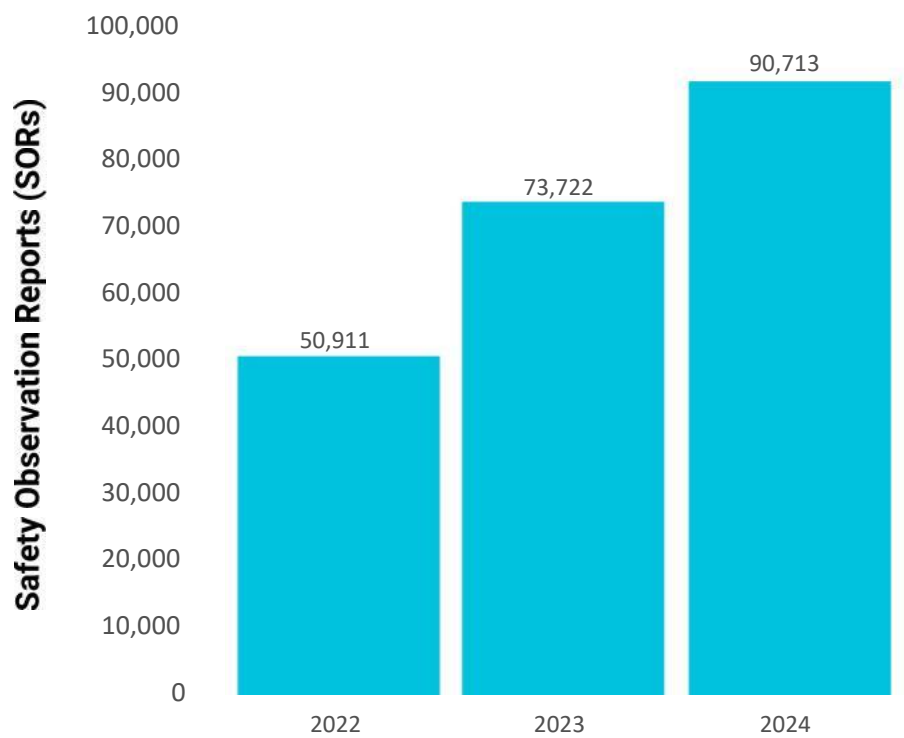
WELEXON GLOBAL RECORDABLE INJURY RATE (2022 – 2024)



* U.S. Industry Average data is compiled by the U.S. Bureau of Labor Statistics in their annual Survey of Occupational Injuries and Illnesses. WELEXON has chosen to compare our data with the “Bare printed circuit board manufacturing” (NAICS Code: 334412) industry data as this represents the majority of our operations.



WELEXON GLOBAL SOR TOTAL COUNT (2022 – 2024)



EMPLOYEE PARTICIPATION

WELEXON has found that one of the strongest ways we can improve our safety management is to encourage direct worker participation in our safety programs. Employees who participate in their own safety are better prepared to work safely and their engagement often encourages others in a similar way. WELEXON utilizes a Safety Observation Reporting ("SOR") tool accessible to all our employees. Employees are encouraged to enter behavioral safety observations and concerns into the system. Each WELEXON site endeavors to log one SOR per employee per quarter. The above chart indicates the substantial increase in total safety observations recorded per year over the past three years.



ENVIRONMENTAL PROGRAM MANAGEMENT

All WELEXON manufacturing sites continue to maintain an Environmental Management System. Our management systems ensure that we understand the environmental risks and opportunities that exist at our facilities and require that we have plans in place to run our operations in an environmentally friendly manner, audit and review our activities, and address corrective actions and opportunities for improvements. Our management systems are built around the framework of our [WELEXON Environmental Policy](#). Currently 79% of our manufacturing locations are certified to ISO 14001.

CARBON DISCLOSURE PROJECT (“CDP”) REPORT

To provide greater transparency on our environmental operations, WELEXON reports on our climate and water-related activities annually to [CDP](#). These reports go into great detail regarding our management practices, water and energy use, and greenhouse gas emissions and are available to our customers, upon request.

