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Gaia Mission Log

The elements on Gaia are imbalanced from human activity. Gaia's core is sending mayday signals, calling on its guardians WiLove and its AI assistant Tech to support the Gaia Mission.

The Story

WiLove & Tech: The Gaia Mission Logs

The planet Gaia is suffering from imbalanced energy, resource depletion, polluted environments, and an AI technology crisis. Gaia's core has sent a mayday signal to the cosmic universe. WiLove and her AI assistant Tech have embarked on a secret mission to restore the energy balance and save Gaia.

Character

Tech

A product of technology, the smart robot is logical, rational, and powered by green energy. Its main duty is to safeguard and support WiLove. Tech is timid and cautious.

WiLove

WiLove is an optimist with a pure heart and playful energy. She loves toying with Tech, is deeply compassionate, and can sense Gaia's emotions and needs.



About this Report

Editorial Policy and Compliance

Thank you for reading Wistron Corporation's (hereinafter referred to as Wistron) Sustainability Report. The Report is published in both Chinese and English, and is available for public download on [Wistron's ESG website](#). Through this Report, we aim to provide stakeholders with a transparent and comprehensive view of Wistron's sustainability performance and achievements in 2025.

This Report has been prepared in accordance with the Universal Standards 2021 for sustainability reporting published by the Global Reporting Initiative (GRI). It is also aligned with the Task Force on Climate-related Financial Disclosures (TCFD), the United Nations Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB), and the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Scope and Boundary

This Report covers economic, environmental, and social performance. Data statistics, calculation methodologies, and any restatements of information from previous reports, together with the reasons and outcomes, are explained in the respective chapters.

The reporting boundary includes Wistron Corporation and all subsidiaries within the scope of consolidated financial statements*, and base-year data for relevant indicators has been adjusted accordingly. Any discrepancies with the above reporting scope are noted in relevant sections.

Note: Sustainability information disclosed accounts for 100% of the revenue in the consolidated financial statement. Sustainability-related information for Wiwynn Corporation and its subsidiaries is disclosed in Wiwynn's own sustainability report. Please refer to the [Wiwynn official website](#).

Reporting Period

The Sustainability Report for the preceding year is published by Wistron in the current year. The previous report was published in 2025 and the next report will be published in 2027. This Report covers Wistron's ESG management policy, key issues, actions, and performance for 2025 (January 1 to December 31, 2025). Quantitative performance is presented as multi-year trends. Any information disclosed beyond January 1, 2026, is noted within the relevant text.

Internal Management

To strengthen the disclosure of corporate sustainability information, the Chair of the ESG and Information Security Committee serves as the publisher of this year's Sustainability Report. Department heads or senior executives from each unit, together with senior executives from major global operating sites, were convened to form the 2025 Sustainability Information Management Committee, which oversees Report preparation and sets the overall sustainability direction. The 2025 Sustainability Information Disclosure Team operates under the Committee to identify material sustainability issues and consolidate information and performance indicators from each department. The integrity and accuracy of the information from various departments and sustainability performance indicators are first reviewed by department supervisors. The Sustainability Office is responsible for coordinating information verification, content planning, and revisions. Finally, the compiled sustainability report is assured by an independent third party and is finalized and publicly disclosed upon approval by the Board of Directors.

Independent Assurance

This Report has been independently assured by Bureau Veritas Certification (Taiwan) Co., Ltd. in accordance with the AA1000AS:2018 standard at a Type II/ High Assurance level, with disclosures prepared in accordance with the GRI Standards. Financial data has been audited by KPMG Taiwan.



Message from the Management

Global industries stand at a critical turning point in 2025. Driven by three converging forces: shifting geopolitical dynamics, the AI revolution, and the wave of sustainability transformation, unprecedented change is sweeping industries worldwide and opening new avenues of growth for Wistron.

At this pivotal moment, I want to share Wistron's strategic thinking for the AI era, our sustainability achievements, and our commitments for the future.

Navigating the AI Era: AI as the Core Force Driving Civilization

AI is no longer an emerging trend, but a transformative force. It is the foundational platform that will reshape society, and a core engine driving the continued advancement of human civilization.

In terms of scale, the AI industry still has significant room to grow as a share of the global economy, much as the automotive industry once transformed how people live. With global GDP currently estimated at around USD 120 trillion, the long-term potential of AI could ultimately be measured in the tens of trillions of dollars. Compared with the hundreds of billions of dollars often discussed today, the industry's future growth potential remains enormous.

