

Wistron Corporation 2024 Annual Report



Published Date : April 2, 2025

<https://mops.twse.com.tw> <https://www.wistron.com>

1. Name, Title and Contact Information for Company’s Spokesperson

Spokesperson : Stone Shih
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Acting Spokesperson : Mike Liang
Title : Executive Director of Treasury Management & Corporate Communications
Tel : 886-2-6616-9999
E-mail : spokesperson@wistron.com

2. Address and Telephone Number of Company’s Registered Office and Headquarters

| Office | Address | Tel |
|--|---|-----------------|
| Wistron Corp. (Registered office) | No. 1, Zhihui Rd.,Zhubei City, Hsinchu County , Taiwan, R.O.C. | 886-3-577-0707 |
| Wistron Corp. (Hsinchu branch office) | 5, Hsin An Rd., Hsinchu Science Park, Hsinchu 300, Taiwan, R.O.C. | 886-3-577-0707 |
| Wistron Corp. (Headquarters, NeiHu) | 158, Singshan Rd., Neihu, Taipei, 11469, Taiwan, R.O.C. | 886-2-6616-9999 |
| Wistron Corp. (Hsichih office) | 21F., No88, Sec.1 ,Hsintai 5th Rd., Hsichih, New Taipei City 22181, Taiwan, R.O.C. | 886-2-6616-9999 |

3. The Address and Contact information for Wistron Shareholders Services Office

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5. For more information about Wistron GDRs:

<https://www.bourse.lu>

6. For more information about Wistron:

<https://www.wistron.com>

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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



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.

2.2 Compensation of Directors, Supervisors, President and Vice Presidents

2.2.1 Compensation of Directors (December 31, 2024)

Unit: NT\$ thousands

| Title | Name | Compensation | | | | | | | | | Amount and ratio of Total Compensation (A+B+C+D) to Net Income | | Relevant Compensation Received by Directors Who are Also Employees | | | | | | | | Amount and ratio of Total Compensation (A+B+C+D+E+F+G) to Net Income | | Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary or parent Company |
|--|-----------------------------|-----------------------|--|-------------------|--|---------------------------|--|----------------|--|--|--|--|--|--|-------------------|--|---------------------------|-------|---------|-------|--|--|---|
| | | Base Compensation (A) | | Severance Pay (B) | | Directors Compensation(C) | | Allowances (D) | | | | | Salary, Bonuses, and Allowances (E) | | Severance Pay (F) | | Employee Compensation (G) | | | | | | |
| | | The company | All 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 | The company | Companies in the consolidated financial statements | The company | Companies in the consolidated financial statements | Cash | Stock | Cash | Stock | The company | Companies in the consolidated financial statements | |
| Chairman & CSO | Simon Lin | 0 | 0 | 0 | 0 | 143,438 | 143,438 | 410 | 410 | | 143,848 0.82% | 143,848 0.82% | 104,500 | 104,500 | 6,857 | 6,857 | 153,000 | 0 | 153,000 | 0 | 408,205 2.34% | 408,205 2.34% | 36,625 |
| Director and President & CEO | Jeff Lin (Note 1) | | | | | | | | | | | | | | | | | | | | | | |
| Director | Wistron NeWeb Corp. | | | | | | | | | | | | | | | | | | | | | | |
| | Representative: Haydn Hsieh | | | | | | | | | | | | | | | | | | | | | | |
| Director | Philip Peng | | | | | | | | | | | | | | | | | | | | | | |
| Director | Robert Hwang (Note 1) | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Frank Juang (Note 1) | 0 | 0 | 0 | 0 | 27,100 | 27,100 | 500 | 500 | | 27,600 0.16% | 27,600 0.16% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 27,600 0.16% | 27,600 0.16% | 0 |
| Independent Director | Jack Chen | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | S. J. Paul Chien | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Peipei Yu | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Meiling Chen (Note1) | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Christopher Chang (Note1) | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Sam Lee (Note2) | | | | | | | | | | | | | | | | | | | | | | |
| 1. Please describe the policy, system, standards and structure of independent directors ’remuneration payment, and describe the relevance to the amount of remuneration according to the responsibilities, risks, time invested and other factors: According to the Company’s “Articles of Incorporation” and “ Director and Functional Committees Compensation and Payment Principles”, except basic funds, the independent directors' compensation will be added according to the positions held by them in the functional committees, regardless of profit or loss. | | | | | | | | | | | | | | | | | | | | | | | |
| 2. Except for the compensation listed in the above table, the compensation that directors received by offering services (such as serving as a consultant of parent company, all companies included in the financial statements and all invested companies instead of an employee) for companies in the financial statements is: None | | | | | | | | | | | | | | | | | | | | | | | |

Note 1: 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.

Note 2: Mr. Sam Lee passed away on January 25, 2024.

A.Directors’ compensation brackets table

| Ranges of compensation paid to the Company’s directors | Name of director | | | |
|--|------------------------------------|--|--|---|
| | Sum of the first 4 items (A+B+C+D) | | Sum of the first 7 items (A+B+C+D+E+F+G) | |
| | The Company | All companies included in the financial statements H | The Company | Parent company and all invested companies I |
| Under NT\$1,000,000 | 2 , Note 1 | 2 , Note 1 | 2 , Note 1 | 1 , Note 9 |
| NT\$1,000,000 ~ NT\$2,000,000 | | | | |
| NT\$2,000,000 ~ NT\$3,500,000 | 3 , Note 2 | 3 , Note 2 | 3 , Note 2 | 3 , Note 2 |
| NT\$3,500,000 ~ NT\$5,000,000 | | | | |
| NT\$5,000,000 ~ NT\$10,000,000 | 3 , Note 3 | 3 , Note 3 | 3 , Note 3 | 3 , Note 3 |
| NT\$10,000,000 ~ NT\$15,000,000 | 1 , Note 4 | 1 , Note 4 | | |
| NT\$15,000,000 ~ NT\$30,000,000 | 3 , Note 5 | 3 , Note 5 | 2 , Note 7 | 2 , Note 7 |
| NT\$30,000,000 ~ NT\$50,000,000 | | | 1 , Note 4 | 2 , Note 10 |
| NT\$50,000,000 ~ NT\$100,000,000 | 1 , Note 6 | 1 , Note 6 | | |
| Over NT\$100,000,000 | | | 2 , Note 8 | 2 , Note 8 |
| Total | 13 | 13 | 13 | 13 |

Note 1: Representative: Haydn Hsieh and Sam Lee

Note 2: Frank Juang, Meiling Chen and Christopher Chang

Note 3: Jack Chen, S. J. Paul Chien and Peipei Yu

Note 4: Robert Hwang

Note 5: Jeff Lin, Wistron NeWeb Corp. and Philip Peng

Note 6: Simon Lin

Note 7: Wistron NeWeb Corp. and Philip Peng

Note 8: Simon Lin and Jeff Lin

Note 9: Sam Lee

Note 10: Representative: Haydn Hsieh and Robert Hwang

2.2.2 Compensation of Supervisors : Not applicable

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 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 | | | | |
| | Vice Presiden 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. | |

| Items of Evaluation | Implementation Status | | | | Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”and Reasons | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-----------------------|----|--|--|---|--------|---|----|--|----|--|----|---|----|--|----|---|----|---|----|---|----|---|----|--|----|---|----|---|----|---|-----|--|-----|--|----|----------------|
| | Yes | No | | Summaries | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (4) Does the Company regularly evaluate its external auditors’ independence? | ✓ | | | <table><tr><th>Evaluation items</th><th>Result</th></tr><tr><td>Do the accountants have direct or indirect financial interest with the Company?</td><td>No</td></tr><tr><td>Do the accountants and the Company have inappropriate interests?</td><td>No</td></tr><tr><td>Do the accountants serve the Company within two years before the practice?</td><td>No</td></tr><tr><td>Do the accountants permit others to practice under theirs name?</td><td>No</td></tr><tr><td>Do the accountants and the members of audit team have shares of the Company?</td><td>No</td></tr><tr><td>Do the accountants have no fund lending with the Company?</td><td>No</td></tr><tr><td>Do the accountants have relationship of collective investment or profit sharing with the Company?</td><td>No</td></tr><tr><td>Do the accountants have currently employed by the Company to perform routine work for which receives a fixed salary, or currently serves as a director?</td><td>No</td></tr><tr><td>Do the accountants have management functions related to decision-making of the Company?</td><td>No</td></tr><tr><td>Whether the accountants receive any commission about business?</td><td>No</td></tr><tr><td>Do the accountants are spouse, lineal relative, direct relative by marriage, or a collateral relative within the second degree of kinship of any responsible person or managerial officer of the Company?</td><td>No</td></tr><tr><td>Whether the accountants have being the audit accountants of the Company over 7 consecutive years?</td><td>No</td></tr><tr><td>Whether the senior inspectors have sufficient audit experience to carry out the audit work?</td><td>Yes</td></tr><tr><td>Whether the firm is equipped with sufficient resources to support audit teams?</td><td>Yes</td></tr><tr><td>Whether the proportion of NAS affects the firm’s independence?</td><td>No</td></tr></table> | Evaluation items | Result | Do the accountants have direct or indirect financial interest with the Company? | No | Do the accountants and the Company have inappropriate interests? | No | Do the accountants serve the Company within two years before the practice? | No | Do the accountants permit others to practice under theirs name? | No | Do the accountants and the members of audit team have shares of the Company? | No | Do the accountants have no fund lending with the Company? | No | Do the accountants have relationship of collective investment or profit sharing with the Company? | No | Do the accountants have currently employed by the Company to perform routine work for which receives a fixed salary, or currently serves as a director? | No | Do the accountants have management functions related to decision-making of the Company? | No | Whether the accountants receive any commission about business? | No | Do the accountants are spouse, lineal relative, direct relative by marriage, or a collateral relative within the second degree of kinship of any responsible person or managerial officer of the Company? | No | Whether the accountants have being the audit accountants of the Company over 7 consecutive years? | No | Whether the senior inspectors have sufficient audit experience to carry out the audit work? | Yes | Whether the firm is equipped with sufficient resources to support audit teams? | Yes | Whether the proportion of NAS affects the firm’s independence? | No | No discrepancy |
| Evaluation items | Result | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants have direct or indirect financial interest with the Company? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants and the Company have inappropriate interests? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants serve the Company within two years before the practice? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants permit others to practice under theirs name? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants and the members of audit team have shares of the Company? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants have no fund lending with the Company? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants have relationship of collective investment or profit sharing with the Company? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants have currently employed by the Company to perform routine work for which receives a fixed salary, or currently serves as a director? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants have management functions related to decision-making of the Company? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Whether the accountants receive any commission about business? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do the accountants are spouse, lineal relative, direct relative by marriage, or a collateral relative within the second degree of kinship of any responsible person or managerial officer of the Company? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Whether the accountants have being the audit accountants of the Company over 7 consecutive years? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Whether the senior inspectors have sufficient audit experience to carry out the audit work? | Yes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Whether the firm is equipped with sufficient resources to support audit teams? | Yes | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Whether the proportion of NAS affects the firm’s independence? | No | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4. Has a TWSE/TPEx listed company appointed an appropriate number of suitable corporate governance personnel, and designated a corporate governance officer to be in charge of corporate governance affairs (including, but not limited to, providing directors and supervisors with the information necessary to execute business, assisting directors and supervisors in complying with laws, handling matters related to board meetings and shareholders meetings in accordance with the laws, processing corporate registration and amendment registration, and preparing minutes of board meetings and shareholders meetings)? | ✓ | | | <p>The Chief of Staff Office of the Company is the unit to be in charge of corporate governance affairs. The board of directors appointed Mr. Frank F.C. Lin as the Corporate Governance Officer of Wistron on March 25, 2019.</p> <p>It is advisable that the corporate governance affairs mentioned in the preceding paragraph include at least the following items:</p> <p>A. Handling matters relating to board meetings and shareholders meetings according to laws.</p> <p>B. Producing minutes of board meetings and shareholders meetings.</p> <p>C. Assisting in onboarding and continuous education of directors.</p> <p>D. Furnishing information required for business execution by directors.</p> <p>E. Assisting directors with legal compliance.</p> <p>F. Reporting to the board of directors the results of their review of whether the qualifications of the independent directors comply with relevant laws, regulations, rules, and bylaws at the time of their nomination, election, and during their term of office.</p> <p>G. Handling of matters relating to changes in directors.</p> <p>H. Other matters set out in the articles or corporation or contracts.</p> | 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 | |
| 4. Has a TWSE/TPEX listed company appointed an appropriate number of suitable corporate governance personnel, and designated a corporate governance officer to be in charge of corporate governance affairs (including, but not limited to, providing directors and supervisors with the information necessary to execute business, assisting directors and supervisors in complying with laws, handling matters related to board meetings and shareholders meetings in accordance with the laws, processing corporate registration and amendment registration, and preparing minutes of board meetings and shareholders meetings)? | ✓ | | | <p>The 2024 implement of corporate governance affairs were as bellows:</p> <p>A. In 2024, Wistron convened 10 times of board meetings, 8 times of Audit Committee meetings, 4 times of Compensation Committee meetings, 5 times of Nominating Committee meetings, and 5 times of ESG Committee meetings.</p> <p>B. Convened shareholders’ meeting on May 30, 2024 as required by law and assisted with the convening of shareholders’ meetings.</p> <p>C. Responsible for material announcements and matters related to the resolutions of board meetings and shareholders’ meetings and announced material information pursuant to law.</p> <p>D. Arranged 6 hours of a continuing education courses for all Directors, President, Chief Corporate Governance Officer and CFO of Wistron. The courses are “ AI and the Open Source ERA- Navigating Corporate Legal Risks “ and “ Building Sustainable Competitiveness through DEI”.</p> <p>E. Arranged to have independent directors communicate to the head of Audit Division and the CPA at an Audit Committee meeting.</p> <p>F. Arrange the MIS to present the information security implementation to the Board of Directors on December 20, 2024.</p> <p>G. Arranged legal department to present intellectual property rights management to the Board of Directors on December 20, 2024.</p> <p>H. Arranged HR department to present the 2024 actions for ethical corporation management to the Board of Directors on December 20, 2024.</p> <p>I. Arranged the convener of risk management team to present the implement of risk management and the risk map to the Audit Committee and Board of Directors on May 10, 2024 and December 20, 2024.</p> <p>J. Arranged the Sustainability Office to present the Stakeholder Engagement Result on March 12, 2024, and the Evaluation Results of Material Topics and the implementation of Sustainable Development on December 20, 2024.</p> <p>K. Performed the 2024 performance assessments of Board of Directors and functional committees, and reported the results of the performance evaluation to the Board of Directors on February 24, 2025.</p> | 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 | |
| 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 |

