

## 4. Social Inclusion

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Eastern Grass Owl

The eastern grass owl has a heart-shaped face, resembling a halved apple. From a distance, its face looks like a monkey's, which is why it is often called the "Monkey-faced Owl." Taiwan is home to a subspecies of the eastern grass owl, which is the only owl species in Taiwan that resides in plains and grasslands rather than forests. It is commonly found in agricultural areas and low hills. Wistron enhances public awareness and support for ecological protection through long-term conservation efforts.







Management Approach

● above 95%    ● 90% - 95%    ● below 90%

Topic	Strategy	2024 Targets	2024 Results	Status	2025 Targets	2030 Targets
Business and Human Rights	Implement the company's human rights policy	No fines over NT\$ 1 million at any global sites	0	●	0	0
	Satisfy regulatory requirements					
Occupational Health and Safety	Value employees' health and safety and commit to providing a safe work environment	Incident rate per thousand persons< 1.14 Note: 1. Excluding off-site traffic accidents 2. Expanding coverage to additional locations	0.64	●	≤ 1.14 Note: 1. Excluding off-site traffic accidents 2. Expanding coverage to additional locations	≤ 1.14 Note: 1. Excluding off-site traffic accidents 2. Expanding coverage to additional locations
Talent Attraction and Retention	Create a quality work environment and increase employee retention	Global IDL employee turnover rate <15 %	8.97%	●	<15%	< 12%
		IDL Engagement >68%	78.1%	●	68% Note: Expanding coverage to additional locations	70%
		Satisfaction of direct employees 3.7/5	3.60/5	●	3.7/5	4.0/5
Talent Cultivation and Development	Promote corporate digital transformation and create organizational competitive advantages	Cumulative cultivation of key digital talents >1,500 persons	1,568 persons	●	-	-
		Average training hours for Taiwan headquarter management positions >18 hours	23.94 hours	●	> 20 hours	> 30 hours
Social Engagement	Environment and humanity /social care	Total amount of social investment: NT\$230 million	NT\$387 million (incl. NT\$56.45 million from Foundation)	●	NT\$230 million (incl. NT\$50 million from Foundation)	NT\$250 million
	Strengthen diverse cooperation in tech	Industry-academia-government collaboration projects: 22 cases	29 cases	●	22 cases	30 cases



4.1 Talent Attraction and Retention

To support Wistron’s expansion into different regions and businesses, we continue to recruit and cultivate multinational mobile talents, providing employees with broader opportunities and a suitable environment, allowing them to unleash their potential, find meaning in the workplace, and experience fulfilment. In 2024, Wistron received the CommonWealth Talent Sustainability Award and Financial Times Best Companies to Work for in Asia, demonstrating that our efforts in talent sustainability have received international and domestic recognition. At Wistron, we aim to better the employee experience, demonstrate that we value our employees, and maintain Wistron's connection with the environment and society. We also continue to cultivate a sustainability culture, promote green innovation, and build the best workplace for workers.

We uphold humanistic values as we seek to create a humane working environment, following international labor rights standards and local legal regulations and avoiding judgments based on factors such as gender, age, nationality, race, religion, gender identity, politics, or marriage to provide diverse, dignified, and equal employment opportunities.

4.1.1 Global Talent Recruitment

Attract Global Talent

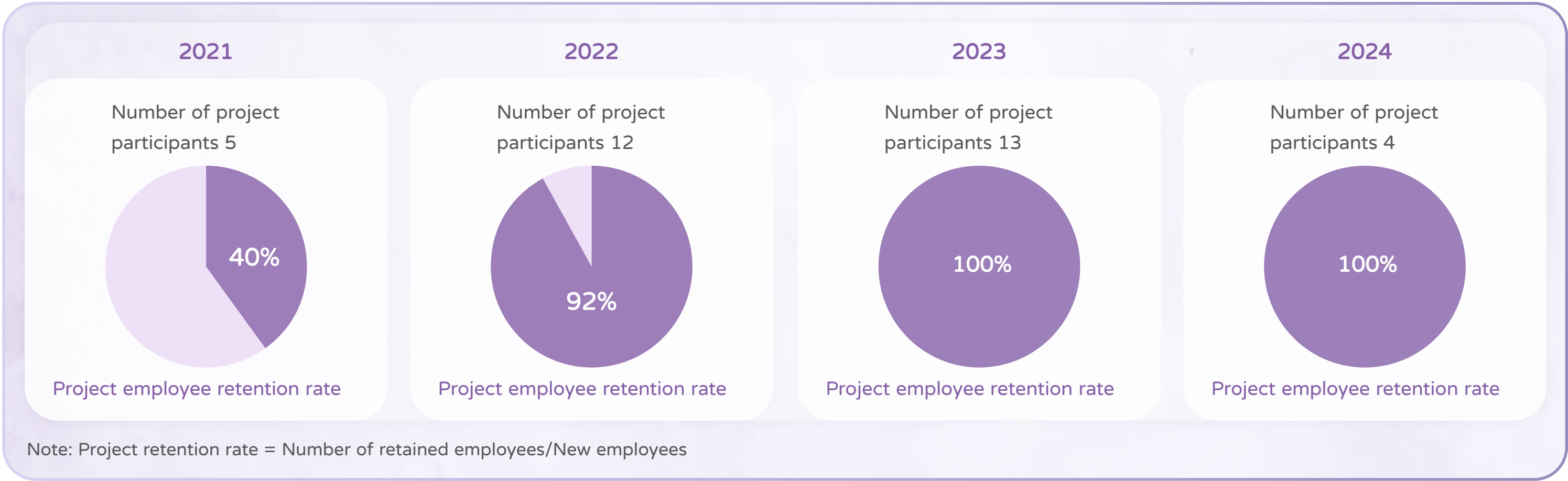
Wistron is committed to maintaining diverse recruiting channels. In 2024, we recruited through diverse channels, including job search platforms, social media platforms, on-campus recruiting events, industry-academia cooperation and internships, and headhunters. In an era where the AI industry is rapidly developing, we must actively recruit high-potential talents with related backgrounds. Internally, we must also encourage employees to recommend talents to comprehensively strengthen our business's competitive edge in the industry. In 2024, Wistron welcomed

34,976 new employees. The demographic of our new employees reflects the nature of our industry, with most being under the age of 30, in non-managerial positions, and male.

Wistron started a new talent recruitment plan in 2021 and has been holding the “MPT (Mobility Potential Talent) global talent reserve plan” for four consecutive years. MPT aims to cultivate all-around talents with global vision and interdisciplinary skills through the cross-site rotation and training mechanism, fast-tracking career development, and regular one-on-one coaching. These will help those MPT talents accumulate real-world experience quickly. Since its implementation, the plan has been cultivating more and more interdisciplinary talents year after year. In 2024, it has cultivated a total of four mobility talents and a cumulative total of over 34 talents throughout the years. After training, these talents have become key to Wistron Global operation and have been placed in our offices in Kunshan, China, Malaysia, and India to support our operations. In 2024, the MPT program expanded to include Vietnam, Mexico, and the US. Wistron aims to develop further interdisciplinary talents and enhance collaborations between headquarters and overseas offices, ensuring projects receive support from local supervisors. Consequently, such training and talent development program have significantly improved their retention rates of MPT talent.



Mobility Potential Talent Program







New Employee Retention

Wistron has its long history of coaching culture to align with its vision of Sustainability through Innovation and the commitment to Talent Sustainability. It helps new employees quickly adapt to the company and understand their roles and responsibilities, enabling them to efficiently complete tasks. Mentors are responsible for guiding new employees in completing tasks and to meet expectations as new employees, as well as providing resources and support accordingly. Wistron provides them with a new employee onboarding welcome pack and a welcome letter on their first day one working at Wistron. The new employee care program starts after the employees join the company, with questionnaires for one week, one month, and three months. The design of the new employee survey is closely aligned with aspects of employees’ everyday life after joining the company. This year, most of the feedback received centered around transportation planning, equipment availability, leadership style, and job responsibilities. In response, we conducted follow-up interviews and addressed employee concerns through open communication channels and targeted measures to gauge new employees’ job satisfaction and adaptation. The average satisfaction score for the survey exceeded 4.26 across all categories.

To support the continuous growth of new employees, Wistron has developed a range of new employee training courses, both virtual and physical. These courses are designed to familiarize new employees with Wistron’s core values, beliefs, and basic industry knowledge. Additionally, Wistron organizes “Core Values Workshop” both domestically and internationally, which allow employees from different departments across the globe to learn about and apply the company's core values in their respective roles. Furthermore, new employees have the opportunity to participate in the CEO seminar-"Wi-talk" , where they can directly engage with the CEO. During these seminars, the CEO shares Wistron's vision and missions, fostering a stronger connection and communication between the CEO and the workforce. This continuous engagement ensures that Wistron's core values become an integral part of the company's DNA for all employees.



Item	2021	2022	2023	2024
Total number of new employees	155,226	84,044	36,095	34,976
Recruitment rate (%)	247%	164%	85.75%	79.07%
Average hiring costs per new hires	NT\$7,143	NT\$10,532	NT\$4,983	NT\$6,414

Note:  
Recruitment Rate = New employees in the current year/total number of employees in the current year  
Average hiring costs per new hires =recruitment cost/total number of new hires. In light of production capacity adjustments across the globe, Wistron has seen a drop in the number of new employees worldwide, mainly due to the decrease of seasonal hiring. As a result, the average recruitment cost for 2023 has decreased.





New Employee Demographics		2021	2022	2023	2024
Gender	Male	116,203	59,860	26,972	23,505
	Female	39,023	24,184	9,123	11,471
Age	<30	117,318	63,700	26,537	25,963
	30-50	37,756	20,023	9,415	8,831
	>50	152	321	143	182
Region	Taiwan	2,280	3,248	1,157	3,195
	China	150,584	72,974	27,353	23,763
	Asia	-	1,099	6,895	6,250
	Europe	201	297	178	215
	Americas	2,161	6,426	512	1,553

		2021	2022	2023	2024
Internal Hire Rates		52.95%	69.68%	84.95%	76.29%
Gender	Male	34.86%	41.40%	55.75%	50.68%
	Female	18.09%	28.28%	29.21%	25.61%
Age	<30	20.98%	29.51%	37.82%	25.28%
	30-50	29.81%	32.29%	45.68%	47.56%
	>50	2.16%	7.88%	1.46%	3.45%
Management Level	Management Level	14.41%	23.56%	11.42%	12.98%
	Non-management Level	38.54%	46.13%	73.54%	63.31%
Note: Internal hire rates refer to the percentage of open positions filled by internal candidates, including the transfer and replacement of employees. In accordance with operational capacity changes, direct employee recruitment is conducted externally, and there is no internal job filling involved.					





### Campus Partnering and Talent Acquisition

To actively cultivate technology talent and facilitate early industry connections for students, Wistron is committed to diversifying its engagement with campus talent through various avenues. This includes campus recruiting activities, professional and career lectures sharing, internship programs, scholarships, and industry-academia collaborations.

Channels	Method	2024 Outcomes
Campus Internship (Future Stars)	Observed student performance during summer internships to pre-screen and offer early recruitment to outstanding candidates. A scholarship program was also offered to enhance retention and build a stable talent pipeline.	No. of Interns: 18 No. Signed: 7 Signing Rate: 39%
Campus Internship (Wistron Hsinchu Dream Project)	Students took elective courses related to job skills during the school year and explored hands-on experience at factories in their senior year. Outstanding candidates were offered full-time positions upon graduation.	No. of Interns: 21 No. Signed: 13 Signing Rate: 62%
Campus Internship (Semester/Academic Year Internships)	Collaborated with universities to provide internship and industry training opportunities during the school year to develop talent for the tech industry. Performance was evaluated during the internship, with top performers encouraged to transition into full-time roles to develop a stable talent pipeline.	No. Required: 57 No. of Interns: 46 Fill Rate: 81%
Campus Talks	Invited department heads to share industry outlooks and career advice in classrooms, providing opportunities for face-to-face interaction between students and executives.	Sessions: 7 Total Participants: 620 Satisfaction: 4.62
Industry-Academia Master's Programs for Taiwanese Students	To align academic learning with industry needs and cultivate high-level professionals, Wistron partnered with universities to design and launch industry-based master's programs to further bridge the education-job gap.	1. Southern Taiwan University of Science and Technology Credit Program: 40 students 2. Southern Taiwan University of Science and Technology Industry-Academia Master's Program: 27 students 3. National Sun Yat-sen University Spring Industry Master's Program: 14 students 4. National Yang Ming Chiao Tung University Industry Master's Program: 15 students 5. Feng Chia University Industry Master's Program: 2 students
Industry-Academia Master's Programs for International Students	In response to globalization, Wistron collaborated with universities to co-develop interdisciplinary modular courses to train global professionals and offer employment opportunities upon graduation.	National Kaohsiung Normal University International Industry Master's Program: 3 students Minghsin University of Science and Technology International Industry Master's Program: 4 students



Wistron prioritizes direct engagement with students on campus, hosting a total of seven sessions of “Campus Talks” in 2024 at universities across Taiwan. These cover industry prospects and offer valuable career advice, providing students with the opportunity to interact face-to-face with company leaders. Over 600 students have participated in these sessions. Additionally, Wistron offers diverse internship programs like "Future Star," "Dream with Wistron" and "Academic Semester/Year Internships" creating over hundreds of internship opportunities annually. By participating in these internships, students gain practical insights into their career options and a deeper understanding of the technology industry. Nearly 400 students have taken advantage of these internship programs in the past four years, with outstanding interns given priority consideration for future positions.

Furthermore, Wistron actively collaborates with leading domestic and international universities through industry-academia collaboration projects. In 2024, Wistron established industry master programs with institutions such as National Sun Yat-sen University, National Yang Ming Chiao Tung University, Southern Taiwan University of Science and Technology, and Feng Chia University. Additionally, Wistron launched industrial master programs in partnership with National Kaohsiung Normal University and Minghsin University of Science and Technology. These programs provide scholarships, internships, and job opportunities, aiming to cultivate talent with global mobility.

Local Recruitment

Wistron upholds the concept of hiring talents based on meritocracy and actively hires and trains elite talents from different countries. Wistron continues to set "hiring local talents in leadership role" as a key goal in the annual performance evaluation of each site each year. In response to local manpower needs, each site launches different recruitment strategies to meet such local leadership hiring goal.

In addition to the continuous increase in local job opportunities, Wistron offers competitive salaries to employees and passes on operation and management knowledge through training. This aims to develop the managerial capabilities of local talents and goes beyond basic job skills. The proportion of local talents holding managerial positions in China has been increasing year by year. In Vietnam sites, where factory establishment and operation are being carried out, Wistron plans to gradually increase the recruitment of local management talents in the future.

Percentage of Local Management Hire

Item	Region	2021	2022	2023	2024
Percentage of managerial roles	Taiwan	99.8%	99.6%	99.6%	99.7%
	China	87.8%	89.4%	91.4%	95.2%
	Asia	-	57.8%	24.4%	26.6%
	Europe	90.6%	87.5%	88.4%	85.1%
	Americas	67.3%	84.5%	77.3%	78.2%
Percentage of senior management ranked department manager and above	Taiwan	99.8%	99.8%	99.7%	99.7%
	China	66.9%	71.4%	76.5%	85.8%
	Asia	-	37.9%	12.5%	21.1%
	Europe	83.3%	84.2%	85.0%	77.4%
	Americas	69.4%	71.3%	60.5%	78.0%

Note:

1. Local talents refer to employees of local nationality. U.S. plants are not allowed to disclose worker nationality in compliance with local regulations. As such, the Americas field only discloses figures from Mexico and Brazil.

