

2. Corporate Governance Report

2.1. Directors, Supervisors and Management Team

2.1.1 Directors (March 18, 2025)

Title	Nationality or registered	Name	Gender & Age	Date of Election	Term	Date First Elected	Shareholding when Elected		Current Shareholding			Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education	Selected Current Positions	Spouse or relative holding a position as Key Manager, Director or Supervisor			Note
							Shares	%	Shares	%		Shares	%	Shares	%			Title	Name	Relationship	
Chairman & CSO	Republic of China	Simon Lin	Male Above71	05/30/2024	3	05/23/2001	42,599,252	1.47	44,619,252	1.54		1,544	0.00	0	0.00	Bachelor Degree in Electronic Computer and Control Engineering from National Chiao Tung University President of Acer Inc.	Chairman & CSO of Wistron Corp. Director of Gamania Digital Entertainment Co., Ltd. Independent Director of Elan Microelectronics Corp. Chairman of Wistron Green Energy Holding Company	-	-	-	-
Director and President & CEO	Republic of China	Jeff Lin (Note)	Male 61~70	05/30/2024	3	05/30/2024	3,569,000	0.12	4,659,000	0.16		0	0.00	1,312,000	0.05	Master Degree in Business Administration of the State University of New York at Stony Brook President & CEO of Wistron Corp.	Director & President & CEO of Wistron Corp. Director of Global Lighting Technologies Inc Director of Zhongshan Global Lighting Technology Limited Co. Director of WiSuccess Asset Management Corporation Director of Wistron Hong Kong Limited	-	-	-	-
Director	Republic of China	Wistron NeWeb Corp.	-	05/30/2024	3	06/14/2018	28,796,209	0.99	28,796,209	0.99		-	-	0	0.00	-	-	-	-	-	-
	Republic of China	Representative: Haydn Hsieh	Male 61~70	05/30/2024	3	06/09/2005	-	-	1,022,911	0.04		13,271	0.00	0	0.00	Bachelor Degree in electrical engineering from Ta-Tung Institute of Technology Senior Vice President of Acer Inc.	Director of Wistron Corp. Chairman & CSO of Wistron NeWeb Corp. Independent Director of Raydium Semiconductor Corp. Director of aEnrich Technology Corp. Director of NeWeb Holding Corporation	-	-	-	-
Director	Republic of China	Philip Peng	Male Above71	05/30/2024	3	06/14/2018	1,108,870	0.04	1,708,870	0.06		0	0.00	40,000	0.00	Master Degree in business administration from National Chengchi University Senior Vice President & CFO of Acer Inc. President of iD SoftCapital Inc.	Director of Wistron Corp. Director of Wistron NeWeb Corp. Director of WITS Corp. Independent Director of AU Optronics Corp. Independent Director of Apacer Technology Inc. Chairman of Smart Capital Corp. Director of Zigong Art Sharing Co., Ltd. Director of Cruise10 Co. Ltd. Supervisor of Allxon Inc.	-	-	-	-
Independent Director	Republic of China	Frank Juang (Note)	Male 61~70	05/30/2024	3	05/30/2024	0	0.00	0	0.00		0	0.00	0	0.00	Master Degree in Law, Institute of Technology Law from National Chiao-Tung University Master Degree of Business Administration from University of Iowa Bachelor Degree of Business Administration from National Taiwan University Chairman of Young Optics Inc. Chairman of Optoma Technology Corporation Vice President of Bankers Trust Company, Taipei Branch Vice President of H&Q Asia Pacific	Independent Director of Wistron Corp. Independent Director of Continental Holdings Corporation Director of Azure Investment Ltd.	-	-	-	-

Title	Nationality or registered	Name	Gender & Age	Date of Election	Term	Date First Elected	Shareholding when Elected		Current Shareholding			Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education	Selected Current Positions	Spouse or relative holding a position as Key Manager, Director or Supervisor			Note
							Shares	%	Shares	%		Shares	%	Shares	%			Title	Name	Relationship	
Independent Director	Republic of China	Jack Chen	Male Above71	05/30/2024	3	06/14/2018	0	0.00	0	0.00	-	0	0.00	0	0.00	Bachelor Degree in electrical engineering from National Taiwan University Chairman of Spirox Corp. Chairman of RDC Semiconductor Co., Ltd.	Independent Director of Wistron Corp. Director of Spirox Corp. Director of RDC Semiconductor Co., Ltd. Director of Taiwan Oasis Technology Co., Ltd. Director of Browave Corp.	-	-	-	-
Independent Director	Republic of China	S. J. Paul Chien	Male Above71	05/30/2024	3	06/14/2018	0	0.00	0	0.00	-	0	0.00	0	0.00	Master Degree in Chemical Engineering from Massachusetts Institute of Technology Chairman & President of Vanguard International Semiconductor Corp.	Independent Director of Wistron Corp. Independent Director of Nan Ya Printed Circuit Board Corp. Director of Ultra Chip, Inc. Independent Director of ION Electronic Materials Co., Ltd. Chairman of FUCHU General Contractor Corp. Chairman of FUCHU Investment Corp. Director of Neuchips Inc.	-	-	-	-
Independent Director	Republic of China	Peipei Yu	Female 51~60	05/30/2024	3	07/20/2021	0	0.00	0	0.00	-	0	0.00	0	0.00	Master Degree in college of Business Administration from University of British Columbia Managing Director of Goldman Sachs (Asia) L.L.C. Chairman of Zoyi Venture Capital Co. ,Ltd	Independent Director of Wistron corp. Independent Director of Cathay Financial Holding Co., Ltd. Independent Director of Cathay Life Insurance Co., Ltd. Independent Director of Cathay Century Insurance Co., Ltd. Chairman of Vigor Kobo Co., LTD. Director of Hong Ting Investment Management Limited Director of SmartBee Intelligence Company Ltd. Director of CMVT Ltd	-	-	-	-
Independent Director	Republic of China	Meiling Chen (Note)	Female 61~70	05/30/2024	3	05/30/2024	0	0.00	0	0.00	-	0	0.00	0	0.00	Doctor Degree in college of Law from National Chengchi University Master Degree in college of Law from National Taiwan University Bachelor Degree in college of Law from National Chengchi University Executive Yuan Secretary-General Minister of National Development Council	Independent Director of Wistron Corp. Chairman of Taiwan Regional Revitalization Foundation Independent Director of China Petrochemical Development Corp. Independent Director of AcBel Polytech Inc. Director of Witology Markettrend Research Institute	-	-	-	-

Note: Mr. Jeff Lin, Mr. Frank Juang and Ms. Meiling Chen were elected as director and indepenet director in the annual shareholders’ meeting on May 30, 2024. Robert Hwang and Christopher Chang resigned after the re-election on the same day.

Major shareholders of the institutional shareholders

March 18, 2025

Name of Institutional Shareholders	Major Shareholders	%
Wistron NeWeb Corporation	Wistron Corporation	19.85
	Yuanta Taiwan Dividend Plus ETF	5.16
	Fuh Hwa Taiwan Technology Dividend Highlight ETF	3.70
	Labor Pension Fund (New Scheme)	3.45
	Yuanta Taiwan Value High Dividend ETF	2.96
	Chunghwa Post Co., Ltd.	2.62
	Wang Yong-Shun	1.56
	Norges Bank	1.55
	Haydn Hsieh	1.53
	Yuanta Taiwan High-yield Leading Company Fund	1.39

Major shareholders of the Company’s major institutional shareholders

March 18, 2025

Name of Institutional Shareholders	Major Shareholders	%
Wistron Corporation	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	3.99
	Labor Pension Fund	3.45
	Yuanta Taiwan Dividend Plus ETF	2.03
	Fubon Life Insurance Co., Ltd.	1.96
	Taipei Fubon Bank Trust Account (employee share ownership trust)	1.73
	Chunghwa Post Co., Ltd.	1.60
	Lin Hsien-Ming	1.54
	Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	1.02
	Wistron NeWeb Corporation	0.99
	Cathay Life Insurance Co., Ltd.	0.97

February 28, 2025

Name of Institutional Shareholders	Major Shareholders	%
Chunghwa Post Co., Ltd.	Ministry of Transportation and Communications	100

Professional qualifications and independence analysis of directors

Criteria Name	Professional Qualification and Experience	Independence Criteria	Number of other public companies in which the individual is concurrently serving as an independent director
Simon Lin	Mr. Simon Lin previously held many important positions in Acer Group, including the President of Acer Inc. He has extensive industry experience and leadership. Currently, he is also the Chief Strategy Officer of Wistron to in charge of strategic planning, and promoting long-term development of the Company, In 2020, Industrial Technology Research Institute recognized Simon as ITRI Laureate. In 2024, he was recognized as the Honorary Doctorate by National Yang Ming Chiao Tung University.	1. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company. 2. Not been a person of any conditions defined in Article 30 of the Company Law.	1
Jeff Lin	Mr. Jeff Lin is now the President and CEO of Wistron. He has been in the industry for over 25 years. At Wistron, he has taken on various roles from senior management to president of business groups. With a wealth of leadership experience, Jeff was promoted to CEO of Wistron Technologies in 2019, then concurrently as President of Wistron Corporation in 2020. He leads the business groups of Client Products, Enterprise & Networking Products, Service & Recycling, Industrial & Automotive Products , Supply Chain and Global Manufacturing, focused on creating opportunities with clients and bringing sustained growth for Wistron.		0
Wistron NeWeb Corp. Representative: Haydn Hsieh	Mr. Haydn Hsieh has also previously held many important positions in Acer Group, as well as the president of the Mobile Computing Business Unit at Acer. He is the currently the Chairman and CSO of Wistron NeWeb Corporation. He has rich leadership and decision-making capabilities.		1
Philip Peng	Mr. Philip Peng was the Chief Financial Officer at Acer and President of iD SoftCapital Inc. providing business consulting, fund management, and asset management services; he not only has experience within the technology sector, but also has professional financial expertise.		2
Frank Juang	Mr. Frank Juang was the Chairman of Young Optics Inc. and Chairman of Optoma Technology Corporation, he also be the Vice President of Bankers Trust Company, Taipei Branch and the Vice President of H&Q Asia Pacific. With law, commerce, finance, and banking background, he has over 20 years of management experience in Information Technology and banking business. He currently serves as independent director of Continental Holdings Corporation and the Director of Azure Investment Ltd.	All of the independent directors are meet the independent criteria as following during the two years before being elected or during the term of office: 1. Not an employee of the company or any of its affiliates. 2. Not a director or supervisor of the company or any of its affiliates. 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.	1

Criteria Name	Professional Qualification and Experience	Independence Criteria	Number of other public companies in which the individual is concurrently serving as an independent director
Jack Chen	Mr. Jack Chen was one of the founders of RDC Semiconductor Co., Ltd. and Spirox Corp., and is now the director of Spirox Corp., RDC Semiconductor Co., Ltd., Taiwan Oasis Technology Co., Ltd. and Browave Corp.. He is familiar with the upstream and downstream development trends and industry conditions of the technology and semiconductor industries and has rich leadership and decision-making abilities.	4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.	0
S. J. Paul Chien	Mr. S. J. Paul Chien has served important management positions such as R&D, engineering, business and marketing in Intel and TSMC, and was previously the Chairman of Vanguard International Semiconductor Corporation. He has professional knowledge in the semiconductor and technology industries, extensive leadership and decision-making abilities, and rich personal connections.	5. Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. 6. Not a director, supervisor, or employee of the company which majority director seats or voting shares and those of any other company are controlled by the same person. 7. Not a director (or governor), supervisor, or employee of the company or institution which the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses.	2
Peipei Yu	Ms. Peipei Yu served as the Managing Director of Goldman Sachs (Asia) L.L.C. and Chairman of Zoyi Venture Capital Co., Ltd.. She also had professional financial background and rich experience in investment and mergers and acquisitions.	8. Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. 9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.	3
Meiling Chen	Ms. Mei-Ling Chen is a legal scholar with extensive experience in administration and law. She has held several key government positions, including Executive Yuan Secretary-General and Minister of the National Development Council. She has been dedicated to promoting legal reform, digital governance, and economic development policies, making significant contributions to Taiwan's public administration and legal system. Additionally, she played a pivotal role in advancing regional revitalization initiatives. She championed policies aimed at revitalizing local economies, enhancing community development, and addressing regional disparities. Her efforts in fostering local innovation and sustainable development have been instrumental in improving the quality of life in various regions across Taiwan.	10. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company. 11. Not been a person of any conditions defined in Article 30 of the Company Law. 12. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.	2

Diversity Status of the composition of Directors

1. Diversity Policy, management objectives and the goals achieved

(1) Diversity Policy of Board of Directors members:

Wistron has set the diversity policy of the board of directors in the Article 20 of “Corporate Governance Best Practice Principles”.

The composition of the board of directors shall be determined by taking diversity into consideration. It is advisable that directors concurrently serving as company officers not exceed one-third of the total number of the board members, and that an appropriate policy on diversity based on the company’s business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two general standards:

- A. Basic requirements and values: Gender, age, nationality, race, and culture.
- B. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experience.

The composition of the board shall give due attention to the principles of gender equality, and its members shall have the necessary knowledge, skill, and experience to perform their duties. To achieve the ideal goal of corporate governance, the board of directors shall possess the following abilities:

- A. Ability to make operational judgment.
- B. Ability to perform accounting and financial analysis.
- C. Ability to conduct management administration.
- D. Ability to conduct crisis management.
- E. Industrial knowledge.
- F. International market perspective.
- G. Ability to lead.
- H. Ability to make decisions.

(2) The management objectives of diversity policy and the goals achieved

Wistron has a total of 9 directors, of which 22% are employees; 56% are independent directors. Two of the independent directors have served for less than three years, and the remaining three independent directors have served for more than three years. In response to the planning and arrangement of board seats, female directors currently account for 22%. In the future, we will continue to look for relevant candidates and conduct elections when the terms of directors expire. The current Board of Directors consist of members with professional experience in various fields, such as management administration, leadership, decision making and industrial knowledge. Mr. Philip Peng, Mr. Frank Juang and Ms. Peipei Yu have a professional background in accounting and financial analysis and Mr. Frank Juang and Ms. Meiling Chen have legal background expertise and can give professional advice to the Company from different aspects. Wistron has achieve the management goals of independent directors exceeding one-half of the total director seats and the number of directors who concurrently serve as Company managers do not exceed one-third of the total director seats.

Name	Gender	Wistron Employee	Age			Independent Director Tenure		Operational judgment	Accounting and financial analysis		Management administration	Risk Management	Crisis management	Industrial knowledge	International market perspective	Leadership	Decision making	Law	Investment
			51~60	61~70	Above 71	Below 3 years	Above 3 years												
Simon Lin	Male	v			v			v			v	v	v	v	v	v	v		
Jeff Lin	Male	v		v				v			v	v	v	v	v	v	v		
Haydn Hsieh	Male			v				v			v	v	v	v	v	v	v		
Philip Peng	Male				v			v	v		v	v	v	v	v	v	v		v
Frank Juang	Male			v		v		v	v		v	v	v	v	v	v	v	v	
Jack Chen	Male				v		v	v			v	v	v	v	v	v	v		
S. J. Paul Chien	Male				v		v	v			v	v	v	v	v	v	v		
Peipei Yu	Female		v				v	v	v		v	v	v	v	v	v	v		v
Meiling Chen	Female			v		v		v			v	v	v	v	v	v	v	v	

2. Status of independence of the board of directors

Wistron’s board of directors of our company consists of 9 directors, of which five are independent directors. There is no situation as described in Article 26-3, paragraphs 3 and 4 of the Securities and Exchange Act among the directors.

2.1.2 Management Team (March 18, 2025)

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement			Education	Concurrent positions at other Companies	Spouses or Relative Within Two Degrees of Kinship Holding a Position as Manager			Note
					Shares	%	Shares	%	Shares	%				Title	Name	Relationship	
Chairman & CSO	Republic of China	Simon Lin	Male	01/01/2002	44,619,252	1.54	1,544	0.00	0	0.00		Bachelor	Reference to the information of Board of Directors.	-	-	-	-
Director and President & CEO	Republic of China	Jeff Lin	Male	04/10/2015	4,659,000	0.16	0	0.00	1,312,000	0.05		Master	Reference to the information of Board of Directors	-	-	-	-
Chief Infrastructure Officer & Chief Technology Officer	Republic of China	David Shen	Male	06/08/2007	2,296,000 (Note 3)	0.08	14,848	0.00	0	0.00		Master	Chairman of WiBASE Industrial Solutions Inc. Director of WiEdu Corp. Director of WiAdvance Technology Corporation Director of Wistron Digital Technology Holding Company Chairman of Wistron InfoComm Technology Service (Kunshan) Co., Ltd. Chairman of Wistron InfoComm (Shanghai) Corporation Director of Wistron Automotive Electronics (India) Private Limited	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement			Education	Concurrent positions at other Companies	Spouses or Relative Within Two Degrees of Kinship Holding a Position as Manager			Note
					Shares	%	Shares	%	Shares	%				Title	Name	Relationship	
Chief of Staff	Republic of China	Frank F.C. Lin	Male	01/01/2002	2,889,569 (Note 4)	0.10	2,008,199	0.07	0	0.00		Bachelor	Director of Wistron NeWeb Corp. Director of WITS Corp. Director of Wiwynn Corporation Director of Changing Information Technology Inc. Director of Pell Bio-Med Technology Co., Ltd. Chairman of Wise Cap Ltd. Chairman of LE BEN Investment Ltd. Chairman of WiSuccess Asset Management Corporation Director of Wistron Medical Tech Holding Company Director of Wistron Medical Technology Corporation Director of Wistron Digital Technology Holding Company Director of Wistron Green Energy Holding Company Director of Mayaminer Company Co., Ltd. Director of Join-Link International Technology Co., Ltd. Director of IP Fund Six Supervisor of aEnrich Technology Corp. Director of B-Temia Asia Pte Ltd. Chairman of WiseCap (Hong Kong) Limited Director of Hartec Asia Pte. Ltd. Director of Hukui Biotechnology Corporation	-	-	-	-
President of Advanced Technology Lab	Republic of China	Donald Hwang	Male	01/01/2002	3,592,561 (Note 5)	0.12	0	0.00	0	0.00		Master	Director of Wistron NeWeb Corp. Chairman of Wistron Medical Tech Holding Company Chairman of Wistron Medical Technology Corporation Director of Wistron Green Energy Holding Company Chairman of AiSails Power Inc. Director of Wise Cap Limited Company Director of LE BEN Investment Ltd. Director of Mayaminer Company Ltd. Director of Free Bionics Taiwan Inc. Director of Apollo Medical Optics, Ltd. Director of aniWEAR Company Limited Chairman of Wistron Medical Tech (Chongqing) Co., Ltd. Director of B-Temia Asia Pte. Ltd. Director of B-Temia Inc. Director of Wistron Medical Technology Malaysia Sdn. Bhd. Director of Tube Inc. Director of Free Bionics, Inc Director of Apollo Medical Optics Inc.	-	-	-	-
Chief Digital Officer & Chief Information Security Officer	Republic of China	Kenny Wang	Male	06/08/2007	1,631,607 (Note 6)	0.06	0	0.00	0	0.00		Bachelor	Director of WiAdvance Technology Corporation	-	-	-	-
Chief Financial Officer	Republic of China	Stone Shih	Male	07/15/2003	4,972,489	0.17	2,649	0.00	0	0.00		Master	Director of Wise Cap Limited Company Director of LE BEN Investment Ltd. Director of Abilliant Corporation Director of WiEdu Corp. Director of KunShan ChangNun Precision Die Casting Co., Ltd. Supervisor of WiAdvance Technology Corporation Supervisor of Wistron Digital Technology Holding Company Supervisor of Wistron Medical Tech Holding Company Supervisor of Wistron Medical Technology Corporation Supervisor of Kaohsiung Opto-Electronics Inc. Supervisor of WiSuccess Asset Management Corporation Overseas companies current positions summary (Note 1)	-	-	-	-
Strategy Planning Office Vice President	Republic of China	K.Y. Wang	Male	12/22/2017	257,000	0.01	0	0.00	0	0.00		Doctorate	Director of MoBagel, Inc.	-	-	-	-
President of Client Products Business Group, Enterprise & Networking Business Group and Global Supply Chain Management	Republic of China	Robert CL Lin	Male	12/21/2018	1,610,324	0.06	4,301	0.00	0	0.00		Master	Director of AVer Information Inc. Chairman of International Standards Laboratory Corp. Director of Wistron InfoComm (Zhongshan) Corp. Director of Wistron InfoComm (CHONGQING) Co., Ltd. Director of Wistron Investment (Sichuan) Co., Ltd. Director of Wistron InfoComm (Chengdu) Co., Ltd. Director of Wistron InfoComm Technology (Zhongshan) Co., Ltd. Director of Wistron InfoComm Computer (Chengdu) Co., Ltd Director of Wistron InfoComm (Vietnam) Co., Ltd. Director of Wistron Technology (Vietnam) Co., Ltd. Director of Wistron Technology Service (America) Corporation Director of Wistron Mexico, S.A. de C.V. Director of Wistron InfoComm Mexico S.A. de C.V. Director of WisLab Corporation	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement			Education	Concurrent positions at other Companies	Spouses or Relative Within Two Degrees of Kinship Holding a Position as Manager			Note
					Shares	%	Shares	%	Shares	%				Title	Name	Relationship	
President of Global Manufacturing	Republic of China	Jackie Lai	Male	03/05/2019	1,039,463	0.04	0	0.00	0	0.00		Master	Director of WiSuccess Asset Management Corporation Chairman of Wistron Mexico S.A. de C.V. Chairman of Wistron InfoComm Mexico S.A. de C.V. Chairman of WisLab Corporation	-	-	-	-
President of Industrial & Automotive Business Group	Republic of China	Christine Hsu	Female	07/28/2021	1,130,000	0.04	0	0.00	0	0.00		Bachelor	Chairman of GEOSAT Aerospace & Technology Inc. Director of Kaohsiung Opto-Electronics Inc. Director of Retronix Technology Inc. Director of Taiwan Space and Communications CO., LTD. Director of Wistron Optronics (Kunshan) Co., Ltd. Director of Wistron InfoComm (Taizhou) Co., Ltd. Director of Wistron InfoComm (Kunshan) Co., Ltd. Director of Wistron Automotive Electronics (Kunshan) Co.,Ltd Director of Mobility Technology Group Inc. Director of Heracles Enterprises Limited Director of Wistron Investment (Malaysia) Sdn. Bhd. Director of Wistron Technology (Malaysia) Sdn. Bhd.	-	-	-	-
President of Service & Recycling Business Group	Republic of China	Peter Tung	Male	12/21/2018	1,749,986	0.06	0	0.00	0	0.00		Master	Director of Anwith Technology Corp. Chairman of Wistron Advanced Materials (Kunshan) Co., Ltd. Chairman of SMS (Kunshan) Co., Ltd. Chairman of Wistron Green Recycling Technology (Kunshan) Co., Ltd. Chairman of Wistron Service (Kunshan) Corp. Chairman of SMS Infocomm Global Service (CQ) Chairman of SMS InfoComm Corp. Chairman of SMS Infocomm (Singapore) Pte. Ltd. Chairman of Service Management Solutions Mexico S.A. de C.V. Chairman of Wistron InfoComm (Philippines) Corp. Chairman of Wistron Green Tech (Texas) Corp. Director of Wistron K.K. Director of ICT Service Management Solutions (India) Private Limited	-	-	-	-
President of Global Manufacturing	Republic of China	Alec Lai	Male	07/28/2021	1,000,000	0.03	730	0.00	0	0.00		Master	Chairman of Kaohsiung Opto-Electronics Inc. Chairman of Wistron InfoComm (Zhongshan) Corporation Chairman of Wistron InfoComm (Kunshan) Co., Ltd. Chairman of Wistron InfoComm (Chengdu) Co., Ltd. Chairman of Wistron InfoComm (CHONGQING) Co., Ltd. Chairman of Wistron InfoComm (Taizhou) Co., Ltd. Chairman of Wistron Investment (Sichuan) Co., Ltd. Chairman of Wistron InfoComm Technology (Zhongshan) Co., Ltd. Chairman of Wistron Automotive Electronics (Kunshan) Co.,Ltd Chairman of Wistron Optronics (Kunshan) Co., Ltd. Chairman of Wistron InfoComm Computer (Chengdu) Co., Ltd Chairman of Wistron InfoComm (Vietnam) Co., Ltd. Chairman of Wistron Technology (Vietnam) Co., Ltd. Director of Wistron Technology (Malaysia) Sdn. Bhd. Director of Wistron Investment (Malaysia) Sdn. Bhd. Director of Heracles Enterprises Limited	-	-	-	-
Vice President of Client Products Business Group	Republic of China	Felix Lai	Male	12/21/2018	1,390,111	0.05	0	0.00	0	0.00		Master	Director of International Standards Laboratory Corp. Director of Wistron InfoComm (Zhongshan) Corporation Director of Wistron InfoComm Technology (Zhongshan) Co., Ltd. Director of Wistron InfoComm (CHONGQING) Co., Ltd. Director of Wistron InfoComm (Vietnam) Co., Ltd. Director of Wistron Technology (Vietnam) Co., Ltd.	-	-	-	-
Vice President of Global Supply Chain Management	Republic of China	Benny Hu	Male	07/28/2021	2,289,014	0.08	0	0.00	0	0.00		Bachelor	Director of Mindforce Holding Limited	-	-	-	-
Vice President of Industrial & Automotive Business Group	Republic of China	Howard Liu	Male	03/16/2022	695,883	0.02	0	0.00	0	0.00		Master	Director of GEOSAT Aerospace & Technology Inc. Director of WiBASE Industrial Solutions Inc. Director of Wistron InfoComm (Kunshan) Co., Ltd. Director of Wistron Automotive Electronics (Kunshan) Co.,Ltd Director of Wistron InfoComm Technology Service (Kunshan) Co., Ltd. Director of Wistron Technology (Malaysia) Sdn. Bhd. Director of Wistron Investment (Malaysia) Sdn. Bhd. Director of Heracles Enterprises Limited	-	-	-	-
Vice President of Global Manufacturing	Republic of China	Mark H.H. Huang	Male	03/16/2022	170,057	0.01	0	0.00	0	0.00		Doctorate	Director of Kaohsiung Opto-Electronics Inc. Director of Wistron InfoComm (Taizhou) Co., Ltd. Director of Wistron Optronics (Kunshan) Co., Ltd. Director of Wistron InfoComm Technology Service (Kunshan) Co., Ltd.	-	-	-	-
Vice President of Information	Republic of China	Kevin Fong	Male	01/01/2023	369,987	0.01	1,258	0.00	0	0.00		Bachelor	None	-	-	-	-
Vice President of Global Manufacturing	Republic of China	Benjamin Chang	Male	01/01/2023	510,144 (Note 7)	0.02	66,853	0.00	0	0.00		Bachelor	None	-	-	-	-