| Items of Evaluation | Implementation Status | | | | Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”and Reasons |
|--|-----------------------|----|--|--|---|
| | 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)? | ✓ | | | <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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</p> | 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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| | 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)? | ✓ | | | <div>(5) Continuing education of Directors and Managers: A. 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. Representative: Haydn Hsieh</td><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 rowspan="4">Director</td><td rowspan="4">Philip Peng</td><td>2024.07.03</td><td>Taiwan Stock Exchange Corporation</td><td>2024 Cathy Sustainable Finance and Climate Change Summit</td><td>6.0</td></tr><tr><td rowspan="2">2024.08.03</td><td rowspan="2">Independent Director Association Taiwan</td><td>How Foreign Institutional Investors View ESG, Sustainability Governance, and Investment Responsibility</td><td>3.0</td></tr><tr><td>Legal Planning and Risk Management in Cross-Border Mergers and Acquisitions</td><td>3.0</td></tr><tr><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">Independent Director</td><td rowspan="2">Frank Juang</td><td rowspan="2">2024.11.07</td><td rowspan="2">Securities & Futures Institute</td><td>Legal risks and responses to corporate investment - from the perspective of directors</td><td>3.0</td></tr><tr><td>The development of global base erosion and profit shifting (BEPS) and its impact on companies from the perspective of directors and supervisors</td><td>3.0</td></tr><tr><td rowspan="3">Independent Director</td><td rowspan="3">Jack Chen</td><td>2024.08.01</td><td>Taiwan Corporate Governance Association</td><td>Discussion on the need to strengthen corporate governance from penalty cases - Food safety and environmental safety</td><td>3.0</td></tr><tr><td rowspan="2">2024.09.20</td><td rowspan="2">Taiwan Corporate Governance Association</td><td>ESG and corporate sustainability</td><td>3.0</td></tr><tr><td>AI and the Open Source ERA- Navigating Corporate Legal Risks</td><td>3.0</td></tr><tr><td rowspan="3">Independent Director</td><td rowspan="3">S. J. Paul Chien</td><td rowspan="2">2024.07.09</td><td rowspan="2">Taipei Exchange</td><td>Building Sustainable Competitiveness through DEI</td><td>3.0</td></tr><tr><td>AI Strategy and Governance</td><td>3.0</td></tr><tr><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></table></div> | Title | Name | Date for Attending Continuing Education | Hosted By | Course Title | Hours | Chairman & CSO | Simon Lin | 2024.05.02 | Securities & Futures Institute | Introduction to the latest tax laws and tax savings for major shareholders | 3.0 | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | Building Sustainable Competitiveness through DEI | 3.0 | Director and President & CEO | Jeff Lin | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | Building Sustainable Competitiveness through DEI | 3.0 | Director | Wistron NeWeb Corp. Representative: Haydn Hsieh | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | Building Sustainable Competitiveness through DEI | 3.0 | Director | Philip Peng | 2024.07.03 | Taiwan Stock Exchange Corporation | 2024 Cathy Sustainable Finance and Climate Change Summit | 6.0 | 2024.08.03 | Independent Director Association Taiwan | How Foreign Institutional Investors View ESG, Sustainability Governance, and Investment Responsibility | 3.0 | Legal Planning and Risk Management in Cross-Border Mergers and Acquisitions | 3.0 | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | Building Sustainable Competitiveness through DEI | 3.0 | Independent Director | Frank Juang | 2024.11.07 | Securities & Futures Institute | Legal risks and responses to corporate investment - from the perspective of directors | 3.0 | The development of global base erosion and profit shifting (BEPS) and its impact on companies from the perspective of directors and supervisors | 3.0 | Independent Director | Jack Chen | 2024.08.01 | Taiwan Corporate Governance Association | Discussion on the need to strengthen corporate governance from penalty cases - Food safety and environmental safety | 3.0 | 2024.09.20 | Taiwan Corporate Governance Association | ESG and corporate sustainability | 3.0 | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | Independent Director | S. J. Paul Chien | 2024.07.09 | Taipei Exchange | Building Sustainable Competitiveness through DEI | 3.0 | AI Strategy and Governance | 3.0 | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | Building Sustainable Competitiveness through DEI | 3.0 | No discrepancy |
| Title | Name | Date for Attending Continuing Education | Hosted By | Course Title | Hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chairman & CSO | Simon Lin | 2024.05.02 | Securities & Futures Institute | Introduction to the latest tax laws and tax savings for major shareholders | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Director and President & CEO | Jeff Lin | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Director | Wistron NeWeb Corp. Representative: Haydn Hsieh | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Director | Philip Peng | 2024.07.03 | Taiwan Stock Exchange Corporation | 2024 Cathy Sustainable Finance and Climate Change Summit | 6.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.08.03 | Independent Director Association Taiwan | How Foreign Institutional Investors View ESG, Sustainability Governance, and Investment Responsibility | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Legal Planning and Risk Management in Cross-Border Mergers and Acquisitions | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Frank Juang | 2024.11.07 | Securities & Futures Institute | Legal risks and responses to corporate investment - from the perspective of directors | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | The development of global base erosion and profit shifting (BEPS) and its impact on companies from the perspective of directors and supervisors | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Jack Chen | 2024.08.01 | Taiwan Corporate Governance Association | Discussion on the need to strengthen corporate governance from penalty cases - Food safety and environmental safety | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.09.20 | Taiwan Corporate Governance Association | ESG and corporate sustainability | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | S. J. Paul Chien | 2024.07.09 | Taipei Exchange | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | AI Strategy and Governance | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Items of Evaluation | Implementation Status | | | | Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”and Reasons | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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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)? | ✓ | | | <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="4">Independent Director</td><td rowspan="4">Peipei Yu</td><td>2024.07.03</td><td>Taiwan Stock Exchange Corporation</td><td>2024 Cathy Sustainable Finance and Climate Change Summit</td><td>6.0</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>2024.10.15</td><td>Institute of Financial Law and Crime Prevention</td><td>Discussion on the impact of IFRS 17 on the insurance industry</td><td>3.0</td></tr><tr><td>2024.11.04</td><td>Taipei Financial Research and Development Foundation</td><td>International Trade Money Laundering Prevention and Economic Sanctions Cases</td><td>3.0</td></tr><tr><td rowspan="3">Independent Director</td><td rowspan="3">Meiling Chen</td><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>2024.10.04</td><td>Securities & Futures Institute</td><td>Conference of Prevention of Insider Trading in 2024</td><td>3.0</td></tr></table> <p>B. Managers’ training records</p> <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="2">Chief of Infrastructure Officer and Chief Technology Officer</td><td rowspan="2">David Shen</td><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 rowspan="4">Chief of Staff</td><td rowspan="4">Frank F.C. 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Lin | 2024.03.26 | Chinese National Association of Industry and Commerce | Current Practices of Board and Shareholders Meetings in Public Companies | 3.0 | 2024.07.03 | Taiwan Stock Exchange Corporation | 2024 Cathy Sustainable Finance and Climate Change Summit | 6.0 | 2024.08.13 | Taiwan Corporate Governance Association | Insider trading prevention and response methods | 3.0 | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | Building Sustainable Competitiveness through DEI | 3.0 | President of Advanced Technology Lab | Donald Hwang | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | Building Sustainable Competitiveness through DEI | 3.0 | Chief Digital Officer & Chief Information Security Officer | Kenny Wang | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | Building Sustainable Competitiveness through DEI | 3.0 | Chief Financial Officer | Stone Shih | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | Building Sustainable Competitiveness through DEI | 3.0 | No discrepancy |
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| Independent Director | Peipei Yu | 2024.07.03 | Taiwan Stock Exchange Corporation | 2024 Cathy Sustainable Finance and Climate Change Summit | 6.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.10.15 | Institute of Financial Law and Crime Prevention | Discussion on the impact of IFRS 17 on the insurance industry | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2024.11.04 | Taipei Financial Research and Development Foundation | International Trade Money Laundering Prevention and Economic Sanctions Cases | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Independent Director | Meiling Chen | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | 2024.10.04 | Securities & Futures Institute | Conference of Prevention of Insider Trading in 2024 | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Chief of Infrastructure Officer and Chief Technology Officer | David Shen | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chief of Staff | Frank F.C. Lin | 2024.03.26 | Chinese National Association of Industry and Commerce | Current Practices of Board and Shareholders Meetings in Public Companies | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.07.03 | Taiwan Stock Exchange Corporation | 2024 Cathy Sustainable Finance and Climate Change Summit | 6.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.08.13 | Taiwan Corporate Governance Association | Insider trading prevention and response methods | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| President of Advanced Technology Lab | Donald Hwang | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Chief Digital Officer & Chief Information Security Officer | Kenny Wang | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Chief Financial Officer | Stone Shih | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA-Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Items of Evaluation | Implementation Status | | | | Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”and Reasons | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|-----------------------|---|--|--|---|------|---|-----------|--------------|-------|--|---------------|------------|---|--|-----|--|-----|---|---------------|------------|---|--|-----|--|-----|--|------------|------------|---|--|-----|--|-----|------------|-----------|-----------------------|--|--|------|------------|---|--|-----|--|-----|------------------------------|--------------|------------|-----------------------------------|--|-----|------------|---|--|-----|--|-----|----------------|
| | Yes | No | | Summaries | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Title | Name | Date for Attending Continuing Education | Hosted By | Course Title | Hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| President of Client Products Business Group, Enterprise & Networking Business Group and Global Supply Chain Management | Robert CL Lin | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| President of Industrial & Automotive Business Group | Christine Hsu | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vice President of Industrial & Automotive Business Group | Howard Liu | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Building Sustainable Competitiveness through DEI | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Controller | Fred Chiu | 2024.06.20-2024.06.21 | Accounting Research and Development Foundation | Continuing training of Accounting Officers of Issuers, Securities Firms, and Securities Exchanges. | 12.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Chief Sustainability Officer | Sylvia Chiou | 2024.07.03 | Taiwan Stock Exchange Corporation | 2024 Cathy Sustainable Finance and Climate Change Summit | 6.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | 2024.09.20 | Taiwan Corporate Governance Association | AI and the Open Source ERA- Navigating Corporate Legal Risks | 3.0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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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: | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Items of Evaluation | Implementation Status | | | | Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies”and Reasons |
|--|-----------------------|----|--|---|---|
| | 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)? | ✓ | | | <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> | 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 | |
| 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)? | ✓ | | | <p>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.</p> <p>(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.</p> <p>(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.</p> | 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 |
|--|-----------------------|----|--|--|---|
| | Yes | No | | Summaries | |
| 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 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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? | ✓ | | | <p>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.</p> <p>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.</p> | 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? | ✓ | | | <p>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.</p> <p>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.</p> | No discrepancy |
| 3. Environmental Issues (1) Has the Company set an Environmental management system designed to industry characteristics? | ✓ | | | <p>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.</p> | 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? | ✓ | | | <p><u>Energy Efficiency</u></p> <p>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.</p> <p><u>Recycled input materials</u></p> <p>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.</p> | 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? | ✓ | | | <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> | 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. |
| | | | | 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. | | | | | | | | | | | | | | | | | | |

| 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? | ✓ | | | <table><tr><th>Climate Change Risks</th><th>Financial Impacts</th><th>Response Measures</th></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><tr><td>Community protest</td><td>1. Decrease in revenue 2. Decrease in asset value</td><td rowspan="3">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.</td></tr><tr><td>Negative media coverage</td><td>1. Decrease in revenue 2. Decrease in asset value</td></tr><tr><td>Poor reputation</td><td>1. Decrease in revenue 2. Decrease in asset value</td></tr></table> | Climate Change Risks | Financial Impacts | Response Measures | 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. | 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 | No discrepancy |
| | | | | Climate Change Risks | Financial Impacts | Response Measures | | | | | | | | | | | | | | | |
| | | | | 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. | | | | | | | | | | | | | | | |
| | | | | 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) | | | | | | | | | | | | | | | | | |
| | | | | <table><tr><th>Climate Change Opportunities</th><th>Financial Impacts</th><th>Response Measures</th></tr><tr><td>Production process</td><td>1. Decrease in cost 2. Decrease in capital expenditures</td><td>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.</td></tr><tr><td>Adoption of new technologies</td><td>1. Decrease in cost 2. Increase in revenue</td><td>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.</td></tr></table> | 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. | | | | | | | | |
| | | | | 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. | | | | | | | | | | | | | | | |
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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? | ✓ | | | <div>Climate Change Opportunities</div> | No discrepancy |
| | | | | <div>Recycled materials</div> | |
| | | | | <div>Operational diversification</div> | |
| | | | | <div>Low-carbon energy</div> | |
| | | | | <div>Expand funding sources</div> | |
| | | | | <div>Adaptability</div> | |
| | | | | <div>Cost savings</div> | |
| | | | | <div>Regulatory resilience</div> | |
| | | | | <div>Green building</div> | |

| 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? | ✓ | | | <div>1. Statistics, intensity and coverage of data for the last two years:</div> <div>(1) GHG Emissions</div> <div>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.</div> <div>unit: Tonne CO₂e</div> <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> <div>(2) Water Withdrawal</div> <div>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.</div> <div>Unit: ML</div> <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 | |
| | 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| 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? | ✓ | | | <div>(3) Waste</div> <div>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.</div> <div>Unit: Tons</div> <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> <div>2. Management policies:</div> <div>(1) GHG Emissions Reduction</div> <div>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.</div> <div>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).</div> | | 2023 | 2024 | Non-Hazardous Waste | 30,624.32 | 36,871.51 | Hazardous Waste | 1,203.09 | 1,426.48 | No discrepancy |
| | 2023 | 2024 | | | | | | | | | | | | |
| Non-Hazardous Waste | 30,624.32 | 36,871.51 | | | | | | | | | | | | |
| Hazardous Waste | 1,203.09 | 1,426.48 | | | | | | | | | | | | |

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|--|-----------------------|----|--|--|---|
| | 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? | ✓ | | | <p>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.</p> <p>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.</p> <p>(2) Water Management</p> <p>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.</p> | No discrepancy |

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| | 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? | ✓ | | | <p>(3) Waste Management</p> <p>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.</p> <p>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.</p> <p>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.</p> | No discrepancy |
| <p>4. Social Issues</p> <p>(1) Does the company set policies and procedures in compliance with regulations and internationally recognized human rights principles?</p> | ✓ | | | <p>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:</p> <ol style="list-style-type: none"> 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 |
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| (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? | ✓ | | | <p>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.</p> <p>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.</p> <p>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%.)</p> <p>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.</p> | No discrepancy |
| (3) Does the company provide employees with a safe and healthy working environment, with regular safety and health training? | ✓ | | | <p>1. Safety and health-related measures, and educational training</p> <p>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.</p> <p>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).</p> <p>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.</p> | 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? | ✓ | | | <p><u>2. OH&S verification</u></p> <p>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.</p> <p><u>3. Employee occupational accident status and improvement measures</u></p> <p>No major occupational accidents occurred in 2024, but the company still implements relevant improvement measures for the main types of work-related injuries:</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><u>4. Fire accidents and improvement measures</u></p> <p>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.</p> | 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? | ✓ | | | <p>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.</p> <p>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.</p> <p>(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.)</p> | 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? | ✓ | | | <p>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.</p> <p>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.</p> | No discrepancy |

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|--|-----------------------|----|--|--|---|
| | 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? | ✓ | | | <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> | 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? | ✓ | | | <p><u>Wistron Supplier Management Strategy</u></p> <p>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.</p> | 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? | ✓ | | | <p>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.</p> <p>Supplier Assessment</p> <p>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:</p> <p>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</p> <p>Supplier Auditing</p> <p>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.</p> <p>Supplier Training</p> <p>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.</p> | 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. | | <p>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.</p> <p>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.</p> <p>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.</p> <p>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.)</p> |

| 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. | | <p>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.</p> <p>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.</p> <p>Climate Change Financial Impact Analysis (Risks)</p> <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 | | | | | | | | | | | | | | | | | | | | | |
| 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. | | | | | | | | | | | | | | | | | | | | | |

| 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. | | <p>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.</p> <p>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.)</p> | | | | | | | | | |
| 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. | | <p>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.</p> <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. | | <p>Our company follows the TCFD framework and has established climate targets and performance indicators that are publicly disclosed annually.</p> <p>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.</p> <p>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%.</p> <p>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.</p> <p>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.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7. The bases used for setting prices shall be described if internal carbon pricing is used as a planning tool. | | <p>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.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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. | | <p>Climate-related targets:</p> <table><tr><th>Item Caption</th><th>Absolute reduction of greenhouse gas</th><th>Renewable energy consumption ratio</th></tr><tr><td>Target: 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 | 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 | | 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 | 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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 | <ul style="list-style-type: none">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, 25FNo. 90-96, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 5F, 9F, 10F, 11F, 12F, 13F, 14F, 15F, 21F, 22FNo. 98-108, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 3F, 5F, 9F, 10F, 13F, 21F, 22F, 25FNo. 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 | <ul style="list-style-type: none">No. 2, Lane 16, Alley 337, Section 1, Datong Road, Xizhi District, New Taipei City 1F, 2F, 3F, No. 14 1F | |
| | Hsichih Farglory Office | <ul style="list-style-type: none">No. 93, Section 1, Xintai 5th Road, Xizhi District 26F-10, 26F-11, 26F-12 | |
| | Hsichih Xiwan Road (RF) Office | <ul style="list-style-type: none">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 | <ul style="list-style-type: none">No. 88, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 22F | |
| | ISL International Standards Laboratory Corp. | <ul style="list-style-type: none">No. 84, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 17F | |
| | Anwith Technology Corporation | <ul style="list-style-type: none">No. 100, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 9F | |
| | Longtan Laboratory | <ul style="list-style-type: none">No. 183-1 (A101), 183-2F-3 (A203), 183-3 (A103A), 183-4 (A104), Kewang Road, Longtan District, Taoyuan City | |
| | Kaohsiung Office | <ul style="list-style-type: none">No. 2, Lingnan Road, Lingya District, Kaohsiung City 5F, 6F, 7F, 8F, 9FNo. 2, Zhongzheng 3rd Road, Xinxing District, Kaohsiung City 5F, 8F, 10F | |
| | Tainan Office | <ul style="list-style-type: none">No. 160, Section 1, Guiren 13th Road, Guiren District, Tainan City 1F-6, 4F-7, 4F-8, 4F-9 | |
| Neihu Office | Neihu office | <ul style="list-style-type: none">No. 152, 154, 156, 158, Xingshan Road, Neihu District, Taipei City | None |
| Hsinchu Factory | Xin'an Factory | <ul style="list-style-type: none">No. 5, Xin'an Road, East District, Hsinchu City 1F, 2F, 3F, 5FNo. 7, Xin'an Road, East District, Hsinchu City 6F | None |
| | Yanfa 2nd Road Factory | <ul style="list-style-type: none">No. 25, Yanfa 2nd Road, East District, Hsinchu City 4F | |
| | Yanfa 2nd Road Office Networking Office | <ul style="list-style-type: none">No. 23, Yanfa 2nd Road, East District, Hsinchu City 2F | |
| | Innovation Office | <ul style="list-style-type: none">No. 8, Chuangxin 3rd Road, East District, Hsinchu City 4FNo. 6, Chuangxin 3rd Road, East District, Hsinchu City 3F, 4F | |
| | Guangfu Office | <ul style="list-style-type: none">No. 321, Section 2, Guangfu Road, East District, Hsinchu City 2F, 8F, 9F | |
| | Shuangxi Villa | <ul style="list-style-type: none">No. 11, Minghu 5th Street, Baoshan Township, Hsinchu County | |
| Hukou Factory | Administration Building Production Building | <ul style="list-style-type: none">No. 2, Gongye 3rd Road, Hukou Township, Hsinchu County | None |
| Hukou Factory #2 | Building K, 3F, 5F, 6F Building L | <ul style="list-style-type: none">No. 50, Guangfu North Road, Hukou Township, Hsinchu County | None |
| | Building J, 2F | <ul style="list-style-type: none">No. 50-1, Guangfu North Road, Hukou Township, Hsinchu County | |

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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. | | | | |
| 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. | | | V | Resolved |
| | | 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. 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

3. Company Shares and Fund Raising

3.1 Capital and Shares (April 1, 2025)

3.1.1 Changes in share capital

A. Type of Stock

Unit: Shares

| Shares Category | Authorized capital | | | | Notes |
|--------------------|----------------------|------------|---------------|---------------|------------------------------------|
| | Issued shares (note) | | Non-issued | Total | |
| | Listed | Non-listed | | | |
| Common shares | 2,894,435,050 | 0 | 1,105,564,950 | 4,000,000,000 | Stock option 200,000,000 shares |

Note : Including 575,500 shares of treasury stock.