2. For 2022, the Asia region refers to the Malaysia site, while for 2023-2024, the Asia region includes both the Malaysia and Vietnam sites.

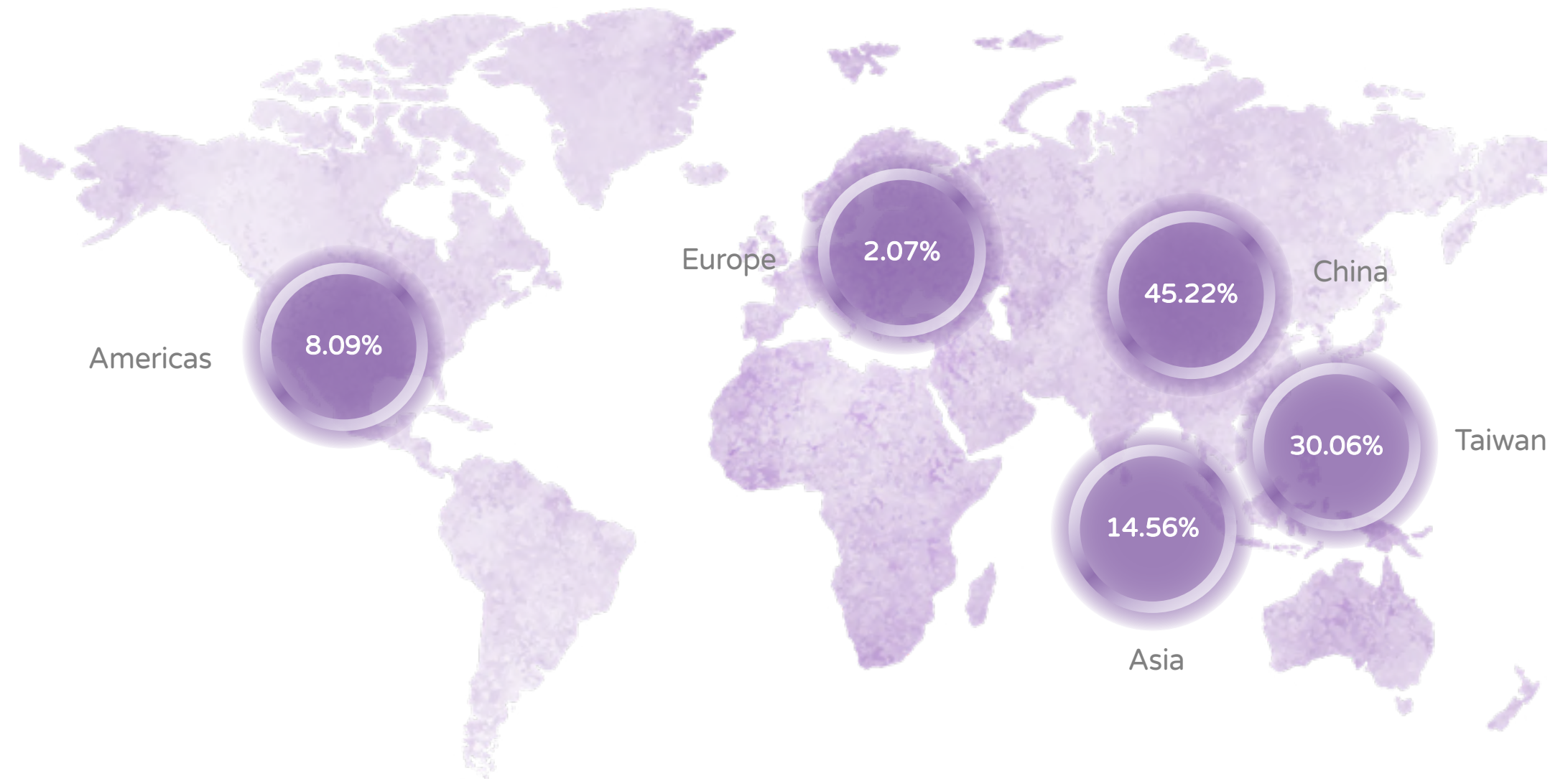


4.1.2 Diversity and Inclusion

Talent is the key to sustainable development. As a globalized corporation, Wistron is deeply aware of the importance of employee diversity and we are committed to labor rights protection, strictly adhering to related regulations and guidelines. In 2023, we established our Diversity, Equity, and Inclusion (DEI) Policy aimed at creating an ideal workplace to promote diverse environment and encouraging employees to unleash their full potential and enjoy a long fulfilling career at Wistron.

Employee Demographic

Wistron continues to recruit diverse talents from around the world. The following chart shows our employee demographic as of the end of 2024. In recent years, we have been gradually adjusting our global production capacity layout and enhancing our workforce structure to adapt to changes in the global market, overall economic and trade conditions, and customer demands. These measures are aimed at promoting sustainable development at Wistron



Note: The proportions represent the regional workforce as a percentage of the global workforce. The Asian region includes all Asia locations except for China locations, the European region includes the Czech Republic and Turkey locations, and the Americas region refers to the Mexico, Brazil, and U.S. locations.

Employee Demographic

Employee Demographic		Male		Female		Other (non-binary or did not disclose)	
		Number of People	Percentage	Number of People	Percentage	Number of People	Percentage
Age	<30	11,094	25.08%	6,886	15.57%	0	0
	30-50	14,501	32.78%	9,529	21.54%	0	0
	>51	1,443	3.26%	781	1.77%	0	0
Job type	Management	2,678	6.05%	924	2.09%	0	0
	Professional	24,360	55.07%	16,272	36.79%	0	0
Location	Taiwan	8,208	18.56%	5,087	11.50%	0	0
	China	12,873	29.10%	7,131	16.12%	0	0
	Asia	3,615	8.17%	2,827	6.39%	0	0
	Europe	438	0.99%	477	1.08%	0	0
	Americas	1,904	4.30%	1,674	3.78%	0	0
	Total	27,038	61.12%	17,196	38.88%	0	0
Contract Type	Non-fixed-term	17,181	38.84%	11,297	25.54%	0	0
	Fixed-term	9,857	22.28%	5,899	13.34%	0	0
Full-Time/Part-Time	Full-time	27,020	61.08%	17,135	38.74%	0	0
	Part-time	16	0.04%	56	0.13%	0	0
	Non-guaranteed hours	2	0%	5	0.01%	0	0
Total		27,038	61.12%	17,196	38.88%	0	0

Note:

- Management refer to individuals who hold managerial positions, including entry-level, middle-level, and senior-level managers. Professionals are non-managerial indirect and direct employees.
- Non-fixed-term and fixed-term contracts: Non-fixed-term contracts refer to employment contracts that do not specify a termination date. In mainland China and Vietnam, fixed-term contracts are more common due to local regulatory requirements.
- Full-time and part-time employees: Full-time employees refer to those who work hours as defined by local or statutory regulations, while part-time employees work fewer hours compared to full-time employees.
- A total of 3,212 non-formal employees were hired, including dispatched workers, project-based contractors, on-site vendors, and consultants.



Nationality	% of Total Employees	% of Management Positions
China	45.93%	41.64%
Taiwan	23.76%	48.61%
Philippines	7.74%	1.05%
Vietnam	6.53%	0.33%
Mexico	5.06%	2.00%
Malaysia	4.65%	1.28%
Czech Republic	1.54%	1.61%
Not Disclosed	2.34%	-
Others	2.46%	3.48%

Note: For some plants in the Americas, nationalities cannot be disclosed according to local regulations. Other categories include employees from 26 other countries, including Brazil, Myanmar, and Nepal.

Diverse Workforce

To build a diverse and friendly workplace, Wistron continues to spotlight our employee demographic, hoping to use data to close the gap and accelerate growth drivers.

Female Employees

Efforts toward mitigating the gender gap include a new female director in 2024, which increases the total to two female directors at 22.2%. To further accelerate the advancement of women in the technology industry, our goal for 2030 is to reach 27% female management, 24% women in STEM, and 40% female employees as part of our efforts to help women in tech unleash their potential.

Item	2021	2022	2023	2024
Percentage of female employees	31.78%	36.67%	36.87%	38.88%
Percentage of female in management positions	24.94%	24.80%	24.71%	25.65%
Percentage of female in junior management positions	30.98%	32.04%	30.76%	32.04%
Percentage of female in top management positions	13.72%	13.71%	15.18%	17.59%
Percentage of female managers in revenue generating functions	39.13%	37.38%	43.96%	43.32%
Percentage of females in STEM positions	25.45%	24.47%	21.82%	22.47%

Note: STEM refers to positions related to Science, Technology, Engineering, and Math.



Women in Wistron (WiW)

Wistron supports Employee Resource Groups (ERGs) as a platform for employees with shared backgrounds to connect and engage, while encouraging broader participation and understanding among employees. On March 8, International Women’s Day, Wistron launched its first ERG - Women in Wistron (WiW). The ERG focuses on two key pillars to support women growth and learning: leadership development and work-life balance. In 2024, WiW held five seminars and networking events, attracting a total of 784 participants.

Leadership Lectures

To strengthen the cultivation and legacy of female leaders, we invite industry-leading female leaders to engage with Wistron managers, share personal career experiences, and encourage women to raise their hands.



Empowering Women in Wistron website

We leverage an internal exchange platform to facilitate co-learning and growth. On the platform, we have event photos and information and also feature stories of women in Wistron, demonstrating their resilience in maintaining work-life balance and helping more employees to learn more about WiW and related issues. The platform has already reached 4,000 views.





Employee Support Program for Employees with Disabilities

In terms of social inclusion, Wistron advocates for inclusive practices starting from within the organization. We ensure compliance with local laws and regulations regarding the protection of individuals with disabilities across all our global sites. We actively promote the employment of individuals with disabilities who possess the necessary abilities for the job and strive to create a work environment that accommodates their specific needs. In Taiwan, we have accessibility bathrooms, elevators, and ramps. In the Neihu office, we have redesigned an accessibility entrance for employees in need.

Wistron’s facilities around the world have strengthened accessible design in the workplace and offer dedicated parking spaces and shuttle services to support employees with disabilities in carrying out their duties and participating in activities. At the Czech plant, sign language interpretation is provided for all official events and training sessions, along with essential health checkups. In Mainland China, annual events are held to better understand the work and daily needs of employees with disabilities, inviting their input and feedback to support regular improvements to the working environment. In 2024, employees with disabilities accounted for 0.87% of all global Wistron employees.

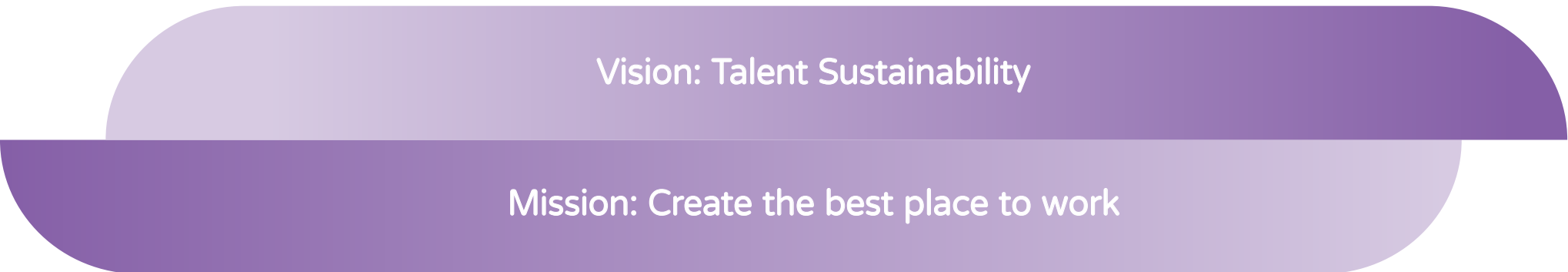
Percentage of Employees with Disabilities	
2021	0.84%
2022	1.00%
2023	0.98%
2024	0.87%



Accessibility entrance on the right at our Neihu office

Creating a Diverse & Inclusive Culture

Wistron is committed to building the best place to work. In 2023, we established our Diversity, Equity, and Inclusion (DEI) Policy and implementation plan, aiming to become an industry leader in this area. The initiative ranges from raising DEI awareness among all employees to improving organizational systems across various locations. Wistron strives to ensure every employee receives equal opportunities, respect, and support, encouraging open expression and a stronger sense of purpose, ultimately realizing the vision of sustainable talent development.



Strategies and Actions







Diversity and Inclusion Strategies and Actions

Building on the solid foundation established in 2023, Wistron launched a series of DEI initiatives in 2024. Guided by three strategic directions and tailored key actions across each plant, Wistron is committed to fostering a respectful and inclusive corporate culture.

Enforce equality policies and establish systems beyond regulatory standards

At Wistron, we promote our Human Rights Policy globally, ensuring that all employees have equal opportunities in their recruitment, payroll, and promotion. We also enforce policies against discrimination and harassment and report that there were zero cases of major violations in 2024. In Taiwan, recognizing employees’ needs for family care and stability, we further enhanced its leave and parental support policies in 2024 to help employees better balance work and family responsibilities (see Section 4.4.1 Employee Care and Support).

Cultivate an awareness of diversity and inclusion

Wistron offers a variety of diversity and inclusive learning resources, including DEI seminars and unconscious bias training, starting with the leadership team to deepen their understanding of DEI concepts and global trends. At the Taiwan headquarters, an online general education course on unconscious bias was launched to build foundational awareness and help all employees integrate DEI principles into their daily work. In 2025, the initiative will be further expanded to Wistron locations around the world.



Localized support measures

To promote cross-cultural exchanges, each Wistron plant implements locally tailored initiatives to foster mutual respect and understanding among employees.

- The Hsinchu and Chongqing plants offer Filipino and Halal meal options, respectively, to honor the customs and needs of employees from diverse backgrounds.
- The Zhongshan plant hosted a women’s health seminar featuring expert speakers to raise awareness of physical and mental well-being and empower women. On International Women’s Day, the Chengdu plant provided free health checkups for female employees to support their overall wellness.
- The Czech plant organized an age diversity workshop to explore communication challenges related to age in the workplace and encourage intergenerational collaboration.



Employee Diversity and Inclusivity Survey

To gain deeper insights into the effectiveness of our diversity and inclusion initiatives and to better understand employee expectations and needs in the workplace, we expanded the scope of our employee engagement survey in 2023 to include diversity and inclusion topics. We focused on aspects such as workplace experiences, compensation, benefits, and career development to listen to the thoughts and suggestions of our global workforce. In 2024, 86.5% of employees appreciated Wistron's diversity and inclusion efforts. Surveys in the past three years show that Wistron has made great strides in the DEI dimension.

DEI Survey Ratings		
2022	2023	2024
80.3%	86.3%	86.5%





4.1.3 Talent Retention

Compensation Policy



As part of Wistron’s commitment to our Six Sustainability Strategies, including Labor Welfare, and in support of our living wage pledge, Wistron provides compensation and benefits that meet or exceed local legal requirements. These include, but are not limited to, an employee stock trust in Taiwan and a 401(k) plan in the United States. Wistron regularly participates in salary surveys and reviews economic indicators at our various operating locations to ensure pay levels remain competitive. We believe that every employee has the right to earn a living wage that not only meets basic needs but also allows for discretionary spending.

