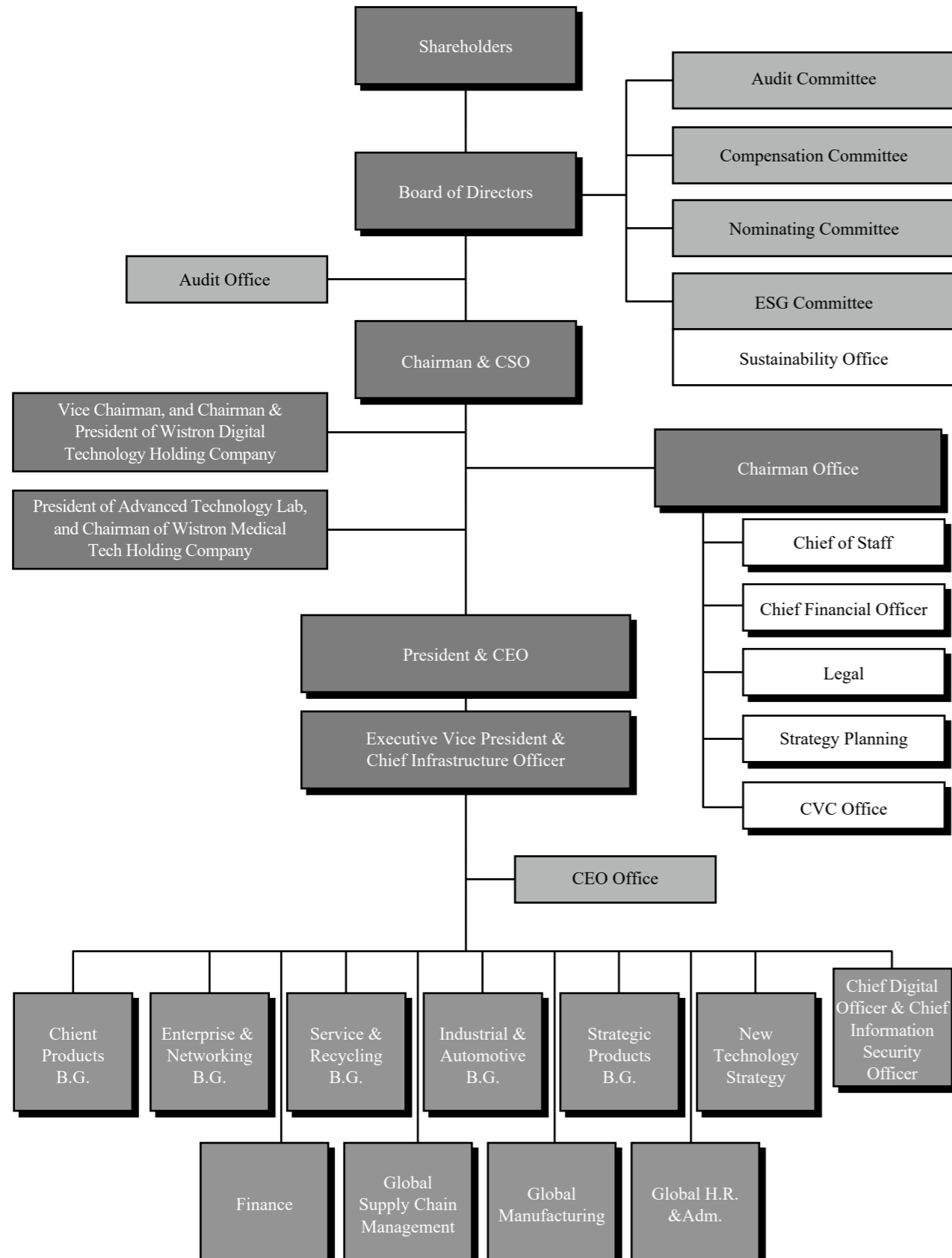


3. Corporate Governance Report

3.1 Organization

3.1.1 Organization Chart



3.1.2 Department functions

Department	Main responsibilities
Audit office	<ol style="list-style-type: none"> 1. Assist management to ensure the internal audit system is effectively designed and well implemented to improve the operation and to enhance the value of the organization. 2. Assist the organization and managers to evaluate and improve the procedure of risk management, and internal control through systematic and effective procedures to achieve organization's goals. 3. Assist the Audit Committee to supervise the implementation of internal control system and corporate governance.
Sustainability Office	Responsible for corporate sustainability implementation, follow issues of concern to various stakeholders, and coordinate communication and integration of sustainability strategies, goals, and initiatives to fulfill the company's vision, mission, and core values.
Vice Chairman Office	<ol style="list-style-type: none"> 1. Ensure that the investment and management of team members of the Digital Technology Holding presents growing commercial value. 2. Manage the performance and goals of the internal innovation and incubation teams, and assist the external innovation teams in the achievements of mass production tasks and business model optimization.
Advanced Technology Lab	Responsible for advanced technology, new energy research, advanced medical equipment research and industry-academia partnerships.
Chief of Staff	Being responsible for implementation, functional control and optimization of policies and corporate governance of the Board of Directors, and assists the Chairman & CSO to evaluate and analyze external investment and business performance for the Company and its subsidiaries to achieve corporate goals.
Chief Financial Officer	<ol style="list-style-type: none"> 1. Coordinate the company's fund collection and payment, financing scheduling and currency hedging to support operational needs. 2. Responsible for operations of fund management. 3. Coordinate and establish the financial operation system of our group.
Legal	<ol style="list-style-type: none"> 1. In charge of drafting and reviewing legal documents and providing advocacy, governance, and compliance services for related business. 2. Managing patent rights, copyrights, trademarks, technology licensing and other intellectual property related business of our company.
Strategy Planning Office	Responsible for the company's overall strategic planning, growth direction, efficiency enhancement and long-term development.
CVC Office	Manage corporate venture capital (CVC) and post-investment management (PIM) related operations.

Department	Main responsibilities
Chief Digital Officer & Chief Information Security Officer	1. Integrate digital technology and develop the strategy of digital transformation and cyber security to accelerate the company's digital innovation. 2. Information security strategy planning, control, and management.
Client Products Business Group	Product management, development, manufacturing, and marketing for personal computer, display products and peripheral.
Enterprise & Networking Business Group	Product management, development, manufacturing, and marketing for server, storage, and networking products.
Service & Recycling Business Group	Providing consultant support of after sales service, end-to-end solution including spare parts supply, repair, refurbish, recycle and refinery. Helping customers improve end-user satisfaction and social environmental responsibility.
Industrial & Automotive Business Group	1. Responsible for R&D, design and production of industrial PC, professional display products and automobile electronics. 2. Product planning, development, manufacturing, and marketing for commercial/industrial grade and B2B connected products.
Strategic Products Business Group	Product management, development, manufacturing, and marketing for smart device products.
New Technology Strategy	In charge of Strategic Alliance and Business/Technology Integration, for application areas of Server/Industrial, Cockpit/Automotive, ESG Green Materials, and AIoT.
Finance	Finance, accounting service, tax service, and providing reports to profit units.
Global Supply Chain Management	Global supplier purchasing, quality control and tooling management.
Global Manufacturing	Global production operations, manufacturing capacity allocation, and efficiency enhancement among factories.
Global H.R. & Administration	Responsible for global human resources, employee communication, training, general affairs, and other related matters in the company.

3.2. Directors, Supervisors and Management Team

3.2.1 Directors (April 17, 2023)

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 61~70	07/20/2021	3	05/23/2001	42,599,252	1.47	42,599,252	1.47	1,544	0.00	0	0.00	Bachelor Degree from National Chiao Tung University President of Acer Inc.	Chairman & CSO of Wistron Corp. Chairman of Wiyynn Corp. Director of Gamania Digital Entertainment Co., Ltd. Independent Director of Elan Microelectronics Corp. Independent Director of Powerchip Semiconductor Manufacturing Corp. Chairman of Wistron Green Energy Holding Company	-	-	-	-
Vice Chairman	Republic of China	Robert Hwang	Male 61~70	07/20/2021	3	06/08/2006	9,757,628	0.34	10,917,628	0.38	179,005	0.01	0	0.00	Executive MBA Training Program at National Chengchi University Bachelor Degree in Industrial Engineering from Ta-Tung Institute of Technology Vice President of Acer Inc.	Vice Chairman of Wistron Corp. Chairman and President of Wistron Digital Technology Holding Company Chairman of WiAdvance Technology Corporation Chairman of WiEdu Corp. Chairman of Wistron InfoComm (Shanghai) Corp. Chairman of Win Smart Co., Ltd. Chairman of WiEdu Hong Kong Limited Director of Ikala Global Online Corp.	-	-	-	-
Director	Republic of China	Wistron NeWeb Corp.	-	07/20/2021	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	07/20/2021	3	06/09/2005	-	-	1,122,911	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 Semi-conductor Corp. Director of Apacer Technology Inc. Director of aEnrich Technology Corp. Director of WNC Holding Corporation Director of NeWeb Holding Corporation	-	-	-	-
Director	Republic of China	Philip Peng	Male 61~70	07/20/2021	3	06/14/2018	360,870	0.01	1,108,870	0.04	0	0.00	200,000	0.01	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 Wistron Information Technology & Services 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	Jack Chen	Male 61~70	07/20/2021	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.	-	-	-	-

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
Independent Director	Republic of China	S. J. Paul Chien	Male Above71	07/20/2021	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. Chairman of FUCHU General Contractor Corp. Chairman of FUCHU Investment Corp. Director of Neuchips Inc.	-	-	-	-
Independent Director	Republic of China	Christopher Chang	Male Above71	07/20/2021	3	06/14/2018	0	0.00	0	0.00	0	0.00	0	0.00	Bachelor Degree in college of law from National Chengchi University Chairman of Continental Development Corp.	Independent Director of Wistron Corp. Managing Director of Grand River Development Limited Director of Sanlien Educational Foundation	-	-	-	-
Independent Director	Republic of China	Sam Lee	Male 51~60	07/20/2021	3	06/14/2018	0	0.00	0	0.00	0	0.00	0	0.00	Master Degree in business administration from National Chengchi University Executive vice president of Yuanta Securities Co., Ltd. Managing Director of Citigroup Global Markets Securities	Independent Director of Wistron Corp. Director of Nien Made Enterprise Co., Ltd. Director of DFI Inc. Chairman of ILI Technology Corp. Chairman of MagiCapital (Taiwan) Ltd. Chairman of MagiCap Venture Capital Co., Ltd. Chairman of Deus Investments Limited Chairman of Belos Investments Limited Chairman of AchiCapital Management Limited Chairman of Shinehill Investment Holdings Limited	-	-	-	-
Independent Director	Republic of China	Peipei Yu	Female 51~60	07/20/2021	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.	-	-	-	-

Major shareholders of the institutional shareholders

April 9, 2023

Name of Institutional Shareholders	Major Shareholders	%
Wistron NeWeb Corporation	Wistron Corporation	21.48
	Yuanta Securities (Hong Kong) Company Limited-CLIENT ACCOUNT	2.90
	Chang Gung Medical Foundation	2.81
	Labor Pension Fund (New Scheme)	2.80
	Mercuries Life Insurance Co., Ltd.	1.92
	Mitsubishi UFJ Morgan Stanley Securities Co., Ltd.-Equity Trading Division (Proprietary Trading Desk)	1.65
	Saudi Central Bank - BlackRock Financial Management Inc. as external fund manager	1.64
	Haydn Hsieh	1.48
	Chunghwa Post Co., Ltd.	1.42
	J.P. Morgan Securities Plc	1.40

Major shareholders of the Company's major institutional shareholders

April 17, 2023

Name of Institutional Shareholders	Major Shareholders	%
Wistron Corporation	Yuanta Taiwan Dividend Plus ETF	4.68
	Labor Pension Fund	2.47
	Acer Incorporated	1.89
	J.P. Morgan Securities PLC	1.63
	Fubon Taiwan high dividend 30 ETF	1.62
	Taipei Fubon Bank Trust Account (employee share ownership trust)	1.49
	BNP Paribas Arbitrage S.N.C.	1.49
	Lin Hsien-Ming	1.47
	Taipei Fubon Bank Trust Account (employee restricted stock awards)	1.38
	Fubon Life Insurance Co., Ltd.	1.38

March 31, 2023

Name of Institutional Shareholders	Major Shareholders	%
Chang Gung Medical Foundation	Nan Ya Plastics Corp.	18.20
	Formosa Chemicals & Fibre Corp.	14.01
	Formosa Plastics Corp.	13.44
	Wang Yung-Tsai(Note)	11.38
	Wang Yung-Ching(Note)	7.44

Note: Donor has passed away.

April 17, 2023

Name of Institutional Shareholders	Major Shareholders	%
Mercuries Life Insurance Co., Ltd.	Mercuries & Associates Holding, Ltd	34.23
	Shanglin Investment Co., Ltd.	4.23
	Shuren Investment Co., Ltd.	4.10
	Mercury Fu Bao Co., Ltd.	2.66
	Mercuries & Associates Co., Ltd.	1.50
	Lee Chien-Hsiung	0.86
	Bank SinoPac is entrusted with the investment account of SanDong Investment Co., Ltd	0.78
	J.P. Morgan Chase Bank as Custodian of Vanguard Emerging Market Stock Index Fund Account	0.65
	Chase as Custodian of Advanced Starlight Advanced Aggregate International Stock Index	0.63
	First Bank is entrusted with the investment account of YaFei Co., Ltd.	0.62

March 31, 2023

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	Chairman 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.	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.	2
Robert Hwang	Mr. Robert Hwang currently serves as Vice Chairman. He has accumulated over 25 years of industry experience at Sampo, Acer computers and Wistron Corporation. He is also in charge of Wistron Growth Incubator and digital transformation. He is dedicated to the integration of smart devices, cloud services, and value-added platform systems that drive Wistron's transformation into a Technology Service Provider.		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

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 used to be one of the founders of RDC Semiconductor Co., Ltd. and Spirox Corp., and is now the director of Spirox Corp.. He has expertise within the semiconductor industry, and has enhance leadership and decision-making skills.	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.	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 expertise in the high-precision wafer foundry industry and well connections.	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. 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.	1
Christopher Chang	Mr. Christopher Chang graduated college of law from National Chengchi University. He was the Chairman of Continental Development Corp. with expertise in law, real estate development and construction management.	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.	0
Sam Lee	Mr. Sam Lee served as the Executive vice president of Yuanta Securities Co., Ltd. and Managing Director of Citigroup Global Markets Securities. He is currently the Chairman of MagiCapital (Taiwan) Ltd. and MagiCap Venture Capital Co., Ltd., with financial professional background. He specializes in mergers and acquisitions, international investment and joint ventures, and is familiar with financial markets and industry.	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.	0
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.	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.	3

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. 1 and 4 independent director tenure average below and above 3 years respectively. 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. Sam Lee and Ms. Peipei Yu have a professional background in accounting and financial analysis and Mr. Christopher Chang has 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. And Wistron has also elected at one female independent director in 2021 Annual Shareholders' Meeting.