B. Issued Shares

As of 3/18/2025

| Month/ Year | Par Value (NT\$) | Authorized Capital | | Authorized Capital | | Remark | | |
|----------------|------------------------|--------------------|-------------------------------|--------------------|-------------------------------|--|--|-------|
| | | Shares | Amount (NT\$ thousands) | Shares | Amount (NT\$ thousands) | Sources of Capital | Capital Increased by Assets Other than Cash | Other |
| 2001.05 | 10 | 1,000 | 10,000 | 1,000 | 10,000 | Issuance of Shares | None | |
| 2001.08 | 10 | 350,000 | 3,500,000 | 100,000 | 1,000,000 | New issuance of Shares | None | |
| 2002.04 | 14.5 | 905,000 | 9,050,000 | 500,000 | 5,000,000 | Consideration to purchase assets from Acer | None | |
| 2002.07 | 22.5 | 905,000 | 9,050,000 | 800,000 | 8,000,000 | New issuance of Shares | None | |
| 2003.03 | 14.5 | 905,000 | 9,050,000 | 809,962 | 8,099,620 | Issuance of employee stock option | None | |
| 2003.08 | 14.5 | 905,000 | 9,050,000 | 811,797 | 8,117,970 | Issuance of employee stock option | None | |
| 2003.11 | 10/ 14.5 | 1,125,000 | 11,250,000 | 870,925 | 8,709,251 | New issuance of Shares and issuance of employee stock option | None | |
| 2004.04 | 13.8 | 1,125,000 | 11,250,000 | 882,399 | 8,823,991 | Issuance of employee stock option | None | |
| 2004.09 | 10/ 13.8 | 1,223,700 | 12,237,000 | 948,991 | 9,489,911 | New issuance of Shares and issuance of employee stock option | None | |
| 2005.01 | 13.1 | 1,223,700 | 12,237,000 | 949,314 | 9,493,141 | Issuance of employee stock option | None | |
| 2005.04 | 13.1 | 1,223,700 | 12,237,000 | 950,741 | 9,507,411 | Issuance of employee stock option | None | |
| 2005.06 | 13.1 | 1,600,000 | 16,000,000 | 958,391 | 9,583,910 | Issuance of employee stock option | None | |

| Month/ Year | Par Value (NT\$) | Authorized Capital | | Authorized Capital | | Remark | | |
|----------------|--------------------------|--------------------|-------------------------------|--------------------|-------------------------------|---|--|-------|
| | | Shares | Amount (NT\$ thousands) | Shares | Amount (NT\$ thousands) | Sources of Capital | Capital Increased by Assets Other than Cash | Other |
| 2005.10 | 30.78/ 29.67/ 13.1 | 1,600,000 | 16,000,000 | 1,140,568 | 11,405,689 | New issuance of GDR and issuance of employee stock option and issuance of ECB transferred. | None | |
| 2006.01 | 29.44/ 13.1 | 1,600,000 | 16,000,000 | 1,178,274 | 11,782,742 | Issuance of employee stock option and issuance of ECB transferred. | None | |
| 2006.04 | 29.44/ 13.1 | 1,600,000 | 16,000,000 | 1,196,362 | 11,963,621 | Issuance of employee stock option and issuance of ECB transferred. | None | |
| 2006.08 | 10 | 1,600,000 | 16,000,000 | 1,272,356 | 12,723,568 | New issuance of Shares | None | |
| 2007.08 | 10 | 2,000,000 | 20,000,000 | 1,381,926 | 13,819,261 | New issuance of Shares | None | |
| 2008.07 | 47.27 | 2,000,000 | 20,000,000 | 1,405,926 | 14,059,261 | Issuance of common stocks through private placement | None | |
| 2008.09 | 10 | 2,000,000 | 20,000,000 | 1,516,637 | 15,166,367 | New issuance of Shares | None | |
| 2009.07 | 49 | 2,500,000 | 25,000,000 | 1,666,637 | 16,666,367 | New issuance of GDR | None | |
| 2009.08 | 10 | 2,500,000 | 25,000,000 | 1,850,616 | 18,506,158 | New issuance of Shares | None | |
| 2010.02 | 46.7 | 2,500,000 | 25,000,000 | 1,864,269 | 18,642,688 | Issuance of employee stock option | None | |
| 2010.04 | 46.7 | 2,500,000 | 25,000,000 | 1,869,794 | 18,697,938 | Issuance of employee stock option | None | |
| 2010.05 | 46.7 | 2,500,000 | 25,000,000 | 1,870,270 | 18,702,698 | Issuance of employee stock option | None | |
| 2010.08 | 10 | 2,500,000 | 25,000,000 | 1,963,783 | 19,637,833 | New issuance of Shares | None | |
| 2010.09 | 46.7/ 42.5 | 2,500,000 | 25,000,000 | 1,964,133 | 19,641,333 | Issuance of employee stock option | None | |
| 2010.11 | 42.5 | 2,500,000 | 25,000,000 | 1,965,007 | 19,650,073 | Issuance of employee stock option | None | |
| 2011.03 | 42.5 | 2,500,000 | 25,000,000 | 1,985,579 | 19,855,793 | Issuance of employee stock option | None | |
| 2011.05 | 42.5 | 2,500,000 | 25,000,000 | 1,986,152 | 19,861,523 | Issuance of employee stock option | None | |
| 2011.09 | 10/ 42.5 | 3,000,000 | 30,000,000 | 2,084,881 | 20,848,812 | New issuance of Shares and issuance of employee stock option | None | |
| 2012.01 | 37.6 | 3,000,000 | 30,000,000 | 2,084,997 | 20,849,972 | Issuance of employee stock option | None | |
| 2012.04 | 49.3/ 37.6 | 3,000,000 | 30,000,000 | 2,093,173 | 20,931,733 | Issuance of employee stock option and issuance of ECB transferred. | None | |
| 2012.05 | 37.6 | 3,000,000 | 30,000,000 | 2,094,015 | 20,940,153 | Issuance of employee stock option | None | |
| 2012.08 | 10 | 3,000,000 | 30,000,000 | 2,197,943 | 21,979,432 | New issuance of Shares | None | |

| Month/ Year | Par Value (NT\$) | Authorized Capital | | Authorized Capital | | Remark | | |
|----------------|------------------------|--------------------|-------------------------------|--------------------|-------------------------------|---|--|-------|
| | | Shares | Amount (NT\$ thousands) | Shares | Amount (NT\$ thousands) | Sources of Capital | Capital Increased by Assets Other than Cash | Other |
| 2013.04 | 33.6 | 3,000,000 | 30,000,000 | 2,197,969 | 21,979,692 | Issuance of employee stock option | None | |
| 2013.08 | 10 | 3,000,000 | 30,000,000 | 2,315,140 | 23,151,403 | New issuance of Shares and cancellation of treasury stocks. | None | |
| 2013.09 | 10 | 3,000,000 | 30,000,000 | 2,377,935 | 23,779,353 | Issuance of Restricted Stock Awards | None | |
| 2013.11 | 29.2 | 3,000,000 | 30,000,000 | 2,378,160 | 23,781,603 | Issuance of employee stock option | None | |
| 2014.08 | 10/ 29.2/ 10 | 3,000,000 | 30,000,000 | 2,447,599 | 24,475,994 | New issuance of Shares. Issuance of employee stock option Cancellation of Restricted Stock Awards | None | |
| 2014.11 | 26.6 | 3,000,000 | 30,000,000 | 2,468,267 | 24,682,674 | Issuance of employee stock option | None | |
| 2015.08 | 10/ 10 | 3,000,000 | 30,000,000 | 2,555,482 | 25,554,824 | New issuance of Shares. Cancellation of Restricted Stock Awards | None | |
| 2016.07 | 10 | 4,000,000 | 40,000,000 | 2,579,503 | 25,795,025 | New issuance of Shares. | None | |
| 2016.08 | 10 | 4,000,000 | 40,000,000 | 2,652,136 | 26,521,362 | New issuance of Shares. | None | |
| 2016.11 | 10 | 4,000,000 | 40,000,000 | 2,650,316 | 26,503,164 | Cancellation of Restricted Stock Awards | None | |
| 2017.06 | 10 | 4,000,000 | 40,000,000 | 2,673,807 | 26,738,065 | New issuance of Shares. | None | |
| 2017.08 | 10 | 4,000,000 | 40,000,000 | 2,749,861 | 27,498,607 | New issuance of Shares. | None | |
| 2017.11 | 10 | 4,000,000 | 40,000,000 | 2,748,688 | 27,486,880 | Cancellation of Restricted Stock Awards | None | |
| 2018.06 | 10 | 4,000,000 | 40,000,000 | 2,778,828 | 27,788,282 | New issuance of Shares. | None | |
| 2018.07 | 10 | 4,000,000 | 40,000,000 | 2,765,573 | 27,655,735 | Cancellation of treasury stocks | None | |
| 2018.08 | 10 | 4,000,000 | 40,000,000 | 2,845,778 | 28,457,785 | New issuance of Shares. | None | |
| 2018.11 | 10 | 4,000,000 | 40,000,000 | 2,842,122 | 28,421,220 | Cancellation of treasury stocks | None | |
| 2019.08 | 10 | 4,000,000 | 40,000,000 | 2,840,612 | 28,406,121 | Cancellation of treasury stocks | None | |
| 2021.03 | 10 | 4,000,000 | 40,000,000 | 2,903,612 | 29,036,121 | Issuance of Restricted Stock Awards | None | |
| 2021.08 | 10 | 4,000,000 | 40,000,000 | 2,903,372 | 29,033,721 | Cancellation of Restricted Stock Awards | None | |
| 2021.11 | 10 | 4,000,000 | 40,000,000 | 2,903,252 | 29,032,521 | Cancellation of Restricted Stock Awards | None | |
| 2022.05 | 10 | 4,000,000 | 40,000,000 | 2,903,102 | 29,031,021 | Cancellation of Restricted Stock Awards | None | |
| 2022.08 | 10 | 4,000,000 | 40,000,000 | 2,902,922 | 29,029,221 | Cancellation of Restricted Stock Awards | None | |

| Month/ Year | Par Value (NT\$) | Authorized Capital | | Authorized Capital | | Remark | | |
|----------------|------------------------|--------------------|-------------------------------|--------------------|-------------------------------|---|--|-------|
| | | Shares | Amount (NT\$ thousands) | Shares | Amount (NT\$ thousands) | Sources of Capital | Capital Increased by Assets Other than Cash | Other |
| 2022.11 | 10 | 4,000,000 | 40,000,000 | 2,901,602 | 29,016,021 | Cancellation of Restricted Stock Awards | None | |
| 2023.03 | 10 | 4,000,000 | 40,000,000 | 2,902,922 | 29,001,661 | Cancellation of Restricted Stock Awards | None | |
| 2023.05 | 10 | 4,000,000 | 40,000,000 | 2,899,966 | 28,999,661 | Cancellation of Restricted Stock Awards | None | |
| 2023.08 | 10 | 4,000,000 | 40,000,000 | 2,899,806 | 28,998,061 | Cancellation of Restricted Stock Awards | None | |
| 2024.01 | 10 | 4,000,000 | 40,000,000 | 2,899,766 | 28,997,661 | Cancellation of Restricted Stock Awards | None | |
| 2024.03 | 10 | 4,000,000 | 40,000,000 | 2,896,980 | 28,969,801 | Cancellation of Restricted Stock Awards | None | |
| 2024.05 | 10 | 4,000,000 | 40,000,000 | 2,896,837 | 28,968,371 | Cancellation of Restricted Stock Awards | None | |
| 2024.07 | 10 | 4,000,000 | 40,000,000 | 2,896,767 | 28,967,671 | Cancellation of Restricted Stock Awards | None | |
| 2024.11 | 10 | 4,000,000 | 40,000,000 | 2,896,521 | 28,965,211 | Cancellation of Restricted Stock Awards | None | |
| 2025.01 | 10 | 4,000,000 | 40,000,000 | 2,896,365 | 28,963,651 | Cancellation of Restricted Stock Awards | None | |
| 2025.03 | 10 | 4,000,000 | 40,000,000 | 2,894,435 | 28,944,351 | Cancellation of Restricted Stock Awards | None | |

3.1.2 The List of Major Shareholders

Date : March 18, 2025

| Name | Shares | Number | Percentage(%) |
|--|--------|-------------|---------------|
| | | | |
| Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF | | 115,371,000 | 3.99 |
| Labor Pension Fund | | 99,975,952 | 3.45 |
| Yuanta Taiwan Dividend Plus ETF | | 58,818,796 | 2.03 |
| Fubon Life Insurance Co., Ltd. | | 56,602,000 | 1.96 |
| Taipei Fubon Bank Trust Account (employee share ownership trust) | | 49,947,099 | 1.73 |
| Chunghwa Post Co., Ltd. | | 46,328,000 | 1.60 |
| Lin Hsien-Ming | | 44,619,252 | 1.54 |
| Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds | | 29,594,524 | 1.02 |
| Wistron NeWeb Corporation | | 28,796,209 | 0.99 |
| Cathay Life Insurance Co., Ltd. | | 28,166,000 | 0.97 |

3.1.3 Dividend Policy and Implementation Status

A. Dividend Policy

(A) If the Company has earnings at the end of the fiscal year, the Company shall first pay all relevant taxes, offset its losses in previous years and set aside a legal capital reserve at ten percent (10%) of the net profit, until the accumulated legal capital reserve has equaled the total capital of the Company; then set aside special capital reserve in accordance with relevant laws or regulations or as requested by the authorities in charge, then appropriate not less than ten percent (10%) of the remaining balance plus undistributed earnings in begin of period are available for distribution as dividends to shareholders. The board of directors may propose the distribution for approval in the shareholders' meeting.

(B) In consideration that the Company is in a capital and technology-intensive industry and in consideration of the Company's expansion and for its continual and steady growth, a long-term investment plan needs to be adopted, therefore, the Company adopts the residual dividend policy as its dividend policy. Dividends paid by cash shall not be less than ten percent (10%) of the total dividends.

B. Proposed Distribution of Dividend

The Board adopted a proposal for 2024 profit distribution at its quarterly meeting on February 24, 2025. The proposed profit distribution will take effect upon the approval of shareholders at the Annual Shareholders' Meeting on May 16, 2025.

Proposal for Distribution of 2024 Profits

Unit : NT\$

| | | |
|---|------------------|-----------------------|
| Unappropriated retained earnings at the beginning of the year | | 18,045,776,751 |
| Plus (Less): | | |
| Remeasurements of defined benefit obligation | 132,447,710 | |
| Changes in equity of associates and joint ventures accounted for using equity method | (65,868,477) | |
| Changes in ownership interests in subsidiaries | (9,549,154) | |
| Disposal of investments in equity instruments designated at fair value through other comprehensive income | (140,487,916) | |
| Net Profit of 2024 | 17,445,590,691 | |
| Legal Reserve | (1,736,213,285) | |
| Special Reserve | 1,834,816,679 | |
| Retained Earnings Available for Distribution | | 35,506,512,999 |
| Distribution Items: | | |
| Stock Dividends to Common Shareholders (Note 1) | 0 | |
| Cash Dividends to Common Shareholders (Note 2) | (10,996,666,290) | (10,996,666,290) |
| Unappropriated Retained Earnings | | 24,509,846,709 |

Note 1: Stock dividend: NT\$0.

Note 2: Cash dividend: NT\$3.8 per share, and the cash dividend is rounded down to the nearest NT dollar; the amount rounded off will be credited to other income of Wistron.

C. If a material change in dividend policy is expected, provide an explanation: None.

3.1.4 Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting:

Not applicable.

3.1.5 Compensation to Employees and to Directors

A. If the Company reports profit as a result of the yearly accounting closing (profit means the profit before tax, excluding the amounts of employees' and directors' compensation), such profit will be distributed in accordance with the following, once the Company's accumulated losses shall have been covered:

(A) No less than five percent (5%) of profit as employees' compensation. The Company may distributed in the form of shares or in cash, and the qualification requirements of employees, including the employees of subsidiaries of the company meeting certain specific requirements, entitled to receive compensation shall be determined by the Board of Directors.

(B) No more than one percent (1%) of profit as the compensation in cash to the Directors.

B. The basis for estimating the amount of employee, director, and supervisor compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period:

If there would be any differences between the estimated amounts in the financial statements and the actual amounts approved by the Board of directors, shall be accounted for as a change in accounting estimate and recognized as profit or loss in following year.

C. The linkage between directors' performance and compensation:

According to the Article 4 of "The Compensation System, Structure and Management Method of Performance Evaluation for Directors and Business Managers", the directors' remuneration will distributed in accordance with Article 11 and Paragraph 2 of Article 16 of the "Articles of Incorporation", and the payment methods shall be checked in consideration of the functions of individual directors, meeting attendance and other performance appraisals. The Company will review the remuneration system at any time according to the actual operation situation and relevant laws in order to balance the sustainable operation and risk control of the Company. The actual payment of directors' remuneration which in accordance with the "Principles of Directors' and Functional Comittees' Compensation", shall be examined and approved by the Compensation Committee and the Board of Directors.

D. The purpose of the employees' compensation is to reward employee contributions appropriately, to encourage employees to work consistently and to jointly participate in the Company's operating results. The amount and distribution of the employees' compensation are recommended by the Compensation Committee to the Board of Directors for approval. Individual rewards are based on each employee's job responsibility, contribution and performance.

E. The Board of Directors resolved the employees' and directors' compensation of 2024 as follows:

(A)The Company's 6th term 4th Compensation Committee Meeting and 1st Board Meeting of 2025 resolved the employees' and directors' compensation of 2024 in accordance with the "Articles of Incorporation."

a. The employees' compensation was NT\$ 3,238,088,840, and the appropriation rate is 15.19%, which is paid in cash.

b. The directors' compensation was NT\$170,537,930, and the appropriation ratio is 0.80%, which is paid in cash.

(B)There is no difference between the BOD's proposed amount of compensation to be distributed to employees and directors and the amount listed in the 2024 financial statements.

F. The Bonuses to Employees and Compensation to Directors in 2023:

| | 2023 | | | |
|----------------------------------|------------------|---------------------------|-----------------------------|-------------|
| | Board Resolution | Actual Distribution(Note) | | |
| | Amount(NT\$) | Amount(NT\$) | Equivalent Number of Shares | Dilution(%) |
| Employees' Compensation in Cash | 2,170,536,790 | 2,170,536,790 | - | - |
| Employees' Compensation in Stock | - | - | - | - |
| Directors' Compensation | 114,313,990 | 114,313,990 | - | - |
| Total | 2,284,850,780 | 2,284,850,780 | - | - |

Note: There is no difference between the BOD's proposed amount of compensation to be distributed to employees and directors and the amount listed in the 2023 financial statements.