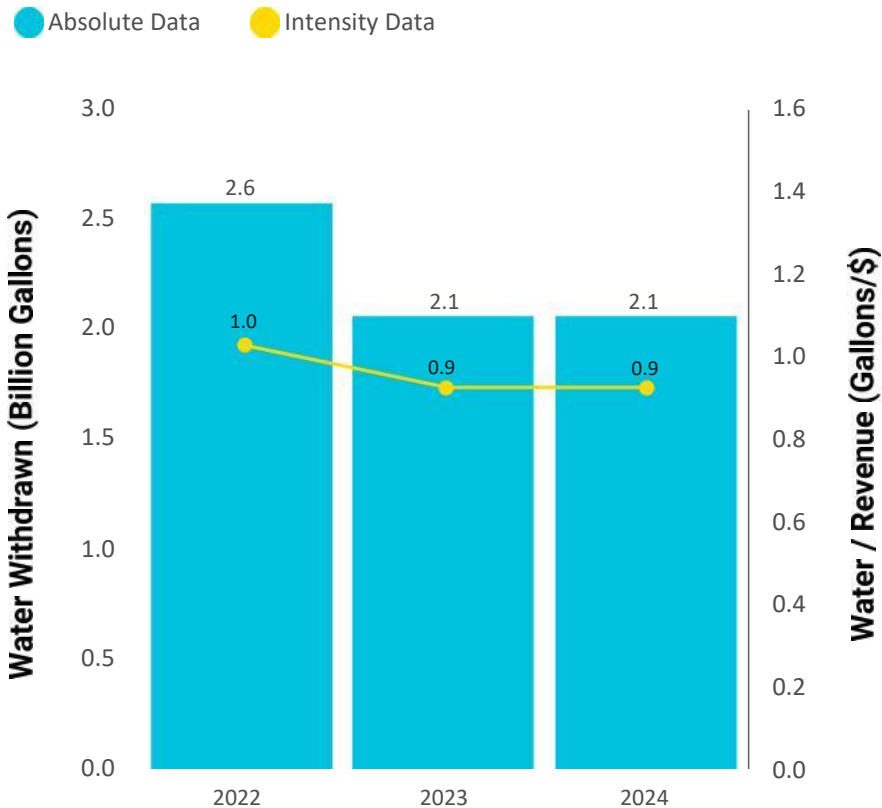


Environmental Programs

WATER CONSUMPTION

Water is a key resource used in the manufacturing of PCBs. Electronic products are highly susceptible to performance issues caused by aqueous contaminants, and therefore, product cleanliness is a key quality attribute. Over the past three years, we have consistently reduced our water consumption per revenue dollar. As we move into 2025, we are focusing on not only reducing the normalized consumption, but also the absolute consumption through wider-spread implementation of water monitoring and recycling.

WELEXON GLOBAL WATER WITHDRAWAL (CONSUMPTION) (2022 – 2024)



WATER RECYCLING

Our WELEXON Zhongshan site is now piloting a smart water control system in one of our “Pattern Plating” process lines (which plates copper metal onto the board according to the specified design), for real-time water quality and usage monitoring as well as automatic flow control. These actions are expected to reduce water consumption of the process line by up to 25%. This system will be rolled out to other plating lines once the pilot project is complete.



WELEXON Zhonghsan Smart Water Control System

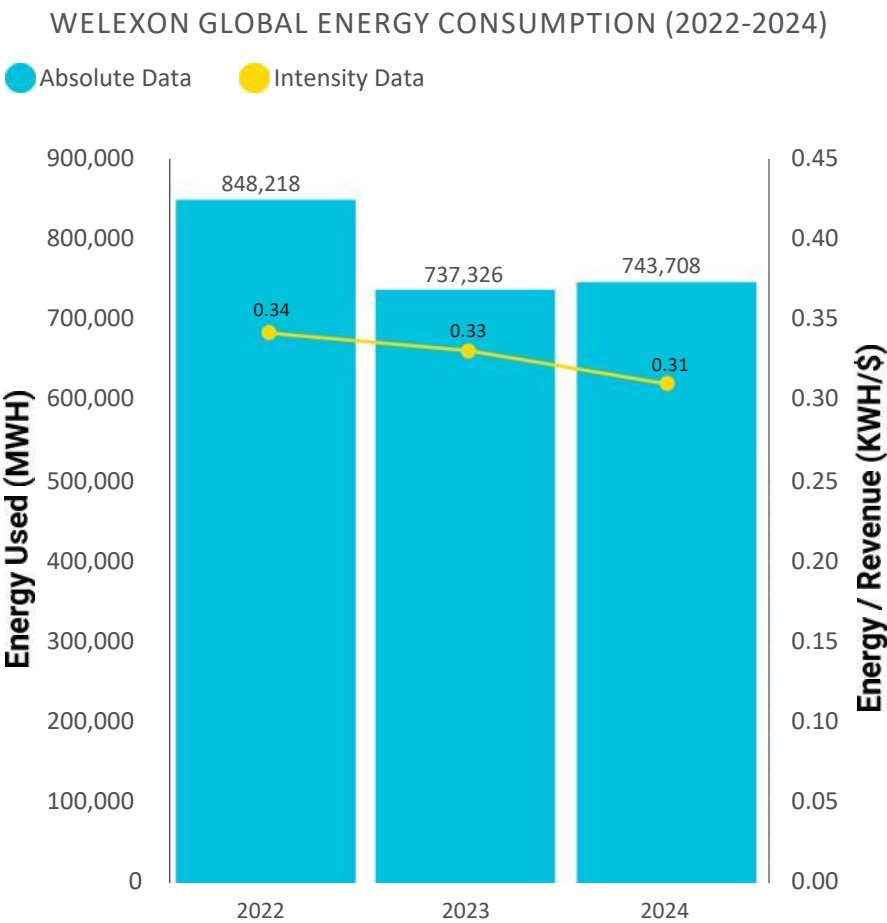
WATER CONSUMPTION MONITORING

In 2023, WELEXON North America (“NA”) began implementation of Industry 4.0 equipment to ensure all individual water uses in the manufacturing processes are continuously monitored and recorded in our facilities in San Diego and Santa Ana, CA and Logan, UT. The Industry 4.0 system is connected to monitoring devices and will provide the operating sites with the ability to right-size consumption. In 2024 our remaining North America facilities began implementing the same monitoring system and are generating operational data that will be used to control and lower consumption.



ENERGY

Electronics manufacturing requires a significant amount of energy to power equipment, industrial utilities, lighting and HVAC (Heating, Ventilation and Air Conditioning). The majority of WELEXON’s power comes from electricity and natural gas. The below chart shows our energy use over the past three years and how it compares to our global revenue.



ENERGY TEAMS

In the Chippewa Falls, WI location, an Energy Team was formed in 2023 to review daily energy consumption and to develop a forum to review and implement energy consumption projects and improvements. As a result of this ongoing effort, The Chippewa Falls team was able to reduce energy consumption by almost 10% in the first year the Energy Team was formed.