Wistron is committed to pay equity across geographical location, race, ethnicity, socioeconomic background, social class, lineage, religion, physical disability, gender, sexual orientation, pregnancy, marital status, union membership, political affiliation, and age. Rewards and bonuses are comprehensively considered in the total package for employees, which includes salary, benefits, bonuses, and remuneration.

Wistron aims to enhance operational efficiency and increase employee income levels. To provide employees with excellent benefits, Wistron ensures that all employees are covered by insurance and benefit programs that comply with or exceed local legal requirements, starting from their first day of employment at any of our global offices. The salary conditions at major Wistron regions are detailed in the following table. The number, average salary, and median salary for non-executive full-time employees in Taiwan can be found on the [Market Observation Post System](#).

For overall compensation, the fixed components (salary, annual bonuses, and benefits, etc.) are set in line with the competitive salary levels in regions with a major Wistron presence. The variable components (bonuses, remuneration, etc.) are determined based on a comprehensive assessment of both company and individual performance. The higher the company's operational achievements and individual performance evaluation results, the higher the proportion of variable compensation in the overall salary structure. The performance evaluation criteria are based on the attainment of comprehensive goals such as annual financial performance (revenue, profit, etc.), market/customer targets, and organizational and personnel growth/development. These criteria are reviewed and determined at the beginning of each year in consideration of both internal business conditions and external market landscapes.

Entry-Level Wage to Local Minimum Wage Note 1

Region	Taiwan	China	Asia	Europe	Americas
Percentage	1.1	1.6	1.5	1.5	2.1
Note: 1. Local Minimum Wage taken from local minimum wage regulations as of December 2024 2. Wistron adopts an equal remuneration policy, where salaries are not differentiated based on gender 3. Salary of entry-level staff refers to the monthly fixed salary of employees at the lowest level in each region					

Compensation by Gender

Item	Level	2024 (Female : Male)
Fixed Salary	Senior managers	0.95 : 1
	Management Level	0.96 : 1
	Non-management Level	1.01 : 1
Annual Salary	Senior managers	0.99 : 1
	Management Level	0.96 : 1
	Non-management Level	1.02 : 1

Long-Term Incentives

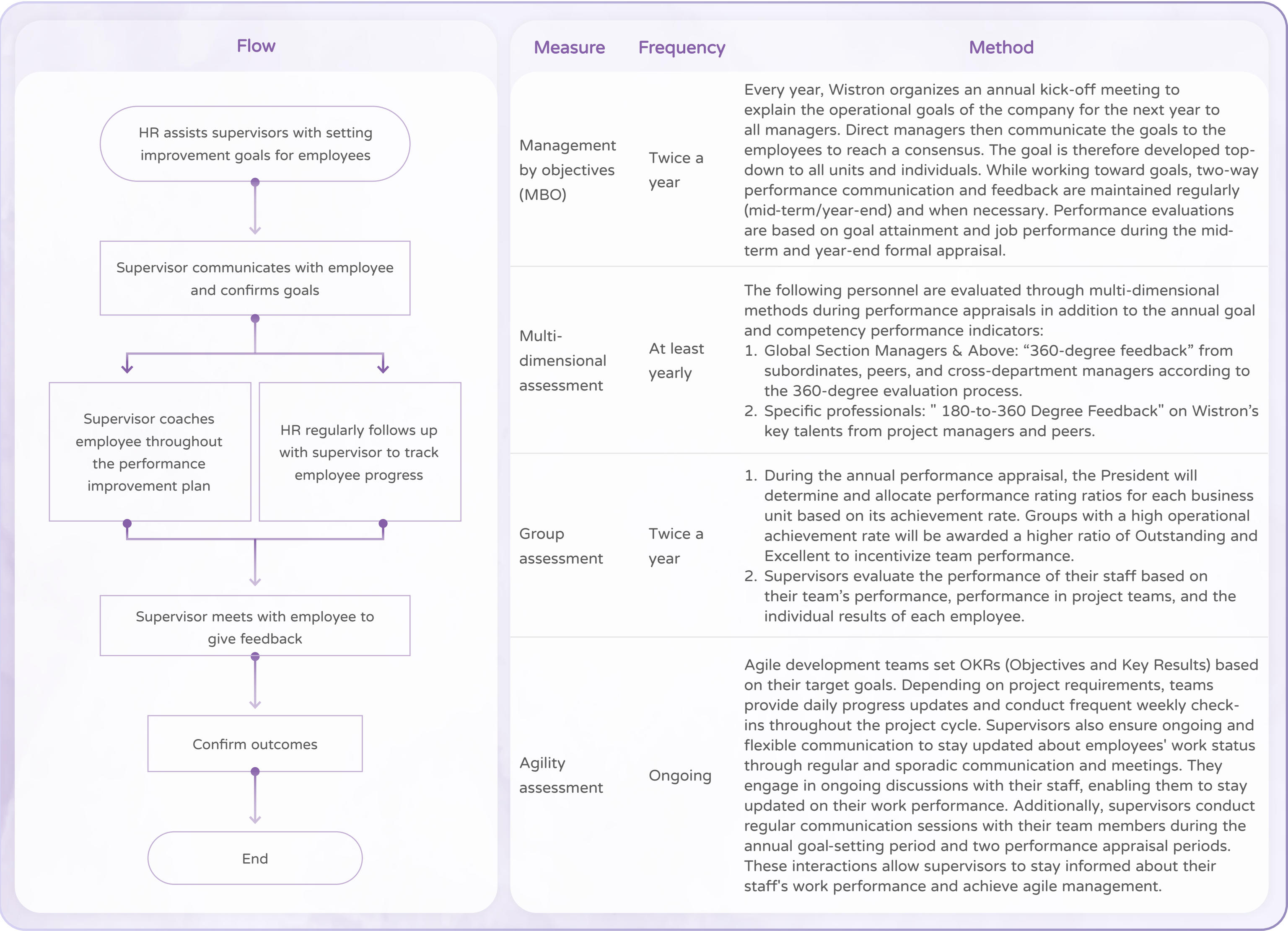
Measures	Scope
Wistron offers an " Employee Stock Ownership Trust" (ESOT) program. Under the provisions of the Shareholders' Meeting Charter, employees may join the program and contribute a fixed amount each month based on their job level. The Company will match the employee’s contribution every month, and the contributions will be used to purchase Wistron stocks that will be held and managed by a financial institution in the stock ownership trust account.	All full-time indirect employees in Taiwan who have completed one year of employment at Wistron are eligible to join the program.



Employee Evaluations

Each year, all Wistron employees undergo two performance appraisals, and the results are used as the basis for rewards, assignments, promotions, and various aspects of personnel management. In order to achieve fair, just, and reasonable performance management, Wistron implements a phased approach globally to promote multi-dimensional assessments. We also implemented a new performance management system. At the end of 2024, Wistron rolled out a unified performance management platform across all global locations, allowing for other individuals to be invited to provide feedback on the employee's work and competencies, offering the supervisor multi-dimensional reference for their assessment. In 2024, 100% of employees regularly underwent evaluations.

To enhance overall organizational performance, the HR units continue to offer training programs for supervisors, equipping them to initiate performance improvement plans for employees whose performance requires development. Under these plans, HR works closely with supervisors to set specific, measurable improvement goals for the employee. Weekly one-on-one meetings are arranged between the supervisor and the employee to monitor progress and discuss improvements. Through frequent and in-depth two-way communication, supervisors can provide constructive direction and timely feedback, promptly address areas needing improvement, and effectively support performance enhancement in our employees and, therefore, our departments. This initiative reflects Wistron's commitment to employee development, ensuring we remain competitive in a dynamic market.



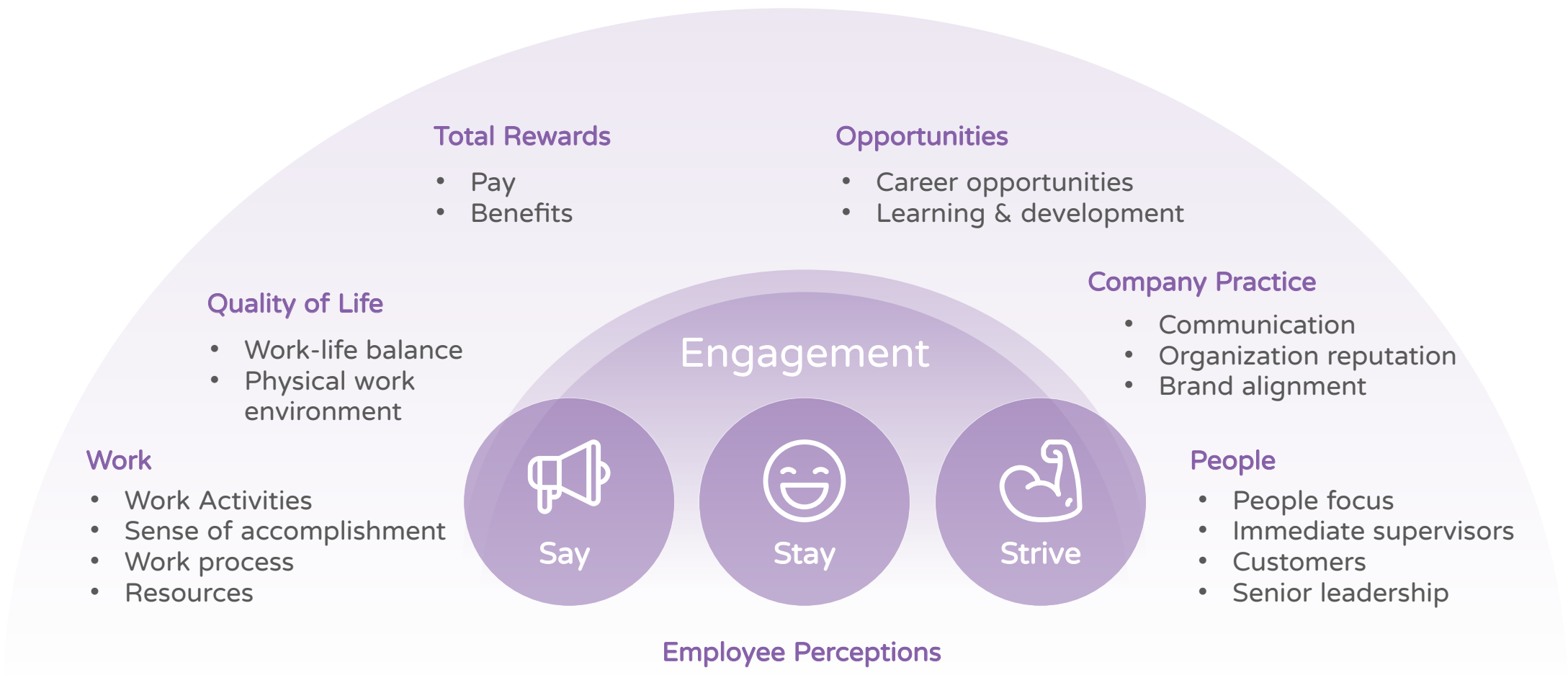


Global Employee Engagement Survey

Adhering to the business philosophy of actively caring for employees, Wistron values the voices and opinions of employees. Starting from 2021, we’ve surveyed the opinions of all employees from all plants/departments around the world (with a coverage of 100%) through a census conducted every one or two years. The goals, results, and analyses are then publicly disclosed the goals. In order to ensure the reliability and referability of the statistical analysis results, the effective questionnaire response rate target for each survey is set at more than 80%. In order to make the survey and analysis results comparable both horizontally (between factories/departments) and vertically (between years), the framework, questions and analysis methods of the survey were based on globally consistent principles and a rigorous theoretical model (please refer to the chart). The differences between groups were analyzed and compared to further enhance the effectiveness of the survey.

Through relevant survey plans, we can explore current employee engagement and gap from target value (the short- and medium-term target value is set at 70%). After the survey is completed, rigorous statistical analysis tools and methods are used to mark the groups and departments with significantly low engagement levels. The responsible departments are then required to continue collecting qualitative data (such as through focus groups, workshops, etc.) to learn more about their engagement gaps and pain points. After confirming the focus of the issue, the responsible departments will need to formulate improvement plans and performance indicators, regularly report on the implementation progress of relevant projects, and evaluate the overall effectiveness of these plans through the results of the next engagement survey.

In 2024, the company-wide survey response rate was 65.6%, with 78.1% from indirect employees and 55.0% from direct employees. All evaluation results showed slight improvements compared to the previous year. Among these, indirect employees exhibited the highest increase in the "giving it all" dimension, rising by 1.4%, while direct employees saw the largest increase in the "employee care" dimension, which rose by 7.1%. Regarding the 2024 employee engagement survey results at the company-wide level, we have established several key future work directions, summarized as follows: 1. Expanding the Scope of Communication Engagement: In addition to in-person events for managerial-level personnel, we further edit and produce video clips of related meetings, promoting them globally across operational locations through the internal learning platform; 2. Cultivating a Diverse and Inclusive Culture: This includes reviewing and optimizing existing rules, regulations, and processes; promoting awareness of Diversity, Equity, and Inclusion (DEI); facilitating diverse exchanges; and planning and operating Employee Resource Groups (ERGs); 3. Developing Employer Branding Strategies: This includes the continued internal promotion of the employee referral program; deepening external connections with campus environments; and synchronizing the talent recruitment website with social media platforms for promotion. All work plans will be tracked and reviewed regularly through cross-departmental and cross-plant project meetings to demonstrate Wistron's commitment to valuing employee feedback and our determination to build an outstanding working environment.



2024	Survey participants	Responses	Response rate	Survey results	Note
Indirect employees	17,885	15,750	88.1%	78.1%	Engagement
Direct employees	19,804	18,717	94.5%	55.0%	Satisfaction
Total	37,689	34,467	91.5%	65.6%	-

Year	Survey participants	Responses	Response rate	Survey results
2024	37,689	34,467	91.5%	65.6%
2023	38,105	35,672	93.6%	63.8%
2022	45,048	41,053	91.1%	62.4%
2021	44,232	38,929	88.0%	63.1%



Examples from the Wistron Employee Engagement Survey (on Employee Well-Being)

Wistron employee engagement survey questions				
Factor	Main Dimension	Secondary Dimension	Example Questions	2024 Survey Results
Job Satisfaction	Employee behaviors	Say	I will tell others that Wistron has a good working environment and working conditions.	75.2%
	Work	Work activities	I think the current job content is suitable for me.	81.0%
Purpose	Company practice	Brand alignment	I agree with and am willing to demonstrate behaviors in line with Wistron's core values (customer focus, integrity, innovation, and sustainability).	92.0%
	People	Senior leadership	Senior executives fully demonstrate their emphasis on Wistron's core values (customer focus, integrity, innovation, and sustainability).	86.9%
Happiness	People	Immediate supervisors	My direct supervisor gives me affirmation and appreciation in due course.	81.6%
	Work	Sense of accomplishment	I can feel a sense of achievement in my current job.	76.7%
Stress	Quality of life	Work-life balance	I can maintain a moderate balance between my current work and personal life.	77.2%
	Work	Work activities	I can accept the current work intensity and overtime requirements.	79.7%

Employee Turnover

In 2024, the turnover rate for Wistron's indirect employees was 8.97%, which translates to an average monthly turnover rate of 0.75%. Compared to our industry peers, this turnover rate indicates stability and a healthy work environment. For direct employees, the nature of the industry, characterized by seasonal orders and fluctuating production capacity, has significant implications on workforce planning such as periodic large-scale recruitment and turnover of direct employees. Additionally, direct employees account for a significant portion of Wistron's workforce structure, comprising approximately 57% of the total employee count at the end of 2024. Consequently, the overall turnover rate for Wistron is significantly influenced by the turnover of direct employees. For more detailed statistics on employee turnover in 2024, please refer to the attached appendix.