3.1.6 Treasury Stocks:

(1) Repurchases already completed

Date : March 18, 2025

| | |
|--|----------------------------|
| Treasury stocks: Batch Order | 1 st of 2020 |
| Purpose of the repurchase | To transfer to employees. |
| Period for the repurchase | 2020/4/7~2020/5/22 |
| Price range of the shares to be repurchased | NT\$16 to NT\$30 per share |
| Type and number of the shares already repurchased | 58,769,000 |
| Monetary amount of the shares already repurchased | NT\$1,607,258,790 |
| Ratio of the number of shares that were repurchased to the planned number of shares to be repurchased (%) | 97.95 |
| Shares canceled or transferred | 58,193,500 |
| Accumulated number of company shares held | 575,500 |
| Percentage of total company shares held (%) | 0.02 |

(2) Any repurchase still in progress : None.

3.2 Issuance of Corporate Bonds : None.

3.3 Issuance of Preferred Stock : None.

3.4 GDR Issuance: Issuance of Global Depositary Shares

Date : February 28, 2025

| Item | | September 22, 2005 | June 19, 2009 |
|---|-----------------------|--|------------------|
| Issuance and Listing | | Luxembourg Stock Exchange | |
| Total Amount | | US\$ 233,620,000 | US\$ 223,500,000 |
| Offering Price per GDRs | | US\$ 9.3448 | US\$14.9 |
| Units Issued | | 42,439,863 units | |
| Underlying Securities | | 424,398,669 shares | |
| Common Shares Represented | | 424,398,669 shares | |
| Rights and Obligations of GDRs Holders | | Same as those of Common Share Holders | |
| Trustee | | Not Applicable | |
| Depositary Bank | | Citibank, N.A.-New York | |
| Custodian Bank | | First Commercial Bank Co. Ltd. | |
| GDRs Outstanding | | 7,850 units | |
| Apportionment of expenses for the issuance and maintenance | | All fees and expenses such as underwriting fees, legal fees, listing fees and other expenses related to issuance of GDRs were borne by Wistron and the selling shareholders, while maintenance expenses such as annual listing fees were borne by Wistron. | |
| Terms and Conditions in the Deposit Agreement and Custody Agreement | | See Deposit Agreement and Custody Agreement for Details | |
| Closing Price per GDRs | 2024 | High | US\$ 41.60 |
| | | Low | US\$ 26.60 |
| | | Average | US\$ 34.43 |
| | 2025.01.01-2025.02.28 | High | US\$ 35.88 |
| | | Low | US\$ 29.97 |
| | | Average | US\$ 33.01 |

3.5 Employee Stock Options : None.

3.6 Restricted Stock Awards to key employees :

As of 2/19/2025

| Type of New Restricted Employee Shares | Employee restricted stock awards for the year 2020 |
|---|--|
| Date of Effective Registration and Number of total New Restricted Employee Shares | December 11, 2020 /63,000,000 shares |
| Issue date | February 18, 2021 |
| Number of New Restricted Employee Shares Issued | 63,000,000 |
| Number of New Restricted Employee Shares Non-Issued | 0 |
| Issued Price (NT\$) | 0 |
| New Restricted Employee Shares as a Percentage of Shares Issued | 2.18 |
| Vesting Conditions of New Restricted Employee Shares | Qualified with both time-based and performance-based requirements set by the issuance rules of the restricted stock awards. |
| Restricted Rights of New Restricted Employee Shares | <div>1. The employee shall not, except for inheritance, sell, pledge, transfer, give to others, set up, or otherwise dispose of the new shares after the employees have been granted new shares without achieving the acquired conditions. If the employee meets the conditions, the entrusted Trust custodian shall allocate the shares from the trust account to the individual collection and insurance account of the employee.</div> <div>2. The rights of shareholders' meetings, proposals, speeches, voting and the right to vote shall be carried out in accordance with the trust custody contract.</div> <div>3. Employees are assigned under these measures to restrict the rights of employees of new shares, before the acquisition of the acquired conditions, other rights include, but are not limited to: dividends, dividends, capital reserve distribution rights, cash replenishment of the equity, etc., with the same rights as the common shares which company has issued.</div> |
| Custody Status of New Restricted Employee Shares | Managed by security trust |
| Measures to be Taken When Vesting Conditions are not Met | The shares shall be forfeited and written off. |
| Number of New Restricted Employee Shares that have been Redeemed or Bought Back | 9,177,000 |
| Number of Released New Restricted Employee Shares | 53,823,000 |
| Number of Unreleased New Restricted Shares | 0 |
| Ratio of Unreleased New Restricted Shares to Total Issued Shares (%) | 0 |
| Impact on possible dilution of shareholdings | There is no material impact on existing shareholders' equity. |

3
Company Shares and Fund Raising

List of Executives Receiving New Restricted Employee Shares and the Top Ten Employees with New Restricted Employee Shares

As of 2/19/2025

| | Title | Name | No. of New Restricted Shares | New Restricted Shares as a Percentage of Shares Issued | | Released | | | | Unreleased | | | |
|--------------------|--|---------------------------|------------------------------|--|--|---------------|---------------------|-------------------------|---|---------------|---------------------|-------------------------|---|
| | | | | | | No. of Shares | Issued Price (NT\$) | Amount (NT\$ thousands) | Released Restricted Shares as a Percentage of Shares Issued | No. of Shares | Strike Price (NT\$) | Amount (NT\$ thousands) | Unreleased Restricted Shares as a Percentage of Shares Issued |
| Executive officers | Director and President & CEO | Jeff Lin | 32,520,000 | 1.12% | | 28,200,000 | 0 | 0 | 0.97% | 0 | 0 | 0 | 0 |
| | Chief Infrastructure Officer & Chief Technology 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 | | | | | | | | | | | |
| | 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 | | | | | | | | | | | |
| | President of Service & Recycling Business Group | Peter Tung | | | | | | | | | | | |
| | President of Industrial & Automotive Business Group | Christine Hsu | | | | | | | | | | | |
| | President of Global Manufacturing | Alec Lai | | | | | | | | | | | |
| | Vice President of Client Products Business Group | Felix Lai | | | | | | | | | | | |
| | 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 Information | Kevin Fong | | | | | | | | | | | |
| | Vice President of Global Manufacturing | Benjamin Chang | | | | | | | | | | | |
| | Vice President of R&D of Client Products Business Group | York Liang | | | | | | | | | | | |
| | Vice President of Service & Recycling Business Group | Ted Chiu | | | | | | | | | | | |
| | Vice President of R&D of Digital Technology | Jeff Lee | | | | | | | | | | | |
| | Controller | Fred Chiu | | | | | | | | | | | |
| | President of Enterprise & Networking Business Group | William Lin (Note1) | | | | | | | | | | | |
| | Vice President of Enterprise & Networking Business Group | Christopher Huang (Note2) | | | | | | | | | | | |
| | Wistron Digital Technology Holding Company Chairman & President | Robert Hwang (Note3) | | | | | | | | | | | |
| | Technical Vice President | Kelvin Chang (Note3) | | | | | | | | | | | |
| | Vice President of New Technology Strategy | Vincent Cho (Note3) | | | | | | | | | | | |
| Employees | Chief Legal Officer | Michael CM Wu | 4,900,000 | 0.17% | | 4,707,000 | 0 | 0 | 0.16% | 0 | 0 | 0 | 0 |
| | Chief Sustainability Officer (Note 4) | Sylvia Chiou | | | | | | | | | | | |
| | Vice President of R&D | James C.C. Yu | | | | | | | | | | | |
| | Vice President of CPBG | Michael Tseng | | | | | | | | | | | |
| | GM | George C Chou | | | | | | | | | | | |
| | Executive Director | Alex CZ Lee | | | | | | | | | | | |
| | Vice President of ENBG | Pen Wei Wu | | | | | | | | | | | |
| | GM | Stanley CH Chung | | | | | | | | | | | |
| | Executive Director | Leon Lu (Note 5) | | | | | | | | | | | |
| | Executive Director | Charles Liang | | | | | | | | | | | |
| | | | | | | | | | | | | | |

Note 1: Resigned from the manager on June 1,2024.
Note 2: Resigned from the manager on November 11,2024.
Note 3. Resigned from the manager on Febryary 25,2025.
Note 4. 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.
Note 5. Retired on April 15,2024

3
Company Shares and Fund Raising

3.7 Issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies shall specify the following matters:
None.

3.8 Implementation of the Company’s Fund Raising and Utilization: None.

4. Operational Highlights

4.1 Business Activities

4.1.1 Business Scope

A. Main areas of business operations

Company's business primarily covers the R&D, manufacturing, testing and after-sales services of the following items:

- (1) Desktop, motherboard, all-in-one and professional computer
- (2) Server, workstation, AI computing devices and other components
- (3) Notebook, tablet, smartphone and handheld devices
- (4) VoIP phone, video conference system, telecommunication equipment and multimedia
- (5) LCD monitor
- (6) After-sales services of above mentioned products and peripheral devices
- (7) Waste collecting and disposing
- (8) Design and merchandising of computer software and programs
- (9) Vitro diagnostic device, physiological signal diagnostic device and medical data system
- (10) Manufacturing, processing and selling of electronic products for automobile

B. Revenue distribution

Unit: NT\$ thousands

| Major Divisions | Total Sales in Year 2024 | (%) of Total Sales |
|-----------------|--------------------------|--------------------|
| 3C Electronics | 1,008,735,410 | 96.1 |
| Others | 40,520,371 | 3.9 |
| Total | 1,049,255,781 | 100 |

C. Current Main Products and Services

- (1) Notebook computers
- (2) Smart phones and handheld devices
- (3) Desktop computers and All-in-One (AIO) computers
- (4) Display products
- (5) Voice over Internet Protocol (VoIP) phones
- (6) Servers and network storage facilities
- (7) Network equipment and network security devices
- (8) Industrial PC
- (9) After-sales services
- (10) Green recycling services(11) LCM services (Display components)
- (12) AI computing equipment

- (13) Digital Signage
- (14) Smart audio
- (15) Automotive electronics

D. New products and Services development

- (1) Medical devices, Medical AI and Big Data services
- (2) Battery recycling services
- (3) Smart home devices
- (4) Drone
- (5) Low Earth Orbit Satellite

4.1.2 Industry Overview

A. Progress and Development of the Industry

(1) Personal Computing

In 2024, the overall PC market exhibited a gradual recovery. According to the survey released by the international research firm Canalys, PC shipments reached 255 million units in 2024, an increase of about 3.3% from 247 million units in 2023. This growth was mainly driven by subsidy policies from the Chinese government that boosted consumer spending, as well as strong year-end promotions in the US and parts of Europe. In addition, companies are actively upgrading their hardware in anticipation of Windows 10 support ending in October 2025, further driving market demand.

Looking ahead to 2025, the PC market is expected to see modest growth compared to 2024. Despite ongoing global economic pressures from high inflation and the U.S.-China trade war, enterprise demand for device upgrades will continue to drive a gradual market recovery. Additionally, AI PC shipments in the consumer market are projected to grow. As consumer acceptance of AI PCs continues to rise—particularly in applications such as gaming, video editing, and personal assistants—the advantages of AI PCs will become more prominent, further accelerating the demand for upgrades and replacements. AI PCs are gradually becoming a market focal point. Although the hardware is not yet fully mature and application scenarios are still expanding, AI-driven innovations have already had a positive impact on the PC market.

(2) Enterprise Computing - AI Computing, Large Data Centers, and General-Purpose Servers

The year 2024 marks a period of rapid growth for artificial intelligence, with continuous advancements across various fields, particularly in generative AI and large language model applications. New use cases and technological innovations are emerging at a fast pace, driving the demand for GPU accelerators. Additionally, the introduction of DeepSeek has further spurred enterprises to invest in the development of their own custom chips (ASICs).

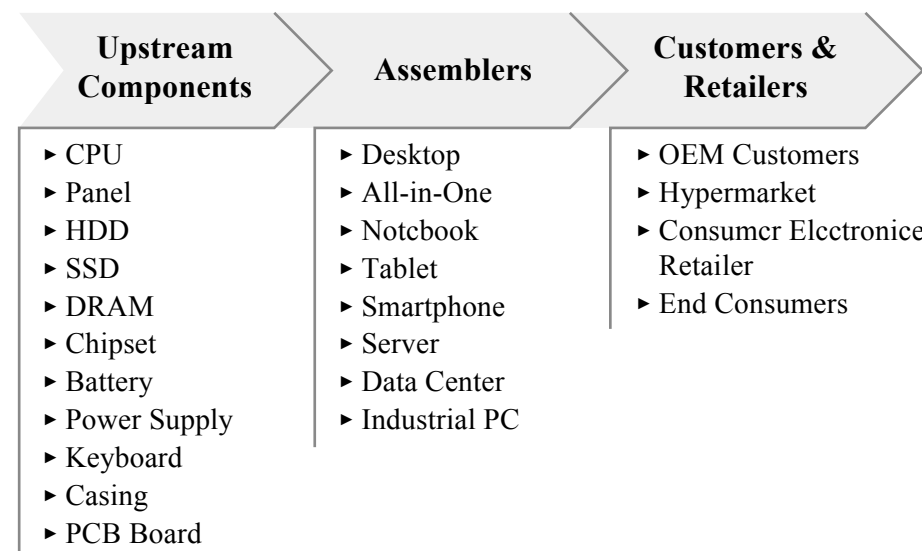
The rise of generative AI has encouraged cloud service providers (CSPs) to expand their infrastructure. Demand for cloud-based AI training and inference has become a key driver of cloud growth. To support the infrastructure and data requirements for AI server operations, the demand for data centers has increased. In 2024, CSPs aggressively expanded AI data centers and deployed large-scale high-performance AI servers, leading to a significant rise in capital expenditures. This momentum is expected to continue into 2025.

As major CSPs actively procure AI servers, they are also beginning to upgrade some general-purpose servers, driving a 3.2% growth in global server shipments in 2024. However, due to economic uncertainties over the next two years and the fact that capital expenditure growth among major CSPs has peaked, the growth momentum for general-purpose server shipments may weaken in 2025. Additionally, high-priced AI servers will remain a key investment focus for CSPs in the coming years. Nevertheless, the market is expected to gradually recover in the second half of the year.

In contrast, the AI server market continues to thrive. Strong GPU demand in 2024 drove the growth of AI server shipments. According to research firms, AI server shipments are expected to grow by 20–30% annually from 2025 to 2027. As AI applications deepen, enterprise demand for AI servers will further expand, while the consumer market is also witnessing the rise of AI PCs. These AI-accelerated personal computers can perform AI inference locally, enhancing the user experience.

Other end applications will also become integral to AI technology, including smart homes, AI smartphones, and smart glasses, enabling more intelligent and convenient services. In this process, edge computing will extend data processing capabilities from data centers to end devices, providing lower latency and more efficient data processing and feedback. Meanwhile, large-scale data centers will continue to serve as the core for data storage and computation. AI computing will be applied in more scenarios, bringing transformative changes to human life.

B. Correlation of the industry supply chain (as picture shown below)



C. Product Trends and Competition

(1) Product Development Trends

With the rapid adoption of AI applications such as ChatGPT, Copilot, and Sora, human-computer interaction continues to evolve. AI is no longer just an auxiliary tool for business applications but has become deeply integrated into various aspects of daily life. These generative AI applications leverage technologies such as natural language processing, deep learning, and image generation to make human-computer interactions more intuitive, seamless, and convenient.

To support these complex AI applications, the demand for high-performance AI servers continues to surge. AI servers must process massive datasets and handle extremely high computational workloads, driving ongoing advancements in server computing power. This includes increasing the number of processor cores, upgrading GPUs, and evolving network standards—such as the rapid adoption of Wi-Fi 7 and optic fiber network upgrades—all paving the way for high-speed computing. Additionally, the demand for advanced packaging technologies is rising to enhance chip performance and energy efficiency. In addition, the significant heat generated by high-performance AI servers is pushing cooling technologies to shift from air to liquid cooling. This has led to upgrades in rack and chassis designs, which in turn affect the load-bearing capacity, space planning, and maintenance of data centers. These factors require careful planning to ensure the operational efficiency and stability of data center operations.

However, the trend of AI development is not limited to large-scale cloud computing. With the emergence of DeepSeek, not only has it facilitated the launch of more application services, but it has also created room for reducing computational power requirements. More computing tasks are gradually migrating to the edge, bringing AI applications closer to users. For example, smart home devices and smart city surveillance require edge devices to have real-time computing capabilities for tasks such as image recognition and voice control. By incorporating ASIC chips with AI inference capabilities, edge devices can quickly complete AI tasks locally and only send key data back to the cloud for further analysis. This architecture not only improves efficiency but also significantly reduces reliance on centralized computing resources.

In this trend of decentralized computing power, the rise of AI Agents has further driven the evolution from complex cloud computing to lightweight local computing. An AI Agent is an intelligent entity capable of making decisions, learning, and executing tasks autonomously. With technological advancements, AI Agents have become more lightweight, even capable of running on edge devices or personal devices. From voice assistants to complex task collaboration, AI Agents can proactively provide services based on user needs, such as smart itinerary planning, personalized recommendations, or even assisting with program development. By integrating with large models, AI Agents can leverage the powerful computing resources of the cloud for deep learning, while also responding to user needs at the edge with low latency, achieving seamless integration between the cloud and the edge.

With the rapid development of generative AI, AI Agents, and edge computing, the ecosystem is shifting from high to low computing power. From the ultra-large-scale AI model training in data centers to real-time inference and lightweight applications at the edge, computing devices at every level are playing an essential role. In the future, as these technologies gradually mature and become more assessable, AI will become more deeply integrated into human life, evolving into an omnipresent intelligent partner, spanning from the cloud to the edge, from complexity to simplicity.