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement			Education	Concurrent positions at other Companies	Spouses or Relative Within Two Degrees of Kinship Holding a Position as Manager			Note
					Shares	%	Shares	%	Shares	%				Title	Name	Relationship	
Vice President of R&D of Client Products Business Group	Republic of China	York Liang	Male	08/05/2023	1,066,000	0.04	0	0.00	0	0.00		Master	Director of International Standards Laboratory Corp.	-	-	-	-
Vice President of Service & Recycling Business Group	Republic of China	Ted Chiu	Male	08/05/2023	626,178	0.02	0	0.00	0	0.00		Bachelor	Chairman of Anwith Technology Corp. Director of SMS (Kunshan) Co., Ltd. Director of Wistron Service (Kunshan) Corp. Director of Wistron Advanced Materials (Kunshan) Co., Ltd. Director of Wistron Green Recycling Technology (Kunshan) Co., Ltd. Director of SMS InfoComm Global Service (CQ) Director of Wistron K.K. Director of SMS InfoComm Corporation Director of ICT Service Management Solutions (India) Private Limited Director of Wistron Green Tech (Texas) Corporation Director of Service Management Solutions Mexico S.A. de C.V. Director of Wistron InfoComm (Philippines) Corporation	-	-	-	-
Vice President of R&D of Digital Technology	Republic of China	Jeff Lee	Male	08/05/2023	240,919	0.01	0	0.00	0	0.00		Master	None	-	-	-	-
Controller	Republic of China	Fred Chiu	Male	01/01/2023	344,554	0.01	0	0.00	0	0.00		Bachelor	Director of GEOSAT Aerospace & Technology Inc. Director of WiBASE Industrial Solutions Inc. Director of WisLab Corporation Supervisor of Anwith Technology Corp. Supervisor of International Standards Laboratory Corp. Supervisor of WIEDU Corp. Supervisor of Abilliant Corporation Supervisor of Meta Green Cooling Technology CO., LTD. Supervisor of Wistron Medical Technology Japan K. K. Supervisor of Wistron K.K.	-	-	-	-
Vice President of Client Products Business Group	Republic of China	Michael Tseng	Male	02/25/2025	566,500	0.02	0	0.00	0	0.00		Master	Director of Wistron Investment (Sichuan) Co., Ltd. Director of Wistron InfoComm (Chengdu) Co., Ltd. Director of Wistron InfoComm Computer (Chengdu) Co., Ltd	-	-	-	-
Vice President of Enterprise & Networking Business Group	Republic of China	Pen Wei Wu	Male	02/25/2025	523,099	0.02	0	0.00	0	0.00		Master	Director of Meta Green Cooling Technology CO., LTD. Director of Wistron Mexico, S.A. de C.V. Director of Wistron InfoComm Mexico S.A. de C.V. Director of WisLab Corporation	-	-	-	-
Chief Sustainability Officer (Note 9)	Republic of China	Sylvia Chiou	Female	02/25/2025	640,175	0.02	0	0.00	0	0.00		Master	Director of Wiwynn Corporation Director of T-Conn Precision Corporation Director of Retronix Technology Inc. Director of AiSails Power Inc. Director of GEOSAT Aerospace & Technology Inc. Supervisor of Wistron Green Energy Holding Company Director of Mobility Technology Group Inc. Director of Diagnostics For The Real World Limited	-	-	-	-
Vice President of Human Resources	Republic of China	Lydia Liang	Female	02/25/2025	587,536 (Note 8)	0.02	0	0.00	0	0.00		Bachelor	Supervisor of AiSails Power Inc. Supervisor of SMS (Kunshan) Co., Ltd. Supervisor of Wistron InfoComm (Zhongshan) Corporation Supervisor of Wistron InfoComm (Kunshan) Co., Ltd. Supervisor of Wistron Service (Kunshan) Corp. Supervisor of Wistron InfoComm Technology (Zhongshan) Co., Ltd. Supervisor of Wistron InfoComm (Taizhou) Co., Ltd. Supervisor of Wistron Advanced Materials (Kunshan) Co., Ltd. Supervisor of Wistron InfoComm (CHONGQING) Co., Ltd. Supervisor of Wistron Investment (Sichuan) Co., Ltd. Supervisor of Wistron InfoComm (Chengdu) Co., Ltd. Supervisor of SMS InfoComm Global Service (CQ) Supervisor of Wistron InfoComm Technology Service (Kunshan) Co., Ltd. Supervisor of Wistron Medical Tech (Chongqing) Co., Ltd. Supervisor of Wistron Automotive Electronics (Kunshan) Co.,Ltd Supervisor of Wistron Optronics (Kunshan) Co., Ltd. Supervisor of Wistron Green Recycling Technology (Kunshan) Co., Ltd. Supervisor of Wistron InfoComm Computer (Chengdu) Co., Ltd	-	-	-	-

Note 1: Director of All Holding Corp., Director of Cowin Worldwide Corporation, Director of Win Smart Co., Ltd., Director of WisVision Corporation, Director of Wistron Hong Kong Holding Limited, Director of Wistron InfoComm Technology (America) Corp., Director of Wistron InfoComm Technology (Texas) Corp., Director of Wistron LLC, Supervisor of WIS Precision (Taizhou) Co., Ltd. and Supervisor of Wistron InfoComm (Shanghai) Corp.

Note 2: William Lin, Christopher Huang, Robert Hwang, Vincent Cho and Kelvin Chang were resigned from the manager.

Note 3: Excluding 2,327,359 shares that under trust with discretion reserved

Note 4: Excluding 3,000,000 shares that under trust with discretion reserved

Note 5: Excluding 2,500,000 shares that under trust with discretion reserved

Note 6: Excluding 3,500,000 shares that under trust with discretion reserved

Note 7: Excluding 480,000 shares that under trust with discretion reserved

Note 8: Excluding 400,000 shares that under trust with discretion reserved

Note 9: The board of directors resolved to appoint Sylvia Chiou as the Chief Sustainability Officer on April 2, 2025, and the position be effective on April 10, 2025.

A. Supervisors' compensation brackets table : Not applicable

2.2.3 Remuneration of the President and Vice Presidents (December 31, 2024)

Unit: NT\$ thousands

Title	Name	Salary(A)		Severance Pay and Pension(B)			Bonuses and Allowances (C)		Employee Compensation (D)				Total compensation (A+B+C+D)and the ratio of it to net income		Compensation Paid to the President and Vice Presidents from an Invested Company other than the Company’s Subsidiary or from Parent Company
		The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	Companies in the consolidated financial statements	
									Cash	Stock	Cash	Stock			
Chairman & CSO	Simon Lin	65,647	65,647	23,177	23,177		260,065	260,065	246,500	0	246,500	0	595,389 3.41%	595,389 3.41%	272
Chairman & President of Wistron Digital Technology Holding Company	Robert Hwang														
President &CEO	Jeff Lin														
Executive Vice President & Chief Infrastructure Officer	David Shen														
Chief of Staff	Frank F.C. Lin														
President of Advanced Technology Lab	Donald Hwang														
Chief Digital Officer & Chief Information Security Officer	Kenny Wang														
Chief Financial Officer	Stone Shih														
President of Enterprise & Networking Business Group	William Lin														
Technical Vice President	Kelvin Chang														
Strategy Planning Office Vice President	KY Wang														
President of Client Products Business Group, Enterprise & Networking Business Group and Global Supply Chain Managemen	Robert CL Lin														
President of Global Manufacturing	Jackie Lai														
Vice President of New Technology Strategy	Vincent Cho														
President of Service & Recycling Business Group	Peter Tung														
President of Industrial & Automotive Business Group	Christine Hsu														
President of Global Manufacturing	Alec Lai														

Note: William Lin resigned from the manager on June 1,2024.

A. The President and Vice Presidents remuneration brackets table

Range of Compensation	Names of President and Vice Presidents	
	The Company	Parent company and all invested companies I
Under NT\$ 1,000,000		
NT\$1,000,000 ~ NT\$1,999,999		
NT\$2,000,000 ~ NT\$3,499,999		
NT\$3,500,000 ~ NT\$4,999,999		
NT\$5,000,000 ~ NT\$9,999,999	2 , Note 1	2 , Note 1
NT\$10,000,000 ~ NT\$14,999,999	2 , Note 2	2 , Note 2
NT\$15,000,000 ~ NT\$29,999,999	8 , Note 3	8 , Note 3
NT\$30,000,000 ~ NT\$49,999,999	3 , Note 4	3 , Note 4
NT\$50,000,000 ~ NT\$99,999,999	1 , Note 5	1 , Note 5
Over NT\$100,000,000	1 , Note 6	1 , Note 6
Total	17	17

Note 1: KY Wang, Kelvin Chang
Note 2: William Lin, Vincent Cho
Note 3: Kenny Wang , David Shen, Christine Hsu, Robert Hwang, Donald Hwang, Alec Lai , Jackie Lai, Peter Tung
Note 4: Stone Shih, Frank F.C. Lin, Robert CL Lin
Note 5: Jeff Lin
Note 6: Simon Lin

B. Names of managers entitled to employee Compensation (December 31, 2024)

Unit: NT\$ thousands

	Title	Name	Employee Compensation - in Stock (Fair Market Value)	Employee Compensation - in Cash	Total	Ratio of Total Amount to Net Income (%)
Managers	Chairman & CSO	Simon Lin	0	292,300	292,300	1.68
	Chairman & President of Wistron Digital Technology Holding Company	Robert Hwang				
	President & CEO	Jeff Lin				
	Executive Vice President & Chief Infrastructure Officer	David Shen				
	Chief of Staff	Frank F.C. Lin				
	President of Advanced Technology Lab	Donald Hwang				
	Chief Digital Officer & Chief Information Security Officer	Kenny Wang				
	Chief Financial Officer	Stone Shih				
	President of Enterprise & Networking Business Group	William Lin (Note)				
	Technical Vice President	Kelvin Chang				
	Strategy Planning Office Vice President	KY Wang				
	President of Client Products Business Group, Enterprise & Networking Business Group and Global Supply Chain Management	Robert CL Lin				
	President of Global Manufacturing	Jackie Lai				
	Vice President of New Technology Strategy	Vincent Cho				
	President of Service & Recycling Business Group	Peter Tung				
	President of Industrial & Automotive Business Group	Christine Hsu				
	President of Global Manufacturing	Alec Lai				
	Vice President Client Products Business Group	Felix Lai				
	Vice President of Enterprise & Networking Business Group	Christopher Huang (Note)				
	Vice President of Global Supply Chain Management	Benny Hu				
	Vice President of Industrial & Automotive Business Group	Howard Liu				
	Vice President of Global Manufacturing	Mark HH Huang				
	Vice President of Global Manufacturing	Benjamin Chang				
	Vice President of Information	Kevin Fong				
	Vice President of R&D of Digital Technology	Jeff Lee				
	Vice President of R&D of Client Products Business Group	York Liang				
	Vice President of Service & Recycling Business Group	Ted Chiu				
	Controller	Fred Chiu				

Note:William Lin resigned from the manager on June 1,2024.
Note:Christopher Huang resigned from the manager on November 11,2024.

2.2.4 Comparison of Compensation for Directors, Supervisors, President and Vice Presidents in the Most Recent Two Fiscal Years and Compensation Policy for Directors, Supervisors, President and Vice Presidents

A. Directors', President's and Vice Presidents' compensation paid in the last two years as a percentage to net income

Item	Ratio of total compensation paid to directors, supervisors, president and vice presidents to net income (%)			
	2024		2023	
	The Company	Consolidated	The Company	Consolidated
Compensation to Directors	0.98%	0.98%	1.01%	1.01%
Compensation to the President and Vice Presidents	3.41%	3.41%	4.58%	4.58%

B. The determination of compensation for directors, presidents and vice presidents

- a. Compensation for Wistron’s directors is governed by Article 11 and Article 16 of the Articles of Incorporation and shall not exceed 1% of the current year profit (profit means the profit before tax, excluding the amounts of employees’ and directors’ compensation). A reasonable amount based on the company’s business performance and the contribution of individual directors to the business results should be made the current year compensation for directors.
- b. The compensation for the company’s presidents and vice presidents consists of salary, retirement pension, festival/annual bonus and employee compensation (in cash or stock). Bonuses, employee compensation(cash/stock) and stock warrants are variable component and majority of the remuneration. Meanwhile, senior executives are also entitled to insurance and retirement pension plans as mandated by laws and regulations. The remuneration and benefits for senior executives should be based on individual performance, subject to review and evaluation by the Compensation Committee, and implemented upon their recommendation and subsequent approval by the Board of Directors.

The evaluation criteria for variable component are based on below dimensions and indicators:

1. Financial metrics : revenue, profit, growth rate and return on equity..., etc.
2. Non-financial metrics: indicators of market/customer service, internal business process and learning and growth..., etc.
3. Sustainability metrics: decarbonization, people with purpose, labor welfare..., etc.

The targets and weightage of these performance metrics are determined at the beginning of the year based on internal and external environments and overall considerations of future risk. The performance is reviewed and evaluated at the middle and end of year, the evaluation result is used as the basis to calculate the amount of variable bonuses; the compensation amount is then approved by the Compensation Committee and the Board of Directors.

2.3 Status of Corporate Governance

2.3.1 Board meeting attendance

The Board meetings held 10 times in 2024.

Title	Name	Attendance in Person	Attendance by proxy	Rate of attendance in person (%)	Note
Chairman	Simon Lin	10	0	100	
Director	Jeff Lin	6	0	100	Note 2
Director	Wistron NeWeb Corp. Representative: Haydn Hsieh	9	1	90	
Director	Philip Peng	10	0	100	
Independent Director	Frank Juang	6	0	100	Note 2
Independent Director	Jack Chen	10	0	100	
Independent Director	S. J. Paul Chien	10	0	100	
Independent Director	Peipei Yu	10	0	100	
Independent Director	Meiling Chen	6	0	100	Note 2
Director	Robert Hwang	4	0	100	Note 3
Independent Director	Christopher Chang	4	0	100	Note 3

Note 1: According to Article 38 of the “ Corporate Governance Best Practice Principles”, the minimum of attendance for all board members required is 80%. 10 meetings of the Board of Directors were held in 2024 and the average board meeting attendance was 99%.

Note 2: The director and independent directors were elected as at the Annual Shareholders Meeting on May 30, 2024. So the total number of attendances were 6 times.

Note 3: The director and independent director resigned after the Annual Shareholders Meeting on May 30, 2024. So the total number of attendances were 4 times.

Other noteworthy items:

Independent directors’ attendance in 2024 board meetings
● : Attendance in person ; ○ : Attendance by proxy

	1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th
Frank Juang	-	-	-	-	●	●	●	●	●	●
Jack Chen	●	●	●	●	●	●	●	●	●	●
S. J. Paul Chien	●	●	●	●	●	●	●	●	●	●
Peipei Yu	●	●	●	●	●	●	●	●	●	●
Meiling Chen	-	-	-	-	●	●	●	●	●	●
Christopher Chang	●	●	●	●	-	-	-	-	-	-

1. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors’ opinions and the company’s response should be specified:

(1) Matters referred to in Article 14-3 of the Securities and Exchange Act: Not applicable as the Company has already established an Audit Committee.