SOLAR IMPLEMENTATIONS

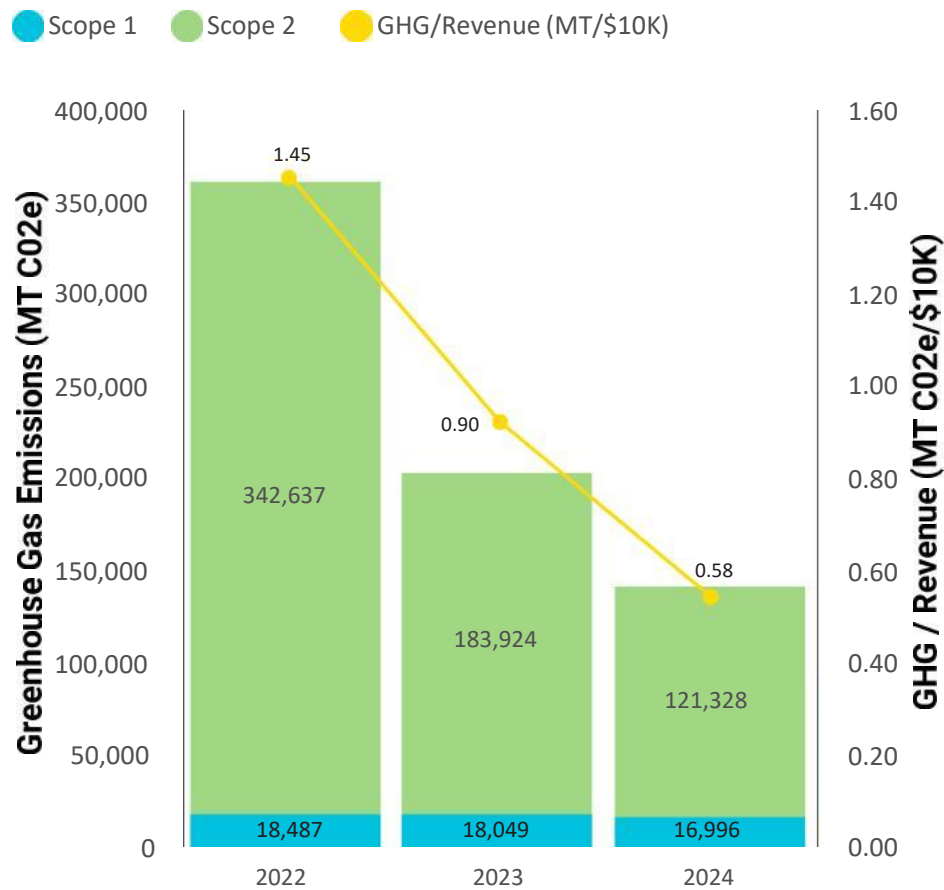
WELEXON Penang is finalizing construction of a 13,000 panel, 7.1MW grid isolated solar power system, one of the largest solar implementations in Penang. In addition, our WELEXON Huiyang site installed a 1.4MW solar system in 2024. Our other facilities in China are evaluating similar solar power systems for the generation of renewable energy.



GREEN HOUSE GAS (“GHG”) EMISSIONS

WELEXON’s use of energy contributes Greenhouse Gas Emissions into our environment. Over 90% of these emissions are “Scope 2”, meaning they are not directly emitted by WELEXON but are a result of the electricity which we purchase from local utilities. The remaining “Scope 1” emissions are from our process operations (primarily fuel use for heating). Starting in 2024, WELEXON has engaged an external auditor to provide third-party verification of our greenhouse gas emissions. As can be seen in the graph below, our net Scope 1 and Scope 2 emissions have declined significantly over the past two years, and we are taking active steps to continue this trend on our path to being Carbon Neutral by 2040.

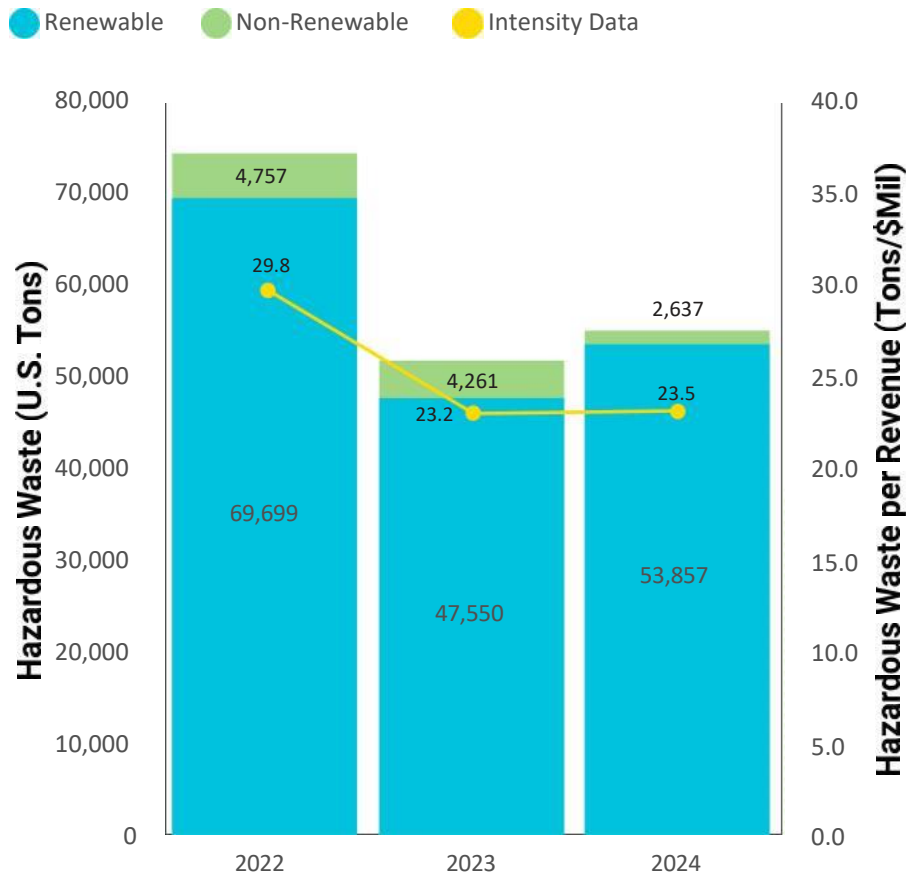
WELEXON GLOBAL GHG EMISSIONS (2022-2024)