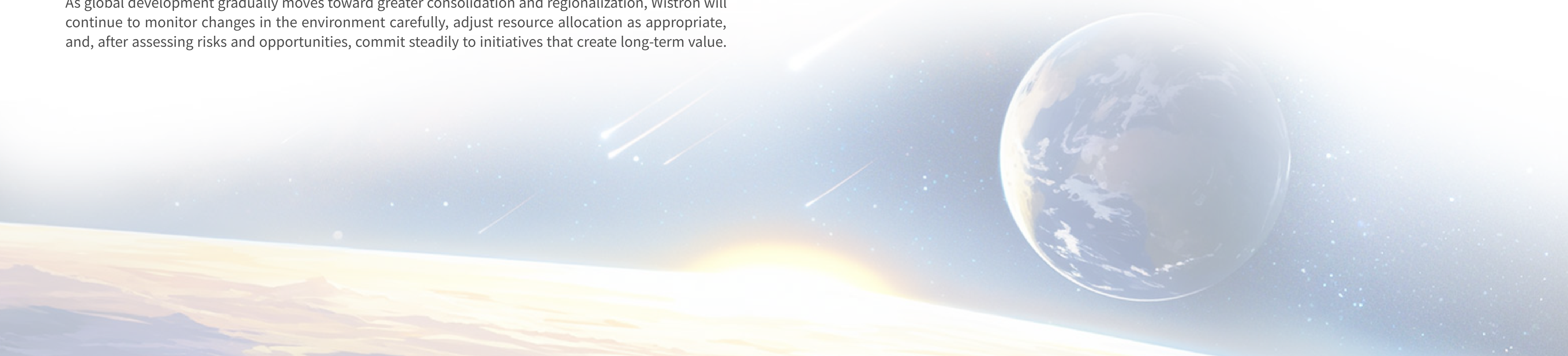
As global development gradually moves toward greater consolidation and regionalization, Wistron will continue to monitor changes in the environment carefully, adjust resource allocation as appropriate, and, after assessing risks and opportunities, commit steadily to initiatives that create long-term value.

Investing Boldly in the Future: Strategic Trade-offs and Innovation-Driven Growth

Wistron's recent progress is the result of sustained strategic adjustments and trade-offs over the years. Within the constraints of limited resources, we have progressively exited business scopes that are inefficient or lack long-term potential, focusing instead on core areas with strong future growth prospects. At the same time, each business unit, guided by rigorous risk assessment, continues to build the capabilities needed for medium- and long-term development.

We recognize that investments in the future often do not translate immediately into short-term gains, and that innovation inevitably involves adjustments and corrections. Yet it is only by accumulating experience and capability through this process that an organization can seize truly valuable opportunities at critical moments and keep moving forward.

A company's long-term competitiveness rests on its ability to deepen core capabilities and respond to industry change. In a rapidly evolving market, Wistron continues to strengthen its engineering foundations and integration capabilities across AI applications, manufacturing, and testing. Through innovation, the Company is steadily building the conditions for deeper partner collaboration, laying the groundwork for future competitiveness.



Leading the Way: Conscious Use of Resources and Impact

Looking back at how industries and societies have evolved, a clear trend emerges: resources and influence are becoming increasingly concentrated. As technological progress accelerates, the role of corporations within the industrial ecosystem extends beyond value creation to shaping positive social impact and shouldering broader responsibilities.

Wistron's position at a pivotal point in the industry is both a privilege and a responsibility. Companies that develop their core capabilities while also considering how to give back to society and amplify positive impact can foster healthy, long-term interaction between industries and their wider community. Translating existing resources into constructive contributions to society is an important subject that we continue to consider in our management process.

To this end, Wistron has launched the Computing Power Donation Program. Starting from 2026, Wistron will provide GPU computing resources each year to support forward-looking explorations by startups and academic researchers at home and abroad. As we hope to turn computing power into fuel for innovation through shared access, this program is Wistron's most direct social contribution as a technology leader.

At the same time, we are planning new R&D centers to bring in top global talent. Whether through direct hiring, external partnerships, or strategic investments, our goal is to bring together the right people and capabilities to drive Wistron's future growth.

Sustainability Culture: Empowering Every Employee as a Sustainability Champion

While deepening local engagement and recruiting global talent, we are also strengthening our internal sustainability culture at Wistron. We believe that sustainability is only truly realized when employees understand, internalize, and translate it into everyday actions.

To support this vision, Wistron has introduced the ESG Sphere training program and a reward system that encourages employees to put their learning into practice. By extending learning beyond the workplace into local experiences and community engagement, the program helps cultivate meaningful and lasting sustainability behaviors.