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

3.2.2 Management Team (April 17, 2023)

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	42,599,252	1.47	1,544	0.00	0	0.00	Bachelor	Reference to the information of Board of Directors.	-	-	-	-
Vice Chairman	Republic of China	Robert Hwang	Male	01/01/2002	10,917,628 (Note 5)	0.38	179,005	0.01	0	0.00	Master	Reference to the information of Board of Directors.	-	-	-	-
President & CEO	Republic of China	Jeff Lin	Male	04/10/2015	2,669,481	0.09	0	0.00	1,321,000	0.05	Master	Director of Global Lighting Technologies Inc. Chairman of Anwith Technology Corp. Chairman of Kaohsiung Opto-Electronics Inc. Chairman of WiBASE Industrial Solutions Inc. Director of WiSuccess Asset Management Corporation Overseas companies current positions summary (Note 1)	-	-	-	-
Executive Vice President & Chief Infrastructure Officer	Republic of China	David Shen	Male	06/08/2007	1,506,000 (Note 6)	0.05	14,848	0.00	0	0.00	Master	Director of WiEdu Corp. Director of Wistron Digital Technology Holding Company Overseas companies current positions summary (Note 2)	-	-	-	-
Chief of Staff	Republic of China	Frank F.C. Lin	Male	01/01/2002	3,549,569 (Note 7)	0.12	8,199	0.00	0	0.00	Bachelor	Director of Wistron NeWeb Corp. Director of Wistron Information Technology and Services Corporation Director of Wiwynn Corporation Chairman of WiseCap 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 Changing Information Technology Inc. Director of Mayaminer Company Co., Ltd. Director of Join-Link International Technology Co., Ltd. Director of Pell Bio-Med 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	3,278,561 (Note 8)	0.11	0	0.00	0	0.00	Master	Director of Wistron NeWeb Corp. Chairman of Abilliant Corporation Chairman of Wistron Medical Tech Holding Company Chairman of Wistron Medical Technology Corporation Chairman of AiSails Power Inc. Director of WiseCap Ltd. 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 aniWARE Company Limited Director of Wistron Green Energy Holding Company Chairman of Wistron Medical Tech (Chongqing) Co., Ltd. Director of Wistron Mobile Solutions Corp. Director of Wistron Medical Technology Malaysia Sdn. Bhd. Director of Tube Inc. Director of Free Bionics, Inc Director of Apollo Medical Optics Inc. Director of B-Temia Inc. Director of B-Temia Asia Pte. Ltd.	-	-	-	-
Chief Digital Officer & Chief Information Security Officer	Republic of China	Kenny Wang	Male	06/08/2007	871,607 (Note 9)	0.03	-	-	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	
Chief Financial Officer	Republic of China	Stone Shih	Male	07/15/2003	3,531,489	0.12	2,649	0.00	0	0.00	Master	Director of WiseCap Ltd. Director of LE BEN Investment Ltd. Supervisor of Abilliant Corporation Supervisor of WiEdu Corp. 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 3)	-	-	-	-
President of Enterprise & Networking Business Group	Republic of China	William Lin	Male	04/10/2015	1,124,495	0.04	794	0.00	0	0.00	Master	Chairman 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.	-	-	-	-
Technical Vice President	Republic of China	Kelvin Chang	Male	04/10/2015	517,851 (Note 10)	0.02	63,613	0.00	0	0.00	Master	None	-	-	-	-
Strategy Planning Office Vice President	Republic of China	KY Wang	Male	12/22/2017	130,000	0.00	0	0.00	0	0.00	Doctorate	Director of MoBagel, Inc.	-	-	-	-
President of Client Products Business Group	Republic of China	Robert CL Lin	Male	12/21/2018	730,324	0.03	4,301	0.00	0	0.00		Chairman of International Standards Laboratory Corp. Director of ARBOR Technology Corp. Director of AVer Information Inc. Director of Formosa Prosonic Industries Berhad Director of Cowin Worldwide Corp. Director of WisVision Corp. Director of Wistron InfoComm (Vietnam) Co., Ltd. Director of Wistron Investment (Sichuan) Co., Ltd. Director of Wistron InfoComm (Zhongshan) Corp. Director of Wistron InfoComm (Chengdu) Co., Ltd. Director of Wistron InfoComm (Chongqing) Co., Ltd. Director of Wistron InfoComm Computer (Chengdu) Co., Ltd.	-	-	-	-
Vice President of New Technology Strategy	Republic of China	Vincent Cho	Male	12/21/2018	686,000	0.02	1,209	0.00	0	0.00		Director of Wistron Green Recycling Technology (Kunshan) Co., Ltd. Director of Kaohsiung Opto Electronics (Kunshan) Co., Ltd.	-	-	-	-
President of Global Manufacturing	Republic of China	Jackie Lai	Male	03/05/2019	400,463	0.01	0	0.00	0	0.00	Master	Director of WiSuccess Asset Management Corporation Director of Cowin Worldwide Corp. Director of Wistron Mexico S.A. de C.V. Director of Wistron InfoComm Mexico S.A. de C.V. Director of Wistron InfoComm Technology (America) Corp. Director of Wistron InfoComm Technology (Texas) Corp. Director of Wistron InfoComm Computer (Chengdu) Co.,Ltd Director of Wistron Investment (Sichuan) Co., Ltd. Director of Wistron InfoComm (Zhongshan) Corp. Director of Wistron InfoComm Technology (Zhongshan) Co., Ltd.	-	-	-	-
Vice President of Client Products Business Group	Republic of China	Felix Lai	Male	12/21/2018	709,111	0.02	0	0.00	0	0.00	Master	Director of International Standards Laboratory Corp.	-	-	-	-
Vice President of Service & Recycling Business Group	Republic of China	Peter Tung	Male	12/21/2018	1,361,986	0.05	0	0.00	0	0.00	Master	Director of Anwith Technology Corp. Chairman of SMS Infocomm (Singapore) Pte. Ltd. Director of Service Management Solutions Mexico S.A. de C.V. Director of Wistron InfoComm (Philippines) Corp. Director of SMS InfoComm Corp. Director of Wistron Green Tech (Texas) Corp. Director of Wistron K.K. Director of ICT Service Management Solutions (India) Private Limited Director of SMS (Kunshan) Co., Ltd. Director of SMS Infocomm Global Service (CQ) Director of Wistron Service (Kunshan) Corp. Director of Wistron Advanced Materials (Kunshan) Co., Ltd.	-	-	-	-
Vice President of Industrial & Automotive Business Group	Republic of China	Christine Hsu	Female	07/28/2021	580,000	0.02	8,000	0.00	30,000	0.00	Bachelor	Director of Kaohsiung Opto-Electronics Inc. Director of Retronix Technology Inc. Director of Wistron Optronics (Kunshan) Co., Ltd. Director of Wistron InfoComm (Taizhou) Co., Ltd. Director of XTRONICS (Kunshan) Electronics Technology Co., Ltd.	-	-	-	-
Vice President of Enterprise & Networking Business Group	Republic of China	Christopher Huang	Male	07/28/2021	443,822	0.02	-	-	0	0.00	Master	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 Global Supply Chain Management	Republic of China	Benny Hu	Male	07/28/2021	1,995,014	0.07	0	0.00	0	0.00	Bachelor	Director of Mindforce Holding Limited	-	-	-	-
President of Global Manufacturing	Republic of China	Alec Lai	Male	07/28/2021	410,000	0.01	20,730	0.00	0	0.00	Master	Director of Kaohsiung Opto-Electoics Inc. Director of Wistron Technology (Malaysia) Sdn. Bhd. Director of WisVision Corp. Director of Wistron InfoComm (Kunshan) Co., Ltd. Director of Wistron InfoComm (Chengdu) Co., Ltd. Director of XTRONICS (Kunshan) Electronics Technology Co., Ltd. Director of Wistron InfoComm (Chongqing) Co., Ltd.	-	-	-	-
Vice President of Industrial & Automotive Business Group	Republic of China	Howard Liu	Male	03/16/2022	325,883	0.01	0	0.00	0	0.00	Master	Director of WiBASE Industrial Solutions Inc. Director of Master Transportation Bus Manufacturing Ltd. Director of Wistron Technology (Malaysia) Sdn. Bhd. Director of Wistron InfoComm (Kunshan) Co., Ltd. Director of Wistron InfoComm Technology Service (Kunshan) Corp.	-	-	-	-
Vice President of Global Manufacturing	Republic of China	Mark HH Huang	Male	03/16/2022	30,057	0.00	0	0.00	0	0.00	Doctorate	Director of Wistron InfoComm (Taizhou) Co., Ltd. Director of Wistron Optronics (Kunshan) Co., Ltd. Director of Kaohsiung OptoElectronics (Kunshan) Co., Ltd.	-	-	-	-
Vice President of Information	Republic of China	Kevin Fong	Male	01/01/2023	201,987	0.01	15,258	0.00	0	0.00	Bachelor	None				
Vice President of Global Manufacturing	Republic of China	Benjamin Chang	Male	01/01/2023	690,144	0.02	66,853	0.00	0	0.00	Bachelor	None				
Controller	Republic of China	Fred Chiu	Male	01/01/2023	167,554	0.01	0	0.00	0	0.00	Bachelor	Supervisor of Anwith Technology Corp. Supervisor of International Standards Laboratory Corp. Supervisor of Keeogo Japan K.K. Supervisor of Wistron K.K. Supervisor of Wistron Investment (Sichuan) Co., Ltd. Supervisor of Wistron InfoComm (Zhongshan) Corp. Supervisor of Wistron InfoComm Computer (Chengdu) Co., Ltd. Supervisor of SMS (Kunshan) Co., Ltd. Supervisor of SMS Infocomm Global Service (CQ) Supervisor of Wistron Service (Kunshan) Corp.				
Wistron Smart Devices President of Global Manufacturing & Digital Operations	Republic of China	James Chou (Note 4)	Male	12/21/2018	-	-	-	-	-	-	Bachelor	(Note 4)	-	-	-	-

Note 1: Chairman of Cowin Worldwide Corp., Chairman of Service Management Solutions Mexico S.A. de C.V., Chairman of SMS InfoComm Corp., Chairman of WisVision Corp., Chairman of Wistron InfoComm (Philippines) Corp., Chairman of Wistron InfoComm (Vietnam) Co., Ltd., Chairman of Wistron InfoComm Mexico S.A. de C.V., Chairman of Wistron InfoComm Technology (America) Corp., Chairman of Wistron InfoComm Technology (Texas) Corp., Chairman of Wistron Mexico S.A. de C.V., Chairman of Wistron InfoComm (Kunshan) Co., Ltd., Chairman of Wistron Optronics (Kunshan) Co., Ltd., Chairman of Wistron InfoComm Computer (Chengdu) Co., Ltd., Chairman of SMS (Kunshan) Co., Ltd., Chairman of Wistron InfoComm (Taizhou) Co., Ltd., Chairman of Wistron Investment (Sichuan) Co., Ltd., Chairman of Wistron InfoComm (Zhongshan) Corp., Chairman of Wistron InfoComm (Chengdu) Co., Ltd., Chairman of Wistron InfoComm (Chongqing) Co., Ltd., Chairman of SMS Infocomm Global Service (CQ), Chairman of Wistron Service (Kunshan) Corp., Chairman of XTRONICS (Kunshan) Electronics Technology Co., Ltd., Director of All Holding Corp., Director of ICT Service Management Solutions (India) Private Limited, Director of Win Smart Co., Ltd., Director of Wistron Green Tech (Texas) Corp., Director of Wistron K.K., Director of Wistron Technology (Malaysia) Sdn. Bhd., Director of Zhongshan Global Lighting Technology Limited Co., Director of WiseCap (Hong Kong) Limited, Director of Wistron Hong Kong Limited, Director of Wistron Hong Kong Holding Limited, Director of Wistron InfoComm Technology (Zhongshan) Co., Ltd., Chairman of Wistron Advanced Materials (Kunshan) Co., Ltd.

Note 2: Chairman of Wistron InfoComm Technology Service (Kunshan) Corp., Chairman of Wistron Green Recycling Technology (Kunshan) Co., Ltd., Chairman of Wistron InfoComm Technology (Zhongshan) Co., Ltd., Director of XTRONICS (Nanjing) Automotive Intelligent Technologies Co., Ltd., Chairman of Kaohsiung Opto Electronics (Kunshan) Co., Ltd., Chairman of Kaohsiung Opto Electronics (Kunshan) Co., Ltd., Director of Wistron Optronics (Shanghai) Co., Ltd., Director of All Holding Corp., Director of Heracles Enterprises Limited, Director of Win Smart Co., Ltd., Director of Wistron Advanced Materials (Hong Kong) Limited, Director of Wistron AiEDGE Corp., Director of Wistron InfoComm Manufacturing (India) Private Limited,

Director of Wistron Automotive Electronics (India) Private Limited

Note 3: Director of All Holding Corp., Director of WiseCap (Hong Kong) Limited, Director of Wistron InfoComm Technology (America) Corp., Director of Wistron InfoComm Technology (Texas) Corp., Director of Wistron LLC, Director of KunShan ChangNun Precision Die Casting Co., Ltd., Supervisor of WIS Precision (Taizhou) Co., Ltd., Supervisor of Wistron InfoComm (Shanghai) Corp.

Note 4: Retirement on October 1, 2022

Note 5: Excluding 3,000,000 shares that under trust with discretion reserved

Note 6: Excluding 2,327,359 shares that under trust with discretion reserved

Note 7: Excluding 3,000,000 shares that under trust with discretion reserved

Note 8: Excluding 2,500,000 shares that under trust with discretion reserved

Note 9: Excluding 3,500,000 shares that under trust with discretion reserved

Note 10: Excluding 2,500,000 shares that under trust with discretion reserved

3.3 Compensation of Directors, Supervisors, President and Vice Presidents

3.3.1 Compensation of Directors (December 31, 2022)

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	Companies in the consolidated financial statements						
		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	Cash	Stock	Cash	Stock								
Chairman & CSO	Simon Lin																									
Vice Chairman	Robert Hwang																									
Director	Wistron NeWeb Corp. Representative: Haydn Hsieh	0	0	0	0	70,800	70,800	260	330	71,060 0.64%	71,130 0.64%	51,150	51,150	5,006	5,006	80,000	0	80,000	0	207,216 1.86%	207,286 1.86%	35,010				
	Director																									
Independent Director	Jack Chen																									
Independent Director	S. J. Paul Chien																									
Independent Director	Christopher Chang	0	0	0	0	29,200	29,200	350	350	29,550 0.26%	29,550 0.26%	0	0	0	0	0	0	0	0	29,550 0.26%	29,550 0.26%	0				
Independent Director	Sam Lee																									
Independent Director	Peipei Yu																									

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

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	1 , Note 1	1 , Note 1	1 , Note 1	
NT\$1,000,000 ~ NT\$2,000,000				
NT\$2,000,000 ~ NT\$3,500,000				
NT\$3,500,000 ~ NT\$5,000,000				
NT\$5,000,000 ~ NT\$10,000,000	5 , Note 2	5 , Note 2	5 , Note 2	5 , Note 2
NT\$10,000,000 ~ NT\$15,000,000	3 , Note 3	3 , Note 3	2 , Note 5	1 , Note 7
NT\$15,000,000 ~ NT\$30,000,000	1 , Note 4	1 , Note 4		2 , Note 8
NT\$30,000,000 ~ NT\$50,000,000			1 , Note 6	1 , Note 6
NT\$50,000,000 ~ NT\$100,000,000				
Over NT\$100,000,000			1 , Note 4	1 , Note 4
Total	10	10	10	10

Note 1: Representative: Haydn Hsieh

Note 2: Jack Chen, S. J. Paul Chien, Christopher Chang, Sam Lee and Peipei Yu

Note 3: Robert Hwang, Wistron NeWeb Corp. and Philip Peng

Note 4: Simon Lin

Note 5: Wistron NeWeb Corp., Philip Peng

Note 6: Robert Hwang

Note 7: Wistron NeWeb Corp.