Reducing Employee Turnover Rate

In the current competitive talent landscape, retaining excellent employees and improving employee retention rates are crucial for the sustainable development of a company. To ensure talent retention, Wistron remains committed to increasing employee satisfaction, engagement, and fostering a sense of belonging. The company has designed a series of retention programs based on these principles.

Scope	Challenge	Solutions
Indirect employees	After employees become proficient in a particular skill, they expect to engage with a broader range of technical areas. Performing repetitive tasks with unchanged content on a daily routine can reduce employees' sense of achievement at work.	<ul style="list-style-type: none"> <li>Wistron conducts regular one-on-one meetings to understand employees' career development expectations, continuously optimizing job design, formulating individual development plans, and providing support and guidance. At the same time, Wistron explains the importance and future plans of employees' roles, giving recognition to enhance their sense of value and achievement at work.</li> <li>Wistron provides a comprehensive internal transfer and training mechanism, continuously offering training and resources to deepen employees' sense of being valued and their goals for upward development, thereby improving job satisfaction.</li> </ul>
Indirect employees	With the rapid development of the AI industry, the demand for talent in related sectors has increased, intensifying competition and making employees more susceptible to external opportunities.	<ul style="list-style-type: none"> <li>Wistron has optimized employee benefits to enhance employees' sense of recognition and belonging. In 2024, we increased childbirth incentive subsidies and implemented leave policies that exceed legal requirements, extending the duration of maternity leave, prenatal examination leave, paternity prenatal examination leave, and paternity leave, as well as introducing a new "Flexible Parental Leave."</li> <li>A transparent communication channel has been established, whereby unit supervisors and human resources personnel conduct interviews with employees planning to resign, to understand their reasons for leaving and gather feedback about the company. This serves as a basis for subsequent management measures and strategic planning.</li> <li>For key talent, exit interviews are conducted by senior management to promptly address areas for improvement, such as resource coordination and job content, to prevent the loss of critical personnel and achieve talent retention.</li> </ul>





Scope	Challenge	Solutions
Direct employees	Employees experience decreased morale due to factory environmental noise, prolonged standing, or repetitive tasks, which affect their willingness to work.	Wistron places great importance on the physical and mental health of every employee and organizes comprehensive health examinations at each plant to monitor employees' physical and psychological conditions. Additionally, through regular psychological counseling services, Wistron assists employees in managing stress, anxiety, and other emotional challenges, helping them maintain sound mental health and meet their psychological and emotional needs.

Wistron utilizes various activities and initiatives to enhance employee engagement and satisfaction. The company believes that these measures will help reduce employee turnover, maintain team stability, and lay a solid foundation for the company's long-term development. Moving forward, Wistron will continue to optimize these programs to ensure that employees have more opportunities for growth and development within the company.

Employee Turnover Statistics		2021	2022	2023	2024
Total Turnover (%)		27.92%	50.57%	35.25%	27.43%
Voluntary Turnover (%)		19.09%	38.87%	27.27%	22.82%
Total Turnover (%)	Male	26.46%	54.35%	35.79%	28.70%
	Female	31.05%	43.98%	34.32%	25.44%
Voluntary Turnover (%)	Male	19.24%	41.51%	28.19%	24.91%
	Female	18.77%	34.26%	25.70%	19.55%
Total Turnover (%)	<30	31.96%	69.02%	51.38%	41.02%
	30-50	22.70%	34.14%	24.35%	18.34%
	>50	12.41%	9.11%	15.89%	15.74%

Employee Turnover Statistics		2021	2022	2023	2024
Voluntary Turnover (%)	<30	21.68%	53.11%	41.56%	36.56%
	30-50	15.94%	26.24%	17.94%	14.27%
	>50	4.91%	5.98%	5.17%	4.23%
	Taiwan	18.40%	15.49%	14.98%	13.43%
Total Turnover (%)	China	29.32%	63.84%	44.12%	38.72%
	Asia	-	-	41.00%	28.53%
	Europe	48.32%	23.90%	13.29%	12.57%
	Americas	29.80%	57.49%	47.21%	18.11%
Voluntary Turnover (%)	Taiwan	14.49%	14.08%	9.39%	8.21%
	China	19.57%	48.77%	36.11%	33.63%
	Asia	-	-	23.72%	26.64%
	Europe	32.65%	3.41%	3.15%	3.83%
	Americas	23.61%	48.52%	43.77%	14.70%
Total Turnover (%)	Direct employees	31.55%	71.77%	49.46%	39.07%
	Indirect employees	19.33%	19.42%	16.20%	11.57%
Voluntary Turnover (%)	Direct employees	19.76%	55.61%	40.23%	32.99%
	Indirect employees	17.50%	14.26%	9.91%	8.97%

Note: Figures above exclude employees employed at Wistron for less than three months





4.1.4 Human Resource Technologies

Wistron initiated its digital transformation journey in 2014 and has been cultivating digital talents systematically and applying digital technologies across various business domains. HR technologies refer to the utilization of digital tools to better automate talent acquisition, utilization, development, and retention. Data analysis and AI technology can help the HR department better understand the company's human capital, predict and analyze data, which can help the HR department better manage decision insights and trends and thus identify the company's risks and opportunities more effectively. In the future, Wistron will focus on building a comprehensive talent development and skill management system. By tracking employee skills, planning employee individual development, integrating and recommending courses, the company can better identify employees with great potential, develop excellent leaders, and continue to drive employee growth with the help of data analysis and machine learning.

Data Visualization

Wistron leverages modern visualization tools (such as Power BI), combined with automated data integration and aggregation, to transform key HR metrics into intuitive and easily understandable dashboards, providing real-time data insights and decision support for managers and the human resources team.



2019-2020

Data Visualization and Process Automation

Initial digitalization efforts focused on single-point projects to enhance work processes. These initiatives utilized data visualization to deliver real-time insights, providing a critical foundation for informed decision-making, while RPA (Robotic Process Automation) was introduced to replace routine, manual repetitive tasks.

2021-2023

Digitalized Recruitment and Generative AI Applications

The headquarters initiated an integrated HR digitalization, transitioning from single-point solutions to a fully integrated recruitment process, delivering one-stop services, and progressively rolling out these initiatives to overseas plants.

2024

Global HR Data Audit Systematization

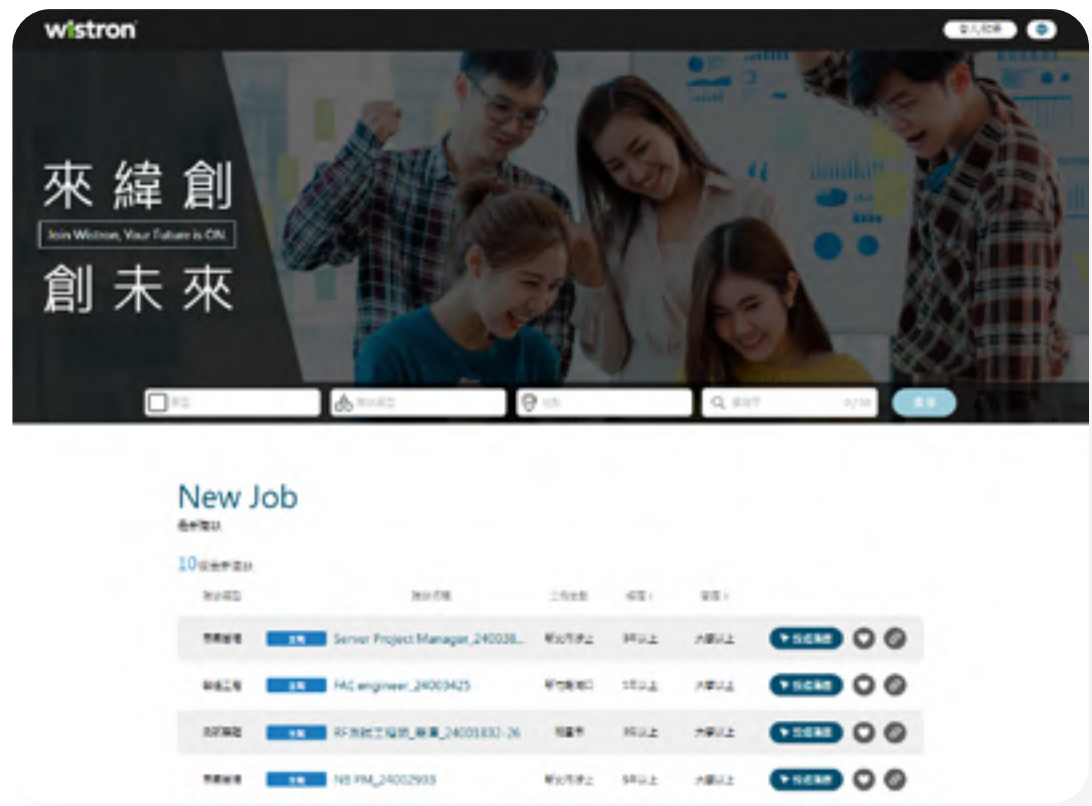
HR established a global standardization framework by incorporating overseas user requirements from the initial stages of system development, and created globally consistent management processes and review standards.

2025  
Comprehensive  
Talent  
Development and  
Skills Management  
System



Digitalized Recruitment

Wistron has established a one-stop recruitment system by streamlining and integrating complex workflows across multiple systems. Officially launched in Taiwan at the end of 2022, this system not only consolidates internal and external talent pools but also enables HR supervisors to effectively monitor the entire recruitment process, reducing candidate selection time by approximately 41%. Wistron continues to optimize the system and has rolled out the system to our Vietnam plant in 2024. Starting in 2025, we plan to gradually adopt the system across other overseas locations, paving the way for the completion of a fully digitalized global recruitment blueprint.



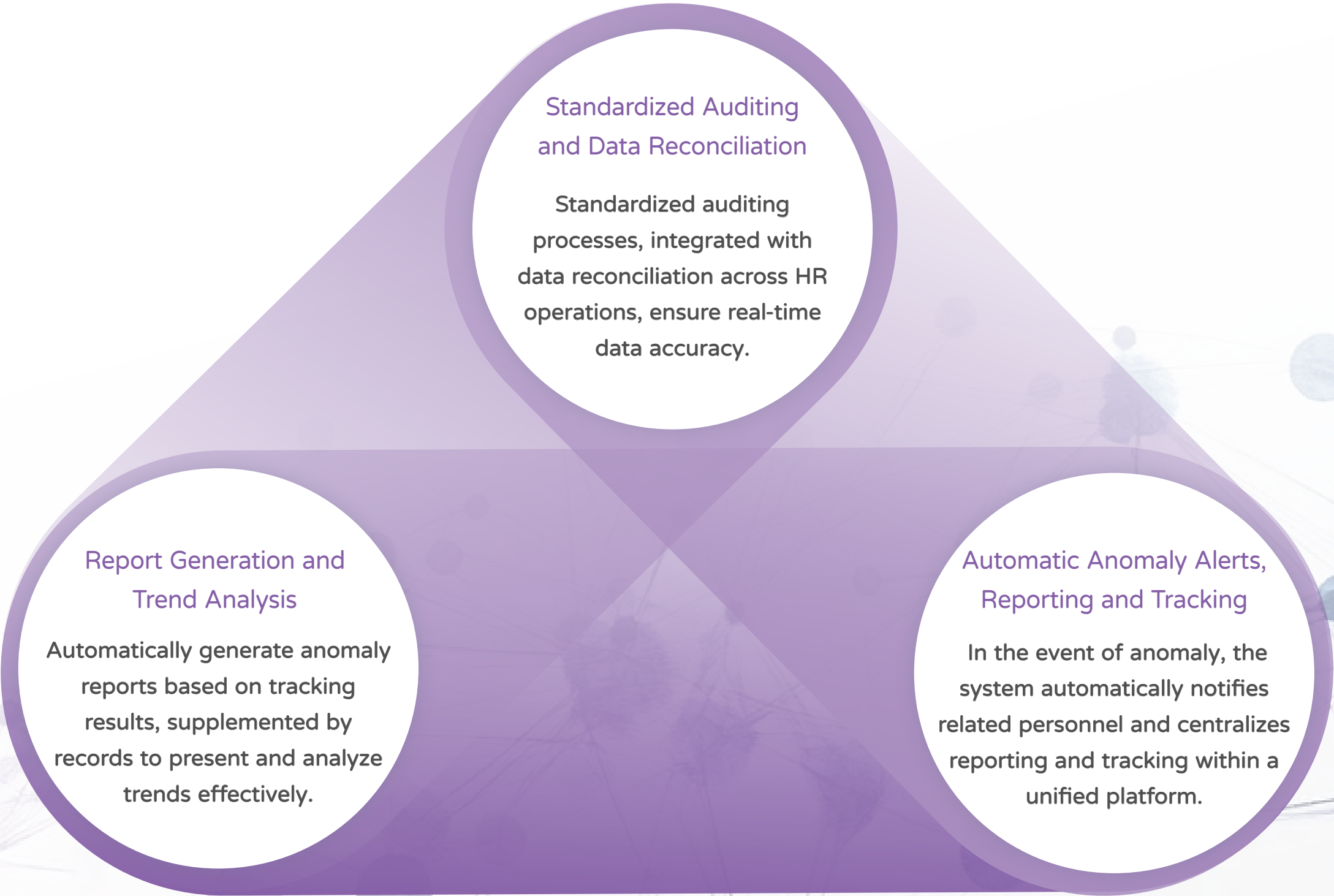
- Since its launch in November 2022, the system has accumulated over 272,000 uses, with 30,287 candidates completing registration and 22,401 comprehensive resumes collected.
- User satisfaction among Wistron management reached 8.19 (out of 10), while candidate satisfaction was rated at 9.72 (out of 10).

Application of Generative AI

Wistron has integrated Generative AI (Gen AI) technology into its recruitment processes. Beyond streamlining the creation of job descriptions through AI-assisted job requisition forms, the technology was further applied in February 2024 to enhance recruitment interviews. By analyzing candidate resumes and aptitude test results, Gen AI generates customized interview question banks, helping interviewers formulate more comprehensive questions, significantly improving interview efficiency.

Global HR Data Audit Systematization

To achieve global data compliance and strengthen corporate governance, Wistron has developed a standardized, globally applicable HR data audit system with the goal of achieving “real-time global data compliance.” This system has integrated existing data validation tools while standardizing validation processes and logic. It covers data reconciliation across all HR operations, and is equipped with an anomaly alert mechanism. This ensures that both headquarters and sites can maintain data accuracy, promptly identify anomalies, and efficiently report, clarify, and track resolution progress. By enabling effective communication and automating management tools, the system provides real-time visibility into global audit results and trends, improving management efficiency and reducing operational risks.