Since the program's launch, participation in self-directed learning has risen markedly, encouraging employees and their families to engage directly with local communities and sustainability initiatives. Through these efforts, sustainability is no longer confined to policies or reports. Instead, it is embedded in employees' daily work and personal lives, becoming an integral part of Wistron's evolving culture.

Sustainability Performance: Achieving Growth and Decarbonization Together

In 2025, years of sustained investment in sustainability governance and operational transformation have begun to translate into concrete results. Wistron was again included in the Dow Jones Best-in-Class Indices (DJBIC) and continued to receive recognition through the Commonwealth Magazine Excellence in Corporate Social Responsibility Award and CDP ratings. Wistron earned A-List on both Climate Change and Water Security questionnaires for the second consecutive year, a testament to the efficacy and reliability of our practices.

On climate action, Wistron has set clear long-term targets and continues to advance toward carbon neutrality in operations by 2030 and net-zero emissions across the full value chain by 2050. Against the 2022 baseline, operational carbon emissions (Scope 1 and Scope 2) have been reduced by nearly twice the original interim target as of 2025, while the share of renewable electricity continues to rise, steadily improving the energy mix.

As we continue to push for decarbonization and improve energy efficiency, Wistron's operations continue to grow as well. This shows that with effective management of environmental impact, business growth and emissions reduction can move forward in parallel and even become mutually beneficial.

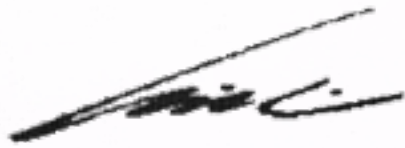
Staying True to Our Roots for the Future: Altruistic Operations for Positive Impacts

As the global sustainability governance landscape evolves rapidly, the scope of corporate responsibility continues to expand. As expectations regarding human rights protection, supply chain transparency, and regulatory compliance continue to become more explicit, companies are extending their management perspective beyond their own operations to encompass the entire value chain. At the same time, responsible AI has emerged as an increasingly important corporate governance issue, and the integration of AI and ESG has become an essential aspect of corporate development. Confronted with these changes, Wistron has chosen action over observation, actively engaging with international trends and deepening its sustainability commitments through concrete measures.

At Wistron, our approach has always been grounded in the original purpose and core principles of our management. Guided by a philosophy of altruism, we consciously strive to ensure that, while pursuing business growth, our impact on the environment and society remains positive, transparent, and accountable. This mindset is not a matter of choice; it is our commitment to the future and the foundation of our long-term sustainable competitiveness.

Over the past 25 years, Wistron's continued progress has been made possible by the dedication and contributions of every employee and partner throughout our journey. Throughout our growth journey, we have steadily built confidence while gaining a deeper understanding of the challenges before us, reminding ourselves to remain humble and continually reflect on our own performance and responsibilities. Amid a constantly evolving business environment, Wistron will remain committed to its core philosophy of sustainable management. Building on the strong foundation we have established, we will continue to move forward steadily, strengthen our capabilities through innovation, and, with a prudent and responsible approach, continue to create meaningful value that supports future development.

Chairman & Chief Strategy Officer
Simon Lin (Hsien-Ming Lin)



President & CEO
Jeff Lin (Jiann-Shiun Lin)