(2) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors: None

2. If there are directors’ avoidance of motions in conflict of interest, the directors’ names, contents of motion, causes for avoidance and voting should be specified:

Date	Meeting	Interested Directors	Subject Matter	Participation in Deliberation
2024.03.12	2nd Board Meeting of 2024	Robert Hwang	1. Approval of the proposal of 2023 employees’ compensation payout ratio and amount to the managers (excluding CSO). 2. Approval of the salary adjustment to the managers (excluding CSO) in 2024. 3. Approval of the performance bonus budget to the managers (excluding CSO) in 2024.	The interested director left the room during discussion and voting.
		Simon Lin and Robert Hwang	1. Approval of the proposal of 2023 employees’ compensation payout ratio and amount to CSO. 2. Approval of the salary adjustment to CSO in 2024. 3. Approval of the performance bonus budget to CSO in 2024.	The interested director left the room during discussion and voting.
2024.08.12	8th Board Meeting of 2024	Jeff Lin	Approval of the performance bonus to managers (excluding CSO) in 2024 first half of the year.	The interested director left the room during discussion and voting.
		Simon Lin and Jeff Lin	Approval of the performance bonus to CSO in 2024 first half of the year.	The interested director left the room during discussion and voting.
2024.12.20	10th Board Meeting of 2024	Jeff Lin	1. Approval of the performance bonus to managers (excluding CSO) in 2024 second half of the year. 2. Approval of the fulfillment of the third vested conditions and the number of shares that can be received by managers who are allocated New Restricted Employee Shares issued in 2021.	The interested director left the room during discussion and voting.
		Simon Lin and Jeff Lin	Approval of the performance bonus to CSO in 2024 second half of the year.	The interested director left the room during discussion and voting.
2025.02.24	1st Board Meeting of 2025	Jeff Lin	1. Approval of the proposal of 2024 employees’ compensation payout ratio and amount to the managers (excluding CSO). 2. Approval of the salary adjustment to the managers (excluding CSO) in 2025. 3. Approval of the performance bonus budget to the managers (excluding CSO) in 2025.	The interested director left the room during discussion and voting.
		Simon Lin and Jeff Lin	1. Approval of the proposal of 2024 employees’ compensation payout ratio and amount to CSO. 2. Approval of the salary adjustment to CSO in 2025. 3. Approval of the performance bonus budget to CSO in 2025.	The interested director left the room during discussion and voting.

3. A TWSE/TPEX listed company should disclose information such as the evaluation cycle and period, evaluation scope, methodology, and content of the board’s self (or peer) evaluation, and complete schedule for the implementation of the board’s evaluation.

	Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Methodology	Evaluation Content
Board of Directors	Once a year	2024.01.01 - 2024.12.31	Cover the evaluation of the board as a whole and individual directors	Include self-evaluation by individual board members and the internal evaluation of the board	The performance of the board of directors covered the following five aspects: 1. Participation in the operation of the company; 2. Improvement of the quality of the board of directors’ decision making; 3. Composition and structure of the board of directors; 4. Election and continuing education of the directors; and 5. Internal control. The criteria for evaluating the performance of the board members on themselves covered the following six aspects: 1. Familiarity with the goals and missions of the company; 2. Awareness of the duties of a director; 3. Participation in the operation of the company; 4. Management of internal relationship and communication; 5. The director’s professionalism and continuing education; and 6. Internal control.
Audit Committee	Once a year	2024.01.01 - 2024.12.31	Cover the evaluation of the Audit Committee as a whole and individual members	Include self-evaluation by individual committee members and the internal evaluation of the Audit Committee	The criteria for evaluating the performance of Audit Committee covered the following five aspects: 1. Participation in the operation of the company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the functional committee; 4. Makeup of the functional committee and election of its members and 5. Internal control.
Compensation Committee	Once a year	2024.01.01 - 2024.12.31	Cover the evaluation of the Compensation Committee as a whole and individual members	Include self-evaluation by individual committee members and the internal evaluation of the Compensation Committee	The criteria for evaluating the performance of Compensation Committee covered the following four aspects: 1. Participation in the operation of the company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the functional committee; 4. Makeup of the functional committee and election of its members. 5. Internal control.
Nominating Committee	Once a year	2024.01.01 - 2024.12.31	Cover the evaluation of the Nominating Committee as a whole and individual members	Include self-evaluation by individual committee members and the internal evaluation of the Nominating Committee	The criteria for evaluating the performance of Nominating Committee covered the following four aspects: 1. Participation in the operation of the company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the functional committee; 4. Makeup of the functional committee and election of its members. 5. Internal control.
ESG & Information Security Committee (formerly ESG Committee)	Once a year	2024.01.01 - 2024.12.31	Cover the evaluation of the ESG Committee as a whole and individual members	Include self-evaluation by individual committee members and the internal evaluation of the ESG Committee	The criteria for evaluating the performance of ESG Committee covered the following four aspects: 1. Participation in the operation of the company; 2. Awareness of the duties of the functional committee; 3. Improvement of quality of decisions made by the functional committee; 4. Makeup of the functional committee and election of its members. 5. Internal control.

4. The objectives of strengthening the functionality of the Board of Directors for the present year and the most recent year and assessment on the implementation:

- (1) In order to improve the Board of Directors’ supervisory responsibilities and strengthen the board of directors’ management mechanism, we established an “Audit Committee” in June 2009, which is composed of all independent directors. It supervises the Company’s operations and risk control in accordance with its powers under the Securities and Exchange Act.
- (2) For the purpose of building sound compensation system of directors and officers, the “Compensation Committee” was established in August 2011, it consists by three independent directors.
- (3) For the implement of sustainability, we established “ESG Committee” in December 2019 to propose and enforce the corporate social responsibility policies, systems (or relevant management guidelines), and concrete promotional plans. In order to strengthen the company's sustainable competitiveness and enhance the management of cybersecurity, the Company renamed the "ESG Committee" to the "ESG & Information Security Committee" in April 2025, and added responsibilities for formulating the company's cybersecurity development direction, strategies, and goals.
- (4) In following the direction of corporate governance and strengthening the roles of the board, we also established “Nominating Committee” in December 2019. The Nominating Committee to constitute and to review the composition, qualification and succession plans of the directors and the executives and to plan and to execute the director training program.

2.3.2 Audit Committee

The Audit Committee is composed of all of the five Independent Directors, with one financial expert. The Audit Committee holds meetings before the board meetings regularly at least once each quarter to examine the Company's internal control systems, internal audit executions, as well as material financial activities; also to communicate with CPAs for an effective supervision on the company's operations and risk controls.

The review items in 2024 included:

- Reviewing quarterly and annually financial statements: the quarterly and annually financial reports in 2024 have been approved by the Audit Committee.
- Modifying internal control systems including related policies and procedures.
- Reviewing assessment of the effectiveness of the internal control system.
- Reviewing material investment.
- Reviewing loans of funds, endorsements, or provision of guarantees.
- Reviewing the offering, issuance, or private placement of equity-type securities.
- Reviewing the appointment and independence of CPA and their compensation.

The Audit Committee held 8 meetings in 2024 with the attendance of the independence directors specified below:

Title	Name	Attendance in Person	By Proxy	Attendance rate in Person (%)	Note
Convener	Frank Juang	5	0	100	Note 1
Member	Jack Chen	8	0	100	
Member	S. J. Paul Chien	8	0	100	
Member	Peipei Yu	8	0	100	
Member	Meiling Chen	5	0	100	Note 1
Member	Christopher Chang	3	0	100	Note 2

Note 1: The independent directors were elected as at the Annual Shareholders Meeting on May 30, 2024. So the total number of attendances were 5 times.

Note 2: The independent director resigned after the Annual Shareholders Meeting on May 30, 2024. So the total number of attendances were 3 times.

Other noteworthy items:

1. If any of the following circumstances occur, the dates of meetings, sessions, contents of motion, resolutions of the Audit Committee, all independent directors' opinions and the Company's response to the Audit Committee's opinion should be specified:

(1) Matters referred to in Article 14-5 of the Securities and Exchange Act :Please refer to the Major Resolutions of Board Meetings (p.124-131)

(2) Other matters which were not approved by the Audit Committee but were approved by two-thirds or more of all directors: None

2. If there are independent directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified: None

3. Communications between the independent directors, the Company's chief internal auditor and CPAs (e.g. the material items, methods and results of audits of corporate finance or operations, etc.)

(1) The internal auditors have communicated the result of the audit reports to the members of the Audit Committee periodically, and have presented the findings of all audit reports in the quarterly meetings of the Audit Committee. Should the urgency of the matter require it, the Company's chief internal auditor will inform the members of the Audit Committee outside of the regular reporting. The communication channel between the Audit Committee and the internal auditor has been functioning well.

(2) The Company's CPAs have presented the findings or the comments for the quarterly corporate financial reports, as well as those matters communication of which is required by law, in the regular quarterly meetings of the Audit Committee. Under applicable laws and regulations, the CPAs are required to communicate to the Audit Committee any material matters that they have discovered. The communication channel between the Audit Committee and the CPAs has been functioning well.

Meeting Dates	Communications between the Independent Directors and the Internal Auditors	Communications between the Independent Directors and the CPAs
2024.03.12	Audit reporting of 2023Q4	1. The accountant declared their independence and the responsibility in auditing the financial report for 2023, and explained the audit scope, key audit matters and audit findings. 2. Explained KPMG audit quality indicators (AQIs).
2024.05.10	Audit reporting of 2024Q1	The accountant declared their independence and responsibility for reviewing the interim financial report, and explain the scope and findings of the review of the financial report for 2024Q1.
2024.08.12	Audit reporting of 2024Q2	The accountant declared their independence and responsibility for reviewing the interim financial report, and explain the scope and findings of the review of the financial report for 2024Q2.
2024.11.11	Audit reporting of 2024Q3	The accountant declared their independence and responsibility for reviewing the interim financial report, and explain the scope and findings of the review of the financial report for 2024Q3.
2024.12.20	1. Compare the audit deficiencies and risk profiles of the past three years and propose the direction for the 2025 audit plan. 2. Explain the revisions to the internal audit implementation rules. 3. Discuss the proposal of 2025 annual audit plan.	1. The accountant reported the Audit Plan of 2024 financial report. 2. Explained KPMG audit quality indicators (AQIs) of 2023.
Result: independent directors raised no objection with all of the above matters.		

2.3.3 Corporate Governance Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons

Items of Evaluation	Implementation Status				Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”and Reasons
	Yes	No		Summaries	
1. Does Company follow “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” to establish and disclose its corporate governance practices?	✓			Wistron has set up “Corporate Governance Best Practice Principles” by Board of Director and made amendment on March 14, 2023, and there is no discrepancy between corporate governance principles.	No discrepancy
2. Shareholding Structure & Shareholders’ Rights					
(1) Does Company have Internal Operation Procedures for handling shareholders’ suggestions, concerns, disputes and litigation matters. If yes, has these procedures been implemented accordingly?	✓			(1) Wistron has designated the Shareholder Service Office to handle the shareholders’ feedbacks, questions and disputes.	No discrepancy
(2) Does Company possess a list of major shareholders and beneficial owners of these major shareholders?	✓			(2) Wistron holds information on the identities of major shareholders and their ultimate controlling persons.	
(3) Has the Company built and executed a risk management system and “firewall” between the Company and its affiliates?	✓			(3) Wistron has established the appropriate risk control mechanisms and firewalls according to internal rules, such as “Related Party Transaction Management Procedures”, “Rules of Supervision over Subsidiaries”, “Procedures Governing Endorsements and Guarantees”, “Procedures Governing Loaning of Funds” and the “Procedures of Assets Acquisition and Disposal” etc.	
(4) Has the Company established internal rules prohibiting insider trading on undisclosed information?	✓			(4) Wistron enacted “Procedures for Preventing Insider Trading” to prevent any illegal activities in terms of insider trading. When the new directors or managers assume office, the company will provide relevant standardized information for education and promotion of the policy; and after each notice of board meeting is sent, or if the company is raising funds or repurchasing treasury stock, the company will remind the insiders to avoid buying or selling company stock in order to comply with the insider trading prevention policy. According to the “Procedures for Preventing Insider Trading”, Wistron’s also ask directors and managers shall not trade the shares in closed period during the 30 days before the announcement of the annual financial report and the 15 days before the announcement of the quarterly financial report.	
3. Composition and Responsibilities of the Board of Directors					
(1) Has the Company established a diversification policy for the composition of its Board of Directors and has it been implemented accordingly?	✓			(1) Wistron has set up the diversity policy of the board of directors in the Article 20 of “Corporate Governance Best Practice Principles”. For specific management objectives and implementation, please refer to the chapter “Diversity and Independence of the Board of Directors”	No discrepancy

Items of Evaluation	Implementation Status				Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”and Reasons
	Yes	No		Summaries	
(2) Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?	✓			(2) In addition to establishing the Compensation Committee and the Audit Committee as required by law, Wistron has created the Nominating Committee and the ESG & Information Security Committee (formerly ESG Committee). A. The Nominating Committee is authorized to construct and to review the candidates of the directors, executives and the members of committees under the board of directors, and to construct and to review the setup and operation of committees. B. ESG & Information Security Committee (formerly ESG Committee) is responsible for formulating the direction, strategy and goals of sustainability development and track the implementation status and effectiveness of corporate sustainable development. Additionally, formulate the Company's cybersecurity development direction, strategies, and goals, and oversee the implementation of the Company's information security management system, technical standards, and operational procedures.	No discrepancy
(3) Has the Company established a methodology for evaluating the performance of its Board of Directors, performed evaluations on an annual basis, submitted the results of the performance evaluation to the board, and use it as a reference for individual directors' remuneration and renomination?	✓			(3) Wistron has set up “Rules for Board of Directors and Function Committee Performance Assessments”. According to the assessments, the evaluation period shall be from January 1 to December 31 of the current year, and for the current year shall be reported to the board of directors and functional committees at the end of first quarter of the following year. Besides, Wistron shall conduct board performance evaluation by an external independent professional institution or a panel of external experts and scholars at least once every three years. In 2022, Wistron commissioned an external professional institution, the Tawan Corporate Governance Association, to implement the board performance evaluation. The company has reported the evaluation results on December 21, 2023 to the board of directors. Wistron had completed the internal performance evaluation of Board of Directors and functional committee for the period from January 1, 2024 to December 31, 2024. The scores of evaluation of Board of Directors, Audit Committee, Compensation Committee, Nominating Committee and ESG Committee were 99.56, 99.60, 100, 100 and 99.86, the evaluation results were "exceed the standard".	
(4) Does the Company regularly evaluate its external auditors' independence?	✓			(4) The evaluation of CPA is one of the main duties of the Audit Committee each year. Wistron evaluates the independence of CPA based on Audit Quality Indicators (AQIs) provided by KPMG, Certified Public Accountant Act and ”Integrity, Objectivity and Independence”, No.10 of “The Norm of Professional Ethics for Certified Public Accountant of the Republic of China”. Wistron also obtained the statement of independence signed by the accountant, the results of the assessment did not find any violation of independence, and the rotation of certified accountants also complied with the relevant regulations.	

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5. Whether the company has established channels of communication with Stakeholders (including but not limited to shareholders, employees, customers and suppliers), and open the Stakeholders section on the company's website, and respond appropriately to Stakeholders' interests/ concerns regarding corporate social responsibility.	✓			Wistron has adopted the Global Reporting Initiative Standards (GRI Standards) and the AA1000 Stakeholder Engagement Standards as the framework to establish the procedures for identifying material topics for corporate sustainable development. The framework is used as the basis for disclosures in the Sustainability Report. In order to communicate with different stakeholders effectively, the Company has adopted the five factors specified by the AA1000 Stakeholder Engagement Standards. According to these factors (dependency, responsibility, influence, diverse perspectives, and tension), we have identified seven stakeholder categories including customers, employees, shareholders/investors, suppliers/contractors, government/authorities, and media. We have also designated a stakeholder section on the corporate ESG website to address our corporate sustainability and social responsibility activities and relevant issues.	No discrepancy
6. Has the Company appointed a professional registrar for its Shareholders' Meetings?		✓		Wistron has designated the Shareholders Service Office to handle the shareholders' proposal and disputes.	No discrepancy
7. Information Disclosure (1) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status? (2) Does the Company use other information disclosure channels (e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing spokespersons, webcasting investors conference etc.)? (3) Does the Company announce and report the annual financial report within two months of the fiscal year end, and announce and report the financial reports for the first, second and third quarter and each month's operating performance ahead of the required deadline?	✓ ✓ ✓			(1) Wistron has set up a website containing the information regarding financials, business and corporate governance status. (2) Wistron has one chief spokesman and one acting spokesman and also designated a team to be responsible for gathering and disclosing the information. Wistron has formulated Regulations on Insider Trading to govern procedures to manage material information disclosure; such management procedure has been informed to all employees, management and directors. (3) The company has announced and submitted the quarterly financial reports and monthly operating conditions for 2024 in advance of the prescribed deadline. At the same time, the 2024 annual financial report has been approved by the board of directors on February 24, 2025.	No discrepancy

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8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?	✓			(1) Employee benefits and rights, Employee care: The Company has always attached great importance to the rights and interests of employees and ensures that all management systems comply with laws and regulations. All corporate governance-related regulations and operations are published on the Company’s official website to ensure that all colleagues understand it. The Company is committed to fulfilling its social responsibilities and protecting the rights and interests of employees. Wistron has also joined the Responsible Business Alliance (RBA) as a member of the alliance, strictly abides by relevant regulations, integrates concern for human rights into all aspects of daily operations, and fulfills the employer’s duty to care for its employees. (2) Investor Relations: The major mission of the investor relations department is to update the latest business development and strategy thinking to global investors. Through such periodic communication, the company can enhance its public image and the transparency of financials and corporate governance. (3) Supplier relationship : In order to maintain long-term advantages of research and development in new technology, quality control, price competition, adequate supply, and to provide green products that are in line with energy conservation and environmental protection, Wistron on the basis of good faith to conduct supplier audit and management, so to confirm suppliers comply with various environmental protection treaties and social responsibilities, continue to provide products that meet the standards of Wistron, and with competitive advantages in price. Wistron will keep upholding the spirit of mutual trust and benefit to grow together with suppliers and create Win-win. (4) Stakeholders’ Rights: The company’s investor relations, public relations, shareholder services, and legal departments communicate with stakeholders for various situations and provide the related contact information on the company website	No discrepancy

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Directors’ training records<table><tr><th>Title</th><th>Name</th><th>Date for Attending Continuing Education</th><th>Hosted By</th><th>Course Title</th><th>Hours</th></tr><tr><td rowspan="3">Chairman & CSO</td><td rowspan="3">Simon Lin</td><td>2024.05.02</td><td>Securities & Futures Institute</td><td>Introduction to the latest tax laws and tax savings for major shareholders</td><td>3.0</td></tr><tr><td rowspan="2">2024.09.20</td><td rowspan="2">Taiwan Corporate Governance Association</td><td>AI and the Open Source ERA- Navigating Corporate Legal Risks</td><td>3.0</td></tr><tr><td>Building Sustainable Competitiveness through DEI</td><td>3.0</td></tr><tr><td>Director and President & CEO</td><td>Jeff Lin</td><td>2024.09.20</td><td>Taiwan Corporate Governance Association</td><td>AI and the Open Source ERA- Navigating Corporate Legal Risks</td><td>3.0</td></tr><tr><td></td><td></td><td></td><td></td><td>Building Sustainable Competitiveness through DEI</td><td>3.0</td></tr><tr><td rowspan="2">Director</td><td rowspan="2">Wistron NeWeb Corp. 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(6) The implementation of risk management policies and risk evaluation measures Wistron implements the enterprise risk management (ERM) mechanism in accordance with the regulation of “Risk Management Policies and Procedures”, which confirms the board of directors as the unit with the highest risk responsibility, and establishes a risk management team under the Audit Committee. Wistron conducts risk assessments on a regular basis, identifies and measures risks in accordance with industry practices and international standards, and issues risk management reports to the board of directors every half a year. Wistron actively promotes the implementation of risk management mechanisms, and reports to the Board of Directors every half a year. The main results of conducting risk management policy in 2024 are as follows:																																																											

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	Yes	No		Summaries	
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?	✓			A. Following the Task Force on Climate-related Financial Disclosures (TCFD) to identify climate risks and opportunities, based on the framework of “Governance”, “Strategy”, “Risk Management”, “Metrics and Targets”. And establish measurement indicators and target management mechanism. B. Convened a risk management meeting to conduct sensitivity analysis and stress tests on financial risks and geopolitical risks for both Wistron and its important subsidiaries. To strengthen the risk awareness of and quantitatively analyze the risk tolerance levels. C. Conduct comprehensive identification of enterprise and operational-level risks, including but not limited to operational risks, market risks, compliance risks, information security risks, environmental risks, climate change risks, operational risks, and other operational-related risks. Through “bottom-up” and “top-down” analysis and discussion,” comprehensively identify potential risk events that may lead to the goals not being achieved, causing losses or negative impacts of Wistron. Besides, based on the company’s strategic objectives, internal and external stakeholders’ perspectives, risk tolerance, and available resources, we select risk response measures and implement risk mitigation plans. The risk management team members, together with each operating units, continues to monitor and report to the risk management team in a timely manner, and make relevant records. D. Risk management team reports the execution status of the risk management plan and provide the risk management report to the Audit Committee, which includes the results of risk assessments from various perspectives, and explains control and monitoring procedures for higher risks aspects. The Audit Committee then report the results of risk management execution to the Board of Directors. E. Implementation of a key risk indicators dashboard allows for the quantification of potential significant risk events that could adversely affect the company. Thresholds for warning and danger levels are established, and risk values are continuously monitored by risk management executives and relevant personnel from each operational unit. The monitoring results are visually presented for simple understanding.	No discrepancy

Items of Evaluation	Implementation Status				Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”and Reasons
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8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?	✓			F. The general manager urges all units and subsidiaries within the company to conduct self-assessment of internal control twice a year, and the audit unit reviews the self-assessment reports of all units and subsidiaries, and together with the report of improvement of internal control deficiencies and abnormal matters found, annually issue a statement of internal control system. (7) The implementation of customer relations policies Wistron always strictly abides by customer confidentiality. If there are competitors among customers, different teams will be set up to serve customers, or even different factories to produce and build firewalls. It is strictly forbidden to talk about customer confidentiality in public in order to achieve the goal of protecting customers. (8) Purchasing insurance for directors Wistron has purchased liability insurance for directors and managers, and had report the insured amount, coverage, premium rate, and other major contents of the liability insurance to Board of Directors on November 11, 2024.	No discrepancy
9. Succession plan of board members and management team	✓			The selection of directors of Wistron adopts the candidate nomination system and is handled in accordance with the “Board of Directors Nomination and Election Procedures”. Wistron has also set a diversity policy for the composition of the board of directors in the “Corporate Governance Best Practice Principles”, taking into account the diversity of professional knowledge, technology, experience and gender required by board of directors, and will refer to the recommendations of the Nominating Committee to propose board of director candidates and the appropriate arrangements for the composition of the board of directors and candidates for succession.	No discrepancy

Items of Evaluation	Implementation Status				Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”and Reasons
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9. Succession plan of board members and management team	✓			In response to environmental changes and to drive the company's future growth, the requirements of top management team's capabilities go beyond business acumen and leadership. The digital acumen, global perspectives and sustainability leadership are also emphasized to enhance the company’s business competitiveness and operational excellence. In the dynamic business landscape, Wistron provides tailored development plans and various learning resources to cultivate the leadership team including training courses, project assignments, strategic rotations, cross-business executive coaching, and external industry trend forums, corporate executive programs, strategic leadership training and so on. Through systematic talent development initiatives, Wistron builds the succession bench depth and talent pool to maintain a robust management team that fosters strategy execution and realize corporate sustainability.	No discrepancy
10. Please indicate the improvement of the results of the corporate governance evaluation issued by the Company's Center for Corporate Governance in the last year of the TWSE and provide priority measures and measures for those who have not yet improved: Wistron will continue to cooperate with the competent authorities with regard to implementation and improvement of the corporate governance assessment in the future.					