4.2 Human Capital Development

Guided by an altruistic management philosophy, Wistron actively embraces challenges and pursues continuous innovation to address of future change. Under the vision of “Sustainability through Innovation,” Wistron is committed to talent cultivation, embedding our four core values of Customer Focus, Integrity, Innovation, and Sustainability into daily operations. We invest in global, diversified talent development, focusing not only on technological innovation and digital transformation but also on deepening domain expertise and strengthening leadership capabilities. These efforts aim to enhance business resilience and long-term talent sustainability, as the company moves forward with global employees and partners toward a more sustainable future.

4.2.1 Global Talent Development Policy

Wistron's Talent Development Framework

Aligned with the company’s vision and strategic pillars, Wistron has established a globally consistent talent development strategy. A comprehensive and diversified talent development framework has been put in place, covering new employee orientation, general training, professional training, digital transformation, sustainability-related training, and management training.



Since launching our global learning platform in 2021, we have achieved 100% roll-out across 30 global locations by 2024, with over 22,000 users and more than 7,000 training sessions assigned annually. Through the implementation of a global learning platform, Wistron encourages active learning among employees and resource sharing. This helps us establish a common global language and facilitate knowledge transfer. In 2024, Wistron invested a total of NT\$99 million in talent development worldwide, with an average training cost of NT\$2,183 per employee; the total training hours for employees worldwide reached 1,913,150 with an average of 42.15 hours per employee.

2024 Training Outcomes

Total Employee Training Expenses	Average Employee Training Expenses	Employee Total Training Hours	Average Employee Training Hours	Average Learning Satisfaction
NT\$99M	NT\$2,183	1.91M hours	42.15 hours	4.66

2022-2024 Training Expenses

Year		2022	2023	2024
Total employee training expenses		NT\$135 million	NT\$98 million	NT\$99 million
Average employee training expenses		NT\$2,857	NT\$2,348	NT\$2,183
Total employee training hours	Direct	2.7 million hours	1.31 million hours	1.36 million hours
	Indirect	400,000 hours	410,000 hours	550,000 hours
	Total	3.1 million hours	1.72 million hours	1.91 million hours
Average employee training hours	Direct	96 hours	54 hours	51 hours
	Indirect	21 hours	23 hours	29 hours
	Average	66 hours	41 hours	42 hours

Note: Training expenses are denominated in New Taiwan Dollars (NTD)





Global Employee Training Hours

Employee Type	Female Employees		Male Employees		Others	
Region	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours
Taiwan	83,912.85	16.49	161,736.93	19.68	-	-
China	445,351.21	59.86	864,585.65	64.97	-	-
Asia	85,671.88	29.75	151,233.36	40.86	1.00	1.00
Americas	37,637.55	21.00	49,833.73	24.13	22.73	3.79
Europe	17,582.93	37.33	15,576.74	37.35	3.25	3.25
Global	670,156.42	37.92	1,242,966.41	44.86	26.98	3.85

Note: The "Others" column include non-binary or undisclosed data

Employee Type	Senior managers		Mid-level managers		Junior managers		Non-management Level	
Region	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours
Taiwan	2,029.86	16.24	6,560.68	19.02	29,131.67	26.34	207,927.57	17.72
China	254.3	28.26	2,859.54	42.68	75,502.16	52.32	1,231,320.86	64.04
Asia	127.54	25.51	823.5	39.21	13,752.71	45.54	222,202.49	35.53
Americas	141.88	17.74	845.09	26.41	8,238.32	34.47	78,268.72	21.84
Europe	50.71	25.36	160.74	32.15	2,688.32	37.34	30,263.15	37.41
Global	2,604.29	17.48	11,249.55	23.94	129,313.18	40.9	1,769,982.79	42.54

Note: Senior management includes managerial positions above the BG level

Employee Type	Production		Non-Production	
Region	Total Training Hours	Average Training Hours	Total Training Hours	Average Training Hours
Taiwan	60,569.95	14.37	185,079.83	20.36
China	1,061,434.24	74.47	248,502.62	38.27
Asia	151,043.60	33.73	85,862.64	40.85
Americas	64,885.40	21.42	22,608.61	27.11
Europe	23,021.68	38.24	10,141.24	35.46
Global	1,360,954.87	51.20	552,194.94	29.36

Employee Type	Onboarding Training		General Training		Management Training		Professional Training	
Region	Total Training Hours	Percentage	Total Training Hours	Percentage	Total Training Hours	Percentage	Total Training Hours	Percentage
Taiwan	43,315.51	18%	101,181.08	41%	20,056.14	8%	81,097.05	33%
China	483,638.23	37%	381,885.51	29%	26,566.93	2%	417,817.41	32%
Asia	115,555.53	49%	41,068.56	17%	3,809.44	2%	75,059.71	32%
Americas	10,028.18	11%	61,001.12	70%	883.19	1%	15,581.52	18%
Europe	9,140.75	28%	17,263.67	52%	486.16	1%	6,175.95	19%
Global	661,678.20	35%	602,399.94	32%	51,801.86	3%	595,731.64	31%





4.2.2 Key Strategic Talent Development

In today’s rapidly changing global landscape, Wistron firmly believes that “talent” is the cornerstone of corporate resilience, innovation-driven transformation, and the realization of sustainable goals. In the face of fast-evolving AI technologies, escalating trade tensions, and geopolitical uncertainties, we remain rooted in our core values while advancing our vision of “Sustainability through Innovation.” We strive to enhance employees’ innovation and resilience, with a particular focus on driving innovation in the journey toward net-zero transformation. At the same time, we continue to build employees’ digital competencies as we evolve from "digital transformation" toward "smart transformation." Through developing global leadership development and appreciating cross-cultural values, we aim to cultivate diverse and inclusive teams worldwide. Our goal is to empower talent to meet future challenges and grow alongside the company. The following sections outline our actions and commitments in talent development.

Wistron's Talent Development Strategies

Strengthening Business Innovation & Resilience

- Establish R&D Learning Roadmap
- Nurture Sustainability Talents
- Build Energy-saving & Waste Reduction Consensus
- Develop Quality & Operations Expert

Developing Global Leadership

- Cultivate Key Global Leaders
- Shape a Performance Management Culture
- Strengthen Coaching Competency in Management

Advancing Digital Applications and Practices

- Cultivate Key Digital Talents
- Promote Data-driven Culture

Fostering Cultural Understanding and Inclusion

- Create Cultural and Values Inclusion
- Develop Global Mobility Talents
- Train Foreign Manufacturing Talents



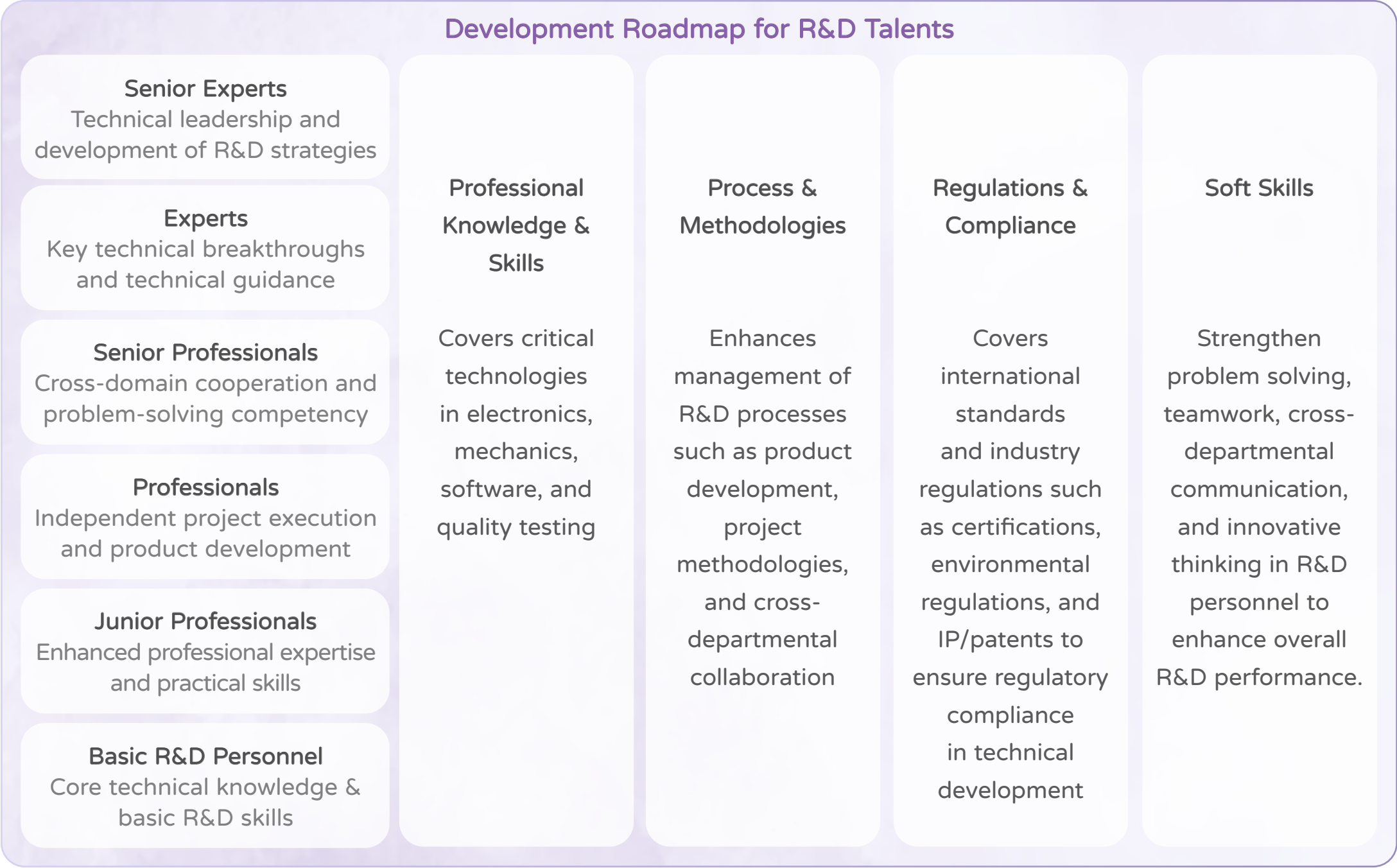
Strengthening Business Innovation and Resilience

Establish R&D Learning Roadmap

To ensure the R&D team remains innovative and aligned with emerging technological trends, Wistron has developed a structured learning roadmap tailored for various types of R&D talent. Led by a training committee composed of R&D managers, we have built a systematic training mechanism to equip engineers with the necessary knowledge and skills at every stage of their career. Empowered by digital tools, this framework facilitates the implementation and delivery of technology transformation initiatives. The learning roadmap covers key domains such as hardware, mechanical engineering, software, and quality testing. Training content is mapped to different career levels and spans technical expertise, standardized processes, regulatory and compliance knowledge, and soft skills development. This ensures that engineers, ranging from basic R&D personnel to senior experts, receive targeted training to support technological innovation for better product competitiveness. In 2024, a total of 1,753 R&D personnel underwent training, with a cumulative 16,069.28 learning hours. By applying their acquired knowledge in tandem with digital transformation programs and team-based coaching, R&D staff developed 71 fully intelligent automation projects as of 2024. These initiatives led to a 50% increase in automated design rates, a 90% first-pass test rate, and a 50% reduction in bug counts. To further drive technological innovation, Wistron regularly organizes R&D Technology and Digital Transformation Sharing Session, where R&D personnel are encouraged to participate and share their project experiences. In 2024, a total of 455 R&D personnel signed up and participated in the sessions, marking a 156% increase over 2023. Overall participant satisfaction averaged 4.3 out of 5.







Nurture Sustainability Talent

To enhance sustainability talent training, we leverage our ESG Sphere training, which adheres to the six pillars of sustainability strategies (Sustainable Supply Base, Green Products, Recycling, Decarbonization, People with Purpose, and Labor Welfare) to create a comprehensive learning roadmap. In 2024, we trained a total of 17,731 participants, who engaged in 8,849.46 learning hours and reported a learning satisfaction of 4.3 (out of 5). A key focus was on carbon-related expertise, which included ISO 14067:2018 International Standard for Product Carbon Footprint, Carbon Footprint Calculation and Interpretation, Emission Reduction Targets and Net Zero Strategies, and Smart Low-Carbon Technology Applications. These programs helped employees gain a deeper understanding of the complexity of carbon emissions and their environmental impact, enabling the integration of sustainability knowledge into daily work. Beyond offering extensive sustainability learning resources, Wistron ensures knowledge is translated into actionable outcomes through project implementation and optimization. In 2024, we promoted the WiZero (Wistron

Zero Carbon Emission) platform and low-carbon supply chain initiative, aiming to develop low-carbon products, promote sustainable circular reuse, and introduce low-carbon recycled materials. Standards for design and inspection were also established, alongside the development of a product carbon footprint management platform. In addition to WiZero, Wistron implemented a range of carbon reduction initiatives in 2024, achieving a total reduction of 8,172.9 metric tons of carbon. The company’s emission reduction targets and roadmap have been certified by the Science Based Targets initiative (SBTi), and Wistron has been recognized for three consecutive years among the Business Weekly Top 100 Carbon Competitiveness List.



Note: [2024 Business Weekly Top 100 Carbon Competitiveness List](#)

Build Energy-saving & Waste Reduction Consensus

As Wistron advances global sustainability initiatives, we recognize that energy conservation and carbon reduction are responsibilities shared by all. As such, in alignment with our corporate sustainability strategy, we have developed training programs across all global sites focusing on energy conservation, water efficiency, and waste reduction. In 2024, these programs trained a total of 33,655 participants, accumulating 28,205.28 hours of learning. By raising green awareness and translating it into action, we have strengthened our ability to quantitatively manage sustainability outcomes and environmental benefits. Wistron has implemented digital monitoring systems, including smart energy management platforms and optimized resource allocation, to enhance the effectiveness of energy-saving and carbon reduction measures across our plants. Key energy-saving results from manufacturing included 12.845 million kWh in electricity savings, 182,664.8 m³ of water saved, and 1,848.56 metric tons of total waste reduction (including recycling, waste reduction, and other efforts). All plants continue to enhance energy and resource efficiency to steadily achieve our carbon and waste reduction goals, progressing toward resilient, low-carbon smart manufacturing.



## Develop Quality & Operations Experts

To achieve operational excellence and continuous improvement, Wistron launched a series of global training programs aimed at strengthening our talent pool in manufacturing and quality management. The programs cover four main training categories: Foundational Quality Training, Quality Expert Training, Lean Manufacturing Training, and Knowledge Management Training. Foundational Quality Training helps new employees resolve common quality issues, Lean Manufacturing Training focuses on improving productivity, and Quality Expert Training helps employees break through to the next level of complex quality issues. We also leverage Knowledge Management Training to manage and share experiences, developing a systematic and structured system to manage knowledge documents and using improvement plans to facilitate knowledge sharing and applications.

In 2024, a total of 6,080 employees participated in these programs, with 10,254 total training hours and an average satisfaction score of 4.5. Through these efforts, Wistron successfully developed 371 manufacturing experts and 71 quality experts, building a highly skilled and professional workforce. These programs not only enhanced internal capabilities but also significantly contributed to operational cost savings. In 2024, Wistron achieved NT\$1.0213 billion in operational cost savings through training and improvement measures, and NT\$134.3 million in waste reduction-related savings. These results demonstrate the value of our systematic training and knowledge management approach in achieving operational excellence, while laying a strong foundation for Wistron's sustainable development.