(2) Competition

In addition to business scale, how to enhance operations and management efficiency, lower costs, and optimize product and customer mixes have become the key factors in the industry to maintain sales growth and competitiveness. Those factors can be achieved through leading innovative product development capabilities, digital transformation, and a global manufacturing footprint.

Major PC ODMs in Taiwan

| | |
|---------------------|--|
| Notebook | Wistron, Quanta, Compal, Inventec, Pegatron |
| Desktop | Wistron, Hon Hai, Pegatron |
| Smart Device | Wistron, Quanta, Compal, Inventec, Pegatron, Hon Hai |
| Server | Wistron, Hon Hai, Quanta, Inventec, MiTAC |
| Monitor | Wistron, AOC, Qisda, Foxconn |

4.1.3 Research and Development**A. Research and Development Expenses in the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report**

| | 2024 | 2025(As of March 31) |
|-------------------------------|------------|----------------------|
| R&D Expenses (NT\$ thousands) | 25,971,402 | - |
| R&D Expenses to Revenue | 2.48% | - |

B. The successful development of technologies and products

(1) Intellectual Property

In 2024, Wistron has 93 U.S. and 157 Taiwan patents granted. Additionally, Wistron keeps developing a global patent portfolio, and has obtained 199 issued patents in various other countries in 2024, and has been named a “Top 100 Global Innovators 2024” by Clarivate™, “Top 10 Sustainable Innovation Company in Taiwan” by LexisNexis® and awarded the “Gold Medal of Invention Award” from the Taiwan National Invention & Creation Award by the TIPO. Going forward, Wistron will continue to implement an unified plan for intellectual capital management, aligning with company’s strategic considerations and business objectives, to drive the timely creation, management, and monetization of intellectual property rights.

(2) Technologies and products

| Year | R & D results |
|------|---|
| 2024 | Enterprise & Networking •AI Automated Virtual Factory •High-performance computing (HPC) NVL-72 rack mount server system •51.2TB Near-Packaged Optics (NPO) switch •GPU server liquid cooling and air cooling system •GPU server and rack system product mechanical design •Firmware system for GPU server hardware management |

| Year | R & D results |
|------|--|
| 2024 | •Components reflow soldering defect detection system •Server firmware encryption/decryption and verification •Network security hardware platform for high-performance next-generation firewall (NGFW) with 400GE/200GE/100GE fiber network connections •Industrial-grade Unified Threat Management (UTM) firewall appliance |
| | Personal Computing •Cooling structure with adjustable air inlet |
| | Displays •Low power, energy-efficient green monitor •Ultra-thin, high brightness outdoor LCD display •LCD Display with Wi-Fi and 5G Sub-6 wireless transmission •P6 1000x500mm LED display module |
| | Smart Cockpit •Multi-screen integrated smart cockpit system •Integrated driver face recognition and driver monitoring system •Integrated high-speed in-vehicle communication gateway system •Side camera monitoring system with high contrast, high color gamut and local dimming |
| | Industrial •High-performance, fanless, and explosion-proof industrial Box PC and PCAP Touch Panel PC •EVSE AC charger compliant with Taiwan CNS15511 and Japan JARI charging standards •EVSE DC fast charger with CCS1/CCS2 charging interface •Hands-free hospital communication badge •Hospital real-time locating system •Long-range Wi-Fi wireless communication module for drones •3-axis, 3-camera gimbal payload system for drones •360 degree video conference device •Countertop POS terminal with wireless communication and two-way display •Handheld device integrating HF RFID and WLAN •5G full-band mobile communication structural design |
| | Servicing & Green Recycling •Intelligent Simulation and Recommendation System for Renewable Energy Transfer and Power Generation Equipment |
| | Medical Devices •mmWave Radar for periodic breathing syndrome detection system •mmWave Radar for sleep disorder and Apnea detection system •Multi-battery automatic testing system •Independent dynamic temperature controlled qPCR device |
| | IOT •PCIe optical communication system for IoT robots •Smart mobility transport system |

4.1.4 Long-Term and Short-Term Business Development Plans

A. Short-Term Development Plan

We will prioritize customer satisfaction and quality to strengthen existing relationships and optimize our client and product portfolio. We will enhance supply chain resilience and flexibility to meet customer preferences for production locations. Operational efficiency will be continuously improved to maximize capacity utilization and target markets with reasonable profitability.

B. Long-Term Development Plan

We will expand the share of high-margin products and services, including AI computing devices, servers, network storage, networking equipment, cybersecurity solutions, industrial computers, and after-sales services. Additionally, we will accelerate new investments to strengthen long-term competitiveness.

The strategic plans are as follows:

(1) Marketing Strategy

- A. Continuously strengthen core competencies in professional design and technical services.
- B. Maintain a strong brand image of high-quality and high-performance products.
- C. Optimize the global service network to provide comprehensive after-sales support.

(2) Manufacturing Policy

- A. Optimize the global manufacturing and supply system, increase the proportion of automated production, and introduce AI intelligent manufacturing. This not only enhances efficiency and reduces costs but also helps penetrate the market for products with higher manufacturing complexity and technological requirements. This strengthens competitiveness while increasing profit margins, securing a favorable strategic position.
- B. Continue to promote Six Sigma projects in combination with performance goals to comprehensively enhance quality and efficiency.

(3) Product Development Goals

- A. Cultivate excellent R&D experts and improve their R&D capabilities.
- B. Based on existing computer design capabilities, deeply cultivate technological fields such as AI computing, servers, network storage, advanced network management systems, and industrial computers. Introduce AI tools to strengthen development capabilities and shorten development cycles, in order to enter high-end product markets.
- C. Commit to energy conservation by adopting eco-friendly materials and technologies that comply with green product and related environmental laws.

(4) Operation Scale and Financial Support

- A. Actively integrate and develop production capacity overseas to fulfill business requirements.
- B. Strengthen balance sheet management, control the number of cash turnover days to within a reasonable range, and sustain a healthy financial structure.

4.2 Market, Production and Sales

4.2.1 Market Analysis

A. Sales (Service) Region

(1) The Major Products and Sales Value in the Most Recent Two Years

Unit : KPCS ; NT\$ thousands

| Sales Value Major Product | Year | | 2023 | | | | 2024 | | | |
|--|----------|------------|----------|-------------|----------|------------|----------|---------------|----------|-------|
| | | | Domestic | | Export | | Domestic | | Export | |
| | Quantity | Value | Quantity | Value | Quantity | Value | Quantity | Value | Quantity | Value |
| Computer, Communication & Consumer electronics | 1,689 | 33,770,074 | 59,508 | 779,755,857 | 1,391 | 26,350,581 | 61,477 | 982,384,829 | | |
| Others | 677 | 1,510,860 | 11,432 | 52,020,217 | 225 | 786,166 | 3,169 | 39,734,205 | | |
| Total | 2,366 | 35,280,934 | 70,941 | 831,776,073 | 1,616 | 27,136,747 | 64,646 | 1,022,119,034 | | |

Note: Company shall prepare consolidated financial reports of 2023 & 2024 in accordance with IFRSs regulation.

(2) The Company significant sales based on exported products. Stated below are the geographic information on the Group's sales presented by destination of sales presented by location.

Unit : %

| District | Year | 2023 | 2024 |
|---------------|------|--------|--------|
| | | | |
| United States | | 49.19 | 51.08 |
| Japan | | 3.69 | 3.95 |
| HK /China | | 11.57 | 10.65 |
| ASEAN | | 3.3 | 3.64 |
| Europe | | 21.71 | 23.4 |
| Others | | 10.54 | 7.28 |
| Total | | 100.00 | 100.00 |

Note: Company shall prepare consolidated financial reports of 2023 & 2024 in accordance with IFRSs regulation.

B. Market Share

Taiwan is a major supplier of information technology products as exemplified by these iconic products. According to the MIC (February 2025) and market statistics, Taiwan produced 127,121K notebook computers, 37,166K desktop computers and 11,287K servers in 2024, of which about 16%, 24%, and 20% were produced by our company respectively. These numbers demonstrate our company's considerable competitiveness in the market.

C. Future Market Supply and Demand and Future Growth

(1) Future Market Possible Supply and Demand Scenarios

A. Supply Perspective

The personal computer (PC) market has reached maturity and Taiwan's manufacturers must rely on exceptional cost control, assembly technology and production flexibility while devising strategies, engaging in research and development, and building on marketing and management experience to acquire OEM orders. With complete upstream and downstream integration, Taiwanese manufacturers can supply competitive products and retain an edge in research and development, offering ODM services that differentiate them from foreign OEM manufacturers. The explosive growth of the generative AI market led to a severe shortage of GPUs, a key component in servers. However, this issue was alleviated in 2024. With supply expected to stabilize in 2025, server shipments are also anticipated to return to normal.

B. Demand Perspective

Supply chain inventories are projected to bottom out in 2024, with consumer electronics demand poised for gradual recovery. The phase-out of Windows 10 and new AI PC releases are expected to trigger a PC replacement wave, while industrial PCs and automotive electronics undergo adjustments amid positive industry sentiment. Generative AI continues to thrive, accelerating the "AI-everything" era. Rapid adoption of AI servers and edge AI devices drives capacity expansion, with emerging technologies like next-gen communications fueling cross-sector innovation. Amid global challenges—high inflation, weak consumption, and geopolitical uncertainties—supply chains must prioritize agility to address evolving demands and disruptions.

Global PC Shipments Growth Trend

Unit: 1 = 1000 units

| Year | 2023 | 2024 | 2025(e) | 2026(f) | 2027(f) |
|-------------------------|---------|---------|---------|---------|---------|
| Number of NBs | 165,600 | 175,400 | 179,900 | 192,900 | 196,200 |
| Growth Rate | -11.5% | 5.9% | 2.6% | 7.2% | 1.7% |
| Number of DTs | 78,400 | 75,900 | 79,700 | 83,800 | 84,500 |
| Growth Rate | -14.6% | -3.2% | 5.0% | 5.1% | 0.8% |
| Number of PCs (NB + DT) | 244,000 | 251,300 | 259,600 | 276,700 | 280,700 |
| Growth Rate | -12.5% | 3.0% | 3.3% | 6.6% | 1.5% |

Source: DIGITIMES Research (February 2025)

Compound growth rate is around 3.57% from 2023 to 2027.

(2) Future Growth

We continue to expand the ratio of higher profit products (such as servers) and expedite growth and profit in technology service businesses.

Global Server Shipments Growth Trend

Unit: 1 = 1000 units

| Year | 2023 | 2024 | 2025(e) | 2026(f) | 2027(f) |
|-------------------|--------|--------|---------|---------|---------|
| Number of Servers | 11,259 | 12,008 | 12,899 | 13,742 | 14,326 |
| Growth Rate | -18.6% | 6.7% | 7.4% | 6.5% | 4.2% |

Source: Gartner (December 2024)

Compound growth rate is around 6.21% from 2023 to 2027.

D. Competitive Niches

(1) Fully Staffed and Experienced R&D Team

Each business unit in our company has their own R&D department responsible for the research and development of their products. As of January 2025, our company has a R&D team of over 5,100 people, over 99% of which have a college degree or higher and main team leaders have on average over 20 years of experience in developing products in their field. These conditions are a testament to our R&D's strength in terms of the quality of people and their experience.

(2) Fully Integrated Manufacturing Base

We intend to continue our OEM business while actively venturing into new realms. The company's manufacturing bases are located in Taiwan, U.S.A., China, Mexico, Czech Republic, Vietnam, India, and Malaysia.

One of our company's key advantages now is receiving purchase orders in Taiwan and through lean manufacturing by decreasing production waste, improving production efficiency, and reducing manufacturing cost to maximize profits.

(3) Solid Clients and a Diversified Portfolio of Products

Our company's business is based mainly on providing professional OEM services supporting clients with world renowned brands, each comprising an equal share of our sales. Our products are also diversified and the company is not affected by shifts in the industry of a single product. The company is also not affected by instability of supply and demand due to clients' shift in product strategy.

(4) Focus on Product Quality

Building on years of experience in design and manufacturing, very comprehensive testing and quality control of our products have earned our clients' trust.

(5) Solid Relationships with Suppliers

No matter to sources of key technologies or suppliers of key components, the company maintains long-term partnerships and total cost considerations with our supply chain to provide comprehensive services and solutions with regards to cost, quality, and delivery.

(6) Global Logistics Management Capability

The company has established manufacturing bases and service centers in Europe, Americas and Asia. Over time, we have established effective global logistics management capabilities in order to fulfill a wide range of demands from clients in different parts of the world. This crucial capability matches future trends in the industry and has become one of the key advantages of our company.

(7) Professional Management Team

Our management teams are all senior professionals with over 20 years of related experience in the industry. The team enjoys a history of collaboration and shares common ideas and a common goal, paving the way for effective leadership to facilitate growth.

E. Advantages and Unfavorable Factors to Long-Term Development and Responding Measures

(1) Advantages

A. Taiwan enjoys an extensive information technology industry with strong overall marketing capabilities.

The domestic IT industry has undergone several phases of transition and matured in the process. The Taiwanese IT industry occupies a solid place in the global marketplace. The industry is proportionally dispersed and well-integrated among individual industries allowing mutual support.

This has led to an increase in the international marketing capability of Taiwan's IT industry, enabling this industry to become a global procurement center for personal computer related products.

B. Taiwan's component industry has matured and enjoys a stable supply of key components.

In recent years, Taiwanese manufacturers have gained dominance in key components such as chip sets, printed circuit boards, and touch modules for motherboards, notebook computers, tablet computers, smart phones and LCD displays. The industry's comprehensive development has helped advance the domestic IT industry and boost Taiwan's IT capabilities.

C. Potent R&D and Technical Innovation Capabilities.

Wistron has built an excellent R&D team and has committed to investing in product R&D and technological innovation. By collaborating with CPU/GPU manufacturers to develop new products, the company can lead the industry in introducing new products. With R&D units in each information product department, the company can maintain a competitive edge in a market environment characterized by short product lifecycles and intense competition.

(2) Unfavorable Factors

A. Intense Competition Lowers Profit

The development of the IT industry has lowered entry barriers and the influx of producers has led to intense competition. Meanwhile, the maturity of computer products, advancement of manufacture technology, over-capacity, and less product feature differentiation have led to profit margins decline.

B. Exchange Rates' Effect on Profits

The company's products are mostly for export and profits are susceptible to changes in exchange rates.

C. Mounting Labor and Land Costs Raise Production Costs

Automated assembly can accommodate the production of most of the company's products but certain components still rely on manual labor. Mounting labor cost has raised operation expenditures in China and the industry's production costs which are detrimental to competition in the global market.

(3) The Company's Response

A. Confront the competition by active product innovation with high value-added products development, and industrial transformation.

B. Maximize production efficiency by strengthening cost and inventory control and increasing automation.

C. Hedge against exchange rate risks by balancing assets and debt in foreign currency to lower net foreign currency position.

D. Finance personnel must be wary of fluctuations in exchange rates and the company's demand for funds by taking appropriate hedging measures.

E. Raise the quality of the products and lower dependence on manual labor by actively investing in automated production equipment.

F. Increase capacity utilization by streamlining design and production instead of merely increasing capacity.

G. Diversified talent acquisition, cultivation of global professionals, and integration of cutting-edge expertise into routine training programs to upskill employees form the cornerstone of sustained corporate competitiveness.

4.2.2 Core Applications of Major Products and Manufacturing Processes:**A. Core Applications of Major Products**

Data storage, logic computation, analyses, network communication, data management, computer-assisted design, manufacturing, publication, education, entertainment, advertising, electronic purchases, word processing, financial services and finance management.