Note 8: Representative: Haydn Hsieh, Philip Peng

3.3.2 Compensation of Supervisors : Not applicable**A. Supervisors' compensation brackets table** : Not applicable

3.3.3 Remuneration of the President and Vice Presidents(December 31, 2022)

Unit: NT\$ thousands

Title	Name	Salary(A)		Severance Pay and Penions(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														
Vice Chairman	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	52,813	52,813	21,301	21,301		215,551	215,551	167,400	0	167,400	0	457,065 4.09%	457,065 4.09%	230
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	Robert CL Lin														
Vice President of New Technology Strategy	Vincent Cho														
President of Global Manufacturing	Jackie Lai														
Wistron Smart Devices President of Global Manufacturing & Digital Operations	James Chou (Note)														

Note: Retirement on October 1, 2022.

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	1 , Note 2	1 , Note 2
NT\$15,000,000 ~ NT\$29,999,999	8 , Note 3	8 , Note 3
NT\$30,000,000 ~ NT\$49,999,999	2 , Note 4	2 , 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	15	15

Note 1: KY Wang, Kelvin Chang

Note 2: James Chou

Note 3: Donald Hwang, David Shen, Kenny Wang, Stone Shih, William Lin, Robert CL Lin, Jackie Lai, Vincent Cho

Note 4: Robert Hwang, Frank F.C. Lin

Note 5: Jeff Lin

Note 6: Simon Lin

B. Names of managers entitled to employee Compensation (December 31, 2022)

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	185,000	185,000	1.66
	Vice Chairman	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	Robert CL Lin				
	Vice President of New Technology Strategy	Vincent Cho				
	President of Global Manufacturing	Jackie Lai				
	Vice President of Client Products Business Group	Felix Lai				
	Vice President of Service & Recycling Business Group	Peter Tung				
	Vice President of Industrial & Automotive Business Group	Christine Hsu				
	Vice President of Enterprise & Networking Business Group	Christopher Huang				
	Vice President of Global Supply Chain Management	Benny Hu				
	President of Global Manufacturing	Alec Lai				
Vice President of Industrial & Automotive Business Group	Howard Liu					
Vice President of Global Manufacturing	Mark HH Huang					
Wistron Smart Devices President of Global Manufacturing & Digital Operations	James Chou (Note)					

Note: Retirement on October 1, 2022.

3.3.4 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 (%)			
	2022		2021	
	The Company	Consolidated	The Company	Consolidated
Compensation to Directors	0.9	0.9	0.77	0.77
Compensation to the President and Vice Presidents	4.09	4.09	4.49	4.49

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 remuneration of the company's presidents and vice presidents consist of fixed items (such as base salary, annual bonuses, and benefits) and variable items (such as bonuses, cash or stock compensation, and stock warrants), and the majority of the remuneration shall be paid in variable items. The fixed items are in principle determined to maintain the company's competitiveness within the industry; the variable items consider both company's performance and individual's appraisal – the better the performance, the higher the proportion of variable items to fixed items. The performance evaluation will be comprehensively determined by below metrics:

1. Financial metrics (60%): revenue, profit and growth rate, return on equity, etc.
2. Non-financial metrics (40%): indicators of market/customer service (such as customer satisfaction), internal business process (such as quality management) and learning and growth (ex. retention and talent development).

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. The ratio of variable items to fixed items is higher when there is better corporate or individual management performance.

3.4 Status of Corporate Governance

3.4.1 Board meeting attendance

The Board meetings held 6 times in 2022.

Title	Name	Attendance in Person	Attendance by proxy	Rate of attendance in person (%)	Note
Chairman	Simon Lin	6	0	100	
Vice Chairman	Robert Hwang	6	0	100	
Director	Wistron NeWeb Corp. Representative: Haydn Hsieh	6	0	100	
Director	Philip Peng	6	0	100	
Independent Director	Jack Chen	6	0	100	
Independent Director	S. J. Paul Chien	6	0	100	
Independent Director	Christopher Chang	6	0	100	
Independent Director	Sam Lee	4	2	67	
Independent Director	Peipei Yu	5	1	83	

Note: According to Article 38 of the "Corporate Governance Best Practice Principles", the minimum of attendance for all board members required is 80%. 6 meetings of the Board of Directors were held in 2022 and the average board meeting attendance was 94%.

Other noteworthy items:

Independent directors' attendance in 2022 board meetings

● : Attendance in person ; ○ : Attendance by proxy

	1 st	2 nd	3 rd	4 th	5 th	6 th
Jack Chen	●	●	●	●	●	●
S. J. Paul Chien	●	●	●	●	●	●
Christopher Chang	●	●	●	●	●	●
Sam Lee	○	○	●	●	●	●
Peipei Yu	●	●	●	●	○	●

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
2022.03.16	1st Board Meeting of 2022	Robert Hwang	1. Approval of the proposal of 2021 employees' compensation payout ratio and amount to the managers (excluding CSO). 2. Approval of the salary adjustment to the managers (excluding CSO) in 2022. 3. Approval of the performance bonus budget to the managers (excluding CSO) in 2022.	The interested director left the room during discussion and voting.
		Simon Lin and Robert Hwang	1. Approval of the proposal of 2021 employees' compensation payout ratio and amount to CSO. 2. Approval of the salary adjustment to CSO in 2022. 3. Approval of the performance bonus budget to CSO in 2022.	The interested director left the room during discussion and voting.
2022.08.05	4th Board Meeting of 2022	Robert Hwang	Approval of the performance bonus to managers (excluding CSO) in 2022 first half of the year.	The interested director left the room during discussion and voting.
		Simon Lin and Robert Hwang	Approval of the performance bonus to CSO in 2022 first half of the year.	The interested director left the room during discussion and voting.
2022.12.22	6th Board Meeting of 2022	Robert Hwang	1. Approval of the performance bonus to managers (excluding CSO) in 2022 second half of the year. 2. Approval of the fulfillment of the first vested conditions and the number of shares that can be received by managers who are allocated New Restricted Employee Shares issued in 2021. 3. Approval of the proposal for adjustment of important positions of the Company's managers.	The interested director left the room during discussion and voting.
		Simon Lin and Robert Hwang	Approval of the performance bonus to CSO in 2022 second half of the year.	The interested director left the room during discussion and voting.
2023.03.14	1st Board Meeting of 2023	Robert Hwang	1. Approval of the proposal of 2022 employees' compensation payout ratio and amount to the managers (excluding CSO). 2. Approval of the salary adjustment to the managers (excluding CSO) in 2023. 3. Approval of the performance bonus budget to the managers (excluding CSO) in 2023.	The interested director left the room during discussion and voting.
		Simon Lin and Robert Hwang	1. Approval of the proposal of 2022 employees' compensation payout ratio and amount to CSO. 2. Approval of the salary adjustment to CSO in 2023. 3. Approval of the performance bonus budget to CSO in 2023.	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	2022.01.01 - 2022.12.31	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;

	Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Methodology	Evaluation Content
Board of Directors	Once a year	2022.01.01 - 2022.12.31	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	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	2022.01.01 - 2022.12.31	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	2022.01.01 - 2022.12.31	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.
Nominating Committee	Once a year	2022.01.01 - 2022.12.31	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.
ESG Committee	Once a year	2022.01.01 - 2022.12.31	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.

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:

- In 2022, Wistron commissioned an external professional institution, the Tawan Corporate Governance Association, to implement the 2022 board performance evaluation. The evaluation period was from October 1, 2021 to September 30, 2022. The evaluation dimensions included the composition, guidance, authorization, supervision and communication of the board of directors, internal control and risk management, self-discipline of the board of directors. The evaluation results positively affirmed the composition of the company's board of directors, the atmosphere of discussion and operation, training arrangements, and various ESG developments. The company has reported the evaluation results, recommendations and expected measures to be taken by the company on December 22, 2022 to the board of directors.
- Wistron had completed the performance evaluation of Board of Directors and functional committees in 2022, and reported the results of the performance evaluation to the Audit Committee, Compensation Committee, Nominating Committee, ESG Committee and the Board of Directors.

3.4.2 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 2022 included:

- Reviewing quarterly and annually financial statements: the quarterly and annually financial reports in 2022 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 6 meetings in 2022 with the attendance of the independence directors specified below:

Title	Name	Attendance in Person	By Proxy	Attendance rate in Person (%)	Note
Convener	Jack Chen	6	0	100	
Member	S. J. Paul Chien	6	0	100	
Member	Christopher Chang	6	0	100	
Member	Sam Lee	4	2	67	
Member	Peipei Yu	6	0	100	

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.134-139)
 - (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
2022.03.16	1. Audit reporting of 2021Q4 2. Report the Sale and receipt cycle of subsidiaries.	1. The accountant declared their independence and the responsibility in auditing the financial report for 2021, and explained the audit scope, key audit matters and audit findings. 2. The accountant explained the main impacts of Auditing Standards Bulletin No. 75 and the revisions to the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and "Regulations Governing the Acquisition and Disposal of Assets by Public Companies". They also explain the content of the proposed revisions to Article 43-1, Paragraph 1 of the Securities Exchange Act. 3. The accountant explained the issues raised by the members of Audit Committee.
2022.05.06	1. Audit reporting of 2022Q1 2. Report the inspection results of labor and wage cycle of subsidiaries. 3. Invite subsidiaries manager to explain the implementation of the Sale and Purchase cycle to independent directors.	1. 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 2022Q1. 2. The accountant explained the main impacts of Auditing Standards Bulletin No. 75 and the timetable of Sustainable Development Roadmap. 3. The accountant explained the issues raised by the members of Audit Committee.
2022.08.05	1. Audit reporting of 2022Q2 2. Report the inspection results of production cycle. 3. Invite subsidiaries manager to explain the implementation of the labor and wage cycle to independent directors.	1. 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 2022Q2. 2. The accountant explained the IESBA revised norms and the requirements disclosed in Audit Quality Indicators (AQIs). 3. The accountant explained the issues raised by the members of Audit Committee.
2022.11.04	1. Audit reporting of 2022Q3 2. Report the inspection results of production cycle, R&D cycle, labor and wage cycle and computerized information processing system.	1. 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 2022Q3. 2. The accountant reported the review plan of 2022 annual financial statement and communicated the coping strategies for unable to in-person review. 3. The accountant explained that in response to the revision of IESBA, the company plans to set " Non-Assurance Services Pre-approval Policy" and a supervision mechanism that is expected to be promoted by the competent authorities in response to ROO HSING cases. 4. The accountant explained the issues raised by the members of Audit Committee.
2022.12.22	Discuss the proposal of 2023 annual audit plan.	None
Result: independent directors raised no objection with all of the above matters.		

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

Items of Evaluation	Implementation Status			Summaries	Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No			
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? (2) Does Company possess a list of major shareholders and beneficial owners of these major shareholders? (3) Has the Company built and executed a risk management system and “firewall” between the Company and its affiliates? (4) Has the Company established internal rules prohibiting insider trading on undisclosed information?	✓ ✓ ✓ ✓			(1) Wistron has designated the Shareholder Service Office to handle the shareholders’ feedbacks, questions and disputes. (2) Wistron holds information on the identities of major shareholders and their ultimate controlling persons. (3) Wistron has established the appropriate risk control mechanisms and firewalls according to internal rules, such as rules of supervision over subsidiaries, rules governing endorsement and guarantee, loaning of funds and the rules governing acquisitions and disposal of assets etc. (4) Wistron enacted “Regulations on 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. Wistron’s board of directors approved the amendment of “Corporate Governance Best Practice Principles” on December 23, 2021 and the amendment of “Regulations on Insider Trading” on December 22, 2022 to ask insiders 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. Wistron did ask insiders to comply with the regulations before the 2022 closed period started.	No discrepancy
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			Summaries	Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”and Reasons
	Yes	No			
(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 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 Committee is responsible for formulating the direction, strategy and goals of sustainability development and track the implementation status and effectiveness of corporate sustainable development.	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 22, 2022 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, 2022 to December 31, 2022. If the score is over 90 (inclusive), it shall be "exceed the standard". If the score is over 80 (inclusive) or less than 90, it shall be "compliant with the standard". When the score is less than 80, it is "needs improvement". Upon completion of the above procedures, the scores of evaluation of Board of Directors, Audit Committee, Compensation Committee, Nominating Committee and ESG Committee were 99.94, 99.80, 99.67, 100 and 98.57, the evaluation results were "exceed the standard".	