## Framework for Developing Quality & Operations Expert

## Lean Manufacturing Training

Improve manufacturing efficiency, raising  
quality and reducing costs

## Quality Expert Training

Make breakthroughs in advanced quality issues

## Foundational Quality Training

Enhance overall quality management and problem-solving competency

Course Category	Learning Objectives	Course Topics
Foundational Quality Training	<ul style="list-style-type: none"><li>Learn the principles of quality design and key quality tools to enhance product and process quality</li></ul>	QC Tools, Problem Analysis & Solving, The Seven QC Tools (basic, new, and simplified), etc.
Lean Manufacturing Training	<ul style="list-style-type: none"><li>Understand the core principles and tools of lean manufacturing to improve production efficiency and reduce errors.</li><li>Learn about operational transformation and manufacturing process analysis using systems thinking to drive lean management.</li></ul>	Lean Management, The Seven IE Tools, Overall Equipment Effectiveness (OEE), etc.
Quality Expert Training	<ul style="list-style-type: none"><li>Master advanced quality improvement tools and the full process of setting goals, analyzing current status, identifying root causes, executing countermeasures, and tracking effectiveness.</li><li>Apply quality tools and advanced problem-solving frameworks systematically to analyze and resolve issues with innovative solutions.</li></ul>	APQP (Advanced Product Quality Planning), DOE (Design of Experiments), NUDD Risk Assessment, FMEA (Failure Modes and Effects Analysis), TRIZ (Theory of Inventive Problem Solving), etc.
Knowledge Management Training	<ul style="list-style-type: none"><li>Learn to create structured knowledge documents, improve presentation quality, and design and implement internal knowledge management strategies.</li><li>Promote knowledge flow and innovation within the organization through practical exercises and coaching.</li></ul>	Knowledge Management, Knowledge Application, Knowledge Document Writing, Topic Structuring





Kirkpatrick's Four-Level Training Evaluation Model

Project	Level 1 Reaction & Level 2 Learning	Level 3 Behavior	Level 4 Results
Establish R&D Learning Roadmap	<ul style="list-style-type: none"><li>1,753 participants trained</li><li>16,069.28 learning hours</li></ul>	<ul style="list-style-type: none"><li>71 smart automation R&amp;D projects developed</li><li>455 participants signed up for the RD Tech and Digital Transformation Sharing Sessions, a 156% increase in participation; average satisfaction score: 4.3</li></ul>	<ul style="list-style-type: none"><li>Increased automated design rate by 50%</li><li>Increased single-test pass rate to 90%</li><li>Reduced the number of bugs by 50%</li></ul>
Nurture Sustainability Talent	<ul style="list-style-type: none"><li>17,731 participants trained</li><li>8,849.46 learning hours</li><li>Satisfaction: 4.3</li></ul>	<ul style="list-style-type: none"><li>Promoted the WiZero (Wistron Zero Carbon Emission) smart low-carbon manufacturing platform and low-carbon supply chain initiatives</li></ul>	<ul style="list-style-type: none"><li>Reduced carbon emissions by 8,172.9 metric tons</li><li>SBTi certified</li><li>Ranked in the Business Weekly Top 100 Carbon Competitiveness List (2022–2024)</li></ul>
Build Energy-saving & Waste Reduction Consensus	<ul style="list-style-type: none"><li>33,655 participants trained</li><li>28,205.28 learning hours</li></ul>	N/A	<ul style="list-style-type: none"><li>Saved 12.845 million kWh of electricity</li><li>Saved 182,664.8 m3 of water</li><li>Reduced waste by 1,848.56 metric tons</li></ul>
Develop Quality & Operations Experts	<ul style="list-style-type: none"><li>6,080 participants trained</li><li>10,254 learning hours</li><li>Satisfaction: 4.5</li></ul>	<ul style="list-style-type: none"><li>Trained 371 experts in manufacturing</li><li>Trained 71 experts in quality management</li></ul>	<ul style="list-style-type: none"><li>Saved NT\$1.0213 billion in operating costs</li><li>Saved NT\$134.3 million from material waste</li></ul>





Advancing Digital Applications and Practices

Cultivate Key Digital Talent

Wistron continues to invest in the growth and development of digital project teams. Since the establishment of the Digital and Analytics Academy (DnA Academy) in 2019, we have systematically promoted the development of key digital talent through structured training programs and competency assessments. These programs cover methodologies, case studies, and scenario-based simulations to help employees integrate digital transformation technologies and tools into business processes, enhancing decision-making efficiency and fostering innovation. In 2024, the certification pass rate reached 89%, with an average satisfaction score of 4.7 (out of 5). To date, we have trained a total of 1,568 key digital talents and successfully applied digital technologies across 296 completed projects. We also developed 65 internal trainers and customized Spanish-language digital transformation courses to meet the needs of non-Mandarin-speaking regions, further strengthening the foundation of Wistron’s global digital transformation strategy. These initiatives have also helped us secure the Gartner Eye on Innovation Awards for Advanced Manufacturing’s inaugural award for the Asia-Pacific region and the Ding Ge Awards for three consecutive years.

Promote Data-driven Culture

Wistron actively promotes a data-driven culture by integrating five core data tools, Power BI, Minitab, RapidMiner, AutoML, and RPA, into our training programs. In 2024, we delivered 19 training sessions and 7 seminar events, covering ten locations around the world and reaching 1,498 participants in total. With the widespread adoption of data skills, employees have significantly improved their analytical capabilities, using data insights to support business decisions, enhance operational efficiency, and strengthen risk management. Data application has been deeply embedded into various business functions, from R&D and manufacturing to supply chain and business processes. Wistron has achieved significant achievements in quality enhancement, process optimization, and innovation. These efforts have led to 300 new data-driven projects, 9,150 hours saved annually through automation and intelligent analytics, and NT\$33.04 million in estimated business benefits.



Note:

- 1. [Wistron was awarded the Gartner Eye on Innovation Awards for Advanced Manufacturing's inaugural award for the Asia-Pacific region for using digital twin technologies to build a factory of the future.](#)
- 2. [List of award winners of the 2nd Digital Transformation Excellence \(Ding Ge\) Award by Harvard Business Review in 2024.](#)





Kirkpatrick's Four-Level Training Evaluation Model

Project	Level 1 Reaction & Level 2 Learning	Level 3 Behavior	Level 4 Results
Cultivate Key Digital Talent	<ul style="list-style-type: none"><li>• Certification rate: 89%</li><li>• Learning satisfaction: 4.7</li><li>• 1,568 participants trained (2019–2024)</li></ul>	<ul style="list-style-type: none"><li>• Digital technologies applied to 296 successful projects</li><li>• 65 internal trainers cultivated</li></ul>	<ul style="list-style-type: none"><li>• Winner of Gartner Eye on Innovation Awards for Advanced Manufacturing's inaugural award for the Asia-Pacific region</li><li>• Three consecutive years of winning the Ding Ge Award</li></ul>
Promote Data-driven Culture	<ul style="list-style-type: none"><li>• 1,498 participants trained</li><li>• 19 training sessions and 7 seminars completed</li><li>• Coverage across 10 domestic and overseas sites</li></ul>	<ul style="list-style-type: none"><li>• Rolled out 300 new projects</li></ul>	<ul style="list-style-type: none"><li>• Annual time savings of 9,150 hours</li><li>• NT\$33.04 million in value generated</li></ul>







## Developing Global Leadership

### Cultivate Key Global Leaders

In response to the challenges posed by rapidly evolving global market and technological advancements, Wistron has launched the Global Leaders Development Program (GLD) as part of our long-term strategic approach to strengthen organizational resilience and future competitiveness. The program systematically cultivates high-potential mid- to senior-level managers through a structured development path. For the program, senior managers nominate managers with development potential, who then formulate Individual Development Plans (IDP). The program adopts the “70-20-10” learning model, incorporating 70% on-the-job project experience, 20% coaching from senior managers, and 10% learning resources, to build a personalized and competency-aligned growth path. Participants undergo a 360-degree pre-assessment to understand their strengths and competencies needing improvement. Under the guidance of their coaches, they set corresponding goals, focusing on improving three core competencies: driving execution, data-driven decision-making, and team motivation. During the hands-one experience phase, each participant undertakes challenging project tasks, such as achieving KPIs, cross-department collaboration, or strategy implementation, to strengthen their application and demonstration of leadership behaviors. The program also provides support mechanisms, including monthly face-to-face mentoring by senior managers across levels to deepen reflection and action adjustments. HR also organizes regular community exchanges, bringing in external perspectives and management resources, encouraging participants to learn and collaborate across departments, and supporting both theoretical and practical learning needs. At the end of the program, participants present their personal development journey and behavioral changes in a final presentation, and conduct self-review and reflection using both qualitative and quantitative indicators against their initial goals. In 2024, a total of 71 high-potential managers received training, with an IDP completion rate of 97%, retention rate of 97%, and promotion rate of 31%. In addition, the 360-degree competency post-assessment showed a 63% improvement rate, reflecting the program’s substantial impact on individual leadership effectiveness and its long-term contribution to the company’s talent development strategy.

## Shape a Performance Management Culture

To strengthen global operational consistency and management effectiveness, Wistron has established a standardized series of performance management courses to help supervisors understand how to set challenging and measurable work goals. Through high-frequency and constructive communication mechanisms, the program promotes alignment on goals and continuous improvement. Wistron adopts a blended learning model. Online learning follows a four-step structure of "Test – Learn – Practice – Evaluate," enabling supervisors to gradually and effectively internalize management skills. In in-person sessions, participants further enhance their practical skills through scenario-based exercises, peer discussions, and guided conversations, while also building cross-departmental management perspectives. In 2024, the performance management course series was successfully expanded to four overseas operation sites, and 13 local instructors were trained to serve as seed promoters of Wistron's performance culture. A total of 260 participants received training worldwide, with total learning hours reaching 855.5. Overall satisfaction with the training reached 4.7 (out of 5), reflecting supervisors’ high recognition of the course design, content, and practical value. To ensure that the performance management system is effectively implemented in actual managerial behavior, Wistron conducts annual performance communication survey interviews as a basis for evaluating implementation results. The 2024 survey showed that the performance communication interview rate reached 96.38%, demonstrating that performance dialogues have become part of daily management practices, effectively fostering a performance management culture and a positive cycle for talent development.

### Strengthen Coaching Competency in Management

Amid organizational transformation and increasingly diverse employee needs, supervisors must possess strong communication and coaching capabilities to build highly engaged and committed teams. Wistron continues to promote the “Coaching for Empowerment” training program to help supervisors balance task-oriented and individual-oriented needs while mastering coaching skills. In 2024, this program was successfully expanded to 14 overseas locations, and 93 local trainers were trained to enhance alignment with local cultures and management practices. A total of 787 participants completed the training, with 4,975 total learning hours accumulated and an average satisfaction score of 4.7 (out of 5). To track the actual application of what was learned, Wistron uses a coaching satisfaction survey as a performance measurement mechanism. The 2024 survey results showed that the average satisfaction score for daily coaching by supervisors was 4.48, indicating that coaching behaviors learned through the training have been effectively integrated into daily management practices. Additionally, the 360-degree managerial competency assessment yielded an average score of 4.6, reflecting a significant improvement in leadership effectiveness. This institutionalized and localized training program has become a key strategic pillar for promoting the growth of Wistron’s global supervisors, strengthening organizational resilience, and enhancing team cohesion. It also lays a solid foundation for the company’s pursuit of sustainable development and a high-performance culture.







Kirkpatrick's Four-Level Training Evaluation Model

Themes	Level 1 Reaction & Level 2 Learning	Level 3 Behavior	Level 4 Results
Cultivate Key Global Leaders	<ul style="list-style-type: none"><li>Community mentoring and training sessions: 504 participants</li><li>1,508 learning hours</li></ul>	<ul style="list-style-type: none"><li>71 high-potential managers trained</li><li>IDP pass rate: 97%</li></ul>	<ul style="list-style-type: none"><li>Retention rate: 97%</li><li>Promotion rate: 31%</li></ul>
Shape a Performance Management Culture	<ul style="list-style-type: none"><li>260 participants trained</li><li>855.5 learning hours</li><li>Learning satisfaction: 4.7</li></ul>	13 internal facilitators cultivated globally	Performance communication rate: 96.38%
Strengthen Coaching Competency in Management	<ul style="list-style-type: none"><li>787 participants trained</li><li>4,975 learning hours</li><li>Learning satisfaction: 4.7</li></ul>	93 internal facilitators cultivated globally	<ul style="list-style-type: none"><li>Employee satisfaction score for daily support from management: 4.48</li><li>Proficiency score of 360-degree evaluation for managerial competencies: 4.6</li></ul>







Fostering Cultural Understanding and Inclusion

Create Cultural and Values Inclusion

Wistron is committed to deepening employees’ understanding of the company’s vision, mission, and core values, thereby fostering a stronger sense of team cohesion across our global workforce. To this end, a series of onboarding courses were introduced at headquarters for new employees, including Chairman Simon’s Talk, the Core Values Workshop, and CEO Wi-Talk. These programs help new hires grasp the company’s strategic direction within their first six months and experience how core values are applied in daily work, enabling them to naturally integrate into the company culture and working style. In 2024, we trained a total of 2,496 participants, who engaged in 11,292.1 learning hours and reported a learning satisfaction of 4.7. To expand these efforts, Wistron also launched a Global Seed Facilitator Program, extending the training to 5 overseas locations and successfully developing 57 local facilitator. In addition, multilingual versions of the core values online learning courses were produced to allow employees worldwide to learn wherever, whenever. According to the 2024 global employee engagement survey, new employees within their first year gave a company alignment score of 88.1, an improvement over 85.7 in 2023, and notably higher than the overall average of 86 across all employee groups.

In addition, to enhance employees’ cross-cultural and English communication skills, Wistron held 10 DEI (Diversity, Equity, Inclusion) English workshops in 2024, with 1,258 voluntary participant enrollments and a total of 1,047.7 learning hours. The workshops received an average satisfaction score of 4.7 (out of 5). These workshops helped participants improve their English communication abilities through simulated meetings, situational exercises, and cultural interviews. Employees were able to rapidly strengthen their cross-cultural communication skills, gain an understanding of cultural differences, linguistic taboos, and communication etiquette, and avoid misunderstandings or friction arising from cultural gaps. The program enhanced multicultural awareness and improved communication efficiency.



Develop Global Mobility Talent

In today’s rapidly changing global market, adaptability and international mobility have become critical to corporate development. To meet this need, Wistron has launched a Global Mobility Talent Training program to cultivate a new generation of Taiwanese employees with cross-cultural adaptability and build a talent pool prepared for global mobility. This program adopts a phased coaching approach to support employees' progressive learning and development. Training topics cover a wide range of areas, including digital tools, project scheduling, factory operations strategy, and soft skills. In addition to classroom sessions, regular development interviews and progress reports with plant-level managers are conducted to help participants gradually build both professional and leadership capabilities. In 2024, the program trained 1,509 participants, with a total of 2,902 learning hours. Following the training, 100% of participants received promotions, and 87% were rated as high performers, highlighting the program’s effectiveness in enhancing employees’ professional skills and leadership potential.