Sustainability Culture

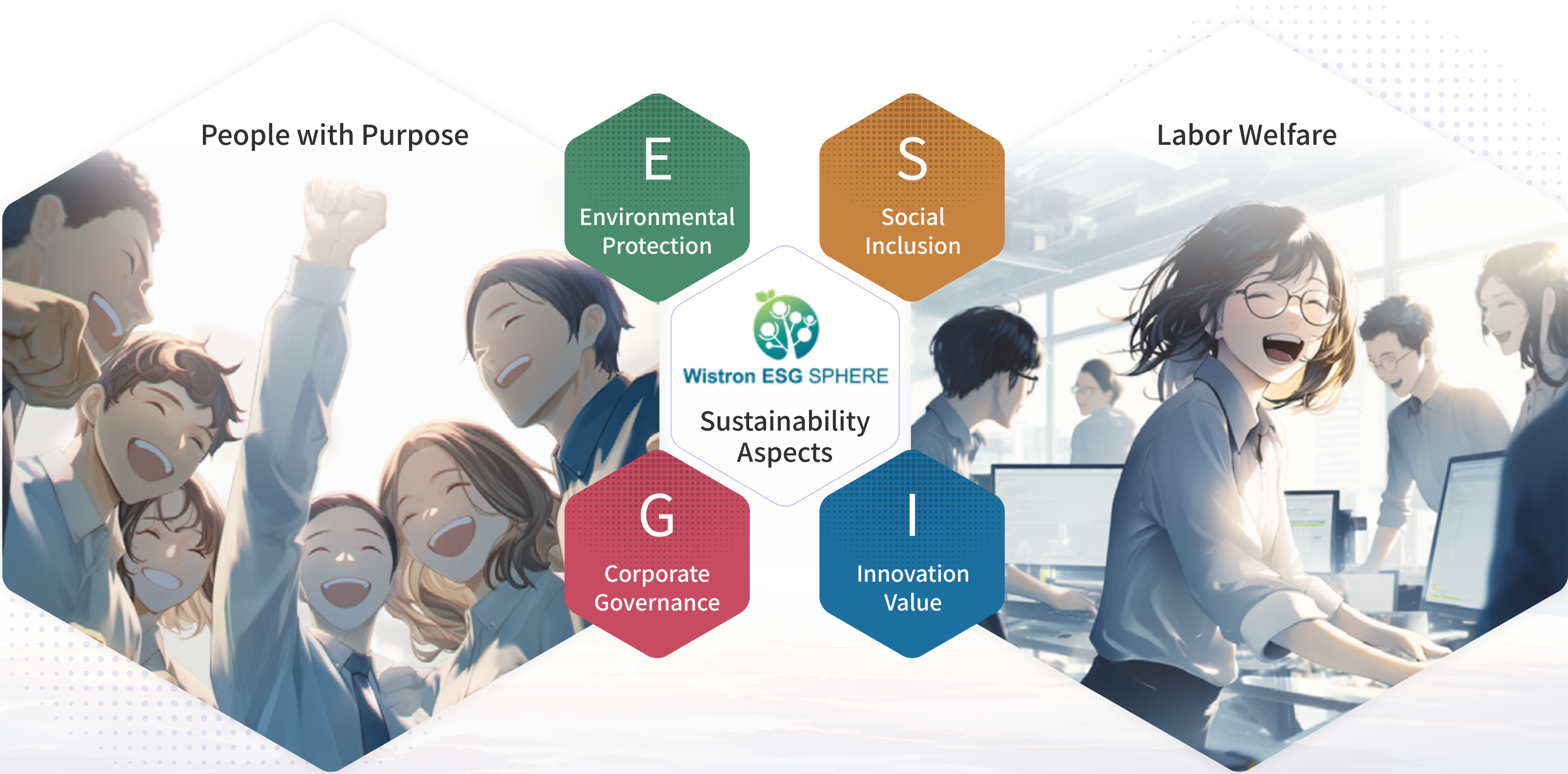
ESG Sphere: Origins & Vision

The true power of sustainability lies not in the numbers in a report, but in whether every employee genuinely understands, embraces, and lives it out. Wistron recognized that traditional top-down ESG communication rarely becomes part of employees' daily lives. Knowledge remains in the classroom and is not translated into action. To address this challenge, Wistron officially launched the ESG Sphere in 2022, a company-wide sustainability engagement platform built on culture, incentive design, and community connection.

The Founding Purpose of ESG Sphere

ESG should not be the responsibility of a few, but a daily habit shared by every employee in the company.

ESG Sphere, built on the principles of Environment, Social, Governance, and Innovation, serves as the core platform for delivering on Wistron's "People with Purpose" and "Labor Welfare" commitments, and as the most tangible expression of the human dimension of Wistron's "Sustainability through Innovation" vision.



Driving a Cycle of Sustainable Culture

ESG Sphere is not merely a collection of activities. Rather, it is a virtuous cycle that guides employees to internalize ESG awareness into actions and ultimately translate them into positive social impact, forming a dynamic sustainability ecosystem.

Connecting Actions Through Incentives: From Employee Learning to Community Co-Prosperity

At its core, ESG Sphere is designed around a point-based system that connects learning with action. Each instance of employee learning is translated into tangible contributions supporting regional revitalization, thereby establishing a “learning-driven action” sustainability cycle. This approach extends sustainability culture within the organization and further connects it to external social impact.

Wistron begins its outreach with the goal of helping more people understand ESG. Through diverse and engaging approaches, Wistron transforms the traditional one-way communication model, gradually integrating sustainability concepts into employees’ daily practices.