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(4) Does the Company regularly evaluate its external auditors' independence?	✓		<p>(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.</p> <table border="1"> <thead> <tr> <th>Evaluation items</th> <th>Result</th> </tr> </thead> <tbody> <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 their 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> </tbody> </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 their 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
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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>	No discrepancy																																

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5. Whether the company has established channels of communication with Stakeholders (including but not limited to shareholders, employees, customers and suppliers), and open the Stakeholders section on the company's website, and respond appropriately to Stakeholders' interests/ concerns regarding corporate social responsibility.	✓			<p>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.</p> <p>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, government/ authorities, and media.</p> <p>We have also designated a stakeholder section on the corporate ESG website to address our corporate sustainability and social responsibility activities and relevant issues.</p>	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

Items of Evaluation	Implementation Status			Summaries	Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”and Reasons
	Yes	No			
<p>7. Information Disclosure</p> <p>(1) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status?</p> <p>(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.)?</p> <p>(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?</p>	✓			<p>(1) Wistron has set up a website containing the information regarding financials, business and corporate governance status.</p> <p>(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.</p> <p>(3) Wistron has not announced and declared the annual financial report within two months after the end of the fiscal year, but the Company announced the self-assessed consolidated financial results for 2022Q4 on January 17, 2023 and announced the quarterly financial reports as early as possible within the prescribed time limit, and announces important financial figures and XBRL information on the day the board of directors approved the financial report.</p>	No discrepancy
<p>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>	✓			<p>(1) Employee benefits and rights, Employee care: Wistron emphasizes on the importance of employee benefits and rights. We not only comply with related laws and regulations, but also publish all corporate governance related regulations and operating conditions on the company’s official website to ensure that employees are well informed. The company is committed to social responsibility to protect the rights and interests of its employees and has joined the Responsible Business Alliance (RBA). As a member of the Alliance, Wistron strictly complies with the relevant norms, and integrates human rights concerns into the various aspects of its daily operations. Wistron takes responsibilities for employee wellbeing.</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>	No discrepancy

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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 "The Election Regulations of Directors". 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 directors, and will refer to the recommendations of the Nominating Committee to propose director candidates. The list of people and the appropriate arrangements for the composition of the board of directors and candidates for succession.	No discrepancy

Items of Evaluation	Implementation Status			Summaries	Deviations from“ the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”and Reasons
	Yes	No			
9. Succession plan of board members and management team	✓			To drive business strategy execution, Wistron establishes competency-based talent development programs for leaders at all levels. For executive successors, Wistron provides various development programs and assessment tools, including internal online and offline courses, project assignments, strategic rotations, team-based action learning, and cross-business/functional coaching from executives, as well as external learning resources such as industry trends forums, entrepreneurship programs etc., to enable talents to acquire knowledge from different industries and fields, and facilitate their development and growth as planned effectively. Wistron dedicates these resources to develop our bench strength and talent pool, and to build a strong management team to achieve the goal of sustainability.	No discrepancy
<p>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.</p> <p>(1) In 2022, we commissioned an external professional institution, the Tawan Corporate Governance Association, to implement the 2022 board performance evaluation and reported the evaluation results to the board of directors.</p> <p>(2) Wistron will continue to cooperate with the competent authorities with regard to implementation and improvement of the corporate governance assessment in the future.</p>					

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

A. Compensation Committee

a. The Composition

Title	Name	Criteria	Professional Qualification and Experience	Independence Status	Number of other public companies in which the individual is concurrently serving as a compensation committee member
Independent Director (Convener)	S. J. Paul Chien	Please refer to “Professional qualifications and independence analysis of directors”(p.19-20)	Please refer to “Professional qualifications and independence analysis of directors”(p.19-20)	Please refer to “Professional qualifications and independence analysis of directors”(p.19-20)	1
Independent director	Sam Lee				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 4th Compensation Committee: July 28, 2021 to July 19, 2024. The committee convened 4 times in 2022.

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Convener	S. J. Paul Chien	4	0	100	
Member	Sam Lee	3	1	75	
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.134-139)

B. Nominating Committee

a. Members and Responsibilities of the Nominating Committee

The Committee shall be composed of at least three directors selected by the board of directors from among themselves; a majority of the Committee members shall be independent directors. The term of the Committee members is the same with the expiration of the Board of Directors. The authority of the Committee Members are as following:

- (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.

b. Attendance of Members at Nominating Committee Meetings

- (1) The Nominating Committee consists of 4 members.

(2) Tenure of the 2nd Nominating Committee: July 20, 2021 to July 19, 2024. The committee convened 2 times in 2022. The professional qualifications and experience of the members, attendance and discussion items are as follows:

Title	Name	Professional Qualification and Experience	Attendance in Person	By Proxy	Attendance Rate (%)	Note
Convener	Christopher Chang	Please refer to "Professional qualifications and independence analysis of directors"(p.19-20)	2	0	100	
Member	Simon Lin		2	0	100	
Member	S. J. Paul Chien		2	0	100	
Member	Peipei Yu		2	0	100	

c. Other noteworthy items:

The dates of meetings, sessions, contents of motion, the content of the proposals or objections of the Nominating Committee members, the resolution and the Company's response to the Nominating Committee's opinion should be specified:

Meeting	Contents of motion	The resolution and the Company's response to the Nominating Committee's opinion
2022.03.16	Approval of the promotion of managers.	Resolved
2022.12.22	1. Approval of the proposal for adjustment of important positions of the Company's managers. 2. Approval of the change of Accounting Officer. 3. Approval of the promotion of managers.	Resolved

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

Items of Execution	Implementation Status			Summaries	Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No			
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 consolidate sustainable development and to fulfill corporate social responsibilities, Wistron established the ESG Committee in 2019 to elevate sustainability and social responsibility to the level of the board of directors. As the highest-level sustainable development decision-making center within the Company, the BOD Vice Chairman and Chairman & President of Wistron Digital Technology Holding Company serves as the Chairman of the Committee. The Committee consists of one independent director, a President & CEO, an Executive Vice President & Chief Infrastructure Officer, a Chief of Staff, a President of Advanced Technology Lab, and a Chief Digital Officer and Chief Information Security Officer. The Committee is responsible for Company’s overall sustainable development strategies, coordinating sustainable development directions and setting medium-term and long-term plans.</p> <p>In 2021, Wistron established a Sustainability Office under the ESG Committee. Headed by the Vice President of Sustainability, the Sustainability Office is responsible for the implementation of the Company's corporate sustainability affairs. Through quarterly meetings and task groups based on sustainable topics related to company operations and stakeholders, the Committee formulates corresponding strategies and initiatives, while compiling budgets related to sustainable development plan. At the same time, the Committee tracks the implementation results to ensure that the sustainable development strategy is fully implemented in the company's daily operations.</p> <p>The ESG Committee reports to the board of directors at least twice a year on the implementation results of sustainable development and future work plans. Four meetings were held in 2022, and the content of the proposals included (1) communication with stakeholders on sustainable issues of concern; (2) reviewing the implementation of sustainable development goals and setting annual goals; (3) formulating enterprise risk maps and developing corresponding action plans; (4) Develop procedures for the preparation and verification management of the sustainability report; (5) Revise the code of conduct, the risk management policy and procedure, and the organizational regulations for the ESG Committee; (6) Commit to joining the Science Based Targets initiative (SBTi); (7) Sign green energy procurement agreements.</p>	No discrepancy

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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?	✓			The company’s board of directors listens to reports from the management team (including ESG reports) on a quarterly basis. The management team must propose corporate strategies to the board of directors. The board of directors must evaluate the success of these strategies and urge the management team to make adjustment as needed.	No discrepancy
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 2022. The organizational boundary of the risk assessment encompasses Wistron’s major operations in Taiwan and global manufacturing plants, and the coverage is identical to the boundary of the current year’s sustainability report. Compared to the previous year, the new additions are as follows:</p> <ul style="list-style-type: none"> • Wistron Corporation — Hukou plant 1 (WIHK1) · Hukou plant 2 (WIHK2) • Wistron Technology (Malaysia) Sdn. Bhd <p>2. Our company adopts the double materiality principle, which takes into account the impact of operational activities on the external economy, society, and environment, as well as the impact of external ESG risks on corporate finances, to establish a significant analysis process for sustainable development. We identified significant ESGI issues in various dimensions and assessed their occurrence within the boundaries of the value chain based on their activities, products, services, and related impacts.</p> <p>3. To comprehensively assess the materiality of the issues, our company also aligns with the values of ISO 31000 to carry out the systematic “Risk Management Policy and Procedures”, including risk identification, analysis, monitoring and treatment, reporting, and disclosure, and reports to the Board of Directors on a periodic basis. The ESG Committee holds annual meetings and sends out the invitation to responsible members and working groups in the environmental, social, corporate governance, and technological innovation dimension. With inputs from all four dimensions, the committee evaluates and discusses the company's potential and emerging risks based on the frequency of occurrence, impact, and control level. In 2022, a total of 23 major medium-to-high risk items was identified. Risk units developed corresponding risk response action plans based on the risk level and the plans were reviewed and confirmed by unit supervisors before being included in the regular definition and review by the ESG Committee.</p>	No discrepancy

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3. Environmental Issues (1) Has the Company set an Environmental management system designed to industry characteristics?	✓			<p>1. In addition to continuously following international issues and trends, Wistron has adopted the ISO 14001 Environmental Management System in all global operations. 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> <p>2. The coverage of ISO 14001/14064 and other relevant international standards is identical to the boundary defined in the current year's Sustainability Report, and it has gone through independent third-party assessment and verification.</p>	No discrepancy
(2) Is the company committed to improving energy efficiency and to the use of renewable materials with low environmental impact?	✓			<p>Energy Efficiency 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.</p> <p>Recycled input materials 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 21,577 tons of post-consumer recycled (PCR) green materials in 2022 and has obtained 20 UL Yellow Cards for Plastics and reduced the use of new plastics by approximately 11,047 tons in 2022. Calculations based on the estimated carbon footprint of 3kg/kg CO₂e for recycled plastics, approximately 47,698 tons of carbon dioxide equivalent (CO₂e) was reduced.</p>	No discrepancy

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(2) Is the company committed to improving energy efficiency and to the use of renewable materials with low environmental impact?	✓			The customers of the Closed-Loop Gold and the Closed-Loop Plastic are in the IT industry, the healthcare industry, and the aviation industry. The Company has also expanded its business to services related to “secured product destruction and recycling” per request of our OEM customers. Product lines that use recycled plastic materials have expanded from displays, desktop computers, and televisions to areas such as routers, servers, mice, keyboards, fans, and more.	No discrepancy
(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 have been integrated into Wistron’s overall Enterprise Risk Management (ERM) procedures. Following the company’s 《Risk Management Policy and Procedure》, the “Risk Management Team” conducts risk management processes (risk identification, analysis, assessment, response and monitoring, risk reporting and disclosure) every year, and reports on the implementation and results of risk management to the Board of Directors through the ESG Committee on a regular basis. The committee oversees the operation of the risk management mechanism and its overall implementation.</p> <p>Under the ERM mechanism, the Risk Management Team compiles an annual list of key risks, which includes information on risk scenarios, existing control measures, action plans, responsible units, and expected completion dates. For various key risks, including climate change risks, key risk indicators (KRI) are established to achieve real-time monitoring and management.</p> <p>In addition to the ERM, since 2021, Wistron has officially joined TCFD as a supporter, and uses TCFD’s framework of governance, strategy, risk management, metrics and targets to conduct systematic analysis of climate risks and opportunities. Information disclosure is carried out annually to enable external stakeholders to assess the impact of risks and opportunities, as well as Wistron’s response strategies, action plans and progress towards meeting performance objectives ranging from short-term to long-term.</p> <p>Every year, Wistron assesses risks through the CDP climate change questionnaire and water security questionnaire. Each global plant evaluates the transition and physical risks of specific plant sites based on the location of its operational base. The headquarters assesses the global impact scale and scope, formulates relevant strategies, and takes corresponding actions.</p>	No discrepancy

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(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 results of risk and opportunity analysis are evaluated based on the matrix chart drawn from the “probability, severity and control effectiveness. The corresponding response measures are taken as follows: Climate Change Financial Impact Analysis (Risks)</p> <table border="1"> <thead> <tr> <th>Climate Change Risks</th> <th>Financial Impacts</th> <th>Response Measures</th> </tr> </thead> <tbody> <tr> <td>The development of regulations on climate risks and the demand for renewable energy.</td> <td>Increased operating costs (such as higher regulatory compliance costs, expenditures related to renewable energy, or increased management fees) The 100% renewable energy target is expected to be achieved by 2030. The fee for the green electricity certificate will increase the annual cost by NT\$300-600 million. The annual carbon fee cost due to regulation is: 1. About USD 40-50 million in 2030(IEA 2°C scenario) 2. About USD 50-60 million in 2030(IEA below 2°C scenario) 3. About USD 240-310 million in 2050(IEA NZE scenario)</td> <td>To evaluate in the global market, and obtain renewable energy through diversified approaches to achieve the vision of energy transformation and green manufacturing. In 2022, over 260 million kWh of RECs were purchased, and an annual increase in the ratio of renewable energy usage to 100% was established.</td> </tr> <tr> <td>Demand for low-carbon products and services is growing</td> <td>Increased product R&D expenses and procurement costs</td> <td>1. Help customers obtain various environmental protection labels such as Energy Star, EPEAT, TCO, Taiwan Green Mark, and China Environmental Labelling. In 2022, the revenue from products with environmental protection labels account for 85.07% of hardware revenue. All product lines meet 100% of customer requirements and comply with local environmental regulations, energy efficiency labels, and safety certification requirements. 2. Establish a sustainable supply chain management to ensure the transparency of the carbon footprint of products or services and implement reduction measures.</td> </tr> <tr> <td>mandatory carbon reporting</td> <td>Increased operating costs</td> <td>The Company established a comprehensive greenhouse gas inventory for all manufacturing sites across the world. We implement greenhouse gas inventory every year and obtain third-party verification from an impartial third party.</td> </tr> <tr> <td>Demand for low-carbon new technologies</td> <td>Increased operating costs (such as higher R&D expenses or increased patent fees)</td> <td>1. Foster an innovative culture within the organization and continuously optimize patent and technology layout to enhance competitiveness. 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(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>2. Management policies:</p> <p>(1) GHG Emissions Reduction Wistron uses energy efficiency improvements and energy transformations to implement reduction actions. To ensure the implementation of energy management and energy conservation projects, Wistron has set up Energy Project Teams in all plants composed of units respectively responsible for plant engineering affairs or related matters. They convene regular energy management meetings and review the current state of energy and project implementation progress in the plants. The plants also share information on the effectiveness and the experience in each project with each other. Wistron’s energy conservation efforts encompass six major categories including the air conditioning system, the air compressor system, the green lighting, management, production, and others. As of the end of 2022, the Company saved a total of 14,428,530 kWh of electricity, which reduced carbon emissions by 10,635.76 tons. If we use the carbon dioxide absorption volume of the Daan Forest Park in Taipei of 389 tons per year (calculation based on data from the Bureau of Energy, Ministry of Economic Affairs), the carbon reduction was equivalent to the annual CO2 absorption volume of 27 Daan Forest Parks, which represented a significant increase compared to the carbon reductions in the previous year.</p> <p>(2) Water Management Wistron’s management of water resources can be divided into a. implementation of water resource management and day-to-day water conservation and b. implementation of water recycling and wastewater management. We conducted an inventory of high-risk areas for water resources based on an evaluation of the water stress indicators of our global operations. We then implement preventive measures based on the water resource management strategy. Dedicated units in different plants are responsible for water resource management, which includes plan formulation and implementation, regular monitoring, resolution of irregularities, data analysis, and continuous improvements. Wistron pledges to strictly comply with the national regulations on water resources, to make reasonable use of water resources, to prioritize the selection of water-saving equipment, and to monitor water resource consumption through energy-saving dashboards to improve water resource utilization efficiency. The water target for Wistron in 2022: Reduce water consumption intensity by 10% compared to 2016 and set more ambitious goals for 2023, 2025, and 2030 to continuously track and disclose the annual water-saving performance.</p>	No discrepancy