As part of our global strategy, Wistron has built a multilingual workforce across multiple countries. In addition to English language training, we also promote regional language programs. For example, Wistron’s Vietnam locations have invested in both Mandarin and Vietnamese language training. Participants are placed in classes based on their language proficiency and progress through diverse learning activities and regular assessments to ensure steady improvement. In 2024, 354 employees participated in Vietnamese language training, with a total of 13,408 learning hours and a satisfaction score of 4.5 (out of 5). For Mandarin language training, there were 32 participants, with 1,502 learning hours and a satisfaction score of 4.6 (out of 5). According to the 2024 employee engagement survey at the Vietnam plant, employees who had participated in language training gave a score of 5.25 for the work dimension, a significant 107% improvement from 4.88 in 2023, demonstrating that language training effectively enhances communication and work efficiency.





## Train Foreign Manufacturing Talent

With rapid business growth and global expansion, the supply of skilled technical personnel has become a critical factor affecting production efficiency. To address the shortage of technical talent and ensure efficient and stable production operations, Wistron launched the "Foreign Manufacturing Talent Technical Training Program," aimed at cultivating high-potential foreign technical employees. The program focuses on enhancing their professional skills, language proficiency, and management potential, with the ultimate goal of developing a pipeline of foreign supervisory talent capable of full-line operations. For the program, we selected high-potential Wistron employees who meet the training plan's criteria and provided systematic training, including professional theoretical knowledge courses and practical skills. In addition to Mandarin language classes, the program includes equipment operation training and automation process projects. Participants who complete the program and pass the evaluation are promoted to technician roles, propelling them closer to foreign supervisor roles. In 2024, the program trained 1,056 participants, delivering a total of 2,240 learning hours, with an average satisfaction score of 4.5 (out of 5). Following the program, the retention rate of foreign technical talents who received training reached 92% in 2024. The program has effectively enhanced the professional capabilities and workplace adaptability of foreign technical employees. In addition to addressing labor shortages and improving production line efficiency, it has also had a positive impact on employee retention, strengthening participants' sense of identity and belonging within the company.







Kirkpatrick's Four-Level Training Evaluation Model

Project	Level 1 Reaction & Level 2 Learning	Level 3 Behavior	Level 4 Results
Create Cultural and Values Inclusion	<p>Core value courses</p> <ul style="list-style-type: none"><li>• 2,496 participants trained</li><li>• 11,292.1 learning hours</li><li>• Learning satisfaction: 4.7</li></ul> <p>DEI English workshop</p> <ul style="list-style-type: none"><li>• 1,258 voluntary participants trained</li><li>• 1,047.7 learning hours</li><li>• Learning satisfaction: 4.7</li></ul>	<p>Core value courses</p> <ul style="list-style-type: none"><li>• 57 internal facilitators trained</li><li>• Expanded to 5 overseas locations</li></ul>	<p>Core value courses</p> <ul style="list-style-type: none"><li>• New hire alignment score reached 88.1 in 2024</li></ul>
Develop Global Mobility Talent	<p>Global talent mobility training</p> <ul style="list-style-type: none"><li>• 1,509 participants trained</li><li>• 2,902 learning hours</li></ul> <p>Global language training: Vietnamese / Mandarin</p> <ul style="list-style-type: none"><li>• Vietnamese: 354 participants, 13,408 learning hours, satisfaction: 4.5</li><li>• Mandarin: 32 participants, 1,502 learning hours, satisfaction: 4.6</li></ul>	<p>Global talent mobility training</p> <ul style="list-style-type: none"><li>• Job proficiency score: 3.87 (out of 5)</li></ul>	<p>Global talent mobility training</p> <ul style="list-style-type: none"><li>• Post-training promotion rate 100%</li><li>• 87% achieved high-performance ratings</li></ul> <p>Global language training: Vietnamese / Mandarin</p> <ul style="list-style-type: none"><li>• In Vietnam plants, employee engagement in job performance increased by 107%</li></ul>
Train Foreign Manufacturing Talent	<ul style="list-style-type: none"><li>• 1,056 participants trained</li><li>• 2,240 learning hours</li><li>• Learning satisfaction: 4.5</li></ul>	154 participants passed evaluations	92% retention rate for trained foreign talents



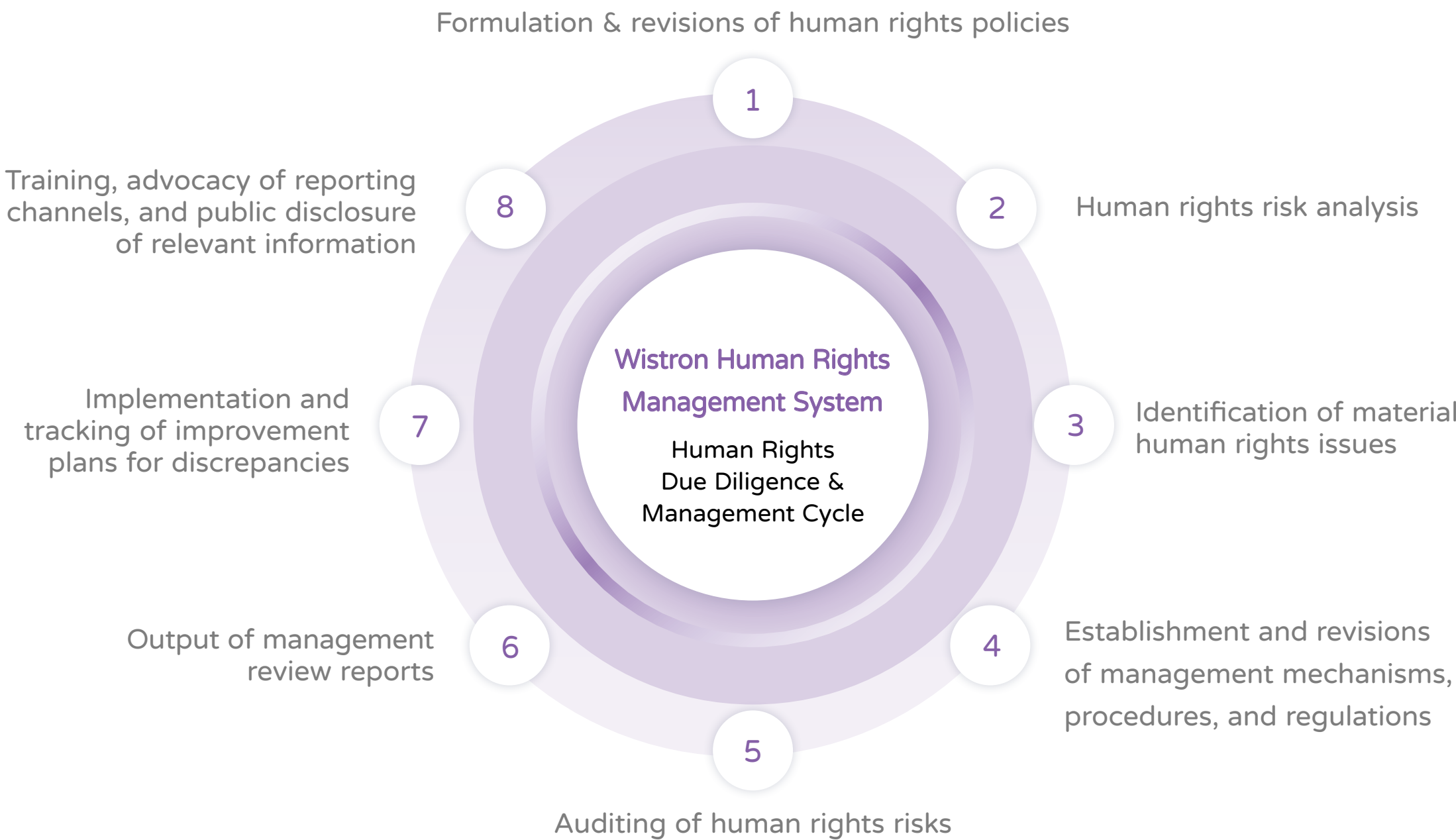


## 4.3 Human Rights Management

### 4.3.1 Policies and Commitments

Wistron’s human rights policy underscores its support and compliance with international labor and human rights standards, such as the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, International Labor Organization Declaration on Fundamental Principles and Rights at Work, Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises, Responsible Business Alliance Code of Conduct, etc. The policy applies to all Wistron stakeholders, including the Company and our supply chain, partners, joint ventures, etc., and also clearly describes the content of human rights commitments and related management principles.

### 4.3.2 Human Rights Due Diligence



To ensure effective implementation of human rights policies in all Wistron locations around the world, we established a human rights due diligence management procedure (shown in figure above) in 2020. Starting from 2021, we have conducted annual due diligence for the Company's own operating scope (such as employees, direct activities, products and services). A complete management cycle is implemented every year in order to establish a consistent culture and behavioral standards for the entire group that effectively manage and reduce human rights risks and truly respond to company policies and the expectations of all stakeholders.

Based on the 2023 human rights risk assessment, Wistron targeted several major human rights issues in 2024 and required each site to formulate risk mitigation measures and regularly track progress toward relevant indicators. Focusing on human rights issues such as "at least 1 day off in 7 days," "<60 total working hours per week," "payroll accuracy," "protection of young workers," and other human rights issues, we proposed 40 optimization measures across 25 sites.

In comparison to the proportion of items rated as medium-to-high risk in RBA audits, all indicator ratios in 2024 remained below 1%, demonstrating effective control and no significant anomalies, even with a substantial increase in audited sites (from 9 sites in 2023 to 25 sites in 2024). (Refer to the table below for consolidated data.)

### Medium or High-Risk Major Human Rights Issues

Year	Working hours: 1 day off in 7 days	Working hours: weekly working hours < 60	Wages & benefits: payroll accuracy	Labor: young workers	Number of audits	Number of audited items
2023	0.16%	0.40%	0.18%	0.17%	76	10,908
2024	0.22%	0.60%	0.21%	0.14%	146	12,545





As a member of the global electronics industry supply chain, Wistron has complied with various domestic laws and international standards since our inception. Across global locations, Wistron has implemented various levels of human rights management measures and continues to promote Responsible Business Alliance (RBA) audit certification. Through regular communication on strategic directions and work outcomes, Wistron ensures a consistent management framework and compliance standards for addressing human rights issues globally (please refer to the [Wistron Human Rights Due Diligence Management Report](#)). In 2024, five plants - Hsinchu, Chengdu, Zhongshan, Vietnam, and Malaysia - successfully completed the RBA VAP (Validated Assessment Program) and all received Silver or higher ratings. In total, 25 manufacturing and business service locations completed the Self-Assessment Questionnaire (SAQ). With consistent and sustained efforts from our colleagues, no major human rights violations occurred in any Wistron locations around the world in 2024.

4.3.3 Human Rights Risks and Material Issues

Human Rights Risk Assessment

To address major human rights issues of stakeholder concern, Wistron initiates a thorough review of policies and internal regulations to ensure the comprehensiveness of management measures. Additionally, we set annual performance goals and regularly track progress of relevant work plans. Continuous adherence to the RBA framework guides daily operational audits, with responsible departments tasked to launch improvement plans for identified deficiencies to ensure that relevant human rights risks are effectively controlled and mitigated.

In 2024, Wistron continued its human rights risk assessments, analyzing RBA audit reports from 2022 to 2024. Among all identified deficiencies, approximately 2.07% were classified as medium or high risk, with labor-related issues comprising the majority at 73.47%. Key labor concerns, in order of importance, included "working hours," "management systems," and "wages and benefits." A summary of related risk mitigation and remedial measures is shown in the table below. For details, please refer to [Wistron Human Rights Due Diligence Management Report](#). The mitigation and remedial measures listed in the table were collected and communicated through the global ESG action information platform. After reaching consensus and resolution, they were shared and rolled out across all Wistron sites. Progress is regularly reported to ensure relevant management principles and standards are implemented faithfully.

Material Issue	Working hours	Management systems	Wages and benefits
Risk Mitigation	To effectively manage employee work hours, Wistron has implemented proactive measures to ensure the physical and mental well-being of employees in daily operations. Examples include:	To address labor-related management system issues, Wistron has introduced several enhancements to strengthen system-level risk control related to working hours. Examples include:	Regarding the issue of salary calculation accuracy, Wistron has taken a number of improvement measures to fully protect employees' salary and benefit rights at the daily management level. Examples are as follows:
	Zhongshan Plant: Used personnel system to set up a management and control mechanism of “at least 1 day off in 7 days” and “max. 60 hours per week” and develop a work hour verification platform based on RBA standards. Attendance data from the previous month is uploaded before the 10th of each month to confirm actual compliance. The actual compliance rate in 2024 exceeded 99%.	Chongqing Plant: The production control department integrates production plans, legal requirements, and management standards to schedule compliant production and overtime plans.	Zhongshan Plant: Ensure accuracy through multi-level inspections, such as work checklists, cross comparisons between system and manual calculations, and cross-comparisons with the previous month’s data. Also, HQ will then use self-developed remote audit systems to check the accuracy of the previous month's data before the tenth of each month. The actual accuracy rate in 2024 exceeded 99%.
	Malaysia Plant: Used a facial recognition access control system to regulate entry for employees who have worked continuously for more than the specified number of days; used robotic process automation to regularly report and track cases of abnormal working hours. The actual compliance rate in 2024 exceeded 96%.	Zhongshan Plant: A system was developed to help department supervisors monitor employees’ overtime status. Supervisors can quickly and instantly view employees’ overtime hours, and the system regularly generates reports to support supervisors in focusing on key management areas.	Malaysia Plant: Uses automatic robots to report attendance records and requires all corrections to be completed within 3 days. They also increased the proportion of direct labor using their HR Applications to over 90%, enabling workers to immediately check the accuracy of their attendance data. The actual accuracy rate in 2024 exceeded 99%.





Material Issue	Working hours	Management systems	Wages and benefits
Risk Mitigation	Chengdu Plant: The production management department proactively schedules attendance plans based on orders to ensure compliance with “1 day off in 7 days” and “max. 60 hours per week” standards. The plan is combined with robotic process automation to regularly report and track abnormal working hours. The actual compliance rate in 2024 exceeded 99%.	Chengdu Plant: A comprehensive internal management mechanism and standard have been established across the plant. Mid- to senior-level managers regularly convene cross-departmental meetings to stay informed of each unit’s working hour status.	-
	Kaohsiung Opto-Electronics: The personnel system automatically issues warnings for abnormal cases such as consecutive workdays, overtime on rest days, etc., and automatically notifies employees of their remaining leave hours at the beginning of each month to encourage them to arrange timely breaks for their physical and mental well-being. The actual compliance rate in 2024 was 100%.	-	-

Spotlight

Upholding the Spirit of RBA - 3 Plants Recognized with RBA FOC Certification

In 2024, Wistron's plants in Zhongshan, Malaysia, and Chongqing all obtained RBA Factory of Choice (FOC) One Star certification. All five plants that underwent RBA VAP audits received silver or above ratings, a testimony to Wistron's commitment to human rights and labor rights.

Wistron joined the Responsible Business Alliance (RBA) in 2010 and has since continued to improve operations and management around sustainable development. Through RBA standards and local regulations

review, communication with customers, internal risk assessment and audit, etc., we ensure that all operations are in compliance with related specifications. At the same time, we engage in external audits such as RBA VAP / Non-VAP, identify core problems, actively invest in improvements, and continue to work hard to create a safe and equitable workplace environment °



Other Major Human Rights Issues

Forced Labor

Wistron's human rights policy strictly prohibits any form of forced labor, including human trafficking, coercion, slavery and other forms of involuntary labor. Employee work contracts are formulated and signed in compliance with local laws and regulations. Employees have the right to terminate their labor contracts, and there are no restrictions beyond the terms of their contract that limit the relationship between employees and Wistron, such as withholding deposits or identity documents. Through the implementation of various human rights management measures, no instances forced labor or occurred in any of Wistron locations in 2024. There were also no medium- or high-risk forced labor issues identified during the audit process.

