

1. Letter to Shareholders

Dear Shareholders,

In 2024, global economic uncertainties persisted due to inflation, the ongoing Russia-Ukraine war, and escalating tensions in the Middle East. Meanwhile, competition between the United States and China in technology, trade, and regional influence intensified. With the new U.S. administration taking office, tariff conflicts resurfaced, further fueling geopolitical tensions. Rising interest rates and inflation constrained investment and consumption, while tariffs introduced significant uncertainties into the business environment. Supply chain restructuring also remained an ongoing process.

In the industry, the PC market saw a moderate recovery, while the surging demand for server hardware and software driven by generative AI presented strong growth prospects. The AI PC upgrade cycle is also anticipated to materialize this year. Despite a challenging macroeconomic environment, Wistron achieved remarkable results in 2024, with substantial profit growth and record-high revenue.

The following is a report on Wistron's 2024 business performance, an overview of the 2025 business plan, and future corporate development strategies.

2024 Financial and Operation Results

In 2024, Wistron achieved a record-high consolidated annual revenue of NT\$1.0492 trillion, surpassing the trillion-dollar milestone for the first time, with an annual growth rate of 21%. The gross margin was 8.0%, while the operating margin reached 3.7%, resulting in NT\$38.98 billion in consolidated operating profit and NT\$39.98 billion in pre-tax profit. Net profit attributable to the parent company was NT\$17.45 billion, with earnings per share (EPS) of NT\$6.11, representing a 50% increase compared to 2023.

In 2024, Wistron's major product categories demonstrated varied performance. AI servers and general-purpose servers experienced significant growth, while PCs (both laptops and desktops) also saw substantial increases in revenue. Display products maintained stable performance. However, industrial PCs (IPC) faced a slight decline in revenue due to overall market downturns. As part of our strategic restructuring, businesses undergoing scale reduction, such as mobile phones and display modules, saw expected revenue decreases.

Sustainability

Wistron has consistently received recognition from esteemed domestic and international organizations, establishing itself as a world-class benchmark enterprise in sustainability. Regarding the firm's performance in global sustainability assessments, Wistron has been included in S&P Global's Sustainability Yearbook for four consecutive years. In the 2024 Corporate Sustainability Assessment (CSA), the company achieved the top global ranking in its industry and was selected as a component of the Dow Jones Sustainability Indices (DJSI). In terms of environmental information disclosure, Wistron stood out among more than 20,000 companies worldwide, earning the highest A-List recognition in both "Climate Change" and "Water Security" evaluations. As for other international sustainability recognitions, Wistron maintained the Prime Status rating in the ISS

ESG Corporate Rating, and was selected by the Time magazine and the international research firm Statista as one of the "World's Most Sustainable Companies of 2024." In Taiwan, the company has ranked in the top 5% of the Taiwan Stock Exchange Corporate Governance Evaluation for six consecutive years. Additionally, it has consecutively won the "Taiwan Top 10 Sustainability Model Enterprise Award" and several individual awards at the Taiwan Corporate Sustainability Awards (TCSA) hosted by the Taiwan Institute for Sustainable Energy. Furthermore, Wistron secured first place in the large enterprise manufacturing sector at the "CommonWealth Excellence in Corporate Social Responsibility Awards," further affirming its outstanding sustainability performance and broad industry recognition.

2025 Business and Operation Focus

Since implementing digital transformation, process reengineering has accelerated production, improved yield rates, and enhanced quality, earning multiple customer awards and strengthening long-term partnerships. The organizational restructuring launched two years ago has also shown results, as the company has exited low-margin businesses and shifted focus to higher-profit areas, enhancing competitiveness, financial stability, and resilience.

This year, we will focus on the following four key areas:

- (1) Investing in Innovation – The rapidly evolving tech industry continues to generate breakthroughs, creating new opportunities and disruptions. Innovation is key to maintaining a competitive edge. In the field of technological innovation, we were honored to receive several prestigious recognitions last year, including the Clarivate Top 100 Global Innovators Award, the Digital Transformation Excellence Award by Harvard Business Review, and the Gartner Asia-Pacific Advanced Manufacturing Innovation Award. Building on this momentum, we will intensify our strategic investments in high-potential key technologies this year. Additionally, we aim to embed a culture of innovation deeply within our corporate DNA, ensuring sustainable growth and long-term success.
- (2) Adapting to Geopolitical Shifts – With trade protectionism on the rise and global supply chains becoming more fragmented and regionalized, agility is essential. We will optimize global production layouts, strengthen international talent development. In terms of facility deployment, our new operational headquarters at the Hsinchu AI Smart Park is set to be completed this year. Additionally, we will continue to optimize and expand our overseas manufacturing and after-sales service bases to enhance global operational efficiency and service capabilities.

Outlook for the Future

In an era of rapidly evolving market competition and business challenges, Wistron remains committed to excellence, striving to balance the company's future, customer value, employee well-being, and social responsibility. Guided by the vision of "Innovation and Sustainability," we will continue our pragmatic approach to transformation, strengthening our operational resilience to navigate future uncertainties.

Wistron's management team and employees will keep working diligently to maximize value for the company and its shareholders. We sincerely appreciate the continued support and trust of our shareholders.

Chairman