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(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 a human rights risk assessment and focus on human rights issues such as working hours, wages and benefits, and underage workers to manage/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 RBA’s management framework. 4. In 2022, there were no major human rights issues 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			Summaries	Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No			
(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>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 absence leave, the company trip allowance, and the childbirth incentives. In addition, we highly value work-life balance and we hold a variety of workshops and events in which families can participate on a regular basis. With the goal of creating a workplace that promotes gender equality and harmony, we arrange annual exclusive health examinations for female employees, and women employees have the same opportunities and rights as male employees. In 2022, the percentage of female employees was 36.67%, while the percentage of female in top management positions was 13.71%. Additionally, 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><u>Safety and health-related measures, and educational training</u></p> <p>Wistron shall comply with applicable OH&S legal requirements and other subscribed requirements with the intent that all persons (including employees, temporary staff, contractors, and visitors) working under the control of the Company are aware of their individual OH&S obligations and establish a sound management system to reduce OH&S risks.</p> <p>Implement and maintain the effectiveness and necessary resources of safety and health-related measures: Employee health management and care platforms, fertility care and caring resources, epidemic prevention publicity and COVID-19 management, and education/training.</p> <p>All new employees are required to receive occupational safety training, while emergency care and professional drills are arranged for employees in specific positions.</p> <p>The OH&S of each site is supervised by specific departments in charge of managing OH&S 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 injuries (fatalities are defined as major occupational accidents).</p>	No discrepancy

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(3) Does the company provide employees with a safe and healthy working environment, with regular safety and health training?	✓			<p>Related Verification Scenarios All major sites implement ISO 45001 OH&SMS and commit to maintaining sustainable operations for the employees’ working environment.</p> <p>Employee Occupational Disaster Situation and Improvement Measures No major occupational accident has occurred in 2022, however, we still have remedial measures for main occupational accidents:</p> <p>(1) Sites in Taiwan: mainly injured during falling or operation of equipment or items, a total of 24 cases. The person/incident rate per 1,000 employees was 2.12. Injuries were reduced by implementing publicity, education training and inspections of environment.</p> <p>(2) Sites in China: main injuries during the operation of equipment or items, a total of 23 cases. The person/incident rate per 1,000 employees was 0.56. The sites focused on reviewing the operation SOP and the education training to reduce the number of injuries.</p> <p>(3) Sites in the European and American regions: mainly injured during operation of equipment or items, a total of 8 cases. The person/incident rate per 1,000 employees was 2.13. Injuries were reduced by implementing publicity and education training.</p>	No discrepancy
(4) Has the company established effective career development training plans?	✓			<p>In response to the changing internal and external environments, “sustainability” has become a critical issue for the development of global businesses. To drive this key strategy, in 2022, Wistron revised its vision as “Innovation through Sustainability” with a mission to be “Trusted Innovation Partner for Technology, Sustainability and Better Lives.”. Guided by the core values of “Customer Focus”, “Integrity”, “Innovation”, and “Sustainability”, Wistron is committed to fulfilling its corporate social responsibility and moving towards sustainability.</p> <p>Based on the strategic needs of digital transformation, global expansion, and sustainable development, as well as external challenges, Wistron carries on its successful management experience from the past and continues to cultivate high-potential successors and leadership talents. With the new generation leadership needed as a response to transformation and upgrading, Wistron re-defined the management competency model in early 2022, aligned it with the Company’s key strategies, and initiated the design of a managerial training roadmap. In the future, the management competency model will be closely integrated with the human resources management policies to develop a competency-based human resources management and development system that will facilitate innovation and change, and ultimately accelerate the pace of transformation.</p>	No discrepancy

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(4) Has the company established effective career development training plans?	✓			<p>In terms of the cultivation of leadership talents, we developed a competency-based training roadmap for each level of managers. In the succession planning for key executive positions, we regularly assess the readiness of our talents and provide individual development plans according to their strengths and their area of development. The development plans and resources include online and offline courses, project assignments, strategic rotations, team-based action learning, and one on one coaching from internal and external executive coaches. As a matter of fact, these measures are designed to enhance the depth of our succession bench and the quality of our talent pool. Furthermore, we provide external resources such as industry trends forums, entrepreneurship programs, etc. Through the exposure to different industries and fields, we ensure that our executive successors have comprehensive development opportunities and practical experience, and that they can fully demonstrate their professional abilities and leadership presence in different challenging situations.</p> <p>In line with the company's digital transformation strategy, Wistron Digital Academy continues to promote digital literacy trainings for all employees, and to establish a common language within the company. Since 2019, we have defined nine critical roles and systematically trained digital project development teams. After the training, the talents combined digital theoretical knowledge with expertise in various business domains and participated in project developments in R&D, manufacturing, business development, supply chain, and other professional fields. In addition, to increase the depth and breadth of digital technology applications, we have provided trainings of digital technology and tool application such as robotic process automation, data visualization, and artificial intelligence and machine learning according to the needs in each domain. It is to enable the key talents to stay ahead of digital technology development trends and to strengthen their anticipatory abilities.</p> <p>Human capital is the key differentiating factor to the competitive advantage of the organization, and it is also the foundation of the enterprise's sustainable operation. Wistron uses “competency” as core to develop training roadmaps for different functions and develops various talent development programs in accordance with our strategies to consolidate human capital and to enhance sustainable business development ability.</p>	No discrepancy

Items of Execution	Implementation Status			Summaries	Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No			
(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> <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>	No discrepancy

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(5) Does the company comply with relevant laws, regulations and international standards on issues such as customer health and safety, customer privacy, and marketing and labeling of products and services, and develop relevant consumer or customer protection policies and complaint procedures?	✓			The Company is an ODM (original design manufacturer) supplier, which means that it does not offer products/services to end users directly. Instead, end-user transactions are handled by the brand customers. In addition to regular quarterly business reviews (QBR), we also conduct satisfaction surveys for all brand customers and establish a flexible and efficient customer complaint handling process. This allows us to understand customer feedback on aspects such as quality, cost, delivery, service, and technology, and in turn, to actively respond to customer needs by bringing more benefits to customers and providing them with better service quality.	No discrepancy
(6) Has the company formulated a supplier management policy that requires suppliers to follow relevant guidelines on issues such as environmental protection, occupational safety and health or labor rights, and their implementation?	✓			<p>Wistron Supplier Management Strategy</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> <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.</p> <p>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 2022 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>	No discrepancy

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(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>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 In addition to the annual system and process audit of suppliers, the company also conducts sustainability audit for high-risk suppliers identified by the SAQ results and critical suppliers. The audit results suggest deficiencies and drive suppliers to improve, track, and confirm their improvement.</p> <p>Supplier Training The company offers online and offline training and guidance in a variety of formats, such as a virtual platform for suppliers to communicate labor, health, safety and environmental standards. Moreover, the code of conduct for ethical business practices outlines the elements required for a proper management system that enforces the Supplier Code of Conduct.</p> <p>Annual Supplier Conference and Suppliers Sustainability & Greenhouse Gas Inventory Workshop The company holds the Wistron Group Partner Conference and Wistron Suppliers Sustainability & Greenhouse Gas Inventory Workshop 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.</p>	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 2022 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
<p>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.</p> <p>In March 2010, the board of directors of the Company approved the Corporate Social Responsibility Best Practice Principles.</p> <p>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.</p> <p>The Company regularly reviews the implementation of these principles and makes improvements accordingly. So far, there is no discrepancy in the implementation.</p>					

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	Yes	No		
<p>7. Other important information to facilitate better understanding of the company’s implementation of sustainable development:</p> <p>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).</p>				

Climate-related information

1. Status on Execution of Climate-related information

Item	Status on Execution
<p>1. The Board of Directors and the management’s supervisory and governance of climate-related risks and opportunities are clearly described.</p>	<p>In terms of methodology, as a formal supporter of the Task Force on Climate-Related Financial Disclosures (TCFD), Wistron employs its framework and guidelines to address climate governance, identify climate risks and opportunities, establish measurement indicators and goal management, and publicly disclose information on a regular basis each year. 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 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. As a functional committee directly under the board of directors, the ESG Committee has a risk management subgroup, chaired by the CFO and composed of representatives from various departments and business units, to conduct comprehensive assessments of various risks including climate risks, develop response and adaptation strategies, and produce enterprise risk management reports to report to the ESG Committee, ensuring that climate issues are included in the vision of senior management and managed prudently. The ESG Committee regularly reviews the company’s risk assessment and response strategies in various aspects including environment, society, and corporate governance, including but not limited to the status of climate change-related issues. At least twice a year, the ESG Committee reports to the board of directors on the execution results and future plans of sustainable development, including climate change-related issues.</p>

Item		Status on Execution																		
<p>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>		<p>Wistron follows the ISO 31000 and the ERM framework for our risk management process. We use a Risk Map to analyze the likelihood of potential and emerging risks and the extent of losses that may occur once a risk has materialized. Using factors such as asset life, potential climate risks, and the industry sector and region in which we operate, we evaluate short, medium, and long-term risks (short-term: 1-3 years, medium-term: 3-5 years, long-term: 5-10 years) and opportunities that may threaten our future operations. We assess and prioritize risks and opportunities by defining their likelihood and impact levels and present them on a Risk and Opportunity Matrix, which is disclosed publicly in our annual sustainability report. The results of our risk and opportunity analysis are based on a matrix chart drawn from the “probability, severity and control effectiveness. The impact level is categorized into five levels of financial loss (negligible, minor, moderate, major, catastrophic) for consideration. High or medium risks are classified as primary risks and require preventive measures and improvement plans.</p> <p>Climate Change Financial Impact Analysis (Risks)</p> <table border="1"> <thead> <tr> <th data-bbox="1635 663 1828 726">Climate Change Risks</th> <th data-bbox="1828 663 2199 726">Financial Impacts</th> <th data-bbox="2199 663 2813 726">Response Measures</th> </tr> </thead> <tbody> <tr> <td data-bbox="1635 726 1828 1192"> The development of regulations on climate risks and the demand for renewable energy. </td> <td data-bbox="1828 726 2199 1192"> Increased operating costs (such as higher regulatory compliance costs, expenditures related to renewable energy, or increased management fees) The 100% renewable energy target is expected to be achieved by 2030. The fee for the green electricity certificate will increase the annual cost by NT\$300-600 million. The annual carbon fee cost due to regulation is: 1. About USD 40-50 million in 2030(IEA 2°C scenario) 2. 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<p>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>	Climate Change Risks	Financial Impacts	Response Measures
	Drought	capacity that has not been transferred, the operating losses due production stoppages caused by severe droughts were 180 million to 3 billion NTD (RCP 8.5)	improve overall operating resilience.
	Typhoons	Impact on production and loss of operating revenue	In the event of a typhoon, the Company monitors alerts and related information on whether employees should work or suspend work. If work is not suspended, the Company provides vehicles, transportation subsidies, or other necessary assistance will be provided to ensure the safety of employees.
	Floods	Impact on production and loss of operating revenue	The foundation heights have been increased and drainage facilities have been improved for existing plants during construction, in order to prevent losses caused by disasters. Include "natural disaster assessment" items in the location selection process for new sites. Plan related flood prevention facilities to improve the disaster resilience of operating locations.
	Uncertainty of climate-related physical risks	Increase operating costs and impact operating revenue	1. In response to the Paris Agreement to address global warming challenges, for many years, Wistron has followed the SBT 1.5°C decarbonization methodology and has set annual absolute greenhouse gas reduction targets since 2020 to move towards the long-term goal of carbon neutrality. 2. In 2022, total greenhouse gas (Scope 1+2) emissions decreased by 22% compared to the previous year (market-based).
	Rise in average temperature	Increase operating costs (e.g., increase in water and electricity charges)	Wistron's energy-saving project is divided into six categories, including air conditioning systems, compressed air systems, green lighting, management, production, and others. In 2022, the total energy-saving amount was approximately 14,428,530 kWh, which can reduce about 10,635.76 metric tons of carbon emissions. While reducing operating costs, Wistron actively invests resources in reducing the carbon footprint of its operations.
	Climate Change Financial Impact Analysis (Opportunities)		
	Climate Change Opportunities	Financial Impacts	Response Measures
	New business opportunities in the low-carbon economy	Expand the revenue of green products	1. Products are developed with green design thinking to avoid the use of harmful substances and reduce energy consumption during the manufacturing and usage stages. In 2022, all product lines were 100% compliant with the Waste Electrical and Electronic Equipment Directive (WEEE). The company also assisted brand customers in obtaining various environmental certifications for their products, and such products accounted for 85.07% of hardware revenue. In 2022, Wistron's products that meet the Energy Star standard saved 580,048,154 (kwh) and reduced 295,244,510 (kgCO2e) annually. Product age is considered, and the energy saving benefit of the product is 3,590,806,033 (kwh) with a reduction of 1,827,720,271 (KgCO2e).

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<p>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>	Climate Change Opportunities	Financial Impacts	Response Measures
	New business opportunities in the low-carbon economy	Expand the revenue of green products	2. Wistron are developing green resource businesses, focusing on electronic product recycling and the refining of recycled plastics. We are actively building a viable circular economy model. In 2022, we shipped products that used post-consumer recycled plastics (PCR), accounting for 80.3% of our hardware product revenue, an increase of 1.2% compared to the previous year.
	Energy conservation and carbon reduction plan	Reduce operating costs	1. Global factories are implementing various types of energy-saving and carbon reduction projects according to local conditions to reduce operating costs. 2. For example, Wistron's Zhongshan factory uses a centralized nitrogen supply system to improve efficiency, and it is estimated that it will save 2.47 million kWh of electricity per year, resulting in a savings of approximately 1.62 million RMB in electricity costs.
	Low-carbon manufacturing	Continuously increasing the proportion of renewable energy use to avoid carbon taxes and meet customer demand	In 2022, we purchased over 260 million renewable energy certificates, and actively expanded our solar power generation capacity in our factories. As a result, renewable energy accounted for 57% of our total energy consumption and renewable electricity accounted for 63.02% of our total renewable energy, and we aim to increase this percentage to 100% gradually.
		Increase revenue	We continue to increase the proportion of renewable energy production lines to 100% in our global operating sites by purchasing green energy certificates, directly purchasing green energy, and other measures to meet the market's demand for low-carbon manufacturing.
<p>3. The impact on finance from extreme climate events and transformational actions is clearly described.</p>			<p>Regarding the potential financial impacts of extreme weather and transformational actions on our company, we conduct assessments through multiple scenario analyses. For droughts, typhoons, and floods, we simulate possible financial impacts based on existing information, and ask each responsible unit to propose response strategies and action plans under the ERM management framework. As for transformational actions, Wistron actively implements energy-saving and carbon-reducing projects and adopts green electricity to achieve its low-carbon transformation goals globally. The financial impacts mainly reflect expenditures such as equipment replacement or operating expenses, but at the same time, there are positive effects such as cost savings and market expansion due to improved operational efficiency and customer satisfaction. Please refer to the climate change financial impact analysis (risk) and climate change financial impact analysis (opportunity) tables in the previous section for the potential financial impacts of extreme weather and transformational actions on our company.</p>