Highlights

17× Increase in Employee Voluntary Learning Completions

Following the Launch of the ESG Reward System



Wi-Thrive: Turning ESG into a Board Game



How can ESG be turned from a complex collection of ideas into a life philosophy that every employee can engage with, experience firsthand, and apply in their daily work?

Wistron's answer: turn it into a board game. Wi-Thrive is an ESG-themed educational board game developed by Wistron. It incorporates real sustainability case studies from Wistron's global sites into two formats: a Strategy Game that simulates corporate decision-making, and a Knowledge Quiz featuring rapid-fire questions. The board game covers the three key dimensions of environmental protection, social inclusion, and corporate governance. It is available in both Chinese and English and is designed for use across Wistron's global locations.

2025 Outreach Results

Since its launch, Wistron's ESG board game has engaged a cumulative total of 3,450 participants both internally and externally. In 2025, it was incorporated into employer branding activities and introduced to students on campus, serving as an effective ambassador of Wistron's ESG culture. The game also received strong feedback from suppliers during sustainability outreach sessions in South China and West China, emerging as an innovative tool for communicating sustainability externally. The educational impact of the board game has been presented at the Southeast Asian Conference on Education and the International Simulation and Gaming Association (ISAGA) conference in Denmark, where it drew recognition and praise from international educators and game-based learning enthusiasts.



From Learning to Local Impact: Ensuring Every Learning Experience Supports Local Sustainability

From Procurement to Shared Prosperity: Wistron's Long-Term Partnerships in Regional Revitalization

Many corporate collaborations with regional revitalization initiatives are limited to one-time procurement or short-term sponsorships, which struggle to sustain impact once the initial momentum fades. From day one, Wistron has deliberately avoided short-term sponsorships. Instead, through the systematic framework of ESG Sphere, the Company has established sustainable, long-term partnerships that provide regional revitalization teams with stable customer bases and sources of income, enabling them to focus on advancing their core missions.

From Commitment to Cross-Industry Mobilization

In 2024, Wistron signed a memorandum of understanding with the Taiwan Regional Revitalization Foundation, with Chairman Simon Lin personally committing to long-term engagement. The inaugural "Discovering Taiwan's New Strength" Forum brought together 30 affiliated companies and supplier partners. In 2025, the initiative expanded to 60 companies and 93 representatives. The program's reach has extended beyond Wistron's own organization to its broader supply chain, prompting partners to consider how regional revitalization can be translated into concrete sustainability actions.

Immersive Experiences and Value Chain Integration

To deepen employees' and partners' understanding of social value, collaboration has moved beyond dialogue to active participation. Working with regional revitalization teams, the program offers immersive experiences focused on the circular economy, cultural heritage, and eco-tourism.



Corporate representatives are encouraged to look beyond prices in their procurement decisions and to recognize the social value and local stories behind each product.



Dedicated immersive experiences invite regional revitalization teams to demonstrate how local features can be transformed into a viable business model.

2025 Regional Revitalization Outcomes: Wistron's Impact Map across Taiwan

The impact of sustainability should not be confined within corporate walls. Sustainability truly becomes part of everyday life when employees return home and can discuss with their children the types of litter collected during a beach cleanup, bring family members to explore a geological park they may never have visited before, or personally create a handcrafted bag dyed with natural plant-based pigments. In this way, the impact of sustainability naturally extends to every Wistron family.

Plotting ESG Sphere's 2025 regional revitalization partnerships on a map of Taiwan reveals a complete footprint, from offshore islands to the mainland and from northern cities to southern towns, spanning environmental action, marine ecology, rural culture, social inclusion, and family wellbeing. The map represents Wistron's concrete commitment to the land of Taiwan.



Looking Ahead: Empowering Every Employee to Drive Sustainability

ESG Sphere is more than an online learning or event platform. It is the central engine for delivering on Wistron's "People with Purpose" and "Labor Welfare" commitments. From a broader perspective, the strategic significance of ESG Sphere is that it shifts Wistron's sustainability commitments from external reports to internal culture, from corporate initiatives to everyday employee practices, and from the Taipei office out to communities across Taiwan.

Wistron believes that the journey toward sustainability never truly ends. Every action enabled through ESG Sphere, whether it is a course completed by an employee, a plastic bottle collected during a beach cleanup, or an experience made possible through Wistron's support of a regional revitalization team, will continue to generate positive impact and contribute to a sustainable future shared by both current and future generations.