WASTE

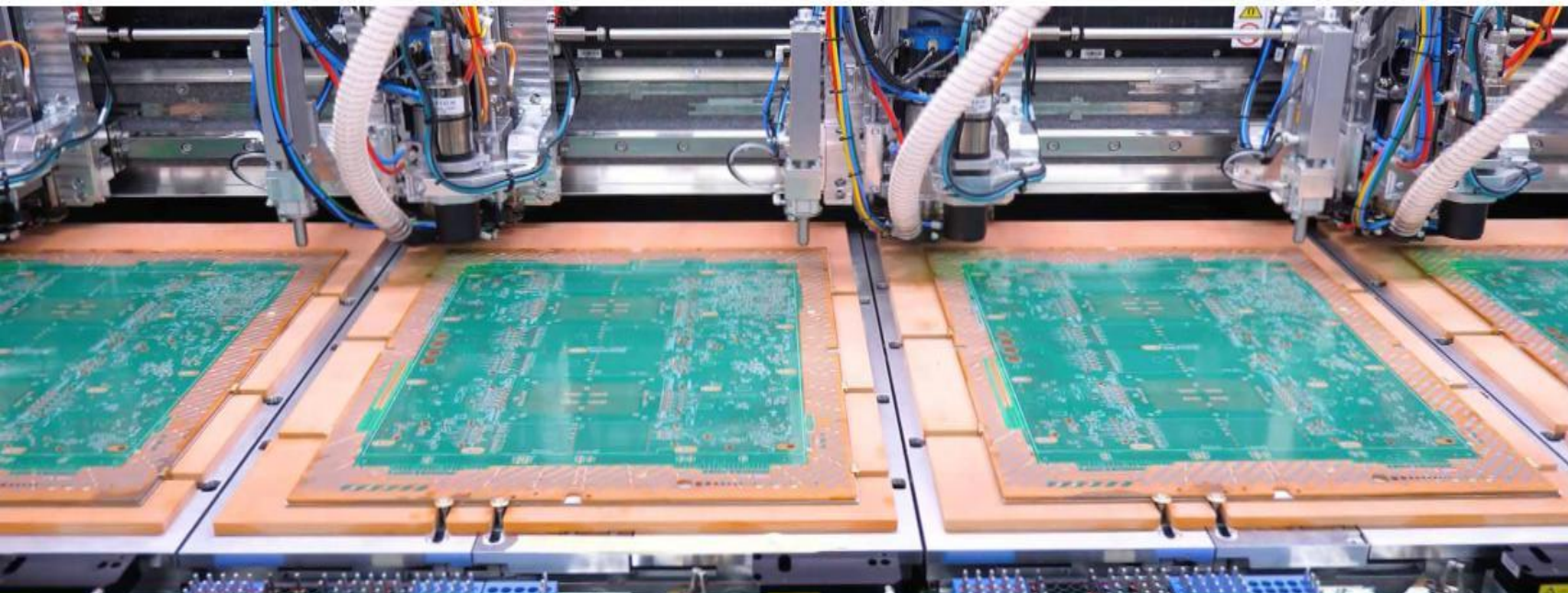
In the course of our operations, WELEXON generates scrap products, metals, packaging, chemistry, filters, and general trash and recyclable waste that must be disposed of in an environmentally friendly manner. Waste is classified as hazardous or non-hazardous according to local regulations. In 2024, 95% of our hazardous waste was disposed renewably.

WELEXON GLOBAL HAZARDOUS WASTE GENERATION (2022-2024)



WASTE RECYCLING

In our WELEXON Zhongshan site, a new bio-treatment system resulted in a 60% drop in sodium hypochlorite consumption over the last two years. Additionally, a new nickel liquid waste concentration system has further reduced nickel liquid waste by 70% in 2024.





New bio-treatment system in WELEXON Zhongshan



Nickel liquid waste treatment system in WELEXON Zhongshan



SMALL QUANTITY GENERATOR

Through increased waste segregation and increased waste recycling, WELEXON has successfully reclassified our Logan, UT site as a Small Quantity Generator (“SQG”) of hazardous waste in 2023, while our Sterling, VA, and Chippewa Falls ATC sites achieved this status in 2024. This designation, based on federal waste regulations, means that these locations have successfully taken actions to reduce hazardous waste below SQG requirements. WELEXON continues to review opportunities to reclassify other NA sites using this method.