2.3.4 Composition, Responsibilities and Operations of the Compensation Committee and Nominating Committee

A. Compensation Committee

a. The Composition

Title	Criteria	Professional Qualification and Experience	Independence Status	Number of other public companies in which the individual is concurrently serving as a compensation committee member
	Name			
Independent Director (Convener)	S. J. Paul Chien	Please refer to “Professional qualifications and independence analysis of directors”(p.11-12)	Please refer to “Professional qualifications and independence analysis of directors”(p.11-12)	2
Independent Director	Jack Chen			0
Independent Director	Peipei Yu			1

b. Responsibilities of the Compensation Committee

Pursuant to Article 6 of the Company’s “Compensation Committee Charter” the Compensation Committee has the following responsibilities:

- (1) Design and periodically review the performance review and remuneration policy, system, standards, and structure for directors, supervisors and managerial officers.
- (2) Periodically evaluate and determine the remuneration of directors, supervisors, and managerial officers.

c. Attendance of Members at Compensation Committee Meetings

- (1) The Compensation Committee consists of 3 members.
- (2) Tenure of the 6th Compensation Committee: July 4, 2024 to May 30, 2027. The committee convened 4 times in 2024.

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Convener	S. J. Paul Chien	4	0	100	
Member	Jack Chen	4	0	100	
Member	Peipei Yu	4	0	100	

(3) Other noteworthy items:

1. If the board of directors declines to adopt or modifies a recommendation of the compensation committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company’s response to the compensation committee’s opinion (eg., the compensation passed by the Board of Directors exceeds the recommendation of the compensation committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the compensation committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members’ opinions and the response to members’ opinion should be specified: Please refer to the Major Resolutions of Board Meetings (P.124-131)

B. Nominating Committee

a. The Composition:

The Nominating Committee of the Company is composed of at least three directors nominated by the Board of Directors, of which more than half shall be independent directors. The current Nominating Committee has four members, including Chairman Mr. Simon Lin, Independent Director Ms. Peipei Yu, Independent Director Mr. Jack Chen and Independent Director Ms. Meiling Chen.

b. The Responsibilities:

- (1) To constitute and to review the composition, qualification and succession plans of the directors and the executives.
- (2) To search and to review the candidates of the directors and the executives and the independence of independent directors, and to submit the proposed list to the board of directors.
- (3) To construct and to review the setup, duties and operation of the sub-committees under the board of directors, to review the qualification of the member of sub-committees and any potential conflict of interests.
- (4) To plan and to execute the director training program.
- (5) Other matters to be performed by the Committee pursuant to the resolution of the board of directors.

c. Attendance of Meetings

Tenure of the 3rd Nominating Committee: May 30, 2024 to May 29, 2027.

The committee convened 6 times in 2024. The professional qualifications and experience of the members, attendance are as follows:

Title	Name	Professional Qualification and Experience	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Convener	Simon Lin	Please refer to “Professional qualifications and independence analysis of directors”(p.11-12)	6	0	100	
Member	Peipei Yu		6	0	100	
Member	Jack Chen		4	0	100	Note 1
Member	Meiling Chen		4	0	100	Note 1
Member	S. J. Paul Chien		2	0	100	Note 2
Member	Christopher Chang		2	0	100	Note 2

Note 1: The independent directors were elected as at the Annual Shareholders Meeting on May 30, 2024. So the total number of attendances were 4 times.
Note 2: The independent director resigned after the Annual Shareholders Meeting on May 30, 2024. So the total number of attendances were 2 times.
Note 3: The Nominating Committee resolved that the convener and chairman of the meeting would be changed to independent director Ms. Peipei Yu from April 3,2025.

d. Major Resolutions of Nominating Committee:

Meeting	Contents of motion	The resolution and the Company’s response
2024.03.12	1. Approved the appointment of members of 5th Compensation Committee. 2. Approved the appointment of members of 2nd ESG Committee. 3. Approved the candidate nomination of the 10th Directors, including Independent Directors.	Resolved
2024.05.10	Approved the changes in the Company's organization.	Resolved
2024.05.30	The 3rd Nominating Committee of the Company unanimously elected Mr. Simon Lin as the convener and chairman of the meeting through all the members present.	Resolved
2024.07.04	1. Approval of the appointment of members of 6th Compensation Committee. 2. Approval of the appointment of members of 3rd ESG Committee.	Resolved
2024.08.12	Approved the plan of Wistron Group directors’ training program in 2024.	Resolved
2024.11.11	Approved the changes in the Company's organization.	Resolved
2025.02.24	Approved the adjustment of manager.	Resolved
2025.04.02	1. Approved the appointment of members of the ESG & Information Security Committee and the Chief Sustainability Officer. 2. Nominating Committee of the Company unanimously elected Ms. Peipei Yu as the convener and chairman of the meeting through all the members present.	Resolved

C. ESG & Information Security Committee (formerly ESG Committee)

a. The Composition:

In 2024, the Company’s ESG Committee had 7 members. However, in order to strengthen the Company’s sustainable competitiveness and enhance cybersecurity management, the board of directors resolved to rename the "ESG Committee" to the "ESG & Information Security Committee" on April 2, 2025. At the same time, the membership composition qualifications were adjusted, and the number of members should not be fewer than three, consisting of directors, with at least one independent director participating.

Starting from April 2, 2025, the members of the ESG & Information Security Committee are three members including Director and President & CEO Mr. Jeff Lin, Independent Director Ms. Meiling Chen and Director Mr. Philip Peng.

b. The Responsibilities:

Members of the ESG Committee shall be appointed by the Board of Directors. The ESG Committee shall consist of at least three members, and at least one of the members shall be an independent director. The authority of the ESG Committee Members are as following:

- (1) To formulate sustainable development direction, strategies and goals, and formulate relevant management policies and specific promotion plans.
- (2) To track, review, and revise the implementation and effectiveness of the Company's sustainable development.
- (3) Supervise sustainability information disclosure matters and review Sustainability Reports.
- (4) Oversee the management of existing or potential sustainability issues within the Company (including climate, nature, and biodiversity).
- (5) Formulate the Company's cybersecurity development direction, strategies, and goals, and supervise the implementation of the company's information security management system, technical standards, and operational procedures.
- (6) Supervise the implementation of Sustainable Development Best Practice Principles and other matters to be performed by the Committee pursuant to the resolution of the Board of Directors.

c. Attendance of Meetings

Tenure of the 3rd ESG Committee: July 4, 2024 to May 29, 2027. The committee convened 5 times in 2024. The attendance of meeting are as follows:

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Convener	Jeff Lin	4	1	80	
Member	Meiling Chen	3	0	100	Note 1
Member	Frank F.C. Lin	5	0	100	
Member	David Shen	4	1	80	

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Member	Donald Hwang	5	0	100	
Member	Kenny Wang	5	0	100	
Member	Stone Shih	2	1	67	Note 1
-	Robert Hwang	2	0	100	Note 2
-	Christopher Chang	1	0	100	Note 3

Note 1: Meiling Chen and Stone Shih were elected as the ESG Committee member on July 4, 2024. So the total number of attendances were 3 times.

Note 2: Robert Hwang resigned from ESG Committee on May 30, 2024. So the total number of attendances were 2 times.

Note 3: Christopher Chang was elected as the ESG Committee member on March 12, 2024 and resigned on May 30, 2024. So the total number of attendances were 1 times.

d. Major Resolutions:

Meeting	Contents of motion	The resolution and the Company's response
2024.03.12	• Report the performance evaluation results of ESG Committee. • Report the progress of the subsidiary's greenhouse gas inventory emission and verification plan. • Report the communication result with stakeholders in 2023. • Approved the implementation of sustainable development and goal setting in 2023.	Resolved
2024.05.10	• Report the progress of the subsidiary's greenhouse gas inventory emission and verification plan. • Report the work of Sustainability Office. • Approved the amendments to "ESG Committee Charter". • Approved the amendments to "Sustainable Development Best Practice Principles". • Approved the amendments to the "Procedure for preparation and validation of the Sustainability report" and changed name to "Procedure for preparation and assurance of the Sustainability report".	Resolved
2024.07.04	The 3rd ESG Committee of the Company unanimously elected Mr. Jeff Lin as the convener and chairman of the meeting through all the members present.	Resolved
2024.08.12	• Report the progress of the subsidiary's greenhouse gas inventory emission and verification plan. • Report the semi-annual work of Sustainability Office. • Approved the Sustainability Report of 2023. • Approved the setting of "Sustainable Materials Policy". • Approved the setting of "Sustainable Procurement Policy". • Approved the amendment of "Environmental & Energy and Ecological Conservation Policy" and changed the name to "Environmental Policy", and setting of "Nature and Biodiversity & No Deforestation Policy". • Approved the amendments to "Code of Conduct". • Approved the commitment to registers as a TNFD Adopter.	Resolved

Meeting	Contents of motion	The resolution and the Company's response
2024.12.20	• Report the progress of the subsidiary's greenhouse gas inventory emission and verification plan. • Report the implementation of ethical management. • Report the implementation of information security. • Report the implementation of tax policy. • Report the material topics for sustainable development of 2024. • Report the work of Sustainability Office. • Approved to sign a renewable energy procurement contract.	Resolved
2025.02.24	• Report the progress of the subsidiary's greenhouse gas inventory emission and verification plan. • Report the communication result with stakeholders in 2024. • Approved the implementation of sustainable development in 2024 and goal setting in 2025.	Resolved
2025.04.02	• Approved to rename of the "ESG Committee" to the "ESG & Information Security Committee" and the amendments of Charter.	Resolved

2.3.5 Implementation of sustainable development and Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
1. Does the company establish a governance structure to promote sustainable development, and set up a dedicated (part-time) unit to boost sustainable development, which top management team is authorized by the board of directors to handle, and supervised by the board of directors?	✓			To further consolidate Wistron’s commitment to sustainable development and corporate social responsibility, the Board of Directors has been entrusted with the the responsibility of the highest decision-making body for sustainability initiatives. In 2019, Wistron established the ESG Committee under the Board of Directors. In 2025, following a Board resolution, the committee was expanded to incorporate information security governance responsibilities, and then renamed as the ESG and Information Security Committee. This committee is comprised fully of board members, including at least one independent director, and is responsible for reviewing Wistron’s sustainability strategy, direction, and objectives, as well as formulating relevant management policies and concrete action plans. The committee reports its progress and future plans to the Board at least twice a year. The Board oversees the implementation and effectiveness of various sustainability initiatives as well as information security management systems, ensuring that major issues receive prior Board approval before execution. In 2024, the committee held five meetings. For details on key resolutions, please refer to pages 62–63 of the Annual Report. In 2021, Wistron established a Sustainability Office. In 2025, a Chief Sustainability Officer (CSO) has been appointed to drive sustainability strategies and initiatives approved by the Board and the Sustainability and Information Security Committee. This includes the disclosure of sustainability-related information, the publishing of the Sustainability Report, the identification of key sustainability issues relevant to business operations and stakeholders, the establishment of work guidelines, the allocation of sustainability-related budgets across departments, planning and executing annual initiatives, and tracking implementation effectiveness. These efforts ensure that Wistron’s sustainability strategy is fully integrated into daily operations.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
2. Does the Company conduct risk assessments of environmental, social and corporate governance issues related to the company's operations and formulate relevant risk management policies or strategies in accordance with the materiality principle?	✓			1. The scope of the information disclosed in this section covers the company's sustainability performance in 2024. The organizational boundary of the risk assessment encompasses Wistron's global operating plants and subsidiaries, and the coverage is identical to the boundary of the current year's sustainability report. 2. Our company assessed their occurrence within the boundaries of the value chain based on their activities, products, services, and related impacts. Considering both “dynamic materiality” and “double materiality” simultaneously, Wistron conducted its materiality analysis from 3 perspectives: internal/external stakeholder concerns, impact to the organization's operation and sustainable development impact, integrating both monetary and non-monetary valuation methods for impact assessment. At the end, 17 material topics were determined. The identification results were combined with the organization's risk management process, which includes risk identification, potential risk analysis, risk rating assessment, risk mitigation, and response measures. The report on the implementation and results of risk management is submitted to the Audit Committee and the Board of Directors every half a year. For detailed information, please refer to Section 1.5.2, "Material Topics and Risk Management," in Wistron's 2024 Sustainability Report.	No discrepancy
3. Environmental Issues (1) Has the Company set an Environmental management system designed to industry characteristics?	✓			In addition to continuously following international environmental issues and trends, Wistron has adopted the ISO 14001 Environmental Management System in global operating plants and has undergone independent third-party assessment and verification. We seek to satisfy the requirements in environmental protection regulations of local governments. Wistron will continue to monitor the changes in environmental laws and regulations in each country. To ensure compliance with regulatory requirements and to meet the stakeholders' expectations, we will regularly update and implement internal operating procedures and regulations. In addition, we will organize periodic legal compliance training and incorporate it into the annual internal training plan.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(2) Is the company committed to improving energy efficiency and to the use of renewable materials with low environmental impact?	✓			<u>Energy Efficiency</u> Electricity is the main form of energy consumption for Wistron. The remaining energy consumption consists of low amounts of fossil fuel usage (gasoline, diesel, etc.). Therefore, the enhancement in energy efficiency and renewable energy ratio is Wistron’s energy management strategy. Wistron introduced the ISO 50001 Energy Management System to implement systematic management of energy. Through the effective operation of the management system and the real-time energy dashboard, the Company identifies areas with high energy consumption for future analysis and the analysis results in turn propel the development of energy projects. The Company regularly convenes energy project meetings and follows up on the implementation progress and results. We continue to improve energy efficiency through the exchange of information between the manufacturing sites. The goal for improving energy efficiency in the year 2024 is a 2% increase in electricity consumption, with the proportion of green electricity usage reaching 72.5%. The status of achieving these targets can be referenced in Chapter 3 on Environmental Protection of the Wistron's 2024 Sustainability Report. <u>Recycled input materials</u> Wistron established the Green Resource Business in 2010 and officially launched operations in 2013. The Green Resource Business provides a closed-loop recycling green solution based on the cradle-to-cradle principle as it aims to maximize the customers’ benefits in the circular economy. The Company shipped 20,176 tons of post-consumer recycled (PCR) green materials in 2024 and has obtained 21 UL Yellow Cards for Plastics and reduced the use of new plastics by approximately 12,586 tons in 2024. Calculations based on the estimated carbon footprint using Simapro for recycled plastics, approximately 57,665 tons of carbon dioxide equivalent (CO₂e) was reduced. Product lines that use recycled plastic materials have expanded from displays, desktop computers, and televisions to areas such as routers, servers, mice, keyboards, fans, and more.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(3) Does the company assess the current and future potential risks and opportunities of climate change for the company and take measures in reaction to related issues?	✓			The identification and response to climate-related risks and opportunities are integral to our company’s systematic Enterprise Risk Management (ERM) framework. According to the Company’s “Risk Management Policy and Procedure” and other related regulations, the risk management organization conducts risk management annually by following a structured risk management process (risk identification, risk analysis, risk assessment, risk response and monitoring, as well as risk reporting and disclosure). Additionally, the implementation and outcomes of risk management are reported to the Board of Directors via the Audit Committee on a semi-annual basis to ensure oversight of the risk management mechanism and its overall effectiveness. As part of its risk assessment and response measures, the Company’s risk management organization compiles an annual key risk list. Responsible units are required to evaluate and formulate risk scenarios, risk levels, existing control measures, response action plans, and expected completion dates. The risk management responsible units must also establish Key Risk Indicators (KRIs) for selected key risks, including climate change risks, to further implement real-time monitoring and management. Moreover, Wistron conducts systematic analyses of climate risks and opportunities by following the four TCFD framework pillars: Governance, Strategy, Risk Management, and Metrics and Targets. We ensure annual public disclosures to provide stakeholders with a clear view of the impact of these risks and opportunities, as well as Wistron’s response strategies, action plans, and short-, medium-, and long-term performance targets. We are also actively engaged in the CDP Climate Change and Water Security questionnaires, which include information on the identification and impact assessment of risks and opportunities, response strategies, and more. In 2024, Wistron was recognized as an A-List honoree, the highest accolade, in both the CDP Climate Change and Water Security questionnaires, demonstrating our transparency and governance performance on climate-related issues. The analysis results for this year regarding significant risks and opportunities, financial impacts, and corresponding management response measures are as follows. For further details, please refer to the 2024 Wistron Climate and Nature Report.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons															
	Yes	No		Summaries																
(3) Does the company assess the current and future potential risks and opportunities of climate change for the company and take measures in reaction to related issues?	✓			Climate Change Financial Impact Analysis (Risks)	No discrepancy															
				<table><tr><th>Climate Change Risks</th><th>Financial Impacts</th><th>Response Measures</th></tr><tr><td>Low-carbon technology transition</td><td>Increase in cost</td><td>Expand investment in energy-saving technologies, with plans to optimize the SMT process in 2025, updating relevant software and hardware to achieve cost savings.</td></tr><tr><td>Renewable energy regulations</td><td>1. Increase in cost 2. Increase in capital expenditures</td><td>Conduct a global assessment of renewable energy markets to acquire renewable energy through multiple channels and achieve the vision of energy transition and green manufacturing. In 2024, Wistron expanded its use of green electricity by purchasing renewable energy certificates, entering into power purchase agreements (PPAs), and implementing solar power for self-consumption. Through joint effort, we achieved the annual target of 72.5% green electricity usage for the year 2024, steadily progressing toward the long-term goal of increasing the green electricity share to 100%.</td></tr><tr><td>Carbon tax</td><td>Increase in cost</td><td>1. Conduct impact assessments of domestic and international carbon regulations and plan for the implementation of internal carbon pricing. 2. Increase the proportion of renewable energy procurement in response to carbon tax/fee regulations to reduce tax/fee burdens.</td></tr><tr><td>Demand for low-carbon products and services</td><td>1. Decrease in revenue 2. Increase in cost</td><td>1. Continue to invest in research and development resources and manpower to promote innovation in low-carbon products and technologies, ensuring that products meet the latest international standards such as Energy Star and related environmental certifications. 2. Enhance the knowledge of colleagues in the supply chain management department regarding low-carbon raw materials by developing a series of ESG-related courses to build their competencies and meet customer demands for low-carbon materials.</td></tr></table>		Climate Change Risks	Financial Impacts	Response Measures	Low-carbon technology transition	Increase in cost	Expand investment in energy-saving technologies, with plans to optimize the SMT process in 2025, updating relevant software and hardware to achieve cost savings.	Renewable energy regulations	1. Increase in cost 2. Increase in capital expenditures	Conduct a global assessment of renewable energy markets to acquire renewable energy through multiple channels and achieve the vision of energy transition and green manufacturing. In 2024, Wistron expanded its use of green electricity by purchasing renewable energy certificates, entering into power purchase agreements (PPAs), and implementing solar power for self-consumption. Through joint effort, we achieved the annual target of 72.5% green electricity usage for the year 2024, steadily progressing toward the long-term goal of increasing the green electricity share to 100%.	Carbon tax	Increase in cost	1. Conduct impact assessments of domestic and international carbon regulations and plan for the implementation of internal carbon pricing. 2. Increase the proportion of renewable energy procurement in response to carbon tax/fee regulations to reduce tax/fee burdens.	Demand for low-carbon products and services	1. Decrease in revenue 2. Increase in cost	1. Continue to invest in research and development resources and manpower to promote innovation in low-carbon products and technologies, ensuring that products meet the latest international standards such as Energy Star and related environmental certifications. 2. Enhance the knowledge of colleagues in the supply chain management department regarding low-carbon raw materials by developing a series of ESG-related courses to build their competencies and meet customer demands for low-carbon materials.
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Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”and Reasons		
	Yes	No		Summaries			
(3) Does the company assess the current and future potential risks and opportunities of climate change for the company and take measures in reaction to related issues?	✓			Climate Change Opportunities	Financial Impacts	Response Measures	No discrepancy
				Recycled materials	1. Increase in revenue 2. Decrease in cost	1. Prioritize the use of renewable materials or the recycling of resources to reduce the consumption of primary resources. 2. Continue to invest in research and development resources and manpower to expand the application of recycled materials.	
				Operational diversification	Increase in revenue	Continue to enhance R&D investment to develop a diverse range of low-carbon green products that meet customer and market demands.	
				Low-carbon energy	Decrease in cost	Conduct research and development on low-carbon energy and related new technologies, focusing on assessing investment opportunities in new clean energy technologies such as geothermal and hydrogen energy.	
				Expand funding sources	Decrease in cost	Leverage sustainability-linked financing and other funding sources to optimize the company's financial structure.	
				Adaptability	Decrease in cost	1. In response to extreme weather and climate change, each plant continues to optimize flood adaptation mechanisms to strengthen operational resilience. 2. Create a work environment where employees have access to safe water resources.	
				Cost savings	Decrease in cost	Each plant invests in water-saving equipment, with internal dedicated units continuously optimizing water use efficiency.	
				Regulatory resilience	Decrease in cost	Actively participate in the regulatory drafting process, with dedicated units implementing relevant measures to mitigate potential regulatory impacts.	
				Green building	Decrease in cost	Commit to improving the water efficiency of existing buildings and incorporate environmentally friendly considerations, such as water-saving benefits, during the design and planning stages of new operational sites to meet green building certification standards.	