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<p>4. The way to integrate the identification, assessment and management process of climate risk into the overall risk management system is clearly described.</p>		<p>Following Wistron's 《Risk Management Policy and Procedures》 and other regulations, Wistron incorporates the identification and management of climate-related risks and opportunities into the mechanism of the company's overall Enterprise Risk Management (ERM) to conduct systematic management. The board of directors is the highest responsible unit for risk management, and the ESG Committee reports the execution and results of risk management to the board of directors regularly each year to supervise the operation of the risk management mechanism and overall implementation. The ESG Committee is a functional committee directly under the board of directors, which assists the board of directors in reviewing the execution of risk management. The committee members include the Vice Chairman (Chairman), President & CEO, Chief of Staff, CTO, Chief Digital Officer & Chief Information Security Officer, and one independent director. The committee has a risk management team under it. In order to deepen climate governance, Wistron regards the board of directors as the highest supervisory unit on climate issues, overseeing the overall climate strategy and monitoring the execution of climate-related risk management and key performance by senior management. As a functional committee directly under the board of directors, the ESG Committee has a risk management team composed of departmental and business unit managers and representatives, with the Chief Financial Officer as the convener. The risk management team conducts comprehensive evaluation and analysis of various risk scenarios, including climate-related risks, and formulates response and adaptation strategies. The team produces an Enterprise Risk Management Report to report to the ESG Committee each year to ensure that climate issues are included in the vision of senior management and prudently managed.</p>																											
<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>		<p>Our company uses multiple scenario analysis, and the scenarios, parameters, assumptions, and analysis factors used are explained below. For information on the main financial impacts, please refer to the table explanation in the second point of the previous section.</p> <table border="1" data-bbox="1656 1182 2819 1822"> <thead> <tr> <th data-bbox="1665 1188 1792 1283">Climate Scenario Type</th> <th data-bbox="1792 1188 2009 1283">Scenario Name</th> <th data-bbox="2009 1188 2237 1283">Timeline</th> <th data-bbox="2237 1188 2810 1283">Assumed Parameters</th> </tr> </thead> <tbody> <tr> <td data-bbox="1665 1283 1792 1499" rowspan="4">Transition</td> <td data-bbox="1792 1283 2009 1352">SBTi 1.5°C</td> <td data-bbox="2009 1283 2237 1352">2021-2030</td> <td data-bbox="2237 1283 2810 1352">Annual carbon reductions reached 4.2% (Scopes 1+2). Wistron will achieve 100% green energy by 2030.</td> </tr> <tr> <td data-bbox="1792 1352 2009 1388">IEA 2°C</td> <td data-bbox="2009 1352 2237 1388">2021-2030</td> <td data-bbox="2237 1352 2810 1388">Carbon price: 80-100 USD/ton CO₂e</td> </tr> <tr> <td data-bbox="1792 1388 2009 1430">IEA below 2°C</td> <td data-bbox="2009 1388 2237 1430">2021-2030</td> <td data-bbox="2237 1388 2810 1430">Carbon price: 90-120 USD/ton CO₂e</td> </tr> <tr> <td data-bbox="1792 1430 2009 1499">IEA Net Zero Emissions by 2050</td> <td data-bbox="2009 1430 2237 1499">2040-2050</td> <td data-bbox="2237 1430 2810 1499">Carbon price: 160-200 USD/ton CO₂e</td> </tr> <tr> <td data-bbox="1665 1499 1792 1822" rowspan="3">Physical</td> <td data-bbox="1792 1499 2009 1535">RCP 6.0</td> <td data-bbox="2009 1499 2237 1535">2075~2099</td> <td data-bbox="2237 1499 2810 1535">Average annual temperature change is +0.95 ~ +3.45°C</td> </tr> <tr> <td data-bbox="1792 1535 2009 1667">RCP 2.6/ RCP 8.5</td> <td data-bbox="2009 1535 2237 1667">Middle of the century (2046 to 2065) and end of the century (2081 to 2100)</td> <td data-bbox="2237 1535 2810 1667">Longest consecutive rainless days in a year: The base period of Taipei City is (1986 to 2005) 28 days. The base period of Hsinchu County is (1986 -2005) 39.5 days</td> </tr> <tr> <td data-bbox="1792 1667 2009 1822">RCP 8.5</td> <td data-bbox="2009 1667 2237 1822">Middle of the century (2039 to 2065)</td> <td data-bbox="2237 1667 2810 1822">For the 95th percentile of highest accumulated rainfall during extreme rains (region average), the level during the regional base period (1979 to 2008) in the Hsinchu Plant is 385mm. It is expected to rise to 444mm by the middle of the century</td> </tr> </tbody> </table>	Climate Scenario Type	Scenario Name	Timeline	Assumed Parameters	Transition	SBTi 1.5°C	2021-2030	Annual carbon reductions reached 4.2% (Scopes 1+2). Wistron will achieve 100% green energy by 2030.	IEA 2°C	2021-2030	Carbon price: 80-100 USD/ton CO ₂ e	IEA below 2°C	2021-2030	Carbon price: 90-120 USD/ton CO ₂ e	IEA Net Zero Emissions by 2050	2040-2050	Carbon price: 160-200 USD/ton CO ₂ e	Physical	RCP 6.0	2075~2099	Average annual temperature change is +0.95 ~ +3.45°C	RCP 2.6/ RCP 8.5	Middle of the century (2046 to 2065) and end of the century (2081 to 2100)	Longest consecutive rainless days in a year: The base period of Taipei City is (1986 to 2005) 28 days. The base period of Hsinchu County is (1986 -2005) 39.5 days	RCP 8.5	Middle of the century (2039 to 2065)	For the 95th percentile of highest accumulated rainfall during extreme rains (region average), the level during the regional base period (1979 to 2008) in the Hsinchu Plant is 385mm. It is expected to rise to 444mm by the middle of the century
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<p>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>		<p>Our company follows the TCFD framework and has established climate targets and performance indicators that are publicly disclosed annually. In response to the IPCC Special Report on Global Warming of 1.5°C, since 2020, we have adopted the Science-Based Targets initiative (SBTi) and set short-term, medium-term, and long-term goals based on a 2016 baseline year. The short-term goal is to achieve an absolute greenhouse gas reduction of 21% by 2021, the medium-term goal is to achieve a reduction of 37.8% by 2025, and the long-term goal is to achieve carbon neutrality by 2030, demonstrating our commitment to mitigating and adapting to climate change. Additionally taking into account the recommendation of scientifically-based carbon reduction goals, we have established short-term, medium-term, and long-term goals for electricity consumption of renewable energy, with targets of 57.5%, 80%, and 100% for 2022, 2025, and 2030, respectively, in response to the global trend of energy transition and low-carbon manufacturing, we actively assist our supply chain partners in setting scientifically-based carbon reduction goals to drive the entire value chain towards net-zero. Our progress towards these goals has been on track and steadily developing. Our climate performance indicators are publicly disclosed annually for external review. We have also launched the ESG 6 Pillar Transition Plan, in which the decarbonization, green products, recycling, and sustainable supply base pillars are directly targeted at low-carbon economic transformation and green manufacturing. Each pillar's performance indicators and short-term, medium-term, and long-term goals are publicly disclosed in our sustainability report and ESG website.</p>																																
<p>7. The bases used for setting prices shall be described if internal carbon pricing is used as a planning tool.</p>		<p>We plan to introduce an internal carbon pricing system with internal carbon fees as the pricing mechanism to drive carbon reduction. The selection and evaluation of advisory consultants are currently underway. Once the consultant team is confirmed, 1-2 manufacturing sites will be selected for trial implementation before gradually expanding to all sites.</p>																																
<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>		<p>Climate-related targets:</p> <table border="1" data-bbox="1626 1228 2834 1726"> <thead> <tr> <th data-bbox="1626 1228 1967 1297">Item</th> <th data-bbox="1967 1228 2392 1297">Caption</th> <th data-bbox="2392 1228 2834 1297">Absolute reduction of greenhouse gas</th> <th data-bbox="2834 1228 2834 1297">Renewable energy consumption ratio</th> </tr> </thead> <tbody> <tr> <td data-bbox="1626 1297 1967 1398">Target: Climate Change and Energy Management</td> <td data-bbox="1967 1297 2392 1398">Absolute reduction of greenhouse gas compared to 2016 : -25.2%</td> <td data-bbox="2392 1297 2834 1398">Renewable energy consumption ratio: 57.5%</td> <td></td> </tr> <tr> <td data-bbox="1626 1398 1967 1467">Activity covered</td> <td colspan="3" data-bbox="1967 1398 2834 1467">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 data-bbox="1626 1467 1967 1503">The scope of GHG Emissions</td> <td colspan="3" data-bbox="1967 1467 2834 1503">Scope 1+2</td> </tr> <tr> <td data-bbox="1626 1503 1967 1604">Short, medium, and long-term Goals</td> <td data-bbox="1967 1503 2392 1604">1. Y22: -25.2% 2. Y25: -37.8% 3. Y2030: carbon neutral</td> <td data-bbox="2392 1503 2834 1604">1. Y22: 57.5% 2. Y25: 80% 3. Y2030: 100%</td> <td></td> </tr> <tr> <td data-bbox="1626 1604 1967 1640">Y22 achievement progress</td> <td data-bbox="1967 1604 2392 1640">-66.72%</td> <td data-bbox="2392 1604 2834 1640">63.02%</td> <td></td> </tr> <tr> <td data-bbox="1626 1640 1967 1675">Solar energy generation (kWh)</td> <td data-bbox="1967 1640 2392 1675">NA</td> <td data-bbox="2392 1640 2834 1675">9,283,177</td> <td></td> </tr> <tr> <td data-bbox="1626 1675 1967 1726">I-RECs (kWh)</td> <td data-bbox="1967 1675 2392 1726">NA</td> <td data-bbox="2392 1675 2834 1726">267,372,000</td> <td></td> </tr> </tbody> </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 2016 : -25.2%	Renewable energy consumption ratio: 57.5%		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	1. Y22: -25.2% 2. Y25: -37.8% 3. Y2030: carbon neutral	1. Y22: 57.5% 2. Y25: 80% 3. Y2030: 100%		Y22 achievement progress	-66.72%	63.02%		Solar energy generation (kWh)	NA	9,283,177		I-RECs (kWh)	NA	267,372,000	
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1-1 Status on greenhouse gas inventory and assurance

Basic information of the Company	In accordance with the provisions of the Sustainable Development Roadmap of listed companies should at least be disclosed
<ul style="list-style-type: none"> ■ Companies with capital of more than \$10 billion, the steel industry, and the cement industry □ Companies with capital of more than \$5 billion but less than \$10 billion □ Companies with capital of less than \$5 billion 	<ul style="list-style-type: none"> ■ Inventory of parent company only □ Inventory of subsidiaries included in consolidated financial statements ■ Assurance on parent company only □ Assurance on subsidiaries included in consolidated financial statements

Scope 1	Total emissions (tonne CO ₂ e)	Intensity (tonne CO ₂ e/ NT\$ million)	Assurance Institution	Description of assurance status
Wistron Corporation (parent company)	852.718	0.020	Bureau Veritas Certification (Taiwan) Co., Ltd	Based on the process and procedures conducted, we conclude that the GHG statement 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. It is our opinion that WISTRON CORPORATION, WISTRON CORPORATION HSINCHU SITE, WISTRON CORPORATION HUKOU FACTORY#1 SITE and WISTRON CORPORATION HUKOU FACTORY#2 SITE have established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.
Total	852.718	0.020		
Scope 2	Total emissions (tonne CO ₂ e)	Intensity (tonne CO ₂ e/ NT\$ million)	Assurance Institution	Description of assurance status
Wistron Corporation (parent company)	34,070.349	0.809	Bureau Veritas Certification (Taiwan) Co., Ltd	Based on the process and procedures conducted, we conclude that the GHG statement 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. It is our opinion that WISTRON CORPORATION, WISTRON CORPORATION HSINCHU SITE, WISTRON CORPORATION HUKOU FACTORY#1 SITE and WISTRON CORPORATION HUKOU FACTORY#2 SITE have established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.
Total	34,070.349	0.809		
Scope 3	2,865,344.568 (tonne CO₂e)			



BUREAU
VERITAS

**VERIFICATION OPINION
GREENHOUSE GAS EMISSIONS**

This is to verify that

WISTRON CORPORATION

21F., NO. 88, SEC. 1, HSINTAI 5TH RD., HSICHIH DIST., NEW TAIPEI CITY 221, TAIWAN (R.O.C.)

Holds Statement No: TWN17664517GT-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 at 21F, 88, SEC. 1, HSINTAI 5TH RD., HSICHIH and sites under operational control; detail is as following page.
- Period covered by GHG emissions verification: January 1, 2022 to December 31, 2022

Emissions data verified:

- Category 1 - Direct GHG emissions and removals: 219.232 tCO₂e
- Category 2 - Indirect GHG emissions from imported energy: 12,908.545 tCO₂e
- Category 3 - Indirect GHG emissions from transportation: 8,728.077 tCO₂e
- Category 4 - Indirect GHG emissions from products used by organization: 67,391.957 tCO₂e
- Category 5 - Indirect GHG emissions associated with the use of products from the organization: 2,147,023.016 tCO₂e

Level of Assurance and Qualifications:

- Reasonable assurance
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above indicators

Assurance Opinion:

Based on the process and procedures conducted, we conclude that the GHG statement 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.

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: 28/4/2023

Andrew Lee, CER Manager
Latest Issue: 28/4/2023



Validation and Verification
VB005

Bureau Veritas Certification (Taiwan) Co., Ltd.
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VERITAS

VERIFICATION OPINION
GREENHOUSE GAS EMISSIONS

This is to verify that

WISTRON CORPORATION HSINCHU SITE

No. 5, Hsin-Ann Rd., Hsinchu Science Park

Holds Statement No: TWN17664517GT-2/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 HSINCHU SITE 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 HSINCHU SITE. 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 HSINCHU SITE at No. 5, Hsin-Ann Rd., Hsinchu Science Park and sites under operational control; detail is as following page.
- Period covered by GHG emissions verification: January 1, 2022 to December 31, 2022

Emissions data verified:

- Category 1 - Direct GHG emissions and removals: 437.713 tCO₂e
- Category 2 - Indirect GHG emissions from imported energy: 9,096.752 tCO₂e
- Category 3 - Indirect GHG emissions from transportation: 5,952.913 tCO₂e
- Category 4 - Indirect GHG emissions from products used by organization: 168,314.970 tCO₂e
- Category 5 - Indirect GHG emissions associated with the use of products from the organization: 278.858 tCO₂e

Level of Assurance and Qualifications:

- Reasonable assurance
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above indicators

Assurance Opinion:

Based on the process and procedures conducted, we conclude that the GHG statement 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.

It is our opinion that WISTRON CORPORATION HSINCHU SITE 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.