WELEXON PENANG

WELEXON Penang is WELEXON’s new 750,000 ft² state-of-the-art, highly automated printed circuit board manufacturing facility in Penang, Malaysia, opened in 2024. This facility has been designed with reduced environmental impact as a guiding philosophy from the ground up. In addition to the 7.1MW solar installation mentioned earlier, the Penang facility incorporates advanced process controls, utility management, water recycling and waste treatment equipment, with integrated environmental controls. The building is fully covered by a sprinkler system, and the majority of “wet process” (liquid-containing) systems are heated hydronically, reducing electrical shock and fire risks.

People and Culture

At WELEXON, we continue to strive to maintain and enhance a professional and safe work environment that fosters a collaborative culture among employees. We actively promote continuous learning and seek to engage employees with development opportunities and a chance to contribute to the broader community. We support our employees across the organization to pursue their potential through leadership development programs, operator advancement certifications and career planning. We are proud that our employees are valued outside of WELEXON where they serve as industry leaders across boards, committees and joint projects.

HIGHLIGHTS



97% global employee participation in the full-scale Employee Survey that seeks meaningful and confidential employee feedback



48% of our US new hires in 2024 identified as underrepresented minorities



Our US workforce is approximately 43% ethnically diverse and comprised of nearly 35% females



64% of interns worldwide were offered full-time positions

INCLUSION

At WELEXON Technologies, we are committed to nurturing an inclusive environment where every team member’s unique experiences, perspectives, and talents are valued. We believe that an engaged workforce enhances innovation and collaboration, leading to high-performing teams that provide market-leading, differentiated solutions and extraordinary customer experience. Our aim is to foster a workplace where all employees feel welcomed, respected, and empowered to contribute their best, enabling WELEXON to be a global preeminent technology solutions company.

INCLUSION COUNCIL

WELEXON’s Inclusion Council works collaboratively across the organization to drive our inclusion strategy and support key initiatives. They facilitate and deliver awareness, education programs and best practices that support the organization’s ability to provide an environment that encourages and accepts each of our employees’ individual attributes and experiences. The Council consists of four committees: Diverse Candidate Pipeline, Cultural Competency and Employee Experience, Training & Career Development and Branding. Meeting every month, the Council members are critical to the program’s success.



DIVERSE CANDIDATE PIPELINE: We are dedicated to enhancing the unique experiences of candidates with a breadth of talent and skill within our recruitment pipeline reflecting the demographics of the communities we serve while also improving candidates’ overall experience. Our efforts aim to broaden our talent pool and ensure opportunities for potential employees with unique backgrounds and talents.

Corporate Governance

A key component of WELEXON’s growing success is a strong foundation of Corporate Governance practices and policies, promoting transparency, accountability and ethical business operations. WELEXON understands that this requires an internal system of practices, controls and procedures that allows the business to govern itself, make effective decisions, comply with applicable law and meet the needs of external stakeholders.

We maintain [Corporate Governance Guidelines](#) to provide direction to our Board of Directors and Senior Management on topics such as board member qualifications, the evaluation process for the CEO and board members, and the need to report conflicts of interest. WELEXON takes many steps to ensure that its Corporate Governance is a priority, including maintaining a strong and diverse Board of Directors, actively engaging processes to manage risks, providing guidance on ethics and values, enforcing data privacy, and prohibiting conflicts of interest. In addition to the guidelines and strong governance practices that we employ, WELEXON also maintains a [Code of Ethics](#) for the CEO and Senior Financial Officers. Further, each committee of the Board of Directors also has a charter. Some key elements of our Corporate Governance practices and policies are listed below.

WELEXON CORPORATE GOVERNANCE HIGHLIGHTS:



BOARD STRUCTURE

- ✓ High board independence (89%)
- ✓ Gender diversity (33%)
- ✓ Racial diversity (22%)
- ✓ Governance guidelines
- ✓ No hedging policies of stock ownership
- ✓ High percent vote for director elections
- ✓ Key executive succession plan
- ✓ Committee charters



EXECUTIVE COMPENSATION

- ✓ Annual say on pay
- ✓ Low equity grant rates versus peers
- ✓ Minimum vesting period
- ✓ Executive stock ownership guidelines
- ✓ Repricing of stock grants is prohibited
- ✓ Double trigger change of control
- ✓ Compensation clawback policy
- ✓ No excise tax gross ups
- ✓ No evergreen provision
- ✓ Minimum prerequisites



SHAREHOLDER RIGHTS

- ✓ No dual class stock
- ✓ No poison pill
- ✓ Regular shareholder engagement and feedback including equity, debt and third parties such as ISS



AUDIT AND RISK

- ✓ Code of conduct and training
- ✓ Whistle blower policy/ethics hotline

BOARD LEADERSHIP STRUCTURE

We believe it is our Chief Executive Officer’s responsibility to manage our operations, and it is the Chairman of the Board’s responsibility to lead our Board of Directors. We also believe it is beneficial to have an independent chair who is dedicated to leading the Board of Directors for the Company. Our Board of Directors currently has eight independent members and one non-independent member, our CEO. Our Board collectively possesses a diverse mix of backgrounds, skills and experience, and a deep and critical understanding of WELEXON’s business and the unique challenges and opportunities WELEXON faces in a competitive global economy.

WELEXON is a significant supplier of printed circuit boards that are eventually integrated into products purchased by the United States Department of Defense. Because WELEXON has been identified by the government of the United States as a key supplier in the electronics eco-system, WELEXON has engaged with the United States Defense Counterintelligence and Security Agency (the “DCSA”) for approval of facility security clearances at a number of its facilities. This clearance allows the DCSA to conduct audits and provide broad oversight to parts of WELEXON’s operation.