B. Manufacturing Processes

(1) Printed Circuit Board Assembly (PCBA: Printed Circuit Board Assembly)

Incoming material inspection → materials preparation →solder paste printing → high speed placement for small surface mount device → Flexible placement for fine pitch/large surface mount device → nitrogen reflow heating and soldering → automatic optical inspection → in-circuit tester inspection → on-line inspection→ component insertion → wave soldering in heated tin stove→ mending operations → PCB ICT and ATE tests → functional inspection→ visual inspection → packaging → inventory → shipping

(2) Final Assembly (FATP: Final Assembly, Test, and Pack):

Incoming material inspection → materials preparation → assembly → system function pre-test → run-in test → operation system download → system final function test → visual inspection → packaging → inventory → shippin

4.2.3 Status of Supply of Chief Materials:

| Main Materials | Domestic and Foreign Sources | Status of Supply |
|-------------------------|------------------------------|---|
| CPU | USA | PC market regained momentum in 2024 along with the emergence of AI PC and Intel’s newly launched Core® Ultra platform. There may be further demands in 2025 as the result of more AI application became available and global GDP, fixed investment trending steady growth. In response to this upside, Intel have expanded their advance packaging capacity in Southeast Asia in 2024. On datacenter side, though GPU has become critical resources for AI computing power, CPU is still playing a vital role. Moving forward, we should monitor how chip suppliers react to supply chain and manufactory relocation under tariff and geo-political impacts. |
| Solid-state drive (SSD) | USA, Japan, Korea | In the first half of 2024, the market is still in a stage of inventory destocking and price adjustment, with weak demand. In the second half of 2024, the demand for eSSDs is expected to rise due to growth in AI applications, leading to a price recovery. However, the consumer market demand remains sluggish and is affected by geopolitical factors. Overall, in 2024, SSD prices will remain at a relatively high level, especially with enterprise SSD prices being more stable, while consumer SSD prices are expected to fluctuate significantly due to market demand. Key geopolitical concerns for future changes: 1. The U.S. has imposed restrictions on the export of advanced equipment to Chinese NAND manufacturers (such as Yangtze Memory Technologies), limiting Micron's presence in the Chinese market. Although Samsung and SK Hynix have received exemptions from the U.S., there remains uncertainty in their capacity expansion. 2. Japan and South Korea's semiconductor policies: Japan continues to restrict the export of semiconductor materials to China, and Korea's semiconductor industry is affected by the U.S.-China relationship. 3. The Russia-Ukraine war and the situation in the Middle East - Russian metal supply and the Red Sea conflict affecting logistics. 4. Suppliers are diversifying their capacities to the U.S., Taiwan, and Southeast Asia to reduce risks. In summary, looking ahead to 2025, inventory stocking for SSD products will be relatively conservative, closely communicating with customers to respond to demand conditions in a cautious manner. |

| Main Materials | Domestic and Foreign Sources | Status of Supply |
|-----------------|-------------------------------|---|
| DRAM | Korea, USA, Taiwan | In the second half of 2024, the rise in demand for AI servers has driven the demand for HBM. Compared with conventional DRAM, HBM has a larger grain size, lower production yield, and greater production profit margin, which has prompted suppliers to actively release plans to transfer conventional DRAM production capacity to HBM. At the same time, the increase in DDR5 penetration has also occupied more DRAM production capacity. Mobile phone and PC manufacturers are worried about the capacity crowding-out effect, and are actively maintaining their DRAM inventory at a high level and accepting the price increase of the original manufacturer. As suppliers gradually reduce DDR3 and DDR4 production, the supply of DDR4 from Chinese capital (CXMT) and server re-industry dismantling has gradually increased, dragging the DDR3 and DDR4 market conditions far behind DDR5, resulting in no significant improvement in product prices and capacity utilization of Taiwanese manufacturers Nanya/Winbond/ESMT. |
| Power IC (PMIC) | USA, Taiwan, China | After nearing the conclusion of inventory adjustments in 2024, the semiconductor industry is expected to enter a phase of growth in 2025. However, demand for consumer PCs remains weak, leading to limited growth in shipment volumes and value. Overall market observations indicate that the adjustments in end-user demand in the consumer market are close to completion, but the response remains relatively sluggish. It is anticipated that Power IC suppliers will continue to shorten production cycles and adjust inventory levels to cope with uncertain market demand fluctuations. On the other hand, the demand for AI products continues to grow, significantly driving the demand for high-end power management ICs. This has resulted in high capacity utilization rates. However, geopolitical factors causing fluctuations in raw material prices and global logistics issues may impact the stability of chip supply. Therefore, establishing solid supply chain partnerships and diversifying supply sources will become crucial strategies for responding to market changes and seizing growth opportunities in the future. |
| Power Supply | Taiwan, China, USA | In the year 2024, the recovery of power supply units is moderate, with supply chain pressures easing. The PC market demand is in a period of observation, and the delivery lead time for related power supplies is 8-12 weeks. Looking ahead to 2025, AI PCs and gaming will become the main growth drivers for the PC industry. The demand for AI servers is strong, and the supply of AI power components remains tight, with delivery lead times of 20-28 weeks. |
| PCB | Taiwan, China, Austria, Korea | In the first half of 2024, the recovery trend was evident, primarily driven by increasing demand for high-end PCBs in AI, HPC, and EV applications, while consumer product demand remained weak. In the second half of 2024, the introduction of new technologies is expected to drive continued growth in the HDI and IC substrate markets. However, due to geopolitical factors, the supply chain is actively expanding production capacity in Southeast Asia. |
| LCD | Taiwan, China, Korea | In 2024, the global display panel market will continue to be influenced by geopolitical risks, supply chain adjustments, and changes in market demand. The increasing penetration of AI PCs and OLED display technology is expected to drive growth in demand for IT and automotive display markets, becoming a key driver for the display panel market. However, global economic uncertainties and a high-inflation environment may still put pressure on consumer electronics demand. In the first half of 2024, Chinese panel manufacturers maintained price levels by reducing production capacity, leading to continuous price increases in the first two quarters. They also prepared materials based on customer order demand. In the second half of 2024, due to weak demand, there was a slight downward trend. |

4.2.4 Key Accounts in the Past Two Years

A. Key Suppliers

Unit: NT\$ thousand

| Item | 2023 | | | | | 2024 | | | | 2025 As of March 31 (Note2) | | | |
|------|--------------|-------------|---------|----------------------|--|--------------|-------------|---------|----------------------|-----------------------------|--------|---------|----------------------|
| | Company Name | Amount | Percent | Relation with Issuer | | Company Name | Amount | Percent | Relation with Issuer | Company Name | Amount | Percent | Relation with Issuer |
| 1 | A Company | 124,815,169 | 17.83 | None | | A Company | 148,597,407 | 15.35 | None | - | - | - | - |
| 2 | Others | 575,343,260 | 82.17 | None | | Others | 819,200,633 | 84.65 | None | - | - | - | - |
| | Total | 700,158,429 | 100.00 | - | | Total | 967,798,040 | 100.00 | - | - | - | - | - |

Note1 : Increase and decrease of the amount was due to business demand.
Note2 : The financial information for the first quarter of 2025 has not been reviewed by CPA.

B. Key Buyers

Unit: NT\$ thousands

| Item | 2023 | | | | | 2024 | | | | 2025 As of March 31 (Note) | | | |
|------|--------------|-------------|---------|----------------------|--|--------------|---------------|---------|----------------------|----------------------------|--------|---------|----------------------|
| | Company Name | Amount | Percent | Relation with Issuer | | Company Name | Amount | Percent | Relation with Issuer | Company Name | Amount | Percent | Relation with Issuer |
| 1 | Buyer A | 281,698,350 | 32.49 | None | | Buyer A | 310,741,969 | 29.62 | None | - | - | - | - |
| 2 | Buyer I | 111,546,046 | 12.86 | None | | Buyer I | 176,739,893 | 16.84 | None | - | - | - | - |
| 3 | Buyer B | 92,522,385 | 10.67 | None | | Buyer B | 118,176,006 | 11.26 | None | - | - | - | - |
| 4 | Buyer C | 75,429,677 | 8.70 | None | | Buyer C | 100,106,048 | 9.54 | None | - | - | - | - |
| 5 | Others | 305,860,549 | 35.28 | - | | Others | 343,491,865 | 32.74 | - | - | - | - | - |
| | Total | 867,057,007 | 100.00 | - | | Total | 1,049,255,781 | 100.00 | - | - | - | - | - |

Note: The financial information for the first quarter of 2025 has not been reviewed by CPA.

4.3 Taiwan Employee Data during the Past Two Years

| Year | | 2023 | 2024 | As of Mar. 31 st , 2025 |
|---------------------------|-------------------|--------|--------|------------------------------------|
| Employee Number | Sales | 1,425 | 1,405 | 1,395 |
| | Engineers | 6,052 | 6,155 | 6,246 |
| | Administration | 1,287 | 1,331 | 1,335 |
| | Direct Labor | 2,220 | 3,911 | 4,905 |
| | Total | 10,984 | 12,802 | 13,881 |
| Average Age | | 37.37 | 36.75 | 36.33 |
| Average Seniority | | 6.70 | 6.30 | 5.94 |
| Distribution of Education | Doctor | 63 | 62 | 63 |
| | Master | 3,831 | 3,895 | 3,929 |
| | Bachelor | 4,966 | 5,819 | 6,218 |
| | Diploma | 1,188 | 1,824 | 2,215 |
| | High School | 863 | 1,104 | 1,329 |
| | High School Below | 73 | 98 | 127 |

4.4 Environmental Protection Expenditure

4.4.1 Total Losses and Penalties

Violations of environmental regulations:

| Disposal date | Disposal number | Factory | Explanation | Amercement | Improvement and Future responses |
|---------------|-----------------|----------------|--|-------------|---|
| 2024/8/27 | 40-113-080001 | Xin An Factory | On March 25, 2024, the post-disaster recovery waste clearance was conducted without applying for a post-disaster waste clearance permit, violating the Waste Disposal Act. Penalty imposed on August 27, 2024. | NT\$ 12,000 | 1. Proceed in parallel to each factory, avoid recurrence. 2. Since this case is a sudden incident, there will be no "possible expenses" in the future. |

4.4.2 Countermeasures and possible disbursements to be made in the future:None.

4.5 Labor Relations

4.5.1 Detailed descriptions of employee benefits, training and development, retirement plan and each of the implementations, as well as the labor management agreement and employee rights preservation policies are listed in the following

A. Employee benefits

In order to enable employees to have a high-quality working life and thereby improve productivity, the Company has always cared about and valued employee welfare. In addition to allocating welfare funds in accordance with the law, the Company established an [Employee Welfare Committee], voting welfare committee representatives to formulate annual plans and handling various activities. In addition, the Company also provides free transportation to and from work, fitness centers, employee assistance programs, employee welfare insurance plans, and organizes family days, group gatherings and other welfare activities.

B. Employees training and development

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 and 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.

To help new employees quickly adapt to the workplace and unleash their potential, Wistron has designed a series of structured courses to deepen their understanding of the company’s vision, mission, and core values. These include initiatives such as Chairman “Simon’s Talk”, the Core Values Workshop, and CEO Wi-Talk, enabling new employees to grasp the company’s strategic direction within their first six months, embody the core values in their daily work, and assimilate into the company culture. Additionally, Wistron launched a Global Mobility Talent Program for young Taiwanese employees. Through phased, hands-on training, this program focuses on diverse topics such as digital tool application, project management, factory operation strategies, and soft skills enhancement. Through regular development discussions with plant managers, global mobility talent is cultivated progressively with cross-cultural adaptability and leadership capabilities, preparing a critical talent pool for the company’s future growth.

To enhance employees' cross-cultural communication skills and global awareness, Wistron provides a variety of general training programs covering compliance, company policies, workplace skills, and language training. Tailored language learning initiatives and resources are rolled out across regions—for instance, Mandarin and Vietnamese courses in Vietnam factories, with classes tiered by proficiency and pre- and post-assessments to ensure steady improvement. Through workshops and site-specific events, employees sharpen their English communication skills and multicultural competencies, reducing misunderstandings due to cultural differences and boosting communication efficiency.

Wistron continues to refine its professional training framework to support technological innovation, digital transformation, and sustainability goals. To keep R&D teams aligned with cutting-edge trends, a learning roadmap for R&D talent has been developed, covering hardware, software, and quality testing domains. This equips engineers with skills ranking from foundational to advanced levels in order to enhance Wistron's product competitiveness. In digital transformation, the Digital and Analytics Academy cultivates digital talent through methodology training and use case simulations, promoting the use of digital tools such as Power BI and RPA. This initiative significantly improves employees' capabilities in digital transformation applications and data-driven decision-making, optimizing end-to-end business processes from R&D to supply chain functions. Furthermore, to enhance sustainability expertise, the ESG Sphere learning roadmap targets six strategic areas, integrating courses and project-based practice on energy saving, carbon reduction, and more topics, ensuring sustainability principles are embedded in daily operations and advancing strategic sustainability initiatives.

To address global business challenges and elevate organizational competitiveness, Wistron continuously advances management and leadership training to enhance managerial effectiveness and cultivate high-potential leaders. Wistron places importance on managers' performance management and coaching skills. The leadership training, including Coaching for Empowerment and performance management series, is implemented globally. These foster two-way communication between managers and employees, boosting engagement and organizational alignment. Additionally, through the Global Leader Development Program, Wistron develops leadership talents with competencies in driving execution, data-driven decision-making, and team motivation. Leveraging project experience, coaching, and diverse learning resources, leadership talent demonstrates growth in both leadership and practical experience. These initiatives not only strengthen critical management competencies but also establish a global common language in management, laying a solid foundation for long-term development.

Talent stands as a pivotal competitive advantage for Wistron and serves as the cornerstone for the company's sustainable operations. Wistron has developed a comprehensive competency-based training framework and devised various talent development programs in line with the company's strategic priorities, aiming to fortify the organization's human capital and enhance its sustainable competitiveness.

C. Retirement plan

To stabilize the post-retirement life of our employees, the Company has formulated [Employee Retirement Measures] in accordance with the [Labor Standards Act] and the [Labor Pension Act], which clearly stipulates employee retirement conditions, pension calculation standards, and application and payment matters. In addition to follow the [Labor Pension Act] to allocate amount of 6% of monthly pay to labor retirement funds every month for employees who are subject to this Act, the [Supervisory Committee of Labor Retirement Reserve] is established in accordance with the law and the labor retirement reserve is allocated every month in accordance with the [Regulations for the Allocation and Management of the Workers' Retirement Reserve Funds] and deposited in a special account of a statutory financial institution in the name of the [Supervisory Committee of Labor Retirement Reserve].

D. Labor Relations

The Company has always attached great importance to employee communication and is committed to harmonious labor relations. In 2024, Wistron did not suffer major losses due to labor disputes.

4.5.2 At the time of printing this publication, loss incurred by labor dispute and the amounts of anticipated losses and countermeasures:

| The date of the disposition | Number of the disposition | The violation of the provisions | Content of the violation | The amount of the disposition |
|-----------------------------|---------------------------|--|---|-------------------------------|
| 2024/07/15 | 竹環字第 1130023281 號 | Article 32, Paragraph 2 of the Labor Standards Act | the total number of overtime exceed forty-six hours a month | Fine of N.T.\$50,000 |
| 2024/06/25 | 竹環字第 1130020634 號 | Article 22, Paragraph 2 of the Labor Standards Act | Wages are not paid in full directly to the worker | Fine of N.T.\$40,000 |

4.6 Information Security Management

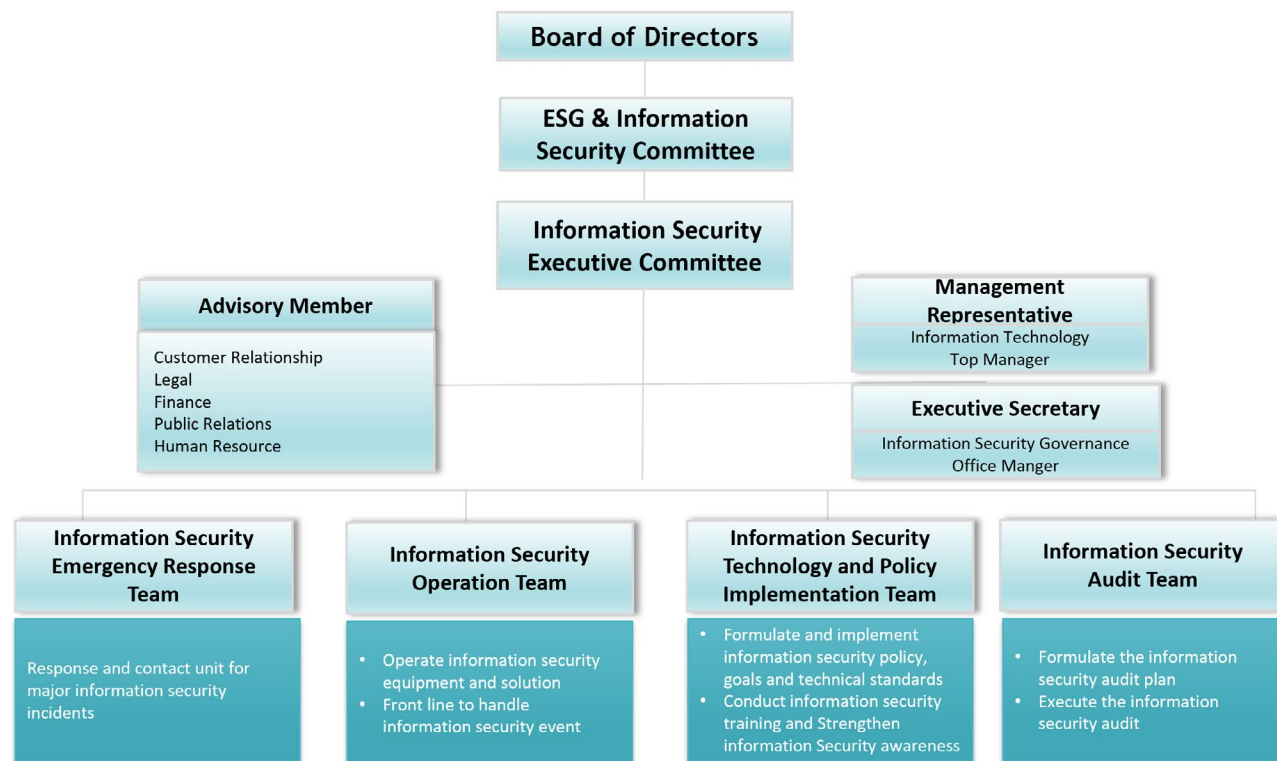
4.6.1 Information Security Risk Management Framework

In order to strengthen the company's sustainable competitiveness and information security management, the Board of Directors of the Company resolved on April 2, 2025 to change the name of the ESG Committee to the ESG & Information Security Committee, and set up an Information Security Executive Committee under its jurisdiction, which is composed of The President & Chief Executive Officer, the Chief Infrastructure Officer & Chief Technology Officer and Chief Digital Officer & Chief Information Security Officer, as the company's commitment to promote information security and supervise the implementation of the Company's information security management system, technical standards and maintenance operations. The Vice President of IT is appointed as the management representative, and the head of the information security governance office is appointed as the executive secretary to coordinate information security matters. The Company established the "Information Security Policy" to protect the IT asset security of employees, customers, suppliers, and operations, ensuring corporate sustainable management.

The Information Security Executive Committee (formerly Information Security Committee) convenes once per quarter. Extraordinary meetings may be convened when necessary and members of the teams must attend. The agenda of the meeting includes information security incident reports, the report of each team on the implementation of the team's affairs, issues that require the cooperation of different units, other related suggestions, or extemporaneous motions.

Information Security Committee held 4 meetings in 2024 and management representatives reported the information security implementation status to the board of directors in December.

Wistron Information Security Executive Committee Organization Chart :



4.6.2 Information Security Policy and management Strategy

4.6.2.1 Information Security Policy

In order to protect the information of Wistron Co., Ltd. (hereinafter referred to as The Company) products and services, avoid unauthorized access, modification, use and disclosure, as well as losses caused by natural disasters, and provide complete and available information in a timely manner. The Company is committed to information security management to ensure the confidentiality, integrity and availability of the company's important information property, and comply with the requirements of relevant laws and regulations, thereby gaining the trust of customers, meeting the commitments to shareholders, and ensuring the company's important business continuous operation.