Andrew Lee, CER Manager
Latest Issue: 28/4/2023



Validation and Verification
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VERIFICATION OPINION
GREENHOUSE GAS EMISSIONS

This is to verify that

WISTRON CORPORATION HUKOU FACTORY#1 SITE

NO. 85, GUANGFU N. RD., HUKOU TOWNSHIP, HSINCHU COUNTY 303, TAIWAN (R.O.C.)

Holds Statement No: TWN17664517GT-3/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 HUKOU FACTORY#1 SITE 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 HUKOU FACTORY#1 SITE. 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 HUKOU FACTORY#1 SITE at NO. 85, GUANGFU N. RD., HUKOU TOWNSHIP, HSINCHU COUNTY 303, TAIWAN (R.O.C.) and sites under operational control; detail is as following page.
- Period covered by GHG emissions verification: January 1, 2022 to December 31, 2022

Emissions data verified:

- Category 1 - Direct GHG emissions and removals: 79.474 tCO₂e
- Category 2 - Indirect GHG emissions from imported energy: 4,292.384 tCO₂e
- Category 3 - Indirect GHG emissions from transportation: 1,669.824 tCO₂e
- Category 4 - Indirect GHG emissions from products used by organization: 63,707.963 tCO₂e

Level of Assurance and Qualifications:

- Reasonable assurance
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above indicators

Assurance Opinion:

Based on the process and procedures conducted, we conclude that the GHG statement 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.

It is our opinion that WISTRON CORPORATION HUKOU FACTORY#1 SITE 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: 28/4/2023



Validation and Verification
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**VERIFICATION OPINION
GREENHOUSE GAS EMISSIONS**

This is to verify that

WISTRON CORPORATION HUKOU FACTORY#2 SITE

NO. 50, GUANGFU N. RD., HUKOU TOWNSHIP, HSINCHU COUNTY 303, TAIWAN (R.O.C.)

Holds Statement No: TWN17664517GT-4/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 HUKOU FACTORY#2 SITE 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 HUKOU FACTORY#2 SITE. 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 HUKOU FACTORY#2 SITE at NO. 50, GUANGFU N. RD., HUKOU TOWNSHIP, HSINCHU COUNTY 303, TAIWAN (R.O.C.) and sites under operational control; detail is as following page.
- Period covered by GHG emissions verification: January 1, 2022 to December 31, 2022

Emissions data verified:

- Category 1 - Direct GHG emissions and removals: 116.299 tCO₂e
- Category 2 - Indirect GHG emissions from imported energy: 7,772.668 tCO₂e
- Category 3 - Indirect GHG emissions from transportation: 1,948.733 tCO₂e
- Category 4 - Indirect GHG emissions from products used by organization: 400,328.256 tCO₂e

Level of Assurance and Qualifications:


- Reasonable assurance
- This verification used a materiality threshold of 5% for aggregate errors in sampled data for each of the above indicators

Assurance Opinion:

Based on the process and procedures conducted, we conclude that the GHG statement 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.

It is our opinion that WISTRON CORPORATION HUKOU FACTORY#2 SITE 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: 28/4/2023


Andrew Lee, CER Manager
Latest Issue: 28/4/2023



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

Item	Implementation Status		Summaries	Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		
<p>1. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures</p> <p>(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?</p> <p>(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?</p> <p>(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?</p>	<p>✓</p> <p>✓</p> <p>✓</p>		<p>(1) To enhance corporate conduct and ethics policy, the Company established “Ethical Corporate Management Best Practice Principles”, “Code of Ethical Conduct”, “Corporate Governance Best Practice Principles” and “Code of Conduct” which are approved by the board of directors. These policies are disclosed publicly on our company website and Market Observation Post System. Integrity is not only the core value of our business but also a fundamental part of our daily operation, and this standard also applies to our board of directors (including independent board directors, the same as below) supervisors, employees or substantial controllers.</p> <p>(2) The Company analyzes and assesses on a regular basis on business activities which may be at a higher risk of being involved in unethical conduct by utilizing the risk assessment mechanisms against unethical conduct. And these mechanisms cover the precautionary measures in the second paragraph of Article 7 of “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”.</p> <p>(3) The Company has clearly stated the operating procedures and behavior guidelines in "Ethical Corporate Management Best Practice Principles" and stated punishment, and appeal systems for violations in the unethical conduct prevention plan in "Codes of Ethical Conduct". The adequacy and effectiveness of this prevention program is reviewed on a regular basis. The Company also determined the units which handles treasury and procurement as the ones with potential risks. The involved units are required to undergo specific trainings, developing relevant implementation manuals for advocacy/regulation, internal audit or regular work rotation to reduce potential risk.</p>	No discrepancy

Item	Implementation Status			Summaries	Deviations from “the Ethical Corporate Management Best- Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No			
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) Prior to any commercial transactions with external entities, the Company considers their ethical performance by reviewing their condition of legitimacy, ethical policy and records of unethical behaviors. The Company also conveys our policy and ethical standards to our business partners and refuse to offer, commit, request, or accept any improper advantage in any form, either directly or indirectly. Once the Company is aware of any unethical events, the Company terminates the contract immediately and moves the entity to the dishonor list. Besides that, the Company stipulates the terms and conditions of ethical management in contracts such as specific and reasonable payment terms, handling of unethical conduct including but not limited to the pertaining to prohibition of commissions, rebates, or other benefits.	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) Global Human Resources & Administration is responsible for the establishment of company's integrity policy, the supervision of enforcement. Global Human Resources & Administration reports ethical management policies and plans to the board annually in board meeting. So far, no incidents of unethical conduct have been reported.	
(3) Does the Company establish policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?	✓			(3) In "Ethical Corporate Management Best Practice Principles" and "Codes of Ethical Conduct", the Company clearly defines the principles and circumstances of conflicts of interest that related persons shall avoid. The Company also requires related persons to report proactively to their immediate supervisors, highest level of management of HR or report in board meeting if they face or are aware of similar situations that may arise conflicts of interest.	
(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) The Company conducts evaluation and self-audit of the effectiveness of internal control system, including accounting system with considered changes in the business environment, and make appropriate modifications if necessary, The result will be reviewed by Audit Office based on good faith.	
(5) Does the Company provide internal and external ethical conduct training programs on a regular basis?	✓			(5) The new employees on the first day of employment and the new supervisor are required to take ethic/integrity e-learning courses. All employees are required to conduct regular e-learning courses and results tests.	

Item	Implementation Status			Summaries	Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No			
<p>3. Implementation of Complaint Procedures.</p> <p>(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?</p> <p>(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?</p> <p>(3) Does the Company adopt proper measures to prevent a complainant from retaliation for his/her filing a complaint?</p>	✓			<p>(1) All employees have the duty to report any improper conduct that is against the ethical conduct of the company directly to independent board of director, highest level of management of HR, Audit Office, or Chairman. If employees violate the “Codes of Ethical Conduct”, the Company considers the severity of the violation, and conducts proper action, including dismissal, based on “Guidelines of Employee Award/Disciplinary”. If business partners of the Company violate integrity policy, the Company reduces or terminates cooperation, or even report to the judicial authorities based on the severity of the violation.</p> <p>(2) The Company has established internal complaint procedure, which provides a clear process for complaint addressing, investigation, complaint resolution, etc. All complainants are treated in a confidential manner.</p> <p>(3) To protect the complainant and respondent who take part in reporting or investigation of the events from retaliation or unfair treatment, the Company has established reporting channels and whistleblowing system. “Confidentiality of the identity of whistleblowers and the content of reported cases” and “Measures for protecting whistleblowers from inappropriate disciplinary actions due to their whistleblowing” are stated in article 22 of "Ethical Corporate Management Best Practice Principles".</p>	No discrepancy
<p>4. Information Disclosure</p> <p>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”)?</p>	✓			The Company discloses the actions and commitments to business ethics such as Ethical Corporate Management Best Practice Principles and RBA Codes of Conduct on Wistron’s official website and Market Observation Post System. The detail of implementation status is stated in Sustainability Report.	No discrepancy
<p>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.</p> <p>No discrepancy.</p>					

Item	Implementation Status		Summaries	Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No		
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 Policy, and at the same time fully communicates Wistron's anti-corruption policy to suppliers through Wistron Global Learning Platform and has a reporting hotline. The company will also publicize the company's integrity management policy and beliefs to suppliers at the annual supplier conference and review the implementation status of suppliers every year.				

3.4.7 Inquiry on corporate governance principles and related regulations of this Company:

Please refer to the Company’s website or Market Observation Post System.

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

3.4.9. Internal Control System Execution Status**A. Statement on Internal Control:**

Wistron Corporation
Statement on Internal Control

Date: March 14, 2023

Based on the findings of a self-assessment, Wistron Corporation (Wistron) states the following with regard to its internal control system during the year 2022 :

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, 2022, 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 2022 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 March 14, 2023, with none of the nine 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.

3.4.10 Legal penalties by competent authority to the Company or its employees, and the Company's punishment on its employees for violation of internal control system, major deficiencies and improvement measures in the most recent year and as of the publication of this annual report:

In 2022, no legal penalty was taken against the Company and its employees by any competent authority. For identified violation of the Company's internal control system, punishments were issued accordingly and relevant supervisions for improvements were adopted.

3.4.11 Major Resolutions of Shareholders' Meeting and Board Meetings**A. Major Resolutions of Shareholders' Meeting**

Wistron held its 2022 shareholders' meeting on June 17, 2022. The resolutions and implementation status are listed below:

Important resolution	Implementation Status
Ratification of 2021 Business Report and Financial Statements as proposed.	To implement in accordance with the resolutions.
Ratification of the proposal for distribution of 2021 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\$ 2.20011602. The Company had set the ex-dividend record date on July 12, 2022. The cash dividends were allocated on July 29, 2022.
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.	The company has not yet implemented those capital increase plan.
Approval of amendments to the "Articles of Incorporation" as proposed.	The amended "Articles of Incorporation" were completed the registration on June 24, 2022.
Approval of amendments to the "Rules and Procedures of Shareholders' Meeting" as proposed.	The amended "Rules and Procedures of Shareholders' Meeting" were implemented accordingly.
Approval of amendments to the "Procedures of Asset Acquisition and Disposal" as proposed.	The amended "Rules and Procedures of Shareholders' Meeting" were implemented accordingly.

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
1st Board Meeting of 2022	2022 03 16	1. Approval of the compensation for employees and directors of 2021.	V	Resolved		
		2. Approval of the proposal of 2021 employees' compensation payout ratio and amount to the managers (excluding CSO).	V	Resolved		
		3. Approval of the salary adjustment to the managers (excluding CSO) in 2022.	V	Resolved		
		4. Approval of the performance bonus budget to the managers (excluding CSO) in 2022.	V	Resolved		
		5. Approval of the proposal of 2021 employees' compensation payout ratio and amount to CSO.	V	Resolved		
		6. Approval of the salary adjustment to CSO in 2022.	V	Resolved		
		7. Approval of the performance bonus budget to CSO in 2022.	V	Resolved		
		8. Approval of the business plan of 2022.				
		9. Approval of the business report of 2021.			V	Resolved
		10. Approval of the parent-company-only and consolidated financial statements of 2021.			V	Resolved
		11. Approval of the proposal for 2021 earnings distribution.			V	Resolved
		12. Approval of acquisition machinery equipment within NT\$522 million for business development and strategic planning needs.			V	Resolved
		13. 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.			V	Resolved
		14. Approval of the amendments to the "Articles of Incorporation".				
		15. Approval of the amendments to the "Procedures of Asset Acquisition and Disposal".			V	Resolved
		16. Approval of the time, venue, method and agenda of 2022 general shareholders' meeting.				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
1st Board Meeting of 2022	2022 03 16	17. Approval of the amendments to the "Authorized limit for engaging in derivative transactions".			V	Resolved
		18. Approval of the amendments to the "Code of Conduct".				
		19. Approval of committing to join Science Based Targets Initiative (SBTi).				
		20. Approval of the promotion of managers.				
		21. Approved KPMG as audit accountants in 2022.			V	Resolved
		22. Approval of Internal Control System Statement of 2021.			V	Resolved
		23. Approval of acquiring or disposing of equipment held for business use with subsidiaries.				
2nd Board Meeting of 2022	2022 03 18	24. Approval of the application of AR factoring from Chang Hwa Commercial Bank, Ltd.				
		25. Approval of opening a bank account and related international trade financing business in Bank of Communications, Suzhou Branch.				
		26. Approve of the application for bank facility.				
		27. Approval of increase or decrease amount of endorsements and guarantees.			V	Resolved
3rd Board Meeting of 2022	2022 05 06	Approval of disposing maximum 8 million common shares of Wiyynn through block trade.			V	Resolved
		1. Approval of consolidated financial statements of 2022Q1.			V	Resolved
3rd Board Meeting of 2022	2022 05 06	2. Approval of increase the capital expenditure budget of constructing a factory and building in the International AI Park from Hsinchu County Government.				
		3. Approval of the amendments to the "Rules and Procedures of Shareholders' Meeting".				
		4. Approval of the amendments to the "ESG Committee Charter".				
		5. Approval of setting Wistron's "Stock Ownership Guidelines".	V	Resolved		
		6. Approval of the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		7. Approval of the proposal on the allocation ratio of the operating fund for "Wistron Foundation".				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
3rd Board Meeting of 2022	2022.05.06	8. Approval of acquiring or disposing of equipment held for business use with subsidiaries. 9. Approval of the application sustainability-linked loan for AR factoring from ING Bank N.V., Taipei Branch. 10. Approval of opening a bank account and related international trade financing business in Bank of Communications, Sichuan Branch. 11. Approve of the application for bank facility. 12. Approval of increase or decrease amount of endorsements and guarantees.			V	Resolved
4th Board Meeting of 2022	2022.08.05	1. Approval of the performance bonus to managers (excluding CSO) in 2022 first half of the year.	V	Resolved		
		2. Approval of the performance bonus to CSO in 2022 first half of the year.	V	Resolved		
		3. Approval of the non-independent directors' compensation of 2021.	V	Resolved		
		4. Approval of consolidated financial statements of 2022Q2.			V	Resolved
		5. Approval of signing the letter of intent for office leasing with the subsidiary and approved the interior construction budget.			V	Resolved
		6. Approval of acquiring of real property right-of-use assets from AmTRAN Technology Co., Ltd.			V	Resolved
		7. Approval of signing the 20-year power purchasing agreements of renewable energy.				
		8. Approval of the amendments to the "Internal Control Systems of Shareholder Services Units".			V	Resolved
		9. Approval of the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		10. Approval of acquiring or disposing of equipment held for business use with subsidiaries.				
		11. Approval of the application of AR factoring from MUFG Bank, Ltd., Taipei Branch.				
		12. Approval of the application of AR factoring from Standard Chartered Bank.				
		13. Approval of opening a bank account and related international trade financing business at the Chengdu Shuangliu Sub-branch of Agricultural Bank of China.				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
4th Board Meeting of 2022	2022.08.05	14. Approval of opening a bank account and related international trade financing business at the High-tech Zone Sub-branch of China Construction Bank Co., Ltd. Kunshan Branch. 15. Approve of the application for bank facility. 16. Approval of increase or decrease amount of endorsements and guarantees.			V	Resolved
5th Board Meeting of 2022	2022.11.04	1. Approval of consolidated financial statements of 2022Q3.			V	Resolved
		2. Approval of the investment of NT\$1,000 million in WiSuccess Asset Management Corporation.			V	Resolved
		3. Approval of making a loan to Kaohsiung Opto-Electronics Inc.			V	Resolved
		4. Approval of the amendments to the "Rules and Procedures of Board of Directors Meeting".				
		5. Approval of setting Wistron's "Non-Assurance Services Pre-approval Policy".			V	Resolved
		6. Approval of the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		7. Approval of acquiring or disposing of equipment held for business use with subsidiaries.				
		8. Approval of the application sustainability-linked loan for AR factoring from Sumitomo Mitsui Banking Corporation, Taipei Branch.				
		9. Approve of the application for bank facility.				
		10. Approval of increase or decrease amount of endorsements and guarantees.			V	Resolved
6th Board Meeting of 2022	2022.12.22	1. Approval of the performance bonus to managers (excluding CSO) in 2022 second half of the year.	V	Resolved		
		2. Approval of the performance bonus to CSO in 2022 second half of the year.	V	Resolved		
		3. Approval of the fulfillment of the first 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. Approval of the proposal for adjustment of important positions of the Company's managers.				