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies”and Reasons																														
	Yes	No		Summaries																															
(4) Has the company counted greenhouse gas emissions, water consumption, and total weight of waste in the past two years, and formulated policies for greenhouse gas reduction, water consumption or other waste management?	✓			1. Statistics, intensity and coverage of data for the last two years: (1) GHG Emissions Greenhouse gas emissions coverage includes Taiwan and oversea sites, have completed ISO 14064-1: 2018 scope 1, 2, and 3 inventory accounting with third-party verification in 2023. The greenhouse gas emissions in the last 2 years are as follows. unit: Tonne CO₂e <table><tr><th></th><th>2023</th><th>2024</th></tr><tr><td>Scope 1</td><td>15,378.01</td><td>13,915.42</td></tr><tr><td>Scope 2</td><td>72,484.73</td><td>54,279.35</td></tr><tr><td>GHG Emission Intensity (kiloton-CO₂e/NT\$1 billion)</td><td>0.13</td><td>0.10</td></tr><tr><td>Scope 3</td><td>16,621,399.91</td><td>16,722,873.23</td></tr></table> (2) Water Withdrawal The production processes of Wistron's products are mostly assembly-based and do not require a large amount of water. The majority of the water usage is for domestic purposes as well as for some factory facilities such as kitchens and cooling towers. Based on our evaluations, the water sources for Wistron’s sites and offices are tap water. This indicates that Wistron’s water use does not have a significant environmental impact on water resources and on water source ecosystems. Nevertheless, Wistron still actively collects water consumption data, monitors water quality and consumption conditions on a regular basis, and periodically organize water conservation campaigns for the purpose of protecting water resources. Unit: ML <table><tr><th></th><th>2023</th><th>2024</th></tr><tr><td>Tap Water</td><td>2,629.45</td><td>2,487.44</td></tr><tr><td>Surface Water</td><td>0.18</td><td>0.52</td></tr><tr><td>Ground Water</td><td>-</td><td>-</td></tr><tr><td>Water usage per unit revenue (million liters/ NT\$ 1 billion)</td><td>4.0</td><td>3.6</td></tr></table>		2023	2024	Scope 1	15,378.01	13,915.42	Scope 2	72,484.73	54,279.35	GHG Emission Intensity (kiloton-CO ₂ e/NT\$1 billion)	0.13	0.10	Scope 3	16,621,399.91	16,722,873.23		2023	2024	Tap Water	2,629.45	2,487.44	Surface Water	0.18	0.52	Ground Water	-	-	Water usage per unit revenue (million liters/ NT\$ 1 billion)	4.0	3.6	
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Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons									
	Yes	No		Summaries										
(4) Has the company counted greenhouse gas emissions, water consumption, and total weight of waste in the past two years, and formulated policies for greenhouse gas reduction, water consumption or other waste management?	✓			(3) Waste Wistron is committed to not using banned substances or materials and actively promotes waste reduction, recycling, and reuse. The Company rigorously and carefully selects materials and suppliers and continues to implement technical improvement or seek environmentally friendly materials. We abide by the environmental laws and regulations related to our activities, products, and services, as well as customer requirements, to attain and even exceed the established goals. Unit: Tons <table><tr><th></th><th>2023</th><th>2024</th></tr><tr><td>Non-Hazardous Waste</td><td>30,624.32</td><td>36,871.51</td></tr><tr><td>Hazardous Waste</td><td>1,203.09</td><td>1,426.48</td></tr></table> 2. Management policies: (1) GHG Emissions Reduction In April 2024, Wistron passed the Science-based Targets initiative (SBTi) review for its science-based carbon reduction targets (SBT), in response to the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels. Wistron has committed to achieving carbon neutrality in its operations by 2030 and net-zero emissions across its value chain by 2050. By setting SBTs, Wistron demonstrates its commitment to addressing global climate change and transitioning to a low-carbon economy. To implement carbon reduction actions, Wistron continues to promote the use of renewable energy, improve energy efficiency, develop low-carbon products, and implement internal carbon pricing mechanisms, following a 1.5°C decarbonization pathway. In 2024, Wistron's global direct and market-based indirect greenhouse gas emissions totaled 68,195 metric tons of CO₂ equivalent, a 22.4% reduction from 2023 and a 58.7% reduction from the baseline year. This achievement was driven by energy efficiency projects, the installation of solar power equipment, signing power purchase agreements (PPAs) with green energy suppliers, and purchasing renewable energy certificates (RECs).		2023	2024	Non-Hazardous Waste	30,624.32	36,871.51	Hazardous Waste	1,203.09	1,426.48	No discrepancy
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Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(4) Has the company counted greenhouse gas emissions, water consumption, and total weight of waste in the past two years, and formulated policies for greenhouse gas reduction, water consumption or other waste management?	✓			Scope 3 emissions decreased by 8.2% compared to the baseline year, with emissions from purchased goods and services (Category 1) and the use of sold products (Category 10) decreasing by 5.8%. Wistron's dual-track strategy for reducing emissions from purchased goods and services includes using a self-developed Product Carbon Footprint (PCF) system to identify carbon hotspots and optimize product carbon performance, and collaborating with supply chain partners to promote carbon reduction actions. The WiZero (Wistron Zero Carbon Emission) low-carbon intelligent manufacturing platform and low-carbon supply chain program, involving 30 key suppliers, achieved a cumulative reduction of 10,742 metric tons of CO₂ in its first year, surpassing the target of 8,000 metric tons. For sold products, Wistron collaborates with customers to develop low-carbon products, focusing on using low-carbon materials, designing durable and repairable products, and reducing energy consumption and product replacement frequency. Beyond the supply chain, Wistron engages in Beyond Value Chain Mitigation (BVCM) activities, partnering with external experts on forest carbon sequestration projects and evaluating carbon removal technologies to offset residual emissions, gradually achieving its net-zero vision. (2) Water Management Wistron's management of water resources can be divided into a. implementation of water resource management and day-to-day water conservation and b. implementation of water recycling and wastewater management. We conducted an inventory of high-risk areas for water resources based on an evaluation of the water stress indicators of our global operations. We then implement preventive measures based on the water resource management strategy. Dedicated units in different plants are responsible for water resource management, which includes plan formulation and implementation, regular monitoring, resolution of irregularities, data analysis, and continuous improvements. Wistron pledges to strictly comply with the national regulations on water resources, to make reasonable use of water resources, to prioritize the selection of water-saving equipment, and to monitor water resource consumption through energy-saving dashboards to improve water resource utilization efficiency. The water target for Wistron in 2024: Reduce water consumption intensity by 12% compared to 2016 and set more ambitious goals for 2025, 2030, and 2035 to continuously track and disclose the annual water-saving performance.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(4) Has the company counted greenhouse gas emissions, water consumption, and total weight of waste in the past two years, and formulated policies for greenhouse gas reduction, water consumption or other waste management?	✓			(3) Waste Management Waste management at Wistron is conducted through the continuous implementation of waste classification and waste reduction, as well as the enhancement of waste recycling and reuse. With an effective waste and hazardous substance management system, we conduct comprehensive assessments and audits regarding the generation and the flow of waste and toxic substances, with the aim of minimizing waste generation and maximizing recycling and reuse. This not only reduces environmental impact and burden, but also enhances our operational efficiency and cost-effectiveness by increasing material utilization. In addition, this supports the Company’s commitment to sustainable business practices. 3. The information coverage is the same as the boundary defined in the current year’s Sustainability Report, and it has gone through independent third-party assessment and verification.	No discrepancy
4. Social Issues (1) Does the company set policies and procedures in compliance with regulations and internationally recognized human rights principles?	✓			Wistron’s human rights policy declares its support for relevant international norms, such as the UN Universal Declaration of Human Rights, and through the effective implementation of the human rights due diligence procedure to ensure that human rights policies are well implemented at global operating locations. The results are summarized as follows: 1. Conduct human rights risk assessments, focus on human rights issues such as “working hours”, “wages and benefits”, and “young workers”, and conduct target management and implement risk mitigation measures. 2. Arrange training courses on topics related to human rights and labor at global operating locations. 3. Conduct annual audits in accordance with Responsible Business Alliance (RBA) management framework. 4. In 2024, there were no major human rights violations at the global operating locations. 5. Prioritize labor care and welfare as the Company's sustainability focus and aim to create a high satisfaction working environment.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(2) Has the company established and implemented a reasonable employee benefit policy (including remuneration, vacation and other benefits, etc.) where operating performance or results are appropriately reflected in employee compensation?	✓			1. Adhere to the spirit of sustainability, Wistron aims to create a work environment of hope and vitality and to provide employee benefits beyond the legal requirements. This includes, for instance, the establishment of the employee share stock trust (ESOT), the shuttle bus service, the extra 7-day pay leave, the trip allowance, and the childbirth incentives. 2. We highly value work-life balance and hold a variety of lectures and events in which employees and family members can participate on a regular basis. 3. With the goal of creating a workplace that promotes gender equality and harmony, female employees have the same opportunities and rights as male employees. Even more, the Company pays special attention to the health of female employees and arranges exclusive health examinations for female employees. (In 2024, the percentage of female employees was 38.88%, while the percentage of female in top management positions was 17.59%.) 4. The Company has a clearly defined compensation policy that aims to achieve equal pay for equal work. Employee compensation is appropriately reflective of the company's operating results and the team/individual work performance.	No discrepancy
(3) Does the company provide employees with a safe and healthy working environment, with regular safety and health training?	✓			1. Safety and health-related measures, and educational training Wistron complies with all applicable occupational safety and health regulations and committed work standards with the intent that all persons (including employees, temporary staff, contractors, and visitors) working within the Company premises are aware of their individual OH&S rights & obligation and establishing a sound management system to reduce OH&S risks. Occupational safety management work in each site is coordinated by a dedicated unit, which is responsible for implementing various management activities. Meanwhile, each site sets its own performance goal according to the Company's OH&S policies. Wistron has an overall goal of zero serious occupational accidents (fatalities are defined as major occupational accidents). The Company establishes safety and health related measures and necessary resources and maintains their effectiveness. This includes employee health management and care platforms, fertility care and caring resources, epidemic prevention publicity and management, and education/training. All new employees are required to receive occupational safety training, while emergency care and professional drills are arranged for employees in specific positions.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(3) Does the company provide employees with a safe and healthy working environment, with regular safety and health training?	✓			2. OH&S verification All major sites of the Company have introduced the ISO 45001 occupational safety and health management system, promising to continuously operate a safe and healthy working environment. 3. Employee occupational accident status and improvement measures No major occupational accidents occurred in 2024, but the company still implements relevant improvement measures for the main types of work-related injuries: 3.1 Taiwan: The main type of occupational accident in Taiwan is falls, with a total of 5 cases (people), and an incident rate of 0.38 per thousand people. The improvement measures are to reduce the risk of injury through prevention promotion, safety education and environmental inspections. 3.2 Asia (excluding Taiwan): The main type of occupational accident was operating machinery injuries, with a total of 14 cases (individuals), and an incident rate of 0.53 per thousand people. Improvement measures include reducing the occurrence of injuries through inspections of protective facilities, safety inspections, and regular publicity and training. 3.3 Europe and the United States: The main type of occupational accident is operating machinery injuries, with a total of 13 cases (persons), and an incident rate of 2.89 per thousand people. Improvement measures are to reduce the occurrence of injuries through inspections of protective facilities, safety inspections, and regular publicity and training. 4. Fire accidents and improvement measures In 2024, there was one fire at our Taiwan operations site. Although no casualties were reported, our company is still reviewing the automatic inspection and fire-fighting mechanisms during the construction of the new plant to prevent disasters from happening again.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(4) Has the company established effective career development training plans?	✓			Wistron upholds an altruistic business philosophy, proactively addressing challenges and continuously innovating to adapt to future changes. Guided by the vision of “Sustainability through Innovation”, the company is committed to nurturing its employees embedding the four core values “Customer Focus”, “Integrity”, “Innovation” and “Sustainability” into daily operations. Simultaneously, Wistron invests in globally diversified talent development, focusing not only on technological innovation and digital transformation but also on deepening expertise across various domains and fostering leadership development. This strengthens business resilience and talent sustainability, with the aim of collaborating with partners and global employees to move toward a sustainable future. Aligned with the company’s vision and strategic priorities, Wistron has implemented a global talent development strategy and established a comprehensive talent development framework. This framework includes new employee orientation, general training (covering compliance training, company policies, and workplace skills), professional training (spanning domain-specific expertise, digital transformation, and sustainability-related skills), and management training. (For details on each training program, please refer to Section 4.2 Human Capital Development under Chapter 4 Social Inclusion, in the Wistron Sustainability Report.)	No discrepancy
(5) Does the company comply with relevant laws, regulations and international standards on issues such as customer health and safety, customer privacy, and marketing and labeling of products and services, and develop relevant consumer or customer protection policies and complaint procedures?	✓			The Company follows the regulations and international standards in the marketing and labelling of its products and services to protect customer’s privacy, safety and health. The Company obtains relevant international management system verification and implements it into daily management systems. The Company provides customers with high-quality and non-hazardous products, and protects customers’ privacy and rights. To implement Design for Environment, Wistron established effective management and monitoring mechanisms in accordance with IECQ QC 080000 standards, customers' special requirements, and the latest international regulations and trends. We established effective management and monitoring mechanisms, and conducted regular reviews to prevent any hazardous substances and to protect the health and safety of consumers.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(5) Does the company comply with relevant laws, regulations and international standards on issues such as customer health and safety, customer privacy, and marketing and labeling of products and services, and develop relevant consumer or customer protection policies and complaint procedures?	✓			Wistron is committed to ensuring the confidentiality of customer information and upholding the principle of good faith to protect customer privacy rights. Adhering to the local regulations of the operation site and the relevant requirements of the EU General Data Protection Regulation (GDPR), Wistron has established a privacy policy as the highest management principle for privacy protection. The policy contains clear regulations and requirements for personal data collection, usage, and protection. We require all members (including subsidiaries) and partners to comply with the policies. Simultaneously, we provide a privacy protection mechanism and a hotline to protect the privacy rights of customers. To protect the customer confidential information and the product information security, Wistron has introduced and implemented comprehensive information security management mechanisms (ISO/IEC 27001) to ensure the security of customer and product information. All product lines are 100% compliant with customer requirements, local energy regulations, energy label requirements, and WEEE regulations. There was no violation with regard to product information labeling regulations and voluntary compliance. The Company is an ODM (original design manufacturer) supplier, which means that it does not offer products/services to end users directly. Instead, end-user transactions are handled by the brand customers. In addition to regular quarterly business reviews (QBR), we also conduct satisfaction surveys for all brand customers and establish a flexible and efficient customer complaint handling process. This allows us to understand customer feedback on aspects such as quality, cost, delivery, service, and technology, and in turn, to actively respond to customer needs by bringing more benefits to customers and providing them with better service quality.	No discrepancy
(6) Has the company formulated a supplier management policy that requires suppliers to follow relevant guidelines on issues such as environmental protection, occupational safety and health or labor rights, and their implementation?	✓			<u>Wistron Supplier Management Strategy</u> Wistron places great value on the partnerships with our suppliers as well as the growth potential. With sustainable procurement at our core foundation, we have responded to customer demands and established our Sustainable Supply Chain Strategy, which includes quality performance and implementation, technical manufacturing capabilities, cost/operation management, local supply chain prioritization, and sustainability. We hope to solidify our partnerships to create new opportunities.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(6) Has the company formulated a supplier management policy that requires suppliers to follow relevant guidelines on issues such as environmental protection, occupational safety and health or labor rights, and their implementation?	✓			According to the Company’s Articles of Incorporation, Wistron Supplier Management Procedures are formulated to establish the screening conditions for suppliers regarding the environment, human rights, safety, health and sustainable development. Those procedures define the explicit requirements for suppliers regarding environmental protection, occupational safety and health, labor management (e.g. no harm to labor rights and prohibition of child labor), codes of conduct, and integrity management. Wistron has a dedicated department to implement the supplier management policy, control the supplier selection process, implement audit guidance, and conduct performance evaluations, training, and supplier conferences. Based on cooperation and symbiosis, the sustainable requirements are implemented in the daily management of the supply chain. In Wistron, 100% of our Company’s 2024 cooperative suppliers meet the following conditions. Supplier Assessment According to the supplier performance evaluation standards, QCDS and RBA/CDP-ESG are used to score the existing transactions with suppliers as the standard for future selection of suppliers. Wistron distributed the Self-Assessment Questionnaire (SAQ) to all our tier 1 suppliers and non-tier 1 suppliers. Risk identification focuses on five aspects to identify potential high-risk suppliers: A.Sustainability and operation risk management B.Supply chain and sustainability operation C.Environmental management D.Human rights and labor protection E. Occupational safety and health Supplier Auditing In addition to the annual system and process audit of suppliers, the company also conducts sustainability audit for significant suppliers. The audit results suggest deficiencies and drive suppliers to improve, track, and confirm their improvement. Supplier Training The company offers online and offline training and guidance in a variety of formats, such as a virtual platform for suppliers to communicate labor, health, safety and environmental standards. Moreover, the code of conduct for ethical business practices outlines the elements required for a proper management system that enforces the Supplier Code of Conduct.	No discrepancy

Items of Execution	Implementation Status				Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
(6) Has the company formulated a supplier management policy that requires suppliers to follow relevant guidelines on issues such as environmental protection, occupational safety and health or labor rights, and their implementation?	✓			<u>Annual Supplier Conference and Sustainability Forum</u> The company holds the Wistron Group Partner Conference and Sustainability forum every year. In addition to conveying the Company's sustainable philosophy and goals, the conference also has demonstrated special recognitions to suppliers who have made outstanding contributions to sustainability and greenhouse gas inventory report. The sustainability forum is an occasion in which Wistron introduces its sustainability management policies to suppliers and further promotes anti-corruption, greenhouse gas inventory and water resource risk management requirements, while inviting suppliers with excellent ESG performance to share their ESG implementation results as well.	No discrepancy
5. Does the company refer to internationally accepted reporting standards or guidelines for compiling reports on corporate non-financial information such as corporate social responsibility reports? Has the aforementioned report obtained an assurance opinion of a third-party verification organization?	✓			The Company's 2024 sustainability report followed the guidance of GRI standards. The contents of this report have been verified by Bureau Veritas Certification (Taiwan) in accordance with AA1000 Assurance Standard (AA1000AS v3) and attached in the report.	No discrepancy
6. If the company has established its sustainable development code of practice according to “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,” please describe the operational status and differences. In March 2010, the board of directors of the Company approved the Corporate Social Responsibility Best Practice Principles. To strengthen the implementation of sustainable development, the board of directors approved the amendment of some provisions in August 2016, December 2019, December 2020, and December 2021, and renamed the principles as "Sustainable Development Best Practice Principles" in December 2021. The Company regularly reviews the implementation of these principles and makes improvements accordingly. So far, there is no discrepancy in the implementation.					
7. Other important information to facilitate better understanding of the company's implementation of sustainable development: The Company integrated the five corresponding management sub-systems related to quality, green products, environmental and energy, occupational health and safety, and social accountability, through the Corporate Sustainability and Social Responsibility Management to establish global policies and a management system. The Company also evaluates the progress of its implementation of corporate social responsibility through the annual planning and promotion of the corporate sustainability and social responsibility management system and the annual publication of a sustainability report to closely engage with stakeholders in response to increasing awareness regarding environment, society and governance (ESG).					