4.6.2.2 Information Security Management Strategy

In implementing ISO/IEC 27001 information security management, Wistron focuses on regulation compliance, standardize processes, employees training and deploy security

technology. It strengthens the security on data, information systems, and network. Moreover, it can protect critical business processes and systems from human-induced risks such as theft, improper use, leakage, alteration or destruction which caused by negligence, deliberate or natural disasters. With this, we can ensure the commitment to shareholders/customers and company's business continuity.

After Wistron obtained ISO/IEC 27001: 2013 certification in August 2017, we implemented the "Plan-Do-Check-Act" (PDCA) cycle according to the standards and conduct at least one internal self-audit and one audit by an impartial third party every year. To ensure the Company's implementation of ISO 27001 management mechanisms, the Company executes re-certifications every three years to maintain the validity of the ISO 27001 certification. The certification scope had expanded to all manufacturing plants around the world in 2022 with a coverage of 100%. In 2024, the certified version will be fully updated to ISO/IEC 27001:2022, and the current certificate is valid until August 22, 2026.

In response to changes in the internal and external environment, Wistron has gradually established comprehensive network and computer-related information security protection measures from the people, process and technical aspects of information security governance. In addition to the company's continuous strengthening of information security measures, we joined the information security information sharing organization to obtain information security intelligence, information security threat and vulnerability information, such as: High-tech Information Security Alliance, Taiwan Computer Emergency Response Team / Coordination Center(TWCERT/CC); Combining external information security vendors and expert resources, we continue to pay attention to new information security information and technologies, and apply proper, timely defense or solution, to ensure management with a consistently effective approach to dealing with information security weaknesses and events, At the same time to improve rapid response and recovery capabilities to ensure the resilience of information services, and eliminate the business impact.

4.6.3 Information Security Operation Specific Measures

- (1) Identify stakeholder groups associated with the information security management system and regularly verify the needs of stakeholder groups for the information security management system (including customers' demands for information security).
- (2) Execute social engineering drills and information security training for employees to fully increase employees' information security awareness.
- (3) Establish comprehensive and clear operating procedures to institutionalize the operations of the information security management system.
- (4) Perform regular risk assessments to identify high risk items and invest appropriate resources to reduce or transfer risks.
- (5) Use tools and technologies to achieve timely and effective identification, protection, detection, response, and recovery

- (6) Establish operating procedures for response and recovery in the event of information security anomalies with the aim of rapid isolation of information security incidents, elimination of threats, and reduction of the scope and extent of impact.
- (7) Perform regular disaster recovery exercises for key applications to ensure their effectiveness.
- (8) Perform regular annual internal and external audits each year to review the entire management system and ensure normal operation and continuous improvement.
- (9) Continuously pay attention to new information security development and technologies and update defense or management practices to effectively block new forms of information security threats and reduce risks for operations.

4.6.4 To Invest in information security management resources

4.6.4.1 Information Security Management and Audit Mechanisms

Wistron headquarter offices (Neihu and Xizhi Offices), and all manufacturing plants around the world have been certified with ISO/IEC 27001 information security international management standard certification in 2022. And continue to strengthen the internal control mechanism to ensure the effective implementation and continuous improvement of information security measures in each plant., we setup the mechanism of the three information security lines of defense ,including the self-inspection of the operation team, the auditing of the information security governance team and the internal auditors.

Wistron enabled Vendor Risk Management (VRM) Program in 2022. To classify suppliers, and implement them in the entire supplier management life cycle from the perspectives of security, risk and privacy. This includes the procurement phase (tier assessment, risk score assessment, contract), ongoing third party risk management (Risk score assessment and remediation), and the eventual offboarding. In 2024, a total of 275 vendors were inventoried, and vendors were graded based on the importance of the services they provided, their relevance to customers and revenue, and their ability to directly access the company's network environment and confidential information. There are three levels in total. First- and second-level manufacturers with higher risk levels are required to comply with Wistron's information security assessment standards based on individual information security guidelines. A total of 9 vendors met the assessment level after risk score assessment.

4.6.4.2 Strengthen information security awareness among employees

To implement information security in its employees, the Company provides e-Learning resources and executes social engineering drills every six months to enhance the information security awareness and vigilance of each employee. Publish information security e-newsletter every month, including the latest information security trends and recent major information security events at home and abroad, so as to enhance colleagues' awareness and vigilance of information security. If an employee commits a violation of the Information Security Policy, the Company imposes penalties in accordance with the "Implementation Guidelines for Employee Rewards and Penalties" and includes the results as the basis for performance management to reduce information security risks and the impact on the Company's operations.

The email click rates for social engineering drills conducted in the last 4 years on all company employees are as follows :

| Measures | Objectives | 2021 Outcome | 2022Outcome | 2023Outcome | 2024Outcome |
|--|---|--------------------------|-------------------------|------------------------|-------------------------|
| Execute social engineering drills every six months | Employee clicks mail on social engineering drills, click rate < 15% | H1 : 10.8% H2 : 10.7% | H1 : 9.3% H2 : 10.2% | H1 : 7.4% H2 : 8.2% | H1 : 7.8% H2 : 12.6% |

Through manpower inventory, four roles of information security governance, information security engineering, information security analysis, and software development and security have been distinguished, and five levels of ability standards have been established. We conduct d ability assessments every year, and develop of talent capacity training and upgrading plans. In 2024, a total of 89 people (including 26 dedicated information security personnel) joined the information security talent training plan , confirming that the ability of information security talents keeps pace with the times.

The training conducted for general employees through online or in-person lessons in 2024 mainly consisted of information security awareness training, information security lessons, and phishing email awareness and prevention. The Company completed 21,346 hours of employee information security training for 24,337 participants. There were 53 punishment records for violating information security regulations.

In 2024, 7,850 hours of information security related seminars and training were completed by 1,599 information security employees. The main course content is divided into 6 core professional courses for the information security team. 5 Software Development Security Tips for Software Development Teams .The course content mainly consisted of the annual Wistron information security seminar, ISO 27001 information security management system lead auditor training, EC-Council CEH (Certificated Ethical Hacker) certification course, Trend Micro TCSE (Trend Certified Security Expert) certification course, CISA(Certified Information Systems Auditor),CISSP(Certified Information Systems Security Professional),CISM(Certified Information Security Manager), CCSP(Certified Cloud Security Prroessional) certification courses and information security related technologies seminars organized by Gartner, Microsoft, and information security suppliers.

4.6.4.3 Vulnerability detection for networks and systems

Apart from monthly internal vulnerability scans, Wistron entrusts a third party professional service to conduct network and system penetration tests each year to protect the corporate and personal information and prevent losses caused by leaks, theft, destruction, other human factors, or natural disasters. These tests reduce the impact of human factors or natural factors on the Company's operations. The purpose of the tests is to understand and evaluate the status of the company network environment and system security and verify the current information security protection safety rating and effectiveness to resolve vulnerabilities, improve operations, and strengthen system security.

In 2021, Wistron introduced red team drill. Every year, an external team of information security experts conducts intrusion attacks on enterprises without affecting the operation of the enterprise, and tries to achieve the specified test tasks. Comprehensively inspect the company's services, network for vulnerabilities and human failures. Moreover, we checked if the protection, detection, response and recovery mechanisms of the information security operation and response team were functioning smoothly.

4.6.4.4 Software Development Security

In order to control the security of the software development lifecycle (Software development lifecycle, SDLC) in advance, achieve the security of shift left (Shift Left) testing, and reduce the cost of security and maintenance of application systems, Wistron has introduced DevSecOps (Development, Security and Operations) mechanism, and strengthened the collaboration between the development team, the operation team and the information security team. It also introduced the DevSecOps Maturity Model (DOSMM) of the non-profit organization OWASP (Open Web Application Security Project) to evaluate the overall maturity of the software and ensure that the online software meets a certain level of information security maturity. At the same time, Software Composition Analysis (SCA) technology is added to the development process to improve the safety quality of software.

4.6.4.5 Information security alerts and incident management

According to the information security incident management regulations, we can ensure the institutionalization and systemization of information security incident reporting, sorting, classification, handling, recording, and tracking. When an information security incident occurs, Wistron can quickly report and handle the situation. We are able to respond in the shortest possible time to ensure normal operations. Wistron has introduced Advanced Persistent Threat (APT) monitoring and Security Operation Center (SOC) operations. Together with the resources of external information security experts, the information security operations and response teams can quickly grasp the information security alerts and incidents, strengthening and accelerating detection and response mechanisms.

4.6.4.6 Disaster recovery drills

In order to ensure the sustainable execution of operations and important matters, we conduct at least once every six months for Information business operation continuity plan or emergency response plan of information security accidents to prevent the loss of service of important information systems during major disasters. We aim to utilize our disaster response capabilities and disaster recovery mechanisms to quickly restore our operations to normal or acceptable levels during key moments, in order to maintain key applications and systems and prevent operation interruption of the Company. Furthermore, the backup personnel of the data center conducts recovery testing for selected backup storage mediums or recovery equipment at least once a year, in order to confirm the readability of the backup data, the usability of the storage medium, and the possibility of important asset recovery. We aim to create effective backups and recovery procedures that can be completed within the allocated time.

In 2024, the Global Computer Center will select 18.95% of the backup storage media for 7

major functional systems and databases. Recovery testing was successfully completed for the backup data. And yearly disaster recovery drills revealed that the maximum tolerable data loss time during disasters (RPO: Recovery Point Objective) is 0.6 hours. After a disaster occurs, the maximum tolerable information service recovery time (RTO: Recovery Time Objective) is 19.22 hours. The results of the drills in the past four years have all achieved the goals set by the company. The details are as follows:

| Measures | Objectives | 2021Outcome | 2022Outcome | 2023Outcome | 2024Outcome |
|--|--|--------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Perform critical application system disasters recovery drills annually to ensure uninterrupted business operations | RPO of SC2 Services <= 4 hours RTO of SC2 Services <=24 hours | RPO=0.8 hour RTO=22.0 hours | RPO=0.9 hour RTO=18.83 hours | RPO=1.0 hour RTO=22.11 hours | RPO=0.6 hour RTO=19.22 hours |

4.6.5 Information Security Risk and countermeasures

Wistron has established comprehensive network and computer-related information security protection measures, and continuously reviews and evaluates information security regulations and procedures to ensure the appropriateness and effectiveness, but there is no guarantee that companies are immune to emerging risks and attacks amid the ever-changing information security threats.

Because of the ever-changing threats and attack techniques, we will pay attention on security information technology and apply proper, timely defense or solution, to ensure management with a consistently effective approach to dealing with information security weaknesses and events, ensure the resilience of information services, and eliminate the business impact.

Since 2021, Wistron purchased global information security insurance policies as a group. Apart from mitigating risks, we also hope to further receive the help and resources of external information security experts through the international insurance market. To provide preventative solutions to strengthen existing information security measures, in order to respond to growing information security threats and achieve the goals of corporate sustainable management.

4.6.6 Information security incidents in the most recent 4 years

In 2024, there were two major information security incidents, namely the power outage in the data center caused by the fire at the Hsinchu factory in Taiwan on March 25 and the network DDoS (distributed denial-of-service) attack on the official website of the head office on October 4. In the event of a cyber attack , the relevant defense mechanism has been activated immediately, and there is no significant impact on the company's operations, and there is no risk of leakage of personal information or internal documents. The statistics of the number of information security violations and fines in the past four years are as follows:

| Number of information security violations and fines | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|
| Number of information security or network security violations (number of cases) | 0 | 0 | 0 | 2 |
| Data leak incidents (number of cases) | 0 | 0 | 0 | 0 |
| Number of information security violations that involve customer information | 0 | 0 | 0 | 0 |
| Number of customers and employees affected by the data leak (number of people) | 0 | 0 | 0 | 0 |
| Amount of fines for information security or network security related incidents (NTD) | 0 | 0 | 0 | 0 |

4.7 Important contracts

| Contract Type | Contracting Party | Term of Agreement | Main contents | Restrictive clauses |
|--|--------------------------------|-------------------|---|---------------------|
| Purchase Agreement | Foreign and Domestic Companies | Valid | Purchase of computer products and components | None |
| Maintenance Agreement | Foreign and Domestic Companies | Valid | Maintenance for the hardware and software | None |
| License Agreement | Foreign and Domestic Companies | Valid | License of certain software and patents | None |
| Product Development And Supply Agreement | Foreign and Domestic Customers | Valid | The customers will purchase computer products developed and manufactured by Wistron | None |
| Loan Agreement | Foreign and Domestic Banks | Valid | The loan for business | None |

5. Review of Financial Conditions, Financial Performance, and Risk Management

5.1 Analysis of Financial Status

5.1.1 2024 vs. 2023 financial analysis

Unit : NT\$ thousands

| Item \ Year | 2024.12.31 | 2023.12.31 | Difference | |
|--|-------------|-------------|-------------|----------|
| | | | Amount | % |
| Current assets | 480,211,528 | 361,461,400 | 118,750,128 | 32.85 |
| Net property, plant and equipment | 57,284,319 | 46,598,037 | 10,686,282 | 22.93 |
| Intangible assets | 3,407,837 | 2,459,680 | 948,157 | 38.55 |
| Other assets | 48,937,014 | 41,871,659 | 7,065,355 | 16.87 |
| Total assets | 589,840,698 | 452,390,776 | 137,449,922 | 30.38 |
| Current liabilities | 349,587,214 | 288,251,757 | 61,335,457 | 21.28 |
| Non-current liabilities | 53,468,174 | 35,375,847 | 18,092,327 | 51.14 |
| Total liabilities | 403,055,388 | 323,627,604 | 79,427,784 | 24.54 |
| Common stock | 28,963,651 | 28,997,661 | (34,010) | (0.12) |
| Capital surplus | 48,630,721 | 37,389,984 | 11,240,737 | 30.06 |
| Retained earnings | 50,581,390 | 40,680,803 | 9,900,587 | 24.34 |
| Other equity | 4,689,050 | (1,934,548) | 6,623,598 | (342.38) |
| Treasury stock | (77,356) | (909,789) | 832,433 | (91.50) |
| Equity attributable to owners of the company | 132,787,456 | 104,224,111 | 28,563,345 | 27.41 |
| Non-controlling interests | 53,997,854 | 24,539,061 | 29,458,793 | 120.05 |
| Total equity | 186,785,310 | 128,763,172 | 58,022,138 | 45.06 |

5.1.2 Analysis for asset, liability and stockholders' equity balance change more than 20%, and the changed amount are more than NT\$10,000K

- (1) The increase in current assets and total assets was mainly due to increase in note and trade receivables and inventories.
- (2) The increase in net property, plant and equipment was mainly due to the increase in land and other equipment.
- (3) The increase in intangible assets was mainly due to the increase in operating concession.
- (4) The increase in current liabilities was mainly due to the increase in note and trade payables.
- (5) The increase in non-current liabilities was mainly due to the increase in bonds payable.
- (6) The increase in total liabilities was mainly due to the increase in note and trade payables and bonds payable.
- (7) The increase in capital surplus was mainly due to the increase in surplus arising from equity-accounted investees.

- (8) The increase in retained earnings was mainly due to the increase in net profit.
- (9) The increase in other equity was mainly due to the increase in exchange differences on translation of financial statements.
- (10) The increase in treasury stock was mainly due to the increase in treasury shares transferred to employees.
- (11) The increase in equity attributable to owners of the company and total equity was mainly due to the increase in capital surplus, net profit and exchange differences on translation of financial statements.
- (12) The increase in non-controlling interests was mainly due to the increase in exchange differences on translation of financial statements.

5.2 Analysis of Financial Performance

5.2.1 2024 vs. 2023 operating result analysis

Unit : NT\$ thousands

| Item \ Year | 2024 | 2023 | Increasing (decreasing) amount | Change percentage (%) |
|--|---------------|-------------|--------------------------------|-----------------------|
| | | | | |
| Net revenues | 1,049,255,781 | 867,057,007 | 182,198,774 | 21.01 |
| Cost of sales | 965,164,938 | 798,074,134 | 167,090,804 | 20.94 |
| Gross profit | 84,090,843 | 68,982,873 | 15,107,970 | 21.90 |
| Operating expenses | 45,112,317 | 41,592,616 | 3,519,701 | 8.46 |
| Operating income | 38,978,526 | 27,390,257 | 11,588,269 | 42.31 |
| Non-operating income and expenses | 996,950 | (3,069,563) | 4,066,513 | (132.48) |
| Profit before tax | 39,975,476 | 24,320,694 | 15,654,782 | 64.37 |
| Income tax expenses | 9,339,245 | 6,055,409 | 3,283,836 | 54.23 |
| Net profit | 30,636,231 | 18,265,285 | 12,370,946 | 67.73 |
| Other comprehensive income, net of tax | 7,847,407 | 736,460 | 7,110,947 | 965.56 |
| Total comprehensive income | 38,483,638 | 19,001,745 | 19,481,893 | 102.53 |
| Net profit attributable to owners of the Company | 17,445,591 | 11,471,616 | 5,973,975 | 52.08 |
| Total comprehensive income attributable to owners of the Company | 23,971,464 | 12,138,989 | 11,832,475 | 97.47 |

5.2.2 Analysis for change item amount change more than 20%

- (1) Increase in net revenues, cost of sales, gross profit and operating income: The increase was mainly due to the increase of the computer, communication and consumer electronics revenues.

- (2) Increase in non-operating income and expenses: The increase was mainly due to the increase of foreign exchange gains.
- (3) Increase in profit before tax, income tax expenses and net profit: The increase was mainly due to the increase of operating income and non-operating income.
- (4) Increase in other comprehensive income, net of tax: The increase was mainly due to the increase of exchange differences on translation of financial statements.
- (5) Increase in total comprehensive income, net profit attributable to owners of the company, total comprehensive income attributable to owners of the company: The increase was mainly due to the increase of net profit and exchange differences on translation of financial statements.