[2025 Wistron ESG Sphere Annual Documentary](#)

Awards and Recognitions

International Sustainability Ratings and Recognition



ISS ESG
Corporate Rating
Prime Status



ISS ESG
QualityScore - Environmental
Highest Ranking



ISS ESG
QualityScore - Social
Highest Ranking



S&P Global Sustainability Yearbook
Included for five consecutive years

S&P Global CSA Score
Ranked Top 1% in the industry
for two consecutive years



TIME Magazine
World's Most Sustainable Companies 2026



CDP Climate Change / Water Security
Double A-List Leadership
for two consecutive years

CDP Supplier Engagement Assessment (SEA) Leader
A rating for four consecutive years



Financial Times
Asia-Pacific Climate Leader 2025



Financial Times
Best Employers Asia-Pacific 2025



EcoVadis Sustainability Rating
Gold (Top 5%)

Other International Recognition



Clarivate
Top 100 Global Innovators
for five consecutive years



FTSE4Good
TIP Taiwan ESG Index



Constituent stock of the FTSE4Good TIP Taiwan ESG Index
FTSE4Good Emerging Index
FTSE Emerging ESG Index

Awards and Recognitions

Domestic Sustainability Ratings and Recognition



Taiwan Corporate Sustainability Awards (TCSA)
Top 10 Taiwanese Sustainability Model Enterprises Award
Sustainability Report Platinum Award
Sustainable Supply Chain Leader Award
Innovative Growth Leadership Award
Information Security Leadership Award
Circular Economy Leadership Award

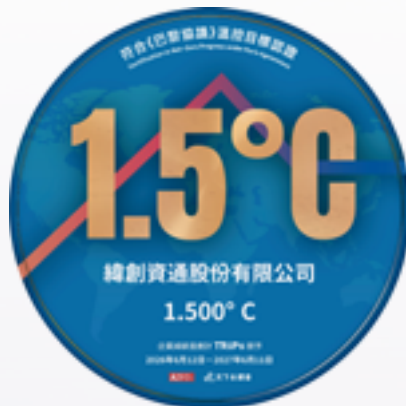
Global Corporate Sustainability Awards (GCSA)
Sustainability Report Gold Award



Commonwealth Magazine
Excellence in Corporate Social
Responsibility Award
1st place in Large Enterprises
(Manufacturing Sector)



Commonwealth
Talent Sustainability Award
Top 100 Large Enterprises
(Manufacturing Sector)



Commonwealth Magazine
Temperature Rising Index
for Pathways Excellent (Top Tier)



Commonwealth Parenting
Family-Friendly Workplace Award



Business Weekly
Top 100 Carbon Competitive Enterprises



Taiwan Stock Exchange
12th Corporate Governance Evaluation
Top 5% of Listed Companies
for eight consecutive years



Harvard Business Review
Digital Transformation Ding Ge Awards
Enterprise of the Year
Pioneer Award in Manufacturing (Top Prize)