As a condition of such clearance, and in connection with our engagement with the DCSA, in February of 2023, our Board of Directors adopted a Special Board Resolution (“SBR”), replacing the Special Security Agreement (“SSA”) that the Company had entered into with the DCSA in 2010. The replacement of the SSA with the SBR was the result of the significantly reduced foreign ownership of WELEXON. The company plans to maintain much of the robust infrastructure developed during the adoption of, and compliance with, the SSA. The SBR Agreement with DCSA codifies the standing Government Security Committee of WELEXON’s Board of Directors, consisting of at least three Board members that hold a National Security Clearance. In addition, the SBR dictates that WELEXON will maintain its policies and procedures that have been established pursuant to the provisions of the SSA to mitigate risks to WELEXON’s operations that serve the national security of the United States, including the maintenance of its cybersecurity plan that meets the requirements of NIST 800-171. DCSA will continue to review WELEXON’s compliance with the terms of the SBR annually at each of WELEXON’s sites which operate under a U.S.

Department of Defense security clearance. In addition, all of WELEXON’s Board is currently comprised of U.S. citizens and per the terms of the SBR, no foreign citizen is allowed to sit on WELEXON’s Board in the future. As a natural mechanism to ensure continuity of its Board of Directors to satisfy our obligations under the SBR, WELEXON has continued the practice of providing for staggered elections of three classes of board members to serve three-year terms, such that our Board is comprised of U.S. Citizens, and at least three such members maintain national security clearance or would be eligible to be cleared by the United States Government to receive classified information and maintain oversight of WELEXON’s classified operation.

RISK MANAGEMENT AND OVERSIGHT PROCESS

While our management is primarily responsible for managing risk, our Board of Directors and each of its committees play a role in overseeing our risk management practices. Our Board of Directors also provides guidance and oversight to our business and is ultimately responsible for risk oversight, and it discharges this responsibility by receiving regular reports from our management, including an annual enterprise risk assessment conducted by our internal audit function based on the feedback received from our internal leadership team, concerning our business and the material risks that our Company faces. Our Board of Directors annually reviews key enterprise risks identified by management — financial, reputational, safety and security, cybersecurity, operational, revenue, social responsibility, environmental, compensation and compliance risks, and it monitors key risks through discussions regarding key risk areas at meetings of our Board of Directors and in committee meetings. Our Board of Directors also focuses on specific strategic and emerging risks in periodic strategy reviews. Our Board of Directors annually reviews and approves our corporate strategy, goals and capital budgets.



Our Board of Directors allocates responsibility for overseeing risk management for our Company among the full board and each of its committees. Specifically, the full board oversees significant risks primarily relating to operations, strategy, finance, environmental, health, safety, cybersecurity, liability insurance programs, and compliance with environmental, legal, regulatory and social responsibility requirements. In addition, each of our committees considers risks within its area of responsibilities, as follows:



AUDIT COMMITTEE: Our Audit Committee is primarily responsible for overseeing matters involving major financial risk exposure and actions management is taking to monitor such risk exposures. This includes risks relating to financial internal controls, litigation, tax matters, the Code of Business Conduct and the Code of Ethics for the CEO and senior financial officers. In addition, the audit committee reviews our quarterly and annual financial reports, as well as internal audit reports, including any disclosure in those reports of risk factors affecting our Company and business. The audit committee regularly consults with our external auditor, KPMG LLP.



HUMAN CAPITAL and COMPENSATION COMMITTEE: Our Human Capital and Compensation Committee is primarily responsible for overseeing risks that may be associated with executive retention, our executive compensation programs and risks relating to the administration of those programs. In setting compensation, the compensation committee strives to create incentives that encourage appropriate risk-taking behavior consistent with our business strategy. In making compensation determinations, the compensation committee considers these risks and an overall mix of compensation for employees as well as the various risk control and mitigation features of our compensation plans, including appropriate performance measures and targets and incentive plan payout maximums. To assist in satisfying these oversight responsibilities, the compensation committee retains outside compensation consultants and meets regularly with management to understand the financial, human resource and stockholder implications of compensation decisions being made. Additional information on risk management considerations of our compensation committee is discussed in the proxy statement under “Compensation Discussion and Analysis – Risk Management Considerations.”





NOMINATING and CORPORATE GOVERNANCE COMMITTEE:

Our Nominating and Corporate Governance Committee is primarily responsible for risks that may be mitigated by the continued effective functioning of our Board of Directors and our corporate governance practices. Under its charter, the Nominating and Corporate Governance Committee is responsible for, among other things, developing and recommending to our Board of Directors a set of effective environmental, social and corporate governance principles designed to assure compliance with applicable standards.