Climate-related information

1. Status on Execution of Climate-related information

Item	Status on Execution
1. The Board of Directors and the management's supervisory and governance of climate-related risks and opportunities are clearly described.	For years, Wistron has proactively followed the Task Force on Climate-Related Financial Disclosures (TCFD) framework and guidelines to govern climate issues. The company identifies climate-related risks and opportunities, establishes metrics and management targets, and implements regular annual disclosures for stakeholders to review the company’s climate action performance. In accordance with the company’s Risk Management Policy and Procedures, Wistron identifies and manages climate-related risks and opportunities, and incorporates them into the overall Enterprise Risk Management (ERM) mechanism to conduct a systematic management. To deepen climate governance, the board of directors serves as the highest supervisory unit for climate issues, oversees the overall climate strategy, and supervises senior management’s execution of climate-related risk management and key performance indicators. The Audit Committee, as a functional committee directly under the Board of Directors, is composed entirely of independent directors. It includes a Risk Management Team, with the Chief Financial Officer serving as the convener and representatives from various departments and business units as members. The Risk Management Team conducts comprehensive assessments and analyses of various risks, including climate-related risks, on an annual basis. It formulates response and adaptation strategies and produces corporate risk management reports for submission to the Audit Committee. This ensures prudent management and oversight of climate-related issues. On the front of promoting sustainability strategies, the Sustainability Office, affiliated to the ESG Committee, provides regular monthly reports to the President and CEO on the progress of sustainability strategies and initiatives, including climate actions. At least quarterly, it also reports to the ESG Committee and the Board of Directors on the implementation outcomes and future plans regarding sustainability, which includes climate-related issues. (To enhance sustainable competitiveness and information security management, the Board of Directors resolved on April 2, 2025, to rename the original ESG Committee to the ESG and Information Security Committee. An ESG Executive Committee will be established under its jurisdiction. Apart from the original risk management reports submitted to the Audit Committee, sustainability-related risks and opportunities will be overseen by the ESG Executive Committee.)

Item
2. The way that business, strategy and finance (short, medium and long term) of enterprises impacted by the identified climate risks and opportunities are clearly described.

Status on Execution																							
The company conducts both quantitative and qualitative analyses of climate risks and opportunities based on factors such as probability and impact. A risk matrix map is created to summarize the major potential and emerging risks and opportunities the company faces over short-, medium-, and long-term timeframes (short-term: 1-3 years, medium-term: 3-5 years, long-term: 5-10 years and beyond). Based on the analysis, significant identified risks are evaluated to devise and review response priorities, response measures, residual risks, and tracking mechanisms. The analysis results for this year regarding significant risks and opportunities, financial impacts and related management response measures are as follows. For further details, please refer to the 2024 Wistron Climate and Nature Report. Climate Change Financial Impact Analysis (Risks) <table><tr><th>Climate Change Risks</th><th>Financial Impacts</th><th>Response Measures</th></tr><tr><td>Low-carbon technology transition</td><td>Increase in cost</td><td>Expand investment in energy-saving technologies, with plans to optimize the SMT process in 2025, updating relevant software and hardware to achieve cost savings.</td></tr><tr><td>Renewable energy regulations</td><td>1. Increase in cost 2. Increase in capital expenditures</td><td>Conduct a global assessment of renewable energy markets to acquire renewable energy through multiple channels and achieve the vision of energy transition and green manufacturing. In 2024, Wistron expanded its use of green electricity by purchasing renewable energy certificates, entering into power purchase agreements (PPAs), and implementing solar power for self-consumption. This effort achieved the annual target of 72.5% green electricity usage for the year 2024, steadily progressing toward the long-term goal of increasing the green electricity share to 100%.</td></tr><tr><td>Carbon tax</td><td>Increase in cost</td><td>1. Conduct impact assessments of domestic and international carbon regulations and plan for the implementation of internal carbon pricing. 2. Increase the proportion of renewable energy procurement in response to carbon tax/fee regulations to reduce tax/fee burdens.</td></tr><tr><td>Demand for low-carbon products and services</td><td>1. Decrease in revenue 2. Increase in cost</td><td>1. Continue to invest in research and development resources and manpower to promote innovation in low-carbon products and technologies, ensuring that products meet the latest international standards such as Energy Star and related environmental certifications. 2. Enhance the knowledge of colleagues in the supply chain management department regarding low-carbon raw materials by developing a series of ESG-related courses to build their competencies and meet customer demands for low-carbon materials.</td></tr><tr><td>Changes in customer behavior</td><td>Decrease in revenue</td><td>Continue to invest in research and development resources and manpower to assist customers in obtaining various environmental certifications, including Energy Star, EPEAT, TCO, the Taiwan Green Mark, and the China Environmental Label.</td></tr><tr><td>Water price fluctuations</td><td>Increase in cost</td><td>Achieve benefits such as water conservation, improved water use efficiency, and reduced water expenses by implementing measures like water management, leak inspections, irrigation time control, and reclaimed water recycling.</td></tr></table>			Climate Change Risks	Financial Impacts	Response Measures	Low-carbon technology transition	Increase in cost	Expand investment in energy-saving technologies, with plans to optimize the SMT process in 2025, updating relevant software and hardware to achieve cost savings.	Renewable energy regulations	1. Increase in cost 2. Increase in capital expenditures	Conduct a global assessment of renewable energy markets to acquire renewable energy through multiple channels and achieve the vision of energy transition and green manufacturing. In 2024, Wistron expanded its use of green electricity by purchasing renewable energy certificates, entering into power purchase agreements (PPAs), and implementing solar power for self-consumption. This effort achieved the annual target of 72.5% green electricity usage for the year 2024, steadily progressing toward the long-term goal of increasing the green electricity share to 100%.	Carbon tax	Increase in cost	1. Conduct impact assessments of domestic and international carbon regulations and plan for the implementation of internal carbon pricing. 2. Increase the proportion of renewable energy procurement in response to carbon tax/fee regulations to reduce tax/fee burdens.	Demand for low-carbon products and services	1. Decrease in revenue 2. Increase in cost	1. Continue to invest in research and development resources and manpower to promote innovation in low-carbon products and technologies, ensuring that products meet the latest international standards such as Energy Star and related environmental certifications. 2. Enhance the knowledge of colleagues in the supply chain management department regarding low-carbon raw materials by developing a series of ESG-related courses to build their competencies and meet customer demands for low-carbon materials.	Changes in customer behavior	Decrease in revenue	Continue to invest in research and development resources and manpower to assist customers in obtaining various environmental certifications, including Energy Star, EPEAT, TCO, the Taiwan Green Mark, and the China Environmental Label.	Water price fluctuations	Increase in cost	Achieve benefits such as water conservation, improved water use efficiency, and reduced water expenses by implementing measures like water management, leak inspections, irrigation time control, and reclaimed water recycling.
Climate Change Risks	Financial Impacts	Response Measures																					
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Item	Status on Execution		
2. The way that business, strategy and finance (short, medium and long term) of enterprises impacted by the identified climate risks and opportunities are clearly described.	Climate Change Risks	Financial Impacts	Response Measures
	Community protest	1. Decrease in revenue 2. Decrease in asset value	Understand the situation of the issue, as well as the current status and progress of the company's handling of it. Coordinate with relevant departments and senior management to agree on the information for external communication, and continue to engage with stakeholders.
	Negative media coverage	1. Decrease in revenue 2. Decrease in asset value	
	Poor reputation	1. Decrease in revenue 2. Decrease in asset value	
	Climate Change Financial Impact Analysis (Opportunities)		
	Climate Change Opportunities	Financial Impacts	Response Measures
	Production process	1. Decrease in cost 2. Decrease in capital expenditures	1. Improve processes to reduce VOCs and implement the concept of green manufacturing. 2. Continue to optimize processes to enhance energy efficiency and production efficiency.
	Adoption of new technologies	1. Decrease in cost 2. Increase in revenue	1. Continue to invest in R&D resources and manpower to improve the energy performance and efficiency of products, enhancing market competitiveness. 2. Continuously assess and invest in various clean energy-related projects. 3. Through communication and collaboration with suppliers, continuously develop circular economy projects to address the ever-changing sustainability trends.
	Recycled materials	1. Increase in revenue 2. Decrease in cost	1. Prioritize the use of renewable materials or the recycling of resources to reduce the consumption of primary resources. 2. Continue to invest in research and development resources and manpower to expand the application of recycled materials.
	Operational diversification	Increase in revenue	Continue to enhance R&D investment to develop a diverse range of low-carbon green products that meet customer and market demands.
	Low-carbon energy	Decrease in cost	Conduct research and development on low-carbon energy and related new technologies, focusing on assessing investment opportunities in new clean energy technologies such as geothermal and hydrogen energy.
	Expand funding sources	Decrease in cost	Leverage sustainable linked financing and other funding sources to optimize the company's financial structure.
	Adaptability	Decrease in cost	1. In response to extreme weather and climate change, each plant continues to optimize flood adaptation mechanisms to strengthen operational resilience. 2. Create a work environment where employees have access to safe water resources.
	Cost savings	Decrease in cost	Each plant invests in water-saving equipment, with internal dedicated units continuously optimizing water use efficiency.
	Regulatory resilience	Decrease in cost	Actively participate in the regulatory drafting process, with dedicated units implementing relevant measures to mitigate potential regulatory impacts.
	Green building	Decrease in cost	Commit to improving the water efficiency of existing buildings and incorporate environmentally friendly considerations, such as water-saving benefits, during the design and planning stages of new operational sites to meet green building certification standards.

Item		Status on Execution									
3. The impact on finance from extreme climate events and transformational actions is clearly described.		Regarding the assessment of potential financial impacts on our company due to extreme weather and transition actions, we conduct evaluations following multiple scenario analyses. For physical risks like extreme rainfall and regulatory changes such as carbon taxes, we simulate potential financial impacts using existing information, and under the Enterprise Risk Management (ERM) framework, each responsible unit formulates response strategies and action plans. In terms of transition actions, Wistron is actively pursuing energy-saving, carbon reduction, and green power introduction projects across its global operations to achieve low-carbon transition goals. The financial impacts are primarily reflected in expenditures for green power procurement, equipment replacement, or operational costs. However, these actions also bring positive benefits, such as cost savings and market expansion, due to improved operational efficiency and meeting customer demands. For the assessment of potential financial impacts of climate and transition actions on our company, please refer to the previous sections' Financial Impact Analysis of Climate Change (Risk) and Financial Impact Analysis of Climate Change (Opportunity) tables. For further details on the climate scenario analysis, including the supply chain, please refer to the 2024 Wistron Climate and Nature Report .									
4. The way to integrate the identification, assessment and management process of climate risk into the overall risk management system is clearly described.		In accordance with our company's "Risk Management Policy and Procedures", Wistron incorporates the identification and management of climate-related risks and opportunities into the overall Enterprise Risk Management (ERM) mechanism. The highest responsible entity for risk management is the Board of Directors. The Audit Committee regularly reports the implementation and results of risk management to the Board of Directors, overseeing the functioning and overall implementation of the risk management framework. The Audit Committee, as one of the functional committees under the Board of Directors, consists entirely of independent directors. It assists the Board of Directors in reviewing the execution of risk management. Under the Audit Committee, there is a Risk Management Team, with the Chief Financial Officer serving as the convener, and members representing various departments and business units. The Risk Management Team conducts comprehensive assessments and analyses of various risk scenarios, including climate risks, and develops response and adaptation strategies. It produces corporate risk management reports to be briefed to the Audit Committee, ensuring that climate-related issues and decisions are included in the highest-level management's agenda for discussion. (To enhance sustainable competitiveness and information security management, the Board of Directors resolved on April 2, 2025, to rename the original ESG Committee to the ESG and Information Security Committee. An ESG Executive Committee will be established under its jurisdiction. Apart from the original risk management reports submitted to the Audit Committee, sustainability-related risks and opportunities will be overseen by the ESG Executive Committee.)									
5. The scenarios, parameters, assumptions, analysis factors and main financial impacts used shall be described if scenario analysis is used to assess resilience to the risks of climate change.		Our company employs multiple scenario analyses, with the scenarios, parameters, assumptions, and analytical factors briefly outlined below. For information on the primary financial impacts, please refer to the table description in point two of the preceding section. For detailed information on scenario analysis of various physical and transition risks, please refer to the 2024 Wistron Climate and Nature Report. <table> <tr> <th>Climate Scenario Type</th><th>Scenario Name</th><th>Timeline</th></tr> <tr> <td rowspan="4">Physical</td><td>SSP1-RCP2.6</td><td rowspan="4">Short-term: 2021-2040, Medium-term: 2041-2060, Medium to long-term: 2061-2080, Long-term: 2081-2100.</td></tr> <tr> <td>SSP2-RCP4.5</td></tr> <tr> <td>SSP3-RCP7.0</td></tr> <tr> <td>SSP5-RCP8.5</td></tr> </table>	Climate Scenario Type	Scenario Name	Timeline	Physical	SSP1-RCP2.6	Short-term: 2021-2040, Medium-term: 2041-2060, Medium to long-term: 2061-2080, Long-term: 2081-2100.	SSP2-RCP4.5	SSP3-RCP7.0	SSP5-RCP8.5
Climate Scenario Type	Scenario Name	Timeline									
Physical	SSP1-RCP2.6	Short-term: 2021-2040, Medium-term: 2041-2060, Medium to long-term: 2061-2080, Long-term: 2081-2100.									
	SSP2-RCP4.5										
	SSP3-RCP7.0										
	SSP5-RCP8.5										

Item		Status on Execution																														
6. The content of the plan, and the indicators and objectives used to identify and manage physical risks and transition risks shall be described if there is a transition plan to manage the risks of climate-related.		Our company follows the TCFD framework and has established climate targets and performance indicators that are publicly disclosed annually. In 2022, Wistron proactively adhered to the SBTi’s Net-Zero Standard, setting science-based targets to support the Paris Agreement's goal of limiting global warming to no more than 1.5°C above pre-industrial levels. These targets received official approval from the SBTi in April 2024. We commit to achieving carbon neutrality for Wistron's operational activities by 2030 and net-zero emissions across our value chain by 2050. Based on these commitments, we have established the following near-term and long-term targets. 1. Near-term Target: By 2030, reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 90% compared to the 2022 baseline year and reduce absolute Scope 3 greenhouse gas emissions from purchased goods and services and the use of sold products by 25%. 2. Long-term Target: From 2030 to 2050, maintain a 90% reduction in absolute Scope 1 and Scope 2 greenhouse gas emissions compared to the 2022 baseline year, and achieve a 90% reduction in absolute Scope 3 greenhouse gas emissions. Moreover, we have initiated the ESG 6 Pillar transformation program, which includes Decarbonization, Green Products, Recycling, and Sustainable Supply Base. These pillars directly address our transition towards a low-carbon economy and a vision of green manufacturing. The performance indicators and short, medium, and long-term goals for each pillar are publicly disclosed in our sustainability report and on our ESG website.																														
7. The bases used for setting prices shall be described if internal carbon pricing is used as a planning tool.		In 2024, Wistron selected Hsinchu and Zhongshan plants as pilot sites for the implementation of an internal carbon pricing mechanism. As part of this initiative, the Company established calculation rules and operational frameworks for internal carbon pricing, referencing the World Bank's recommended WB2C target carbon price range. Based on this guidance, the internal carbon price was set at 100 USD/ton-CO₂e, which serves as a basis for assessing whether the business group's carbon reduction targets are met. Moving forward, a digital platform will be developed to manage carbon emission compliance and automate carbon fee calculations. This platform will provide business group managers with insights into the carbon reduction performance of each site, thereby assisting the company in achieving its long-term goal of carbon neutrality according to the carbon reduction pathway.																														
8. Information on the activities covered, the scope and planned schedule of greenhouse gas emissions, and annual progress achieved shall be described if climate-related targets are set. The source and quantity of carbon reduction credits or the quantity of renewable energy certificates (RECs) to be offset shall be described if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant goals.		Climate-related targets: <table><tr><th>Item</th><th colspan="2">Caption</th></tr><tr><td>Target:</td><td>Absolute reduction of greenhouse gas</td><td>Renewable energy consumption ratio</td></tr><tr><td>Climate Change and Energy Management</td><td>Absolute reduction of greenhouse gas compared to 2022: -22.5%</td><td>Renewable energy consumption ratio: 72.5%</td></tr><tr><td>Activity covered</td><td colspan="2">Same as the current year’s sustainability report, and it is evaluated and verified by an independent and impartial third party.</td></tr><tr><td>The scope of GHG Emissions</td><td colspan="2">Scope 1+2</td></tr><tr><td>Short, medium, and long-term Goals</td><td>Y25: -33.8% Y30: carbon neutral Y35: carbon neutral</td><td>Y25: 80% Y30: 100% Y35: 100%</td></tr><tr><td>Y24 achievement progress</td><td>58.69%</td><td>74.74%</td></tr><tr><td>Solar energy generation (kWh)</td><td>NA</td><td>18,057,459</td></tr><tr><td>Green electricity (kWh)</td><td>NA</td><td>70,058,611</td></tr><tr><td>I-RECs (kWh)</td><td>NA</td><td>211,295,776</td></tr></table>	Item	Caption		Target:	Absolute reduction of greenhouse gas	Renewable energy consumption ratio	Climate Change and Energy Management	Absolute reduction of greenhouse gas compared to 2022: -22.5%	Renewable energy consumption ratio: 72.5%	Activity covered	Same as the current year’s sustainability report, and it is evaluated and verified by an independent and impartial third party.		The scope of GHG Emissions	Scope 1+2		Short, medium, and long-term Goals	Y25: -33.8% Y30: carbon neutral Y35: carbon neutral	Y25: 80% Y30: 100% Y35: 100%	Y24 achievement progress	58.69%	74.74%	Solar energy generation (kWh)	NA	18,057,459	Green electricity (kWh)	NA	70,058,611	I-RECs (kWh)	NA	211,295,776
Item	Caption																															
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The scope of GHG Emissions	Scope 1+2																															
Short, medium, and long-term Goals	Y25: -33.8% Y30: carbon neutral Y35: carbon neutral	Y25: 80% Y30: 100% Y35: 100%																														
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Solar energy generation (kWh)	NA	18,057,459																														
Green electricity (kWh)	NA	70,058,611																														
I-RECs (kWh)	NA	211,295,776																														

9. Inventory and assurance of greenhouse gases, along with reduction goals, strategies, and specific action plans

1-1 Greenhouse gas inventory and assurance for the past two fiscal years

1-1-1 Information of Greenhouse Gas Inventory

Providing the emission (tCO₂e), intensity (tCO₂e/ NT\$ million), and data coverage of greenhouse gases for the past two fiscal years.

Basic information of the Company		In accordance with the provisions of the Sustainable Development Roadmap of listed companies should at least be disclosed		
■ Companies with capital of more than \$10 billion, the steel industry, and the cement industry		■ Inventory of parent company only		
□ Companies with capital of more than \$5 billion but less than \$10 billion		■ Inventory of subsidiaries included in consolidated financial statements		
□ Companies with capital of less than \$5 billion		■ Assurance on parent company only		
		□ Assurance on subsidiaries included in consolidated financial statements		

Scope 1	2023		2024	
	Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/ NT\$ million)	Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/ NT\$ million)
Wistron Corporation (parent company)	827.640	0.018	1,169.909	0.015
Subsidiaries included in consolidated financial statements	NA	NA	12,745.514	0.021
Total	827.640	0.018	13,915.423	0.020

Scope 2	2023		2024	
	Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/ NT\$ million)	Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/ NT\$ million)
Wistron Corporation (parent company)	32,595.292	0.727	46,564.578	0.616
Subsidiaries included in consolidated financial statements	NA	NA	190,092.537	0.310
Total	32,595.292	0.727	236,657.114	0.344

Scope 3	2023		2024	
	Total emissions (tCO ₂ e)		Total emissions (tCO ₂ e)	
Wistron Corporation (parent company)	2,616,545.379		10,741,798.914	
Subsidiaries included in consolidated financial statements	NA		5,981,074.314	
Total	2,616,545.379		16,722,873.228	

1-1-2 Information of Greenhouse Gas Assurance

Providing the assurance status for the past two fiscal years as of the printing date of the annual report, including the scope of assurance, the institution of assurance, assurance criteria, and assurance opinion.

Scope 1	2023 Assurance Scope	2023 Assurance Institution	2023 Description of assurance status
	WISTRON CORPORATION	Bureau Veritas Certification (Taiwan) Co., Ltd	• 827.640 tCO ₂ e (0.031%) of the GHG emissions disclosed has gone through assurance engagement by assurance agency under assurance standards of ISO 14064-3:2019.
	2024 Assurance Scope	2024 Assurance Institution	2024 Description of assurance status
Scope 2	WISTRON CORPORATION	Bureau Veritas Certification (Taiwan) Co., Ltd	• 13,915.423 tCO ₂ e (0.082%) of the GHG emissions disclosed has gone through assurance engagement by assurance agency under assurance standards of ISO 14064-3:2019.
	2023 Assurance Scope	2023 Assurance Institution	2023 Description of assurance status
	WISTRON CORPORATION	Bureau Veritas Certification (Taiwan) Co., Ltd	• 31,796.812 tCO ₂ e (1.200%) of the GHG emissions disclosed has gone through assurance engagement by assurance agency under assurance standards of ISO 14064-3:2019.
Scope 3	2024 Assurance Scope	2024 Assurance Institution	2024 Description of assurance status
	WISTRON CORPORATION	Bureau Veritas Certification (Taiwan) Co., Ltd	• 236,657.114 tCO ₂ e (1.394%) of the GHG emissions disclosed has gone through assurance engagement by assurance agency under assurance standards of ISO 14064-3:2019.
	2023 Assurance Scope	2023 Assurance Institution	2023 Description of assurance status
Scope 3	WISTRON CORPORATION	Bureau Veritas Certification (Taiwan) Co., Ltd	• 2,616,545.379 tCO ₂ e (98.769%) of the GHG emissions disclosed has gone through assurance engagement by assurance agency under assurance standards of ISO 14064-3:2019.
	2024 Assurance Scope	2024 Assurance Institution	2024 Description of assurance status
	WISTRON CORPORATION	Bureau Veritas Certification (Taiwan) Co., Ltd	• 16,722,873.228 tCO ₂ e (98.524%) of the GHG emissions disclosed has gone through assurance engagement by assurance agency under assurance standards of ISO 14064-3:2019.