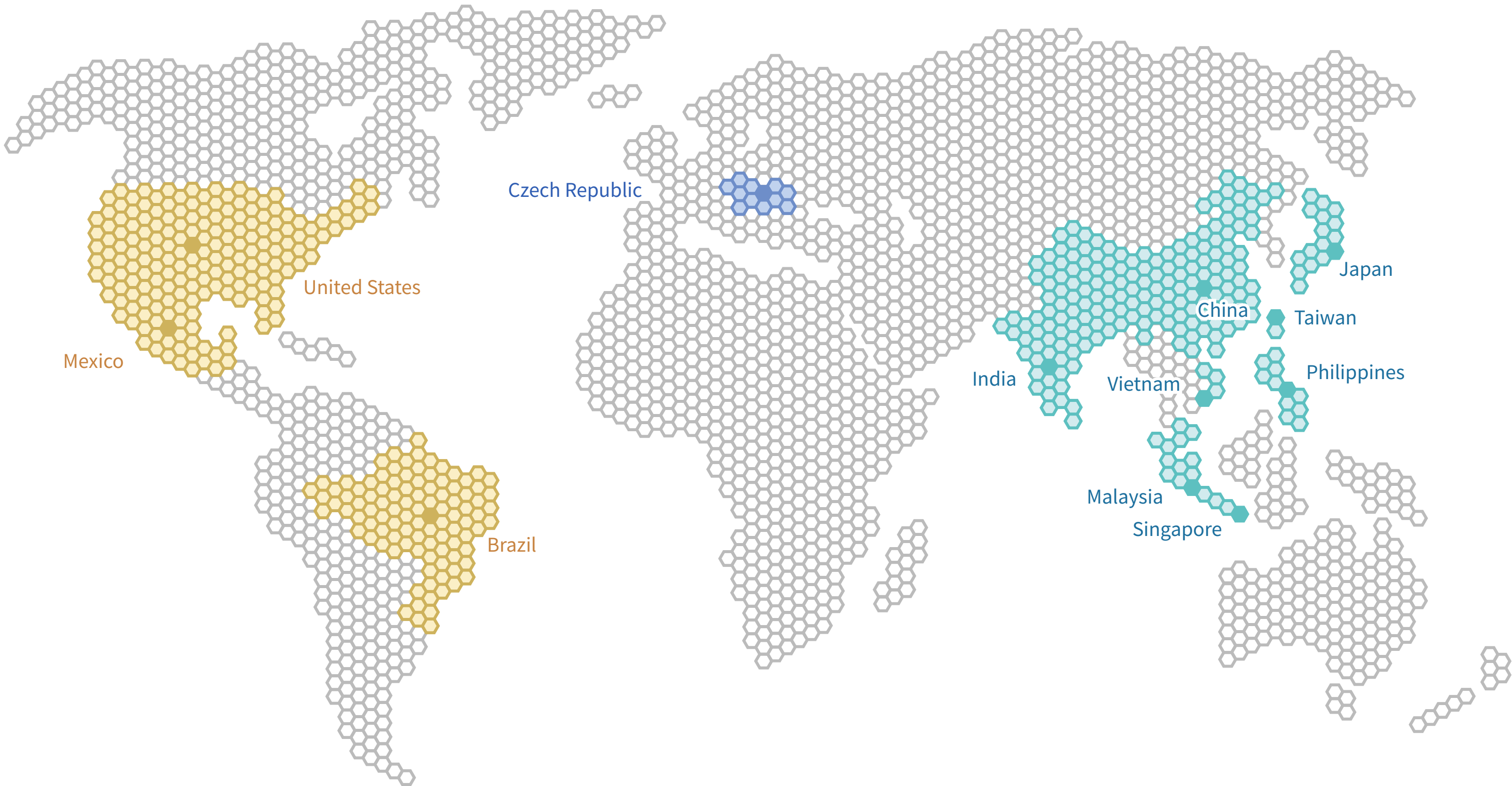
Company Profile

Global Leader in the ICT Industry

Wistron Corporation is a leading global technology service provider delivering innovative ICT (information and communications technology) products, service solutions, and systems to top-tier global brands. As the Group's operations transform, Wistron's business portfolio encompasses a diverse range of high-growth technology sectors, including healthcare, automotive electronics, industrial and automation technologies, green energy and the circular economy, as well as forward-looking areas such as space communications. Through cross-industry technology deployment and resource integration, Wistron is committed to creating greater added value for customers across diverse sectors worldwide. The Company continues to advance technological innovation and service applications globally in pursuit of its corporate vision of "Sustainability through Innovation."

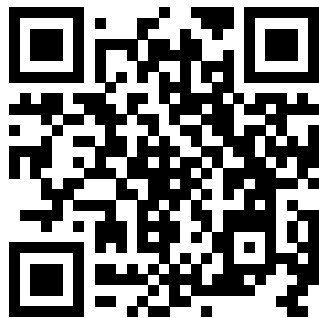
Global Operations

Headquartered in Taiwan, Wistron has established a global footprint with logistics and operational sites across the Asia-Pacific, Europe, and the Americas. The Company employs nearly 60,000 employees worldwide, operating twelve manufacturing facilities, nine R&D and technical support centers, and twelve customer service centers. The total area of its major manufacturing sites spans approximately 3,354,000 square meters (based on 1,000 m² units). In response to the needs of global brand clients and dynamic markets, Wistron leverages the unique strengths of each region to deliver tailored, end-to-end product and service solutions, ensuring strong product development capabilities and comprehensive customer support. Through the coordinated efforts of professional teams at Wistron's Taiwan operations and R&D headquarters, as well as its overseas sites, the Company has achieved steady growth and demonstrated strong operational performance. For more information on Wistron's global operations, please visit [Wistron's official website](#).



Note: Wistron's global operating sites span Taiwan, Mainland China, Japan, the Philippines, Vietnam, India, Malaysia, Singapore, the United States, Mexico, Brazil, and the Czech Republic, among other countries. Certain sites operate as multi-functional locations.