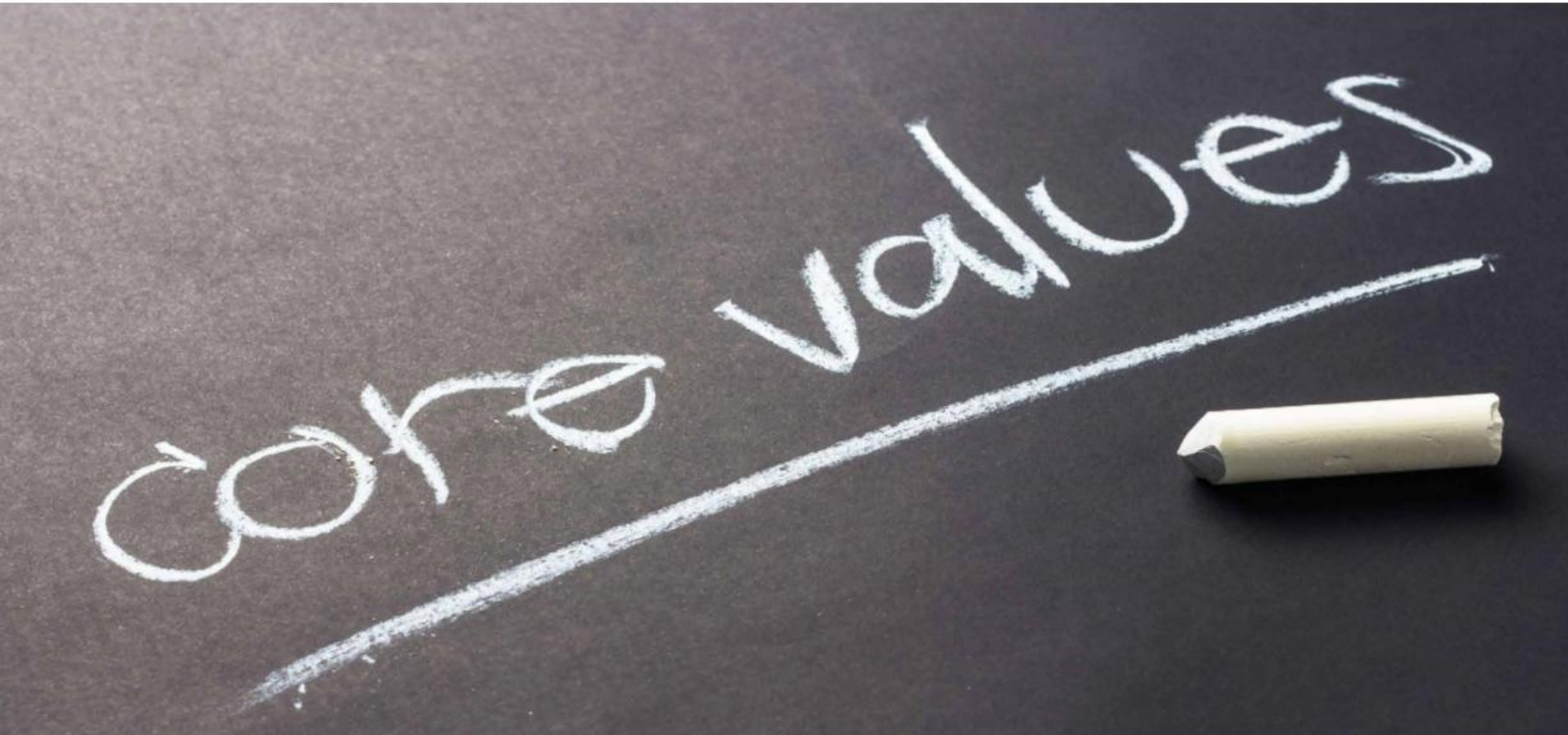


GOVERNMENT SECURITY COMMITTEE: Our Government Security Committee is primarily responsible for maintaining appropriate policies and procedures to ensure compliance with the policies and procedures mandated by the U.S. Government with respect to classified and export-controlled information in our possession and for ensuring the mitigation of foreign, ownership, control, or influence (commonly referred to by its acronym “FOCI”), and cybersecurity.

COMMITMENT TO VALUES AND ETHICS

The foundation of WELEXON’s strategic vision is our corporate culture and emphasis on conducting business with integrity, teamwork, clear communication and performance excellence. These are the cornerstones of the way that WELEXON does business, and we demonstrate the importance we place on these values through our goal setting and performance management process.

Our “Leadership Principles” of communications, collaboration and career development are designed to improve the employee experience and strengthen working relationships with our business partners. Along with the WELEXON Values and our Leadership Principles, we discuss and act in accordance with, and provide annual training for, our [Code of Conduct](#), which outlines our expectations, and provides guidance for all employees.



Our Code of Conduct provides guidance and emphasizes the importance of addressing topics such as anti-corruption, discrimination, harassment, privacy, appropriate use of company assets, and protecting confidential information. It also provides guidance and encourages the reporting of Code of Conduct violations. Our Code of Conduct reinforces the importance of fostering an open, welcoming environment in which all employees have a voice and a confidential outlet to raise concerns regarding potential violations.

In addition, we maintain high standards for all employees worldwide, including reasonable work hours and time off, no child labor, no forced labor, equal opportunity employment and a professional work environment that does not tolerate any form of harassment or discrimination. Our Code encourages open communication by our employees and empowers employees to raise questions or concerns, to report questionable behavior, or to clarify a policy with their supervisor or with a member of Human Resources or Legal. In addition, employees and third parties may use WELEXON's Ethics Hotline, which is managed by an independent third party and is available 24 hours a day, seven days a week to report any questions or concerns, all of which can be done anonymously and confidentially. Retaliation for any ethics reporting is strictly forbidden.

WELEXON maintains a Code of Ethics for the CEO and Senior Financial Officers that are subject to additional policies such as timely reporting of financial information, material information that affects financial disclosures, and significant deficiencies and material weaknesses in the design or operation of internal controls.