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
6th Board Meeting of 2022	2022 12 22	5. Approval of the change of Accounting Officer.			V	Resolved
		6. Approval of the promotion of managers. 7. Approval of 2023 Annual Audit Plans. 8. Approval of the amendments to the "Internal Control Systems" and Internal Control Operation Cycles and other control operation. 9. Approval of setting "Procedure for preparation and validation of the Sustainability report". 10. Approval of the amendments to the "Risk Management Policy and Procedure". 11. Approval of setting "Procedure for handling material inside information". 12. Approval of the amendments to the "Procedures for Preventing Insider Trading". 13. Approval of the amendments to the "Procedures of the receipt and use of negotiable instruments". 14. Approval of the amendments to the "Procedures of budget management". 15. Approval of the amendments to the "Procedures of supervision and management of subsidiaries". 16. Approval of setting "Procedures of tax policy and management" to replace the original "Tax Policy". 17. Approval of signing a joint credit contract with a joint credit bank consortium organized. 18. Approval of opening a FTN and NRA bank account with Shanghai branch and Suzhou Branch of ZheShang Bank Co., Ltd. 19. Approval of opening a FTN and NRA bank account with Haikou Branch and Chongqing Branch of China Merchants Bank Co.,Ltd. 20. Approve of the application for bank facility. 21. Approval of increase or decrease amount of endorsements and guarantees.			V V	Resolved Resolved
1st Board Meeting of 2023	2023 03 14	1. Approval of the compensation for employees and directors of 2022. 2. Approval of the proposal of 2022 employees' compensation payout ratio and amount to the managers (excluding CSO).	V V	Resolved Resolved		

	Date	Important resolution	Compensation Committee		Audit Committee	
			Agenda	Resolutions	Conditions described in Article 14-5 of the Securities and Exchange Act	Resolutions
1st Board Meeting of 2023	2023 03 14	3. Approval of the salary adjustment to the managers (excluding CSO) in 2023.	V	Resolved		
		4. Approval of the performance bonus budget to the managers (excluding CSO) in 2023.	V	Resolved		
		5. Approval of the proposal of 2022 employees' compensation payout ratio and amount to CSO.	V	Resolved		
		6. Approval of the salary adjustment to CSO in 2023.	V	Resolved		
		7. Approval of the performance bonus budget to CSO in 2023.	V	Resolved		
		8. Approval of the business plan of 2023.			V	Resolved
		9. Approval of the business report of 2022.			V	Resolved
		10. Approval of the parent-company-only and consolidated financial statements of 2022.				
		11. Approval of the cancellation of part of New Restricted Employee Shares and the record date of capital reduction.				
		12. Approval of the proposal for 2022 earnings distribution.			V	Resolved
		13. 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.			V	Resolved
		14. Approval of the amendments to the "Codes of Ethical Conduct".				
		15. Approval of the amendments to the "Ethical Corporate Management Best Practice Principles".				
		16. Approval of convening 2023 general shareholders' meeting.				
		17. Approve of assigning KPMG as audit accountants in 2023.			V	Resolved
		18. Approval of Internal Control System Statement of 2022.			V	Resolved
		19. Approval of the amendments to the "Corporate Governance Best Practice Principles".				
		20. Approval of acquiring or disposing of equipment held for business use with subsidiaries.				
		21. Approve of the application for bank facility.				
		22. Approval of increase or decrease amount of endorsements and guarantees.			V	Resolved

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

3.4.13 Resignation or Dismissal of the Company's Key Individuals, Including the Chairman, CEO, and Heads of Accounting, Finance, Internal Audit, Corporate governance officer and R&D:

Title	Name	Date of Appointment	Date of Termination	Reasons for Resignation or Dismissal
President	David Shen	2020.08.12	2023.01.01	Position adjustment
Controller	Stone Shih	2003.08.27	2023.01.01	Position adjustment

3.5 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	Ya-Ling, Chen Chia-Chien, Tang	2022/01~2022/12	7,263	3,041	10,304	-

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, tax consulting service and the review for financial asset evaluation reports.

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.

3.6 Replacement of CPA : None.

3.7 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.

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

Unit: Shares

Title	Name	2022		As of Apr. 17, 2023	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
Chairman & CSO	Simon Lin	2,000,000	0	0	0
Vice Chairman	Robert Hwang	600,000	0	560,000	0
Director	Wistron NeWeb Corp.	0	0	0	0
	Representative: Haydn Hsieh	0	0	0	0
Director	Philip Peng	300,000	0	0	0
Independent Director	Jack Chen	0	0	0	0
Independent Director	S. J. Paul Chien	0	0	0	0
Independent Director	Christopher Chang	0	0	0	0
Independent Director	Sam Lee	0	0	0	0
Independent Director	Peipei Yu	0	0	0	0
President & CEO	Jeff Lin	0	0	2,669,000	0
Executive Vice President & Chief Infrastructure Officer	David Shen	1,206,000	0	300,000	0
Chief of Staff	Frank F.C. Lin	300,000	0	700,000	0
President of Advanced Technology Lab	Donald Hwang		0	600,000	0
Chief Digital Officer & Chief Information Security Officer	Kenny Wang	(1,500,000)	0	870,000	0
Chief Financial Officer	Stone Shih	0	0	600,000	0
President of Enterprise & Networking Business Group	William Lin	0	0	407,000	0
Technical Vice President	Kelvin Chang	(2,411,000)	0	100,000	0
Strategy Planning Office Vice President	K.Y. Wang	0	0	100,000	0
President of Client Products Business Group	Robert C.L. Lin	0	0	600,000	0
Vice President of New Technology Strategy	Vincent Cho	50,785	0	300,000	0
President of Global Manufacturing	Jackie Lai	0	0	400,000	0
Vice President of Client Products Business Group	Felix Lai	0	0	400,000	0
Vice President of Service & Recycling Business Group	Peter Tung	0	0	500,000	0
Vice President of Industrial & Automotive Business Group	Christine Hsu	0	0	360,000	0
Vice President of Enterprise & Networking Business Group	Christopher Huang	0	0	300,000	0
Vice President of Global Supply Chain Management	Benny Hu	0	0	170,000	0

Title	Name	2022		As of Apr. 17, 2023	
		Holding Increase (Decrease)	Pledged Holding Increase (Decrease)	Holding Increase (Decrease)	Pledged Holding Increase (Decrease)
President of Global Manufacturing	Alec Lai	0	0	300,000	0
Vice President of Industrial & Automotive Business Group	Howard Liu (Note 1)	-	-	250,000	0
Vice President of Global Manufacturing	Mark HH Huang (Note 1)	-	-	30,000	0
Vice President of Information	Kevin Fong (Note 2)	-	-	-	-
Vice President of Global Manufacturing	Benjamin Chang (Note 2)	-	-	-	-
Controller	Fred Chiu (Note 2)	-	-	-	-
Wistron Smart Devices President of Global Manufacturing & Digital Operations	James Chou (Note 3)	-	-	-	-

Note 1 : Appointed on March 16, 2022.

Note 2 : Appointed on January 1, 2023.

Note 3 : Retirement on October 1, 2022.

3.8.1 Shares Trading with Related Parties : None.

3.8.2 Shares Pledge with Related Parties : None.

3.9 Relationship among the Top Ten Shareholders(April 17, 2023)

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	
Yuanta Taiwan Dividend Plus ETF	135,827,952	4.68	0	0	0	0	None	None	
Labor Pension Fund	71,565,852	2.47	0	0	0	0	None	None	
Acer Incorporated Representative: Jason Chen	54,815,995	1.89	0	0	0	0	None	None	
J.P. Morgan Securities PLC	47,281,386	1.63	0	0	0	0	None	None	
Fubon Taiwan high dividend 30 ETF	47,082,000	1.62	0	0	0	0	None	None	
Taipei Fubon Bank Trust Account (employee share ownership trust)	43,329,252	1.49	0	0	0	0	None	None	
BNP Paribas Arbitrage S.N.C.	43,229,642	1.49	0	0	0	0	None	None	
Lin, Hsien-Ming	42,599,252	1.47	1,544	0	0	0	None	None	
Taipei Fubon Bank Trust Account (employee restricted stock awards)	40,151,000	1.38	0	0	0	0	None	None	
Fubon Life Insurance Co., Ltd. Representative: Richard M. Tsai	40,000,000	1.38	0	0	0	0	None	None	
	-	-	-	-	-	-	None	None	

3.10 Ownership of Shares in Affiliated Enterprises

(As of December 31, 2022) 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	213,893,915	100.00	0	0.00	213,893,915	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	0	0.00	(Note 2)	100.00
Wistron NeWeb Corporation	89,674,679	22.66	9,169,458	0.08	98,844,137	22.74
INTERNATIONAL STANDARDS LABORATORY CORP.	2,434,462	100.00	0	0.00	2,434,462	100.00
WiAdvance Technology Corporation	977	0.01	14,530,000	78.62	14,530,977	78.63
SMS Infocomm Corporation	4,832,686	100.00	0	0.00	4,832,686	100.00
Wistron Mexico, S.A. de C.V.	16,004,371,488	100.00	0	0.00	16,004,371,488	100.00
All Holding Corp.	437,485,702	100.00	0	0.00	437,485,702	100.00
Wistron InfoComm (Philippines) Corporation	139,567,270	100.00	0	0.00	139,567,270	100.00
SMS InfoComm (Singapore) Pte. Ltd.	157,489,410	100.00	0	0.00	157,489,410	100.00
Wistron LLC	8,936,000	100.00	0	0.00	8,936,000	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
Wistron Advanced Materials(Hong Kong)Limited	33,500,000	100.00	0	0.00	33,500,000	100.00
WiseCap (Hong Kong) Limited	58,445,950	100.00	0	0.00	58,445,950	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	36,429,340	100.00	0	0.00	36,429,340	100.00
Wistron Mobile Solutions Corporation	20,000	100.00	0	0.00	20,000	100.00
Wiwynn Corporation	65,895,129	37.69	16,530,580	5.79	82,425,709	43.48
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	0	0.00	(Note 2)	100.00
WiEdu Hong Kong Limited	16,426,000	100.00	0	0.00	16,426,000	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	13,340,990,012	100.00	0	0.00	13,340,990,012	100.00
Wistron InfoComm (Vietnam) Co., Ltd	(Note 2)	100.00	0	0.00	(Note 2)	100.00
SMS InfoComm (Czech) s.r.o.	(Note 2)	100.00	0	0.00	(Note 2)	100.00
WiSuccess Asset Management Corporation	170,000,000	100.00	0	0.00	170,000,000	100.00
Wistron Green Energy Holding Company	28,000,000	100.00	0	0.00	28,000,000	100.00
WIBASE INDUSTRIAL SOLUTIONS INC.	17,888,000	45.79	3,231,000	7.09	21,119,000	52.88
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	330	30.00	0	0.00	330	30.00

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
Formosa Prosonic Industries Berhad	69,260,000	27.03	0	0.00	69,260,000	27.03
Join-Link International Technology Co. Ltd.	20,261,108	32.79	1,933,947	3.13	22,195,055	35.92
T-CONN PRECISION CORPORATION	4,711,018	12.82	3,114,894	8.48	7,825,912	21.30
NICE Licensing LLC	(Note 2)	20.00	0	0.00	(Note 2)	20.00
Pell Bio-Med Technology Co., Ltd.	3,000,000	6.76	7,300,000	16.45	10,300,000	23.21

Note 1: Long investment of the Company

Note 2: It is the limited company

3.11 Corporate Sustainability and Social Responsibility Management

In order to implement corporate social responsibility, Wistron's Board of Directors established Sustainable Development Best Practice Principles which clearly defined four major principles to serve as the highest guiding principles for sustainable development. The four principles are: exercising corporate governance, fostering a sustainable environment, preserving public welfare, and enhancing the disclosure of corporate sustainability. In addition, our ESG Committee is established under the leadership of Wistron's Vice Chairman who reports to the Board of Directors annually on the implementation and performance of the Wistron ESG program as well as the plans and goals for the coming year.

(1) Quality Management System

Wistron values customers and the quality of products and services. Our R&D and manufacturing processes all comply to international quality standards in order to deliver defect-free and competitive products and services to our customers in a timely manner.

(2) Green Product Management System

In order to reduce the environmental impacts caused by a product during its life cycle, Wistron upholds the concept of green product design for energy conservation, material reduction, hazardous substance restriction, and recycling. In addition, Wistron follows international regulations and customer requirements while striving to simplify design, production, and operation processes to achieve Earth-friendly, sustainable products.

(3) Environmental and Energy Management System

Wistron understands that its activities, products, and services will influence the environment. To minimize the effect of operations, products and services, Wistron is committed to respond to climate change advocacy, and we're dedicated to conserving energy consumption and increasing renewable energy ratio. To realize low-carbon transition, we support the procurement and improvement plan of energy-efficient equipment and use eco-friendly technologies to reduce pollutant emissions. Environmental programs are implemented at global operations including water recycling, waste reducing and recycling, transportation and logistics management. Through our green product and service, we carefully select raw materials and suppliers to ensure zero usage of restricted and banned materials and substances.

(4) Occupational Health and Safety Management System

Wistron is fully aware of the hazards and risks in the workplace that affect all personnel working within the company's control area. Based on preventing personnel injury and affecting health and safety, the occupational health and safety management system and enhance consultation and participation aims to ensure that employees are in a healthy and harm-free working environment.

(5) Social Accountability Management System

Wistron complies with international regulations and local laws related to social responsibility, continues to improve employee rights and welfare, establishes an honest, healthy and safe operating environment, and fulfills social responsibilities.