2001 Year of establishment	2.187 trillion 2025 Revenue (NT\$)	Nearly 60,000 Employees across the globe	22 Global manufacturing, R&D, and service centers
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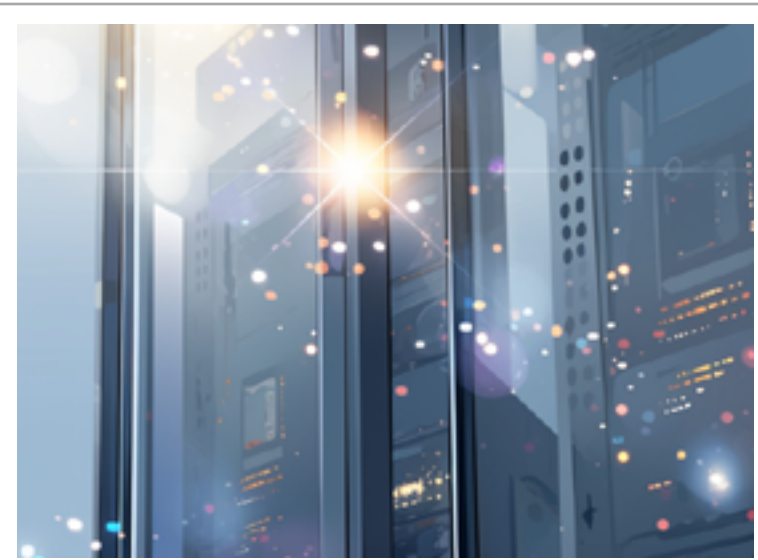
Products and Services

In recent years, Wistron has achieved growth driven by its strong R&D and technological innovation capabilities, as well as diversified product development. In addition to portable computers, desktop systems, servers and enterprise storage devices, professional display products, communication products, and after-sales services, Wistron has further integrated hardware devices, such as computers and smart devices, with cloud-based data systems through software services, providing technology service platforms and solutions to address evolving cloud computing trends. The Company has also established new technology industry value chains and innovation platforms spanning education and enterprise services, the Internet of Things (IoT), and healthcare. Through these efforts, Wistron continues its transformation into a comprehensive Technology Service Provider (TSP) that better meets the needs of customers and consumers.

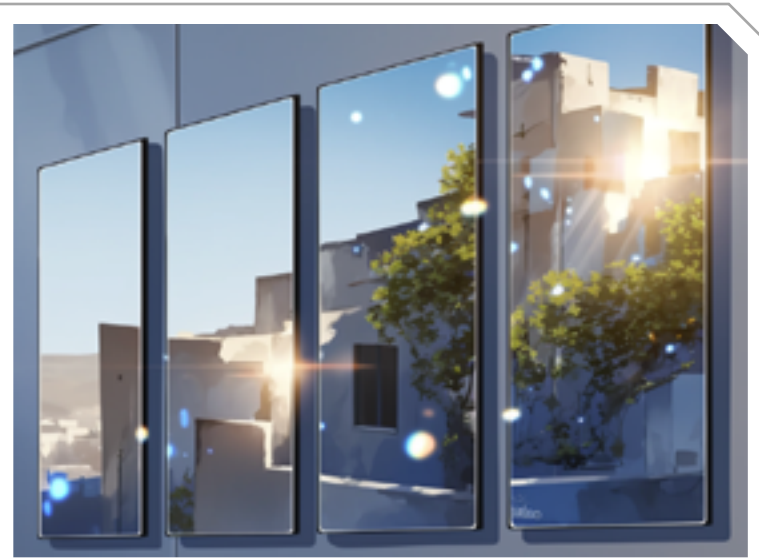
Main Products and Technology Services



- Notebook Computers
- Desktop and All-in-one Computers
- Monitors
- VoIP Phones



- AI Computing Hardware
- Servers and Network Storage Equipment
- Switch & Network Security Devices
- Industrial PCs
- Smartphones & Handheld Mobile Devices
- After-sales Services



- Green Recycling Services
- Display Components
- Digital Signage

Wistron’s revenue is primarily derived from the manufacturing of computer, communication, and consumer electronics products. In addition to actively securing orders from major international brands, the Company recognizes that effective cost control and stable gross margins are critical to competitiveness in an increasingly price-sensitive market. In 2025, Wistron's product portfolio performance was led by strong growth in AI servers and computing equipment, large-scale data centers, and notebook computers, while the Company's other product lines maintained stable performance.

Production Volume in the Past Two Years

Unit: thousand units/panels/pieces

Year	2024	2025
3C Electronics	62,868	66,034
Other Products	3,394	729
Total	66,262	66,763

Major Export Markets