5.3 Cash flow

Change in consolidated cash flow in 2024:

Unit:NT\$ thousands

| Cash beginning balance | Cash flow from operating activities | Cash flow (used in) investing & financing activities | Cash ending balance | Plan for cash ending balance shortage | |
|------------------------|-------------------------------------|--|---------------------|---------------------------------------|----------------|
| | | | | Investment plan | Financing plan |
| 76,040,911 | 5,749,828 | (1,910,314) | 79,880,425 | - | - |

5.3.1 Analysis of cash flow in 2024

- (1)Operating Activities: Cash flow-in mainly due to continuous cash flow generated from operating profitability in 2024.
- (2)Investing Activities: Cash flow-out mainly caused by the increase in fix asset acquisition and other assets-noncurrent.
- (3)Financing Activities: Cash flow-in mainly due to the subsidiary cash capital increase which resulted in an increase of non-controlling interest.

5.3.2 Liquidity improvement plan

The Company showed no signs of liquidity deficit.

5.3.3 Analysis of cash liquidity in the coming year

To accommodate the financial market fluctuation and the funding needs for operation and investments, Company manage prudently the cash and other financial tools with the principle of maintaining the liquidity and safety.

5.4 Major Capital Expenditures and Impact on Financial and Business

5.4.1 Major Capital Expenditure and Sources of Funding

Unit : NT\$ thousands

| Plan | Actual or planned source of capital | Total amount as of Dec 31, 2024 | Status of Actual Use of Capital | |
|--|-------------------------------------|---------------------------------|---------------------------------|------------|
| | | | 2023 | 2024 |
| Acquisition of property, plant and equipment | Cash flow generated from operation | 29,553,921 | 12,961,260 | 16,592,661 |

5.4.2 Expected Future Benefits

The investment in capital expenditure was for business growth as well as to expand capacity and to enhance productivity.

5.5 Investment Policies

The investments the company made were for long-term strategic plans. In 2024, the investment income recognized under equity method was NT\$ 433,218 thousands. The company will continue making long-term strategic investments through prudent assessment in order to reinforce its competitiveness.

5.6 Risk Management

5.6.1 How does interest rate, exchange rate, or inflation influence Company's profit and loss, and how to manage such risks?

| Items | 2023 (in thousand NT dollars) | 2024 (in thousand NT dollars) |
|--------------------|-------------------------------|-------------------------------|
| Interest Income | 2,519,837 | 3,223,438 |
| Interest Expense | 8,757,247 | 8,017,505 |
| Exchange loss/gain | 1,098,797 | 3,115,927 |

By the end of 2024, the cash and short-term investment balance of the Company totaled about NT\$84.8 billion with short term borrowings about NT\$81.7 billion. We reinvested the surplus cash after considerable evaluation of risks involved, while watching closely the change of bank lending rates on a regular basis.

Around 97% of the Company's revenue is from exports and most is in U.S. dollars, and most of the Company's material purchases use U.S. dollars as well. Therefore, the majority of Company's foreign currency operating exposure can be mutually offset. In addition, the Company has used regular hedge activities to manage its foreign exchange risk, under proper risk management guidelines. Due to the fluctuation of the foreign exchange rate and hedging activities, the Company delivered a foreign exchange gain of approximately NT\$ 3,116 million last year.

There was no major inflation around the world during the 2024 and the Company has not experienced much in this regard.

The action plan to cope with impacts from interest rates, exchange rates, and inflation is:

- (1) Mutually offset foreign assets and liabilities to mitigate the exposure.
- (2) Well plan and arrange the funding in advance based on the company's business projection and cash flow forecast.
- (3) Apply suitable financial instruments, such as derivatives, to hedge the risks under proper guidelines.

5.6.2 What is the Company's policy to make high risk or leveraged investment, make a loan, make a guarantee or buy derivatives? And what are the reasons of gain or loss and what are the future plans?

The Company has not performed any high-risk or highly leveraged investments in the past year. And the Company has not loaned funds and endorsed or guaranteed for any parties other than the subsidiaries which were restricted by Company's internal policies, and no loss has incurred. The Company performed derivatives transactions under the related guidelines of the Company, and the transactions were within our business scope.

Looking ahead, the Company will adhere to its existing principles, and not make high-risk and highly leveraged investments. We will only loan to other parties, endorse and guarantee for other parties under the Company's applicable regulations. The derivatives transactions will be performed strictly in compliance with the Derivatives Transaction Procedures set forth by the Company.

5.6.3 Future R&D Development Plan and Investment

In the 2024 R&D plan, aside from projects that have already entered mass production, all others are proceeding with internal testing according to schedule or have been submitted for customer validation. To support business growth in 2025, the company will continue investing in new projects, with R&D expenses expected to account for approximately 2.3% of revenue.

5.6.4 Effects of and Responsive actions to Changes in Policies and Regulations Relating to Finance and Operation

The Company paid close attention on any change in policies and regulations domestically or overseas that may affect operation and finance. Till the end of 2024, there was no such significant changes in policies and regulations which would bring negative influence.

5.6.5 Effects of and Responsive actions to Changes in Technology and the Industry Relating to Finance and Operation

There was no significant impact on finance and operation in the Company relating to recent technological and industrial changes. However, in response to the importance of information security and the increasing information security risk, the Company had taken out insurance for information security in order to cover the possible losses associated with information security incidents.

5.6.6 Effects of and Responsive actions to Changes in Corporate Image Change on Our Risk Management

The most important factor of the Company's image is its integrity. Integrity is the fundamental principal in both our core values and regulations, and has obtained recognition from the general public. Adhering to the integrity principle is beneficial to our risk management.

5.6.7 Expected benefits, risks and responsive measures of planned mergers or acquisitions

The Company selected appropriate target companies for merger and acquisition which highly aligned with future business development. By doing so the Company obtained effective risk control against business integration, investment results, financial performance and so on.

5.6.8 Expected Benefits and Risks Related to Plant Facility Expansions

To enhance the global presence and support the production of different customers and products at the most suitable locations, Wistron is continuously expanding its manufacturing sites beyond China, including in Taiwan, Vietnam, Malaysia, Mexico, and the Czech Republic. By leveraging the unique advantages of each country or location, the company provides customized, comprehensive manufacturing solutions for its customers.

However, facility expansion will increase operating costs, such as expenses for equipment purchases, workforce expansion, and training. If revenue growth does not keep pace, this may negatively impact the company's financial performance.

To mitigate this risk, Wistron will continue to optimize manufacturing processes, improve product quality, reduce resource consumption, and provide superior services. Additionally, the company will actively strengthen partnerships with global leading customers to secure more orders and enhance capacity utilization.

5.6.9 Supply and Distribution Concentration

Comparing to the peers, there are no concentration risk on the suppliers and customers except 100% owned subsidiaries.

5.6.10 Effects of, Risks Relating to and Response to Large Share Transfers or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholdings of over 10%

The shareholdings of the Company's directors have been stable during the last few years, and there have been no major transfers or swaps of shares.

5.6.11 Effects of, Risks Relating to and Response to the Changes in Management Rights

The company has a very healthy shareholder's structure: 24.86% stock shares are held by foreign investors, 27.28% by domestic institutional investors, 0.02% by treasury shares. They possess around 52.16% in the aggregate. In addition, the healthy shareholding structure of the Company lowers the risk of key management changes. We will do our best effort to improve corporate management to reward our shareholders with better performance. This is the key to our company's sustained development.

5.6.12 Does the Company or its directors, supervisors, general manager, key managers, shareholders with more than 10% shareholding or subsidiaries have any pending lawsuits or disputes which might significantly affect the shareholders' equity or share prices? If yes, what are the facts, claims, filing date, major parties and status upon publishing of this Report:

1. In March, 2022, WNC filed a civil lawsuit with the United States District Court for the Southern District of New York against Genesis Networks Telecom Services, LLC (hereinafter referred to as "Genesis") and its affiliated company GNET, asking for repayment of accounts payable and interest as well as any legal expenses pertaining to the lawsuit. In July, 2023, the aforementioned court passed a summary judgement that the defendant is liable for paying the entirety of the accounts payable owed to WNC, and thus WNC won this lawsuit. Genesis filed for bankruptcy in February, 2024. During the bankruptcy proceedings, WNC filed a claim for an undisclosed monetary amount.
2. On July 11, 2024, WNC filed a civil lawsuit with the United States District Court for the Northern District of California against LINKSYS USA, INC., seeking payment for loans used to purchase materials. The aforementioned parties reached a settlement in September, 2024.
3. On November 25, 2021, WNC purchased equipment from YU-CHEN SYSTEM TECHNOLOGY CORP. (hereinafter referred to as "YCS"). Due to the fact that the purchased equipment was unable to pass acceptance inspections, after several rounds of negotiations, WNC sent a legal attest letter to YCS on February 23, 2023, requesting contract rescission and restoration to status quo ante. WNC filed a lawsuit with the Taiwan Hsinchu District Court in May, 2023. The court of first instance has reached a ruling regarding this case, and YCS had paid all moneys owing by July, 2024.

As WNC has either won or reached a settlement in the aforementioned lawsuits, and the monetary amounts involved in said lawsuits are within a manageable range and are not considered significant for WNC, the lawsuits did not have any major impact on WNC's finances or operations.

5.6.13 Information Security

A. Information Security Policy

In implementing ISO 27001 information security management, Wistron focuses on regulation compliance, standardize processes, employees training and deploy security technology.

It strengthens the security on data, information systems, and network. Moreover, it can protect critical business processes and systems from human-induced risks such as theft, improper use, leakage, alteration or destruction which caused by negligence, deliberate or natural disasters.

With this, we can ensure the commitment to shareholders/customers and company's business continuity.

B. Effective Functioning and Continuous Improvement Information Security Management

In order to prove security management effectiveness, we certified ISO 27001 ISMS (Information Security Management System) and apply continuous improvement plan. The management mechanism includes:

- (1) Develop related standards and SOP to enable the operations of the security management;
- (2) Apply security technologies to identify, protect, detect, respond and recover timely and effectively;
- (3) Establish a contingency and recovery operation process for the security incidents, so as to quickly isolate and eliminate threats and minimize the impact;
- (4) Rehearse critical application system disaster recovery plan to verify the effectiveness;
- (5) Enhance information security awareness and comprehensive of employee continuously by social engineering simulation and on-line training;
- (6) Perform internal and external audits periodically.

C. The Information Security and Network Risk Assessment

We refer to internal and external security issues, security incidents and audit results to perform risk assessment regularly, and come out improvement or countermeasure plan to eliminate or reduce risks.

D. The Impact and Response for Major Information Security Incidents

In 2024, there were two major information security incidents, namely the power outage in the data center caused by the fire at the Hsinchu factory in Taiwan on March 25 and the network DDoS (distributed denial-of-service) attack on the official website of the head office on October 4. In the event of a cyber attack, the relevant defense mechanism has been activated immediately, and there is no significant impact on the company's operations, and there is no risk of leakage of personal information or internal documents. Because of the ever-changing threats and attack techniques, we will pay attention on security information technology and apply proper, timely defense or solution, to ensure management with a consistently effective approach to dealing with information security weaknesses and events, ensure the resilience of information services, and eliminate the business impact.

5.6.14 Emerging Risks

A. Geopolitical Risk

In 2025, after Trump reassumed the presidency of the United States, he promptly reinstated the “America First” trade policy, implementing new tariff regulations that resulted in significant fluctuations in global trade. These policies were designed to reduce the U.S. trade deficit with various countries and encourage other nations to renegotiate trade agreements with the U.S. through tariff measures. At the same time, the “Made in America” initiative required companies seeking to enter the U.S. market to invest domestically. These measures resulted in potential tariff costs and manufacturing challenges within the U.S., causing a sharp rise in operational expenses for businesses.

As manufacturing costs soared, businesses inevitably passed these expenses onto consumers, reigniting inflation concerns. This situation might force central banks to postpone or even cancel planned interest rate cuts, further increasing the burden of household living costs, reducing non-essential spending, and ultimately weakening market purchasing power. Meanwhile, the rising cost of living increased the risks of higher raw material and labor costs for businesses, thereby elevating production costs and impacting corporate profitability. These adverse factors could potentially slow down economic activity or even trigger a recession.

In response to the rapidly evolving geopolitical landscape, Wistron has adopted a proactive globalization strategy to mitigate risks by establishing a comprehensive global footprint. In addition to Taiwan and mainland China, Wistron has other production sites in the USA and Mexico in North America, Vietnam and Malaysia in Southeast Asia, India in South Asia and the Czech Republic in Eastern Europe. Wistron will continue to monitor the impact of U.S.A policies and make necessary capacity adjustments based on customer demand, while also enhancing its automation capabilities.

B. Risks of Generative AI

With the rapid adoption of AI applications like ChatGPT, Deepseek, and Grok, human-computer interaction is constantly evolving. AI is no longer merely an auxiliary tool for business operations but is becoming deeply integrated into various aspects of our daily lives. These generative AI applications leverage technologies such as natural language processing, deep learning, and image generation to make human-computer interaction more concrete, seamless, and convenient.

However, the use of such generative AI models also brings new risks. Information security has become a huge challenge for businesses. When employees utilize generative AI, the data they input may be used to train the model or respond to inquiries from others, significantly increasing the risk of sensitive company information leaks. If competitors leverage AI to analyze publicly available conversational data from a company’s employees and steal trade secrets, the company could suffer immeasurable losses. Secondly, malicious individuals exploit generative AI, combining it with deepfake technology to spread false audio-visual information, affecting financial markets and causing social unrest. In addition to the potential for external misinformation, internally trained AI models may also produce erroneous responses, misleading management to make wrong decisions.

To eliminate the risk of sensitive information leakage, the company has implemented strict browsing permissions on browsers, prohibiting employees from using public generative AI websites during work. Instead, they are provided with access to a proprietary model developed by the company as needed. We are also actively evaluating and implementing AI governance action plans, establishing corresponding compliance mechanisms based on the scope and sensitivity of data. In response to the potential spread of misinformation, Wistron has increased cross-company communication to ensure prompt responses to any unfavorable news concerning the company, mitigating potential impacts. Additionally, apart from regularly monitoring the accuracy of internally developed AI models, relevant review mechanisms have been established to ensure the correctness and effectiveness of the generated information.

C. Aging population and recruitment challenges.

By 2025, Taiwan will officially become a super-aged society, with over 20% of its population aged 65 and above. The National Development Council projects that following a peak of 23.6 million in 2019, Taiwan’s total population will shrink to 16.22 million by 2070. This indicates that in the coming decades, Taiwan will face severe challenges related to population decline and aging, requiring adjustments in corporate talent strategies. With the retirement of experienced employees, companies are facing an escalating crisis of talent loss and skill shortages, particularly in specialized fields that demand high levels of expertise. In these areas, the younger workforce often lacks the necessary skills and experience to effectively fill the gap. Additionally, Generation Z and Millennials, compared to previous generations, place a higher value on work-life balance, flexibility, and autonomy. To navigate these evolving workforce dynamics and demographic changes, businesses will need to adopt innovative recruitment and talent management strategies to stay competitive.

In response to the demographic shifts, our company plans to reassess our strategies for talent acquisition and retention to attract and retain seasoned professionals from the “Strong Generation” (those aged 45 and above). This group brings extensive experience, a strong work ethic, and well-established professional networks, all of which can significantly contribute to creating value for our company. Additionally, we will accelerate our digital transformation by integrating technologies such as automation, artificial intelligence, and data analytics to improve work efficiency and decrease reliance on manual labor. To attract younger talent, we will introduce flexible work models, including options like remote work, flexible hours, and adaptable vacation policies. These measures aim to help employees achieve a better work-life balance, thereby improving their well-being and enhancing our company’s attractiveness. This will grant us a competitive advantage in securing talent in these evolving times.

D. New technology risk

Amid rapid technological advancements and an ever-changing industry environment, the world is experiencing the profound impact of the swift evolution of AI technology. This wave of transformation encompasses various sectors such as semiconductor, chip design, servers, software development, PCs, smartphones, and all areas involving AI applications. Thanks to years of prior preparation, Wistron has been able to steadily progress amidst this industry changes. However, the ongoing rapid evolution of technology implies that failing to anticipate

the development of next-generation products could result in order shifts and customer loss, thereby impacting the company's business operations.

To stay ahead in the development of next-generation technology, the company has established an Advanced Technology Lab department. This department actively seeks investments and development in cutting-edge technologies, particularly focusing on next-generation innovative technologies. Wistron's vision of "innovation through sustainability" is supported by four core development pillars: developing advanced technologies, deepening industry-academia collaboration and linking with domain authorities, cultivating sustainable talents, and promoting sustainable innovation. Currently, Wistron is prioritizing technology related to innovative energy, communications, quantum, and space fields. We have established partnerships with top-tier technology firms, research institutions, and academic entities to collectively drive innovation and conduct research and development in emerging technologies. These collaborations include comprehensive technical evaluations, surveys, R&D efforts, and the integration of patent applications, enabling us to adeptly respond to industry shifts and evolving market trends.

5.6.15 Other Risks: None.

5.7 Other important matters: None.

6. Special Disclosure

6.1 Summary of Affiliated Companies**6.1.1 Consolidated business report**

The information is available at the Market Observation Post System (MOPS)

(website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10).

6.1.2 Consolidated Financial Statements Covering Affiliated Enterprises: None.

6.1.3 Reports on Affiliations: None.

6.2 Private Placement Securities in the Most Recent Years: None.

6.3 Other matters that require additional description : None.

7. If any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one

7 | If any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one

If any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one: None.

The Wistron logo is centered on the page. It features the word "wistron" in a bold, lowercase, sans-serif font. The letter "i" is a light green color, while the remaining letters "w", "s", "t", "r", "o", "n" are a dark blue. A small registered trademark symbol (®) is located at the top right of the letter "n". The background of the slide is white, with large, abstract, light blue geometric shapes in the top-left and bottom-right corners.

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