1-2 Greenhouse Gas Reduction Goals, Strategies, and Specific Action Plans

Explanation of the baseline year and its data for greenhouse gas reduction, reduction goals, strategies, and specific action plans, as well as the status of achieving the reduction goals.

1. The base year of absolute reduction of greenhouse gas emissions: 2022
2. Climate Change and Energy Management Target: Absolute greenhouse gas reduction of 22.5% compared to 2022
3. GHG reduction Strategies: 1. Improve energy efficiency; 2. Improve renewable energy consumption
4. Reduction Actions:
 - (1) Improvement of Energy Efficiency: Wistron is proactively driving actual carbon reduction in addition to increasing renewable energy use. We use low-carbon manufacturing processes, smart energy conservation technologies, and improvement of energy efficiency to achieve the goal of energy saving. The project is divided into six dimensions: air conditioning, air compressor, production, management, green lighting and others.
 - (2) Energy transformations: By continuously improving the utilization ratio of renewable energy, and also in line with the principle of “installing as much as possible”, we aim to maximize the deployment of solar photovoltaic power, promote the procurement of renewable energy, and further increase the proportion of renewable energy use through the purchase of green certificates.
5. Climate-related targets:

Caption	Item	Absolute reduction of greenhouse gas	Renewable energy consumption ratio
Target: Climate Change and Energy Management		Absolute reduction of greenhouse gas compared to 2022: -22.5%	Renewable energy consumption ratio: 72.5%
Activity covered	Same as the current year's sustainability report, and it is evaluated and verified by an independent and impartial third party.		
The scope of GHG Emissions	Scope 1+2		
Y24 achievement progress	58.69%		74.74%



ASSURANCE OPINION GREENHOUSE GAS EMISSIONS

This is to verify that

Wistron Corporation

No. 1, Zhihui Rd., Zhubei City, Hsinchu County, Taiwan, R.O.C.

Holds Statement No: TWN24869091GT-1/E Rev.1

Bureau Veritas Certification (Taiwan) Co., Ltd. was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Wistron Corporation for the period stated below. This Verification Statement applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Wistron Corporation. BVC's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information.

Boundaries of the reporting company GHG emissions covered by the verification:

- Wistron Corporation Hsichih office, Neihu office, Hsinchu factory, Hukou factory and Hukou factory #2, including operation of subsidiaries at these locations, detail is as following page.
- Period covered by GHG emissions verification: January 1, 2024 to December 31, 2024

Emissions data verified:

- Category 1 - Direct GHG emissions and removals: 1,169.909 tCO₂e
- Category 2 - Indirect GHG emissions from imported energy: 46,564.578 tCO₂e
- Category 3 - Indirect GHG emissions from transportation: 15,252.646 tCO₂e
- Category 4 - Indirect GHG emissions from products used by organization: 4,629,664.474 tCO₂e
- Category 5 - Indirect GHG emissions associated with the use of products from the organization: 6,096,881.793 tCO₂e

Assurance Opinion:

Based on the process and procedures conducted, we conclude that the GHG statement for Category 1 and 2 is materially correct and is a fair representation of the GHG data and information, and is prepared in accordance with the ISO 14064-1:2018. Levels of Reasonable Assurance in Compliance Verification Agreements.

There is no evidence that the GHG statement for Category 3, 4, 5 is not materially correct and is not a fair representation of GHG data and information and has not been prepared in accordance with the ISO 14064-1:2018 Levels of Limited Assurance in Compliance Verification Agreements.

It is our opinion that Wistron Corporation has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Lily Chuang, Technical Reviewer
Originally Issue: 9/4/2025

Pei Hsu, CER Manager
Latest Issue: 9/4/2025



Validation and Verification
VB005

Bureau Veritas Certification (Taiwan) Co., Ltd.
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+886-2-2570 7655

Ver.20240711

Holds Statement No: TWN24869091GT-1/E Rev.1
Latest Issue: 9/4/2025



Greenhouse Gas Statement:

Organizational Boundaries		Coverage	Exclusions
Hsichih Office	Hsichih Office	- No. 82-88, Section 1, Xintai 5th Road, Xizhi District, New Taipei City B5F, 1F, 2F, 3F, 4F, 12F, 13F, 15F, 16F, 17F, 18F, 19F, 20F, 21F, 22F, 23F, 24F, 25F - No. 90-96, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 5F, 9F, 10F, 11F, 12F, 13F, 14F, 15F, 21F, 22F - No. 98-108, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 3F, 5F, 9F, 10F, 13F, 21F, 22F, 25F - No. 110-116, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 3F, 6F, 7F, 8F, 9F, 10F, 11F, 12F, 13F, 15F, 18F, 19F, 20F, 21F, 25F	None
	Hsichih Datong Road (Prototype) Office	No. 2, Lane 16, Alley 337, Section 1, Datong Road, Xizhi District, New Taipei City 1F, 2F, 3F, No. 14 1F	
	Hsichih Farglory Office	No. 93, Section 1, Xintai 5th Road, Xizhi District 26F-10, 26F-11, 26F-12	
	Hsichih Xiwan Road (RF) Office	No. 9, Alley 18, Lane 228, Section 2, Xiwan Road, Xizhi District, New Taipei City 1F	
	AlSails Power Inc. Abilliant Corporation WIBASE Industrial Solutions Inc. WIAvance Technology Corporation	No. 88, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 22F	
	ISL International Standards Laboratory Corp.	No. 84, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 17F	
	Anwith Technology Corporation	No. 100, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 9F	
	Longtan Laboratory	No. 183-1 (A101), 183-2F-3 (A203), 183-3 (A103A), 183-4 (A104), Kewang Road, Longtan District, Taoyuan City	
	Kaohsiung Office	- No. 2, Lingnan Road, Lingya District, Kaohsiung City 5F, 6F, 7F, 8F, 9F - No. 2, Zhongzheng 3rd Road, Xinxing District, Kaohsiung City 5F, 8F, 10F	
	Tainan Office	No. 160, Section 1, Guiren 13th Road, Guiren District, Tainan City 1F-6, 4F-7, 4F-8, 4F-9	
Neihu Office	Neihu office	No. 152, 154, 156, 158, Xingshan Road, Neihu District, Taipei City	None
Hsinchu Factory	Xin'an Factory	- No. 5, Xin'an Road, East District, Hsinchu City 1F, 2F, 3F, 5F - No. 7, Xin'an Road, East District, Hsinchu City 6F	None
	Yanfa 2nd Road Factory	No. 25, Yanfa 2nd Road, East District, Hsinchu City 4F	
	Yanfa 2nd Road Office Networking Office	No. 23, Yanfa 2nd Road, East District, Hsinchu City 2F	
	Innovation Office	- No. 8, Chuangxin 3rd Road, East District, Hsinchu City 4F - No. 6, Chuangxin 3rd Road, East District, Hsinchu City 3F, 4F	
	Guangfu Office	No. 321, Section 2, Guangfu Road, East District, Hsinchu City 2F, 8F, 9F	
	Shuangxi Villa	No. 11, Minghu 5th Street, Baoshan Township, Hsinchu County	
Hukou Factory	Administration Building Production Building	No. 2, Gongye 3rd Road, Hukou Township, Hsinchu County	None
Hukou Factory #2	Building K, 3F, 5F, 6F Building L	No. 50, Guangfu North Road, Hukou Township, Hsinchu County	None
	Building J, 2F	No. 50-1, Guangfu North Road, Hukou Township, Hsinchu County	

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Ver.20240711

2.3.6. Ethics Management Performance and Deviations from “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons

Item	Implementation Status				Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
1. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures					
(1) Has the Company formulated a policy of ethical management approved by the board of directors, and clearly state, in the bylaw and external documents, the policies and practices of ethical management and the commitment of the board and senior management to actively implement the operating policy?	✓			(1) In order to strengthen the corporate culture of integrity and sound development, the Company has formulated the [Ethical Corporate Management Best Practice Principles], [Codes of Ethical Conduct], [Corporate Governance Best Practice Principles] and [Code of Conduct] and other norms approved by the board of directors, and has disclosed them on the Company website and [Market Observation Post System]. Integrity is our core value and the foundation for running a business. This principle applies to all directors (including independent directors, the same below), managers and employees of the Company or those who have substantial control over the Company.	No discrepancy
(2) Has the Company established a mechanism for evaluating the risk of unethical behavior, regularly analyzed and evaluated business activities with a higher risk of unethical behavior in the business scope, and formulated a plan, which covers at least the precautionary measures in the second paragraph of Article 7 of “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”, to prevent unethical behavior?	✓			(2) The Company has established an assessment mechanism for the risk of unethical conduct in accordance with the [Ethical Corporate Management Best Practice Principles], regularly analyzes and evaluates business activities with higher risks of unethical conduct within the business scope, and formulates relevant management plans which covering preventive measures for the behaviors listed in Paragraph 2 of Article 7 of [Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies].	
(3) Has the Company clearly defined the operating procedures, behavior guidelines, punishment and appeal systems for violations in the unethical conduct prevention plan, and does it implement and regularly review and revise the aforementioned plan?	✓			(3) The Company has formulated a plan to prevent unethical behavior in the [Ethical Corporate Management Best Practice Principles], including operating procedures and behavioral guidelines. Wistron has also formulated a punishment and appeal system for violations in the [Codes of Ethical Conduct], and regularly reviews the appropriateness and effectiveness of the prevention plans mentioned above. For departments/personnel with higher potential risks (such as Treasury Management & Corporate Communications and Global Supply Chain Management), in addition to conducting education and training and preparing relevant manuals for publicity/normalization, risks are also reduced through internal audits or regular job rotations. The Company also clearly stipulates prohibited behaviors in the [Codes of Ethical Conduct], including the avoidance of conflicts of interest, principles and standards for giving presents and treats as part of business routine, political donations and charitable donations, as well as the verification principles for whether ethical conduct is violated, and clearly stipulates appeal system and related operating procedures.	

Item	Implementation Status				Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
2. Ethic Management Practice					
(1) Does the Company assess the ethics records of whom it has business relationship with and include business conduct and ethics related clauses in the business contracts?	✓			(1) Before establishing a commercial relationship with an external party, our Company will first evaluate the legality of the party's operations, integrity policies, and whether there is any record of unethical behavior. In the process of engaging in business activities, we will explain the Company's integrity policy and relevant regulations to the other party, and clearly refuse to directly or indirectly provide, promise, request or accept any form of improper benefits. Once unethical behavior is discovered, we will immediately stop business interaction immediately and list them as objects of refusal. The Company will incorporate the integrity policy into the terms of business contracts, including clear and reasonable payment, handling of situations involving unethical behavior, handling of violations of prohibited commissions/rebates/other benefit contract terms, etc.	No discrepancy
(2) Has the Company established a unit affiliated with the board to promote corporate ethical management, and regularly (at least once a year) report to the board its ethical management policies and plans to prevent unethical conduct and monitor implementation?	✓			(2) The Company's [Global Human Resources and Administration] department is responsible for the formulation and supervision of integrity policies and related measures, which reports the implementation results to the board of directors every year. So far, no major violations have occurred.	
(3) Does the Company establish policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?	✓			(3) The Company clearly stipulates conflict of interest clauses and situations/standards in the [Ethical Corporate Management Best Practice Principles] and [Codes of Ethical Conduct], requires employees to avoid them, and proactively and fully report to their direct supervisor, the top manager of the human resources department or the board of directors when they are aware of or face similar situations.	
(4) Has the Company established an effective accounting system and internal control system for the implementation of ethical management, where the internal audit unit prepared relevant audit plans based on the result of risk assessment of unethical conducts, and checked the compliance with the plan to prevent unethical conducts, or delegated an accountant to perform the verification?	✓			(4) Based on the principle of integrity policy, the Company will evaluate and self-examine the effectiveness and the design and implementation of internal control system, which includes accounting systems, based on the changes in the operating environment every year, and will make adjustments when necessary. Those actions mentioned above will be reviewed by the audit department.	
(5) Does the Company provide internal and external ethical conduct training programs on a regular basis?	✓			(5) New employees and new supervisors are required to take ethics/integrity courses on the day they join the Company, and all colleagues are required to regularly completing online learning courses and performance evaluations on related topics.	

Item	Implementation Status				Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
3. Implementation of Complaint Procedures. (1) Does the Company establish specific complaint and reward procedures, set up conveniently accessible complaint channels, and designate responsible individuals to handle the complaint received? (2) Has the Company established standard operating procedures for investigating the complaints received, take corresponding measures after investigation, and ensuring such complaints are handled in a confidential manner? (3) Does the Company adopt proper measures to prevent a complainant from retaliation for his/her filing a complaint?	✓			(1) When anyone discovers a violation of the [Codes of Ethical Conduct], he or she can report it directly to the independent director, the top manager of human resources department, the top manager of the audit department, the chairman of the board, or through employee grievance channels. For managers or employees who violate the regulations, the Company will, depending on the severity of the case, take disciplinary action including dismissal or termination of appointment in accordance with the relevant provisions of [Implementation Guidelines for Employee Rewards and Penalties]. For the business parties that violate the principles of honesty and integrity, the Company will reduce or cancel the cooperation relationship with them depending on the severity of the case. In serious cases, they will be reported to the appropriate judicial authorities. (2) The Company has a complaint procedure with clear operating procedures from the filing of complaints, investigation, and the handling. Relevant personnel and information that are include in the same case are also kept confidential throughout the process. (3) The Company will always provide protection to those who report or are involved in the investigation process to prevent the parties from suffering unfair retaliation or treatment, and strictly abide by Article 22 of the [Ethical Corporate Management Best Practice Principles] regarding keeping the identity of the whistleblower and the content of case confidential, and measures to protect the whistleblower from being improperly treatment.	No discrepancy
4. Information Disclosure Does the Company disclose its guidelines on business ethics as well as information about implementation of such guidelines on its website and Market Observation Post System (“MOPS”)?	✓			The Company discloses its commitment to comply with the [Ethical Corporate Management Best Practice Principles] and the RBA (Responsible Business Alliance) Code of Conduct on its official website and the [Market Observation Post System] and discloses the implementation status in the sustainability report.	No discrepancy
5. If the Company has established corporate governance policies based on TSE Corporate Conduct and Ethics Best Practice Principles, please describe any discrepancy between the policies and their implementation. No discrepancy.					

Item	Implementation Status				Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		Summaries	
6. Other important information to facilitate better understanding of the company’s corporate conduct and ethics compliance practices (e.g., review the company’s corporate conduct and ethics policy). The Company requires suppliers to sign a letter of integrity commitment and fully communicates Wistron’s anti-corruption policy to suppliers through the Wistron Global Learning Platform. Wistron also has a reporting hotline and promotes its integrity policies and beliefs to suppliers at the business conference, and review suppliers' implementation status every year.					

2.3.7 Other information material to the understanding of corporate governance within the Company : None.

2.3.8. Internal Control System Execution Status

A. Statement on Internal Control:

Wistron Corporation Statement on Internal Control

Date: February 24, 2025

Based on the findings of a self-assessment, Wistron Corporation (Wistron) states the following with regard to its internal control system during the year 2024 :

1. Wistron's board of directors and management are responsible for establishing, implementing, and maintaining an adequate internal control system. Our internal control is a process designed to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance and safeguarding of assets), reliability, timeliness, transparency of our reporting, and compliance with applicable rulings, laws and regulations.
2. An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its stated objectives. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, our internal control system contains self-monitoring mechanisms, and Wistron takes immediate remedial actions in response to any identified deficiencies.
3. Wistron evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below, the Regulations). The criteria adopted by the Regulations identify five key components of managerial internal control: (1) control environment, (2) risk assessment, (3) control activities, (4) information and communication, and (5) monitoring activities.
4. Wistron has evaluated the design and operating effectiveness of its internal control system according to the aforesaid Regulations.
5. Based on the findings of such evaluation, Wistron believes that, as of December 31, 2024, it has maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations.
6. This Statement is an integral part of Wistron's annual report for the year 2024 and Prospectus, and is publicly disclosed. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
7. This statement was approved by the board of directors in their meeting held on February 24, 2025, with none of the eight attending directors expressing dissenting opinions. All attending directors have affirmed the content of this Statement.

Wistron Corporation

Chairman: Simon Lin

President & CEO: Jeff Lin




B. if CPA was retained to conduct a special audit of the internal control system, disclose the audit report : None.

2.3.9 Major Resolutions of Shareholders' Meeting and Board Meetings

A. Major Resolutions of Shareholders' Meeting

Wistron held its 2024 shareholders' meeting on May 30, 2024. The resolutions and implementation status are listed below:

Important resolution	Implementation Status
Ratification of 2023 Business Report and Financial Statements as proposed.	To implement in accordance with the resolutions.
Ratification of the proposal for distribution of 2023 profits as proposed.	Since part of the New Restricted Employee Shares were cancelled, the total numbers of shares outstanding were changed and the payout ratio of cash dividends were changed to NT\$ 2.59905323. The Company had set the ex-dividend record date on July 1, 2024. The cash dividends were allocated on July 19, 2024.
The election of the Company's 10th Board of Directors (including Independent Directors)	Election Results: Directors: Mr. Simon Lin, Mr. Jeff Lin, Legal Representative of Wistron NeWeb Corporation: Mr. Haydn Hsieh and Mr. Philip Peng Independent Directors: Mr. Frank Juang, Mr. Jack Chen, Mr. S. J. Paul Chien, Ms. Peipei Yu and Ms. Meiling Chen
Approval of issuance of new common shares for cash to sponsor issuance of GDR and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of new common shares for cash to sponsor issuance of GDR in private placement.	Board of Directors resolved the issuance of new common shares for sponsoring issuance of Global Depositary Shares on April 2, 2025.
Approval of amendments to the "Articles of Incorporation" as proposed.	The amended "Articles of Incorporation" were completed the registration on September 10, 2024.
Approval of the release of the prohibition on newly-elected directors and their corporate representatives from participation in competitive business as proposed.	The resolution entered into force upon passage in the shareholders' meeting.