DATA SECURITY AND PRIVACY

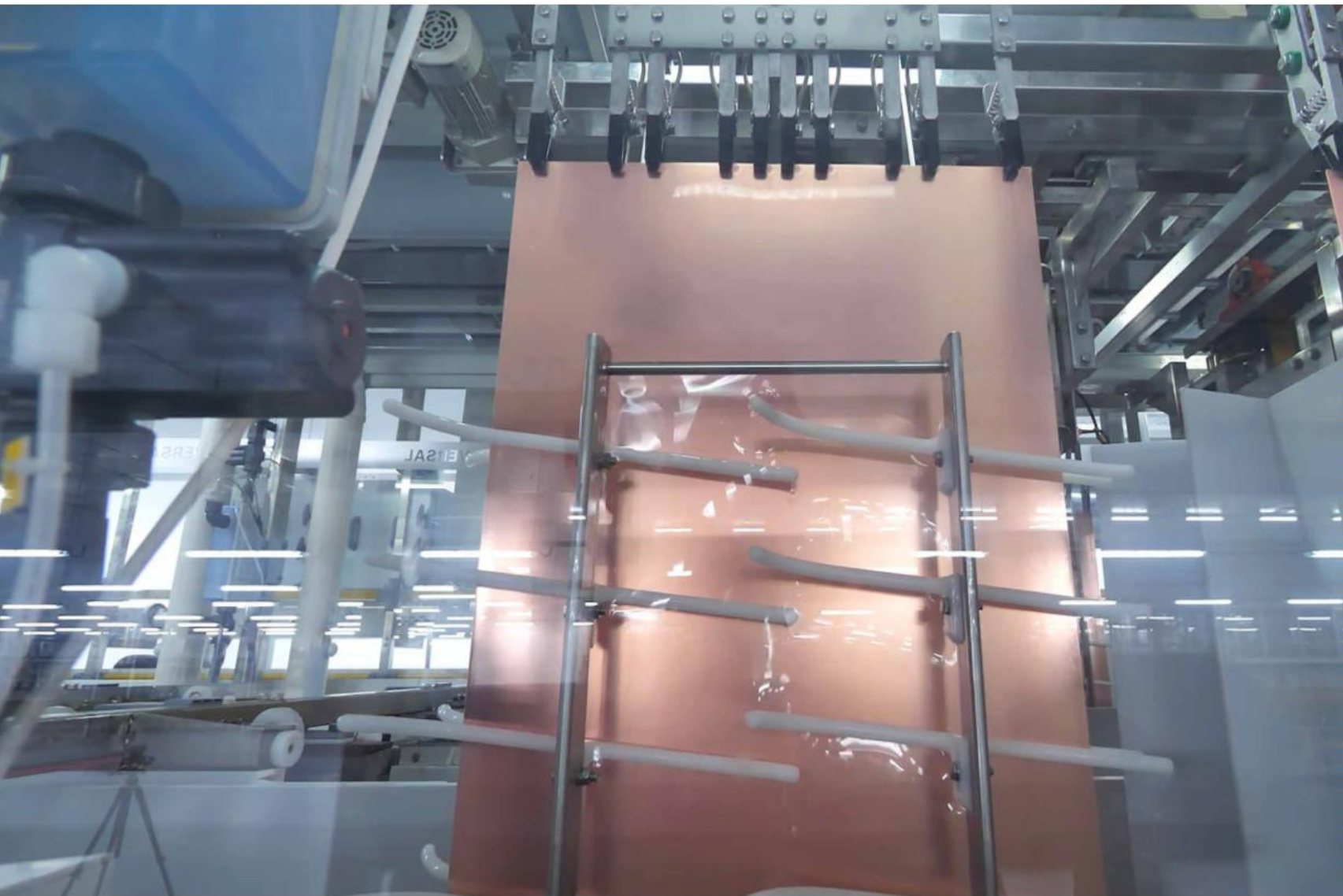
In order to protect the data of our Company, business partners, U.S. national security and defense-related items, WELEXON has invested in robust data security and privacy protections. WELEXON follows industry-standard recommendations for data security

such as those outlined in the NIST SP 800-171 and Cybersecurity Maturity Model Certification (CMMC) frameworks.

WELEXON has developed detailed cybersecurity policies and procedures, including a data classification system to ensure the protection of critical data. In addition to periodic internal review, WELEXON also employs external auditors and cybersecurity testing firms to review our cybersecurity posture. The Board of Directors, through the Government Security Committee reviews cyber security risk with the Senior Vice President, Information Technology at least four times a year. WELEXON maintains a CIRT, or Cybersecurity Incident Response Team, and conducts periodic tests with this team to maintain readiness and resiliency, while regularly reviewing its policies in the interest of protecting data security.

CONFLICT MINERALS

WELEXON uses minerals such as Gold, Tin, Tantalum, and Tungsten in our products. In some cases, the processing and sale of such minerals in conflict-affected and high-risk areas can support armed groups and perpetrators of child labor and other human rights abuses. As part of our Conflict Minerals program, WELEXON surveys our suppliers throughout the year on the sources of these minerals and performs due diligence as necessary. WELEXON provides various Conflict Minerals Reporting Templates to our customers as evidence of our information gathering and due diligence practices, and we also submit an annual Form SD report to the United States Securities and Exchange Commission as required by The Dodd-Frank Wall Street Reform and Consumer Protection Act.



ENVIRONMENTAL DATA – SCOPE AND DEFINITIONS:

- This data includes manufacturing facilities only. Office-only locations, dormitories, and canteens are excluded.
- Data from new locations in implementation or start-up mode is excluded.
- GHG Emissions Include Scope 1 (except process and fugitive emissions) and Market-Based Scope 2 emissions.
- Hazardous Waste disposed renewably includes waste that is recycled or used for energy recovery.

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