B. Major Resolutions of Board Meetings

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
1 st Board Meeting of 2024	2024 . 03 . 12	1. Approved the appointment of members of 5th Compensation Committee. 2. Approved the appointment of members of 2nd ESG Committee. 3. Approved the candidate nomination of the 10th Directors, including Independent Directors.				
2 nd Board Meeting of 2024	2024 . 03 . 12	1. Approved the compensation for employees and directors of 2023.	V	Resolved		
		2. Approved the proposal of 2023 employees' compensation payout ratio and amount to the managers (excluding CSO).	V	Resolved		
		3. Approved the salary adjustment to the managers (excluding CSO) in 2024.	V	Resolved		
		4. Approved the performance bonus budget to the managers (excluding CSO) in 2024.	V	Resolved		
		5. Approved the proposal of 2023 employees' compensation payout ratio and amount to CSO.	V	Resolved		
		6. Approved the salary adjustment to CSO in 2024.	V	Resolved		
		7. Approved the performance bonus budget to CSO in 2024.	V	Resolved		
		8. Approved the business plan of 2024.				
		9. Approved the business report of 2023.			V	Resolved
		10. Approved the parent-company-only and consolidated financial statements of 2023.			V	Resolved
		11. Approved the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		12. Approved the proposal for 2023 earnings distribution.			V	Resolved
		13. Approve the election of the 10th Directors, including Independent Directors.				
		14. Approved the release of the prohibition on newly-elected directors and their corporate representatives from participation in competitive business by shareholder meeting.				
		15. Approved the issuance of new common shares for cash to sponsor issuance of GDR and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of new common shares for cash to sponsor issuance of GDR in private placement.			V	Resolved

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
2 nd Board Meeting of 2024	2024 . 03 . 12	16. Approved the amendments to the “Articles of Incorporation”.				
		17. Approved to convene 2024 general shareholders' meeting.				
		18. Approved to establish Hsinchu branch office.			V	Resolved
3 rd Board Meeting of 2024	2024 . 04 . 03	19. Approved to assign KPMG as audit accountants in 2024.			V	Resolved
		20. Approved the Internal Control System Statement of 2023.				
		21. Approved to acquire or disposal of equipment held for business use with subsidiaries.				
		22. Approved the application for bank facility.				
		23. Approved the increase or decrease items of endorsements and guarantees.			V	Resolved
4 th Board Meeting of 2024	2024 . 05 . 10	1. Approved the acquirement of the superficial rights of land located at Tanmei Section, Neihu District, Taipei City.			V	Resolved
		2. Approved to release the non-competition restrictions on managers.				
4 th Board Meeting of 2024	2024 . 05 . 10	1. Approved the consolidated financial statements of 2024Q1.			V	Resolved
		2. Approved the merge between SMS (Kunshan) Co., Ltd. and Wistron InfoComm Technology Service (Kunshan) Co., Ltd.			V	Resolved
		3. Approved to increase the capital expenditure budget for building improvements and acquiring machinery and equipment at the Hukou Plant.			V	Resolved
		4. Approved the investment of US\$15.5 million in WisLab Corporation.			V	Resolved
		5. Approved the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		6. Approved the amendments to the “Rules and Procedures of Board of Directors Meeting”.				
		7. Approved the amendments to “Audit Committee Charter”.			V	Resolved
		8. Approved the amendments to “ESG Committee Charter”.				
		9. Approved the amendments to “Sustainable Development Best Practice Principles”.				
		10. Approved the amendments to the “Procedure for preparation and validation of the Sustainability report” and changed name to “Procedure for preparation and assurance of the Sustainability report”.				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
4 th Board Meeting of 2024	2024 . 05 . 10	11. Approved the amendments to “Rules for Board of Directors and Function Committee Performance Assessments”. 12. Approved the changes in the Company's organization. 13. Approved the acquirement or disposal of equipment held for business use with subsidiaries. 14. Approved the application of AR factoring from Taipei Fubon Commercial Bank. 15. Approved the application for bank facility. 16. Approved the increase or decrease items of endorsements and guarantees.			V	Resolved
5 th Board Meeting of 2024	2024 . 05 . 30	1. The Board of Directors elected Mr. Simon Lin as the Chairman. 2. Approved the appointment of members of 3rd Nominating Committee.				
6 th Board Meeting of 2024	2024 . 06 . 26	1. Approved the acquirement of common shares of META Green Cooling technology Co., Ltd. 2. Approved the application for bank facility.			V	Resolved
7 th Board Meeting of 2024	2024 . 07 . 04	1. Approved the appointment of members of 6th Compensation Committee. 2. Approved the appointment of members of 3rd ESG Committee. 3. Approved the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
8 th Board Meeting of 2024	2024 . 08 . 12	1. Approved the performance bonus to managers (excluding CSO) in 2024 first half of the year.	V	Resolved		
		2. Approved the performance bonus to CSO in 2024 first half of the year.	V	Resolved		
		3. Approved the non-independent directors' compensation of 2023.	V	Resolved		
		4. Approved the consolidated financial statements of 2024Q2.			V	Resolved
		5. Approved the capital expenditure budget for building improvements and acquiring machinery and equipment at the Hukou Plant.			V	Resolved
		6. Approved the investment of US\$72 million in SMS Infocomm Corporation.			V	Resolved
		7. Approval of the proposal on the allocation ratio of the operating fund for "Wistron Foundation".				
		8. Approved the change of the Company's registered business address.				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
8 th Board Meeting of 2024	2024 . 08 . 12	9. Approved the Sustainability Report of 2023. 10. Approved the setting of “Sustainable Materials Policy”. 11. Approved the setting of “Sustainable Procurement Policy”. 12. Approved the amendment of “Environmental & Energy and Ecological Conservation Policy” and changed the name to” Environmental Policy”, and setting of “Nature and Biodiversity & No Deforestation Policy”. 13. Approved the amendments to “Code of Conduct”. 14. Approved the commitment to registers as a TNFD Adopter. 15. Approved the amendments to “Stock Ownership Guidelines”. 16. Approved the amendments to “Internal Control Systems of Shareholder Services Units”. 17. Approved the acquirement or disposal of equipment held for business use with subsidiaries. 18. Approved to open a bank account and related international trade financing business at China Construction Bank Corporation Macau Branch. 19. Approved to open a bank account and related international trade financing business at Industrial Bank Co., Ltd., Shanghai Branch. 20. Approved the application for bank facility. 21. Approved the increase or decrease items of endorsements and guarantees.			V	Resolved
					V	Resolved
9 th Board Meeting of 2024	2024 . 11 . 11	1. Approved the consolidated financial statements of 2024Q3.			V	Resolved
		2. Approved the capital expenditure budget for building improvements and acquiring machinery and equipment in the International AI Park from Hsinchu County Government .			V	Resolved
		3. Approved the changes in the Company’s organization.				
		4. Approved the amendments to “Non-Assurance Services for accountant Pre-approval Policy”.			V	Resolved
		5. Approved the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
9 th Board Meeting of 2024	2024 . 11 . 11	6. Approved the acquirement or disposal of equipment held for business use with subsidiaries.				
		7. Approved to open a bank account and related international trade financing business at Ping An Bank Co., Ltd., Haikou Branch and Hong Kong Branch.				
		8. Approved the application of AR factoring from Banco Bilbao Vizcaya Argentaria Taipei Branch.				
		9. Approved the application for bank facility.				
		10. Approved the increase or decrease items of endorsements and guarantees.			V	Resolved
10 th Board Meeting of 2024	2024 . 12 . 20	1. Approved the performance bonus to managers (excluding CSO) in 2024 second half of the year.	V	Resolved		
		2. Approved of the performance bonus to CSO in 2024 second half of the year.	V	Resolved		
		3. Approved of the fulfillment of the second vested conditions and the number of shares that can be received by managers who are allocated New Restricted Employee Shares issued in 2021.	V	Resolved		
		4. Approved the investment in ICT Service Management Solutions (India) Private Limited through SMS InfoComm (Singapore) Pte. Ltd.			V	Resolved
		5. Approved to amend the establishment capital to US\$16.5 million of Wistron Property (Vietnam) Co., Ltd. and to obtain the land use rights from Kim Bang Industrial Zone Company Limited to build up the employee dormitories.			V	Resolved
		6. Approved to sign a renewable energy procurement contract.				
		7. Approved the amendments to the “Internal Control Systems” and Internal Control Operation Cycles and other control operation.			V	Resolved
		8. Approved the amendments to the “Internal Audit Implementation Rules”.			V	Resolved
		9. Approved the amendments to the “Procedure for Making Changes in Accounting Policies and Valuation” and changed name to “Procedure for Making Changes in Accounting Policies and Estimates”.			V	Resolved
		10. Approved the amendments to the “Procedure of Implementation of Authorization and Deputy Systems”.				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
10 th Board Meeting of 2024	2024 . 12 . 20	11. Approved the 2025 Annual Audit Plans.			V	Resolved
		12. Approved the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		13. Approved the acquirement or disposal of equipment held for business use with subsidiaries.				
		14. Approved to open a bank account and related international trade financing business at United Overseas Bank (China) Limited Shanghai Branch and United Overseas Bank Hong Kong Branch.				
		15. Approved the application for bank facility.				
		16. Approved the increase or decrease items of endorsements and guarantees.			V	Resolved
1 st Board Meeting of 2025	2025 . 02 . 24	1. Approved the compensation for employees and directors of 2024.	V	Resolved		
		2. Approved the proposal of 2024 employees’ compensation payout ratio and amount to the managers (excluding CSO).	V	Resolved		
		3. Approved the salary adjustment to the managers (excluding CSO) in 2025.	V	Resolved		
		4. Approved the performance bonus budget to the managers (excluding CSO) in 2025.	V	Resolved		
		5. Approved the proposal of 2024 employees’ compensation payout ratio and amount to CSO.	V	Resolved		
		6. Approved the salary adjustment to CSO in 2025.	V	Resolved		
		7. Approved the performance bonus budget to CSO in 2025.	V	Resolved		
		8. Approved the business plan of 2025.			V	Resolved
		9. Approved the business report of 2024.			V	Resolved
		10. Approved the parent-company-only and consolidated financial statements of 2024.				
		11. Approved the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		12. Approved the proposal for 2024 earnings distribution.			V	Resolved
		13. Approved the issuance of new common shares for cash to sponsor issuance of GDR and/or issuance of new common shares for cash in public offering and/or issuance of new common shares for cash in private placement and/or issuance of new common shares for cash to sponsor issuance of GDR in private placement.			V	Resolved
		14. Approved the issuance of restricted stock awards to key employees.			V	Resolved

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
1 st Board Meeting of 2025	2025 · 02 · 24	15. Approved the amendments to the “Articles of Incorporation”.			V	Resolved
		16. Approved to convene 2025 general shareholders’ meeting.				
		17. Approved the acquisition of building improvements and equipment for business use in the International AI Smart Park in Hsinchu County.			V	Resolved
		18. Approved to lease Land, factory buildings and facilities at Shixing Road, Zhubei City, Hsinchu County from Lan Fa Textile Co., Ltd.			V	Resolved
		19. Approved to establish Kaohsiung branch office.				
		20. Approved to build the Neihu Second Headquarters Building (Neihu R&D Building) on the land in the Tanmei section of Neihu District, Taipei City, with an amount not exceeding NT\$2.7 billion.			V	Resolved
		21. Approved to increase NT\$250 million on the donation and construct a new building on the designated site of the Tongxing Building at the National Yang Ming Chiao Tung University Tainan Branch.			V	Resolved
		22. Approved to increase the capital of Wistron Property (Vietnam) Co., Ltd. (WPVN) to US\$30 million and to build employee dormitories in US\$134 million (not exceeding VND3,350.4 billion).			V	Resolved
		23. Approved the adjustment of manager.				
		24. Approved to assign KPMG as audit accountants in 2025.			V	Resolved
		25. Approved the Internal Control System Statement of 2024.			V	Resolved
		26. Approved the amendments to “Non-Assurance Services for accountant Pre-approval Policy”.			V	Resolved
		27. Approved the acquirement or disposal of equipment held for business use with subsidiaries.				
		28. Approved the application for bank facility.				
		29. Approved the increase or decrease items of endorsements and guarantees.			V	Resolved

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
2 nd Board Meeting of 2025	2025 · 04 · 02	1. Approved issuance of new common shares for sponsoring issuance of Global Depositary Shares.			V	Resolved
		2. Approved to invest USD 45,000 thousands to establish a new US subsidiary, Wistron InfoComm (USA) Corporation (WIUS); and WIUS intends to invest within the amount of no more than USD 50,000 thousands.			V	Resolved
		3. Approved the capital expenditure budget for the building improvement of the AI Second Plant.			V	Resolved
		4. Approved to rename of the "ESG Committee" to the "ESG & Information Security Committee" and the amendments of Charter.				
		5. Approved the appointment of members of the ESG & Information Security Committee and the Chief Sustainability Officer.				
		6. Approved to authorize the signatories of the relevant execution documents for the common stock warrants of Lenovo Group Limited.				
		7. Approved the application for bank facility.				
		8. Approved the increase or decrease items of endorsements and guarantees.			V	Resolved

2.3.10 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors: None.

2.4 Information Regarding the Company's Audit Fee and Independence

Unit: NT\$ thousands

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fee	Non-audit Fee(Note)	Total	Remarks
KPMG	Chia-Chien, Tang 、Ming Hung, Huang	2024/01~2024/12	8,407	2,919	11,326	-

Note: Including the review on the information on salaries of full-time employees in non-management positions, the certification of income tax return and stock counting and tax consulting service.

- A. If a change of accounting firm has taken place during the year, please divide the audit period and disclose audit and non-audit fee in chronological order. Please also state the reason for such changes in the Remarks column: None.
- B. If audit fee is reduced by 10% or more from the previous year, the amount, percentage and reason for reduction must be disclosed: None.

2.5 Replacement of CPA : None.

2.6 Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed : None.

2.7 Changes in Shareholding of Directors, Supervisors, Managers and Major Shareholders

Unit: Shares

Title	Name	2024		As of March 18, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Chairman & CSO	Simon Lin	2,020,000	0	0	0
Director	Wistron NeWeb Corp.	0	0	0	0
	Representative: Haydn Hsieh	(7,000)	0	0	0
Director	Philip Peng	600,000	0	0	0
Director and President & CEO	Jeff Lin	1,100,000	0	1,190,000	0
Independent Director	Jack Chen	0	0	0	0
Independent Director	S. J. Paul Chien	0	0	0	0
Independent Director	Pei Pei Yu	0	0	0	0
Independent Director	Frank Juang (Note1)	-	-	0	0
Independent Director	Meiling Chen (Note1)	-	-	0	0
Independent Director	Christopher Chang (Note2)	-	-	-	-
Chief Infrastructure Officer & Chief Technology Officer	David Shen	410,000	0	710,000	0
Chief of Staff	Frank F.C. Lin	(1,300,000)	0	700,000	0
President of Advanced Technology Lab	Donald Hwang	504,000	0	480,000	0
Chief Digital Officer & Chief Information Security Officer	Kenny Wang	190,000	0	600,000	0
Chief Financial Officer	Stone Shih	841,000	0	600,000	0
Strategy Planning Office Vice President	KY Wang	41,000	0	100,000	0
President of Client Products Business Group	Robert CL Lin	350,000	0	750,000	0
President of Global Manufacturing	Jackie Lai	287,000	0	310,000	0
President of Industrial & Automotive Business Group	Christine Hsu	360,000	0	360,000	0
President of Service & Recycling Business Group	Peter Tung	128,000	0	292,000	0
President of Global Manufacturing	Alec Lai	300,000	0	300,000	0
Vice President of Client Products Business Group	Felix Lai	355,000	0	400,000	0
Vice President of Global Supply Chain Management	Benny Hu	170,000	0	170,000	0
Vice President of Industrial & Automotive Business Group	Howard Liu	200,000	0	250,000	0

Title	Name	2024		As of March 18, 2025	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Vice President of Global Manufacturing	Mark HH Huang	20,000	0	150,000	0
Vice President of Information	Kevin Fong	122,000	0	120,000	0
Vice President of Global Manufacturing	Benjamin Chang	150,000	0	150,000	0
Vice President of R&D of Client Products Business Group	York Liang	280,000	0	280,000	0
Vice President of Service & Recycling Business Group	Ted Chiu	222,000	0	240,000	0
Vice President of R&D of Digital Technology	Jeff Lee	120,000	0	120,000	0
Controller	Fred Chiu	94,000	0	90,000	0
Vice President of Client Products Business Group	Michael Tseng (Note 3)	-	-	-	-
Vice President of Enterprise & Networking Business Group	Pen Wei Wu (Note 3)	-	-	-	-
Chief Sustainability Officer (Note 7)	Sylvia Chiou (Note 3)	-	-	-	-
Vice President of Human Resources	Lydia Liang (Note 3)	-	-	-	-
President of Enterprise & Networking Business Group	William Lin (Note 4)	-	-	-	-
Vice President of Enterprise & Networking Business Group	Christopher Huang (Note 5)	-	-	-	-
Vice Chairman	Robert Hwang (Note 6)	(380,000)	0	-	-
Technical Vice President	Kelvin Chang (Note 6)	100,000	0	-	-
Vice President of New Technology	Vincent Cho (Note 6)	70,000	0	-	-

Note 1 : Appointed after the re-election in the annual shareholders' meeting on May 30, 2024.

Note 2 : Resigned after the re-election in the annual shareholders' meeting on May 30, 2024.

Note 3 : Appointed on Febryary 25,2025.

Note 4 : Resigned from the manager on June 1,2024.

Note 5 : Resigned from the manager on November 11,2024.

Note 6 : Resigned from the manager on Febryary 25,2025.

Note 7 : The board of directors resolved to appoint Sylvia Chiou as the Chief Sustainability Officer on April 2, 2025, and the position be effective on April 10, 2025.

2.7.1 Shares Trading with Related Parties : None.

2.7.2 Shares Pledge with Related Parties : None.

2.8 Relationship among the Top Ten Shareholders(March 18, 2025)

Unit : Shares ; %

Name	Current Shareholding		Spouse's/ minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	115,371,000	3.99	0	0	0	0	None	None	
Labor Pension Fund	99,975,952	3.45	0	0	0	0	None	None	
Yuanta Taiwan Dividend Plus ETF	58,818,796	2.03	0	0	0	0	None	None	
Fubon Life Insurance Co., Ltd. Representative: Lin Fu-Sing	56,602,000	1.96	0	0	0	0	None	None	
	-	-	-	-	-	-	None	None	
Taipei Fubon Bank Trust Account (employee share ownership trust)	49,947,099	1.73	0	0	0	0	None	None	
Chunghwa Post Co., Ltd. Representative: Wang Kuo-Tsai	46,328,000	1.60	0	0	0	0	None	None	
	-	-	-	-	-	-	None	None	
Lin Hsien-Ming	44,619,252	1.54	1,544	0	0	0	None	None	
Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	29,594,524	1.02	0	0	0	0	None	None	
Wistron NeWeb Corporation Representative: Haydn Hsieh	28,796,209	0.99	0	0	0	0	None	None	
	1,022,911	0.04	13,271	0	0	0	None	None	
Cathay Life Insurance Co., Ltd. Representative: Hsiung Ming-He	28,166,000	0.97	0	0	0	0	None	None	
	-	-	-	-	-	-	None	None	

2.9 Ownership of Shares in Affiliated Enterprises(As of December 31, 2024)

Unit : Shares ; %

Information on investees (Note 1)	Ownership by the Company		Direct or Indirect Ownership by Directors/ Supervisors/ Managers		Total Ownership	
	Shares	Ratio of shares	Shares	Ratio of shares	Shares	Ratio of shares
Cowin Worldwide Corporation	213,693,915	100.00	0	0.00	213,693,915	100.00
Win Smart Co., LTD	44,565,492	100.00	0	0.00	44,565,492	100.00
Wise Cap Limited Company	(Note 2)	100.00	(Note 2)	0.00	(Note 2)	100.00
Wistron NeWeb Corporation	96,089,042	19.80	10,725,241	0.06	106,814,283	19.86
INTERNATIONAL STANDARDS LABORATORY CORP.	2,434,462	100.00	0	0.00	2,434,462	100.00
WiAdvance Technology Corporation	977	0.01	15,954,687	68.00	15,955,664	68.01
SMS Infocomm Corporation	14,832,686	100.00	0	0.00	14,832,686	100.00
Wistron Mexico, S.A. de C.V.	160,043,716	100.00	0	0.00	160,043,716	100.00
AII Holding Corp.	427,849,702	100.00	0	0.00	427,849,702	100.00
Wistron InfoComm (Philippines) Corporation	964,567,270	100.00	0	0.00	964,567,270	100.00
SMS InfoComm (Singapore) Pte. Ltd.	157,489,410	100.00	0	0.00	157,489,410	100.00
Wistron LLC	10,936,000	100.00	0	0.00	10,936,000	100.00
WisVision Corporation	9,150,000	100.00	0	0.00	9,150,000	100.00
SMS InfoComm Technology Services and Management Solutions Ltd	37,242,500	99.99	5,000	0.01	37,247,500	100.00
SMS InfoComm Technology Services Limited Company	21,978	99.90	22	0.10	22,000	100.00
Wistron GreenTech(Texas) Corporation	13,005	100.00	0	0.00	13,005	100.00
WiseCap (Hong Kong) Limited	44,388,310	100.00	0	0.00	44,388,310	100.00
WISTRON TECHNOLOGY (MALAYSIA) SDN.BHD.	267,425,000	100.00	0	0.00	267,425,000	100.00
Service Management Solutions Mexico SA DE CV	36,429,339	100.00	0	0.00	36,429,339	100.00
Wiwynn Corporation	65,895,129	35.46	13,192,125	4.69	79,087,254	40.15
Anwith Technology Corporation	1,000,000	100.00	0	0.00	1,000,000	100.00
Wistron InfoComm(Czech), s.r.o.	(Note 2)	100.00	(Note 2)	0.00	(Note 2)	100.00
Wistron Medical Tech Holding Company	280,000,000	100.00	0	0.00	280,000,000	100.00
Wistron Digital Technology Holding Company	205,056,000	100.00	0	0.00	205,056,000	100.00
Wistron Technology Service (America) Corporation	35,000	100.00	0	0.00	35,000	100.00
WISTRON INFOCOMM MEXICO SA de CV	905,351,602	100.00	0	0.00	905,351,602	100.00
Wistron InfoComm (Vietnam) Co., Ltd	(Note 2)	100.00	(Note 2)	0.00	(Note 2)	100.00
SMS InfoComm (Czech) s.r.o.	(Note 2)	100.00	(Note 2)	0.00	(Note 2)	100.00
WiSuccess Asset Management Corporation	270,000,000	100.00	0	0.00	270,000,000	100.00
Wistron Green Energy Holding Company	28,000,000	100.00	0	0.00	28,000,000	100.00
WisLab Corporation	85,140,000	100.00	0	0.00	85,140,000	100.00
Wistron Technology (Vietnam) Co., Ltd.	(Note 2)	100.00	(Note 2)	0.00	(Note 2)	100.00
WIBASE INDUSTRIAL SOLUTIONS INC.	29,474,418	75.41	9,608,582	24.59	39,083,000	100.00
Information SuperGrid Technology Global Inc.	5,000	40.00	0	0.00	5,000	40.00
Information SuperGrid Technology China Limited	5,000	40.00	0	0.00	5,000	40.00
HERACLES ENTERPRISES LIMITED	159	30.00	371	70.00	530	100.00
Formosa Prosonic Industries Berhad	69,260,000	26.80	0	0.00	69,260,000	26.80
Join-Link International Technology Co. Ltd.	10,130,554	21.55	966,973	2.06	11,097,527	23.61
T-CONN PRECISION CORPORATION	4,993,679	9.99	5,301,787	10.61	10,295,466	20.60
Pell Bio-Med Technology Co., Ltd.	5,150,000	8.90	7,250,000	12.54	12,400,000	21.44
Ideenion Holding Inc.	9,000,000	25.00	0	0.00	9,000,000	25.00
Taiwan Space and Communications CO., LTD.	960,000	27.74	0	0.00	960,000	27.74
Meta Green Cooling Technology Co., LTD.	8,167,000	24.85	0	0.00	8,167,000	24.85

Note 1: Long investment of the Company

Note 2: It is the limited company