Human Trafficking

Wistron's human rights policy strictly prohibits any form of forced labor, including human trafficking, coercion, slavery and other forms of involuntary labor. As part of our internal control, we have established the “Anti-Slavery and Human Trafficking Management Procedures,” which provide clear guidelines for personnel recruitment, hiring, task assignment, and company management activities, ensuring no use of prisoners, debt laborers, or other workers under forced constraints. Human resources units are responsible for verifying personnel files and work records; if any anomalies or suspicious cases are detected, they are immediately reported to the responsible supervisors and appropriate protective measures are taken. Our suppliers, contractors, joint ventures, and domestic and international labor agencies are also required to strictly comply with our human rights policies and related management regulations. If any illegal activities are confirmed (through interviews, whistleblowers, media reports, or regulatory sanctions), Wistron will immediately terminate business relationships and report to the authorities. In 2024, no cases of human trafficking occurred at any Wistron locations, nor were any medium- or high-risk human trafficking issues identified during audits.





Young Workers

Wistron's human rights policy expressly prohibits the use of child labor, and Wistron has taken proactive actions to uphold human rights policies and guidelines in daily management and ensure the protection of the rights and interests of young workers. For example, during onboarding interviews, we work with government agencies to ensure that the age of applicants complies with legal requirements. We require labor agencies to verify the identity and qualifications of applicants, and include the quality of this verification process as a key item in service evaluations, serving as a critical factor in decisions regarding contract renewal or termination. We also regularly communicate with all hiring managers across plants to reinforce the legal minimum age for recruitment and regulations prohibiting overtime and night shifts for underage workers. Through the implementation of various human rights management measures, the proportion of medium- to high-risk findings related to young workers in 2024 was 0.14%, down from 0.17% in 2023, indicating effective control.

Non-Discrimination

Wistron’s Human Rights Policy ensures equal employment opportunities for all individuals and prohibits all forms of discrimination. We are committed to evaluating employees based on competency and contributions to ensure equal rights and opportunities. To ensure Wistron’s supervisors and employees are conscious of corporate sustainability issues, the Company requires new employees to complete training courses such as "Corporate sustainability and social responsibility policy (including human rights policy)" and "Corporate sustainability course (basic)" that cover issues such as equitable recruitment, sexual harassment, human rights violations, discrimination, etc. The total training hours at all Wistron locations in 2024 reached 44,620 hours, with 87.4% of total employees trained. Relevant systems and regulations are announced on the Company's internal website for employee access. Through consistent advocacy and efforts, no discrimination in violation of company policies occurred in any of Wistron locations in 2023. There also no medium- to high-risk anti-discrimination findings identified during audits.

Anti-Harassment

Wistron respects the freedom and rights of all employees and has established an open platform for expressing opinions and problem reporting channels at all locations around the world to fully understand employees’ needs and expectations on issues such as working conditions and workplace environments. Employees can express their suggestions or ask questions in confidence and without fear of retaliation. To address sexual harassment concerns, the Company has formulated independent management measures and incident handling procedures, set up dedicated reporting hotlines, mailboxes and other reporting channels, and ensured the privacy and personal safety of reporters through clear accountability regulations.

In addition, the Company organizes lectures from time to time to invite experts to share and promote issues concerning self-protection and rights. We also set up medical centers or invite doctors to regularly offer counseling services to our employees. Through a range of proactive and responsive measures, Wistron continues to foster a harassment-free workplace.

Year	Number of discrimination / harassment cases reported	Number of discrimination / harassment cases filed
2021	0	0
2022	7	3
2023	5	1
2024	6 *	0

Note:

One Malaysia plant employee reported unfair bonus distribution; the issue was resolved through communication and mutual agreement. One report alleged discrimination by current management at the former India plant. As Wistron no longer has jurisdiction, the complainant was advised to contact the local company representative. One Czech plant employee reported that their contract was not renewed due to religious discrimination; however, an investigation found that the non-renewal was performance-related. One Taiwan office employee was reported to have engaged in dating fraud, but investigations revealed that the perpetrator is not in fact a Wistron employee. One Taiwan office employee reported verbal bullying from their supervisor, but investigations revealed that the report was not factual.

The company's response for handling filed cases is summarized as follows:

- Carry out relevant discipline measures against wrongdoers.
- Proactively provide whistleblowers with counseling resources to ensure colleagues receive adequate care and assistance.
- To enhance employee awareness of our code of conduct and avoid similar violations, the Company has re-examined current training/advocacy measures and content and launched a new version of the training course in 2023. In the form of animation and short videos with examples, the code of conduct is introduced in a simple and easy-to-understand manner. In 2024, we translated the content into four new languages (bringing the total to ten languages). All employees are required to complete relevant learning activities within a certain time limit.

Freedom of Association

Wistron's human rights policy respects employees' right to freedom of association and is committed to providing a channel and environment for expression of opinions. In global operating locations, employees can leverage organizations such as labor unions and employee relationship promotion committees. Department representatives help colleagues express their opinions in meetings to safeguard employee welfare and workplace safety. The percentage of employees joining labor unions at Wistron’s global locations is shown in the table below. In 2024, the percentage of employees covered by collective agreements was 9.98%. For employees not covered by collective agreements, we negotiate working conditions and employment terms through labor-management meetings in accordance with local regulations. Furthermore, we maintain comprehensive and diverse communication channels to ensure that all employees are heard and action is taken.





Year	2021	2022	2023	2024
Union employees (%)	49.4%	51.35%	51.53%	51.08%

were related to “Human Rights and Labor Protection,” primarily involving issues of “working hour management/ anti-discrimination.” Key improvement measures included: 1. Establishing diversified monitoring mechanisms to ensure working hour arrangements comply with legal requirements; Providing training on working hour systems for employees and managers to promote a balanced approach to work and life. 2. Organizing anti-discrimination training and incorporating it into our annual training plans to ensure all employees understand and are aware of related issues; Maintaining training records to facilitate the tracking of implementation progress and effectiveness.

Living Wage

In 2023, the Company issued [Wistron’s Commitment to Living Wage](#), affirming that the compensation and benefits provided not only comply with local laws and regulations but also exceed the legal minimum wage. The Company conducts regular salary surveys activities. Wistron uses the Anker living wage methodology to establish Wistron’s living wage calculation formula and data, mainly referring to [Cost of Living](#) and [MIT-Living Wage Calculator](#) and other methodologies. The calculation items include expenses such as food, clothing, housing, transportation and education, and the data are regularly confirmed and calibrated. All the actions aim to actively encourage the Company, suppliers, and contractors to meet living wage standards of various regions.

Human Rights Concerns of Other Stakeholders

Suppliers/Contractors

Wistron has established a comprehensive supply chain sustainability management process, which consists of five major steps: adherence to sustainability norms, sustainability risk assessment, sustainability assessment, support for improvement and capacity building, and preference and exclusion mechanism. These steps ensure that suppliers comply with our supplier code of conduct. Through sustainability risk assessments, Wistron reviews suppliers for major incidents or legal violations related to social issues, such as breaches of labor rights, occupational safety, or forced labor, and evaluates potential negative social impact factors, including wages below living wage standards or adverse effects on local communities. In the 2024 supplier sustainability audit, 8% of non-compliance cases

Customers

In the area of products and customer engagement, Wistron’s material issues primarily concern corporate governance and ethical business practices. Potential risks include violations of environmental, health, and safety-related laws and regulations, as well as failures to implement preventive and detective compliance activities within the internal control system. Customers expect Wistron to align emergency response plans with international standards and regulatory changes across jurisdictions and to establish robust occupational safety management programs to reduce workplace risks for workers. A summary of Wistron’s risk mitigation and response measures is as follows:

- 1. Regular regulatory audits
- 2. Implement international standards such as ISO 45001 and ISO 14001 for occupational health and safety, environmental policies, and management systems, with ongoing efforts to ensure effective operation
- 3. Regular review of existing systems and personnel to address and enforce regular audits and encourage personnel to comply with regulations
- 4. Provide training on emergency response procedures
- 5. Establish emergency response management procedures
- 6. Undergo third-party external audits for validation



Community

With regard to communities, Wistron’s material issues are mainly related to social participation. Potential risks include failure to align site-level social investment with ESG policies and the lack of proper planning for community investment and charitable giving. Communities expect Wistron to fully integrate corporate resources to generate meaningful social impact. A summary of Wistron’s risk mitigation and response measures are as follows:

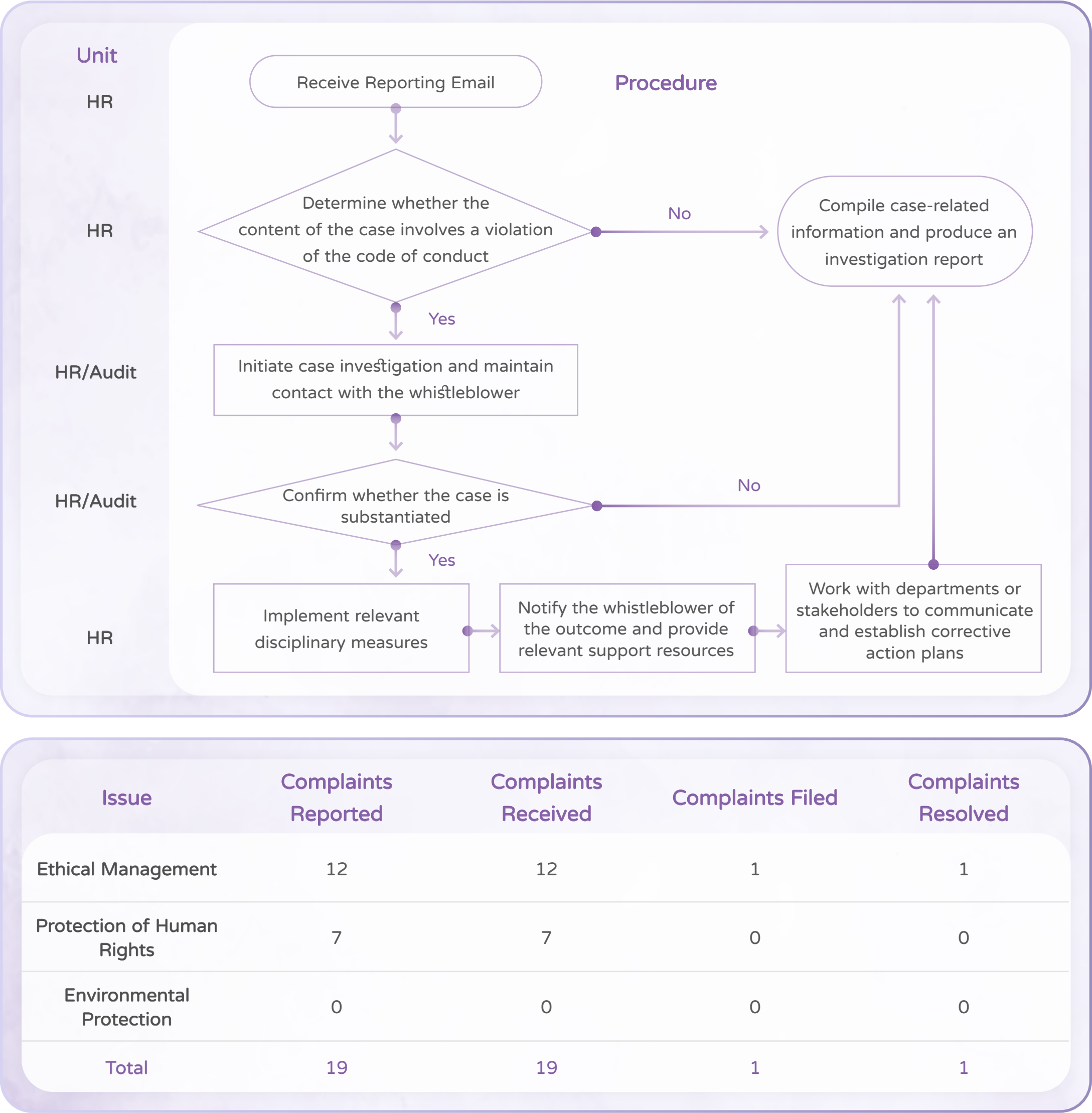
1. Implement a system for compiling information so that offices and factories worldwide may regularly upload and review community development investment plans and implementation results. Compiled information will then be reported in the annual ESG report
2. Develop and implement charitable donation and sponsorship guidelines, ensuring adherence and regularly reviewing execution results

4.3.4 Open Communication Channels

Wistron respects employees' freedom of expression and rights, and proactively establishes open communication platforms at various sites around the world to fully understand our employees' needs and expectations in all aspects of the work environment. Employees can voice suggestions and requests or raise questions about the Company in confidence and without fear of retaliation.

Reporting System

To ensure transparent communication, Wistron encourages all employees and external parties to file reports through complaint channels and accepts anonymous complaints. A dedicated email address (ethic@wistron.com) is available for reporting violations of the company regulations. These cases are primarily handled by the Global Human Resources and Administration Division, with investigation and handling procedures outlined in the following diagram. An annual report on case handling is submitted to the Board of Directors, and the Audit Division is responsible for overseeing the investigation and resolution process. A total of 19 cases were reported in 2024, of which 12 were related to ethical management and seven were related to human rights protection (related data are compiled in the table below). After investigation by the responsible departments, we verified one ethical management case and zero human rights cases. Disciplinary actions have been taken against the perpetrators.







Communication Channels

In 2024, Wistron organized on-site activities for supervisory colleagues to communicate directly with the CEO and other senior managers. A total of eight sessions were held, with a total of 479 supervisors attending the meetings. The overall participation rate was 87%, and the participants were highly satisfied, reporting a satisfaction of 98%. Most colleagues expressed that such direct communication with senior management offers them a clearer understanding of the Company's operating strategies and directions and that they look forward to more of similar activities.

Wistron has set up employee relationship promotion committees in all offices and sites around the world and holds regular labor-management communication meetings with members of the top managers of each office and site and employee representatives of each department. The committee conducts two-way communication on the Company's operating conditions, employee opinions and other issues, and has also set up an exclusive website. The topics and records of each meeting are then published within 7 days. The corresponding operating specifications and measures will be separately announced by the respective responsible departments.

Wistron firmly believes in respecting employees and valuing their opinions as it can encourage employees to put forward constructive opinions and continuously inject drivers for positive growth into the Company, helping us achieve common growth and share business results. Wistron will continue to strengthen the operational efficiency of various communication channels to ensure they are active, open, and effective.



Communication Channels of Wistron Global Locations

Communication channel	Taiwan HQ	Manufacturing - Taiwan	Manufacturing - China	Manufacturing - Asia-Pacific, Europe & Americas	Service - China	Service - Asia-Pacific, Europe & Americas
Employee relationship promotion committee	V	V	V	V	V	V
President's mailbox	V		V	V	V	V
Employee opinion mailbox	V	V	V	V	V	V
Employee complaint hotlines	V	V	V	V	V	V
Employee seminars	V	V	V	V	V	V
Counselor on-site interviews		V	V	V	V	V
Social media platforms	V	V	V	V	V	
Company publications	V	V	V	V	V	V
Strategy and operation communication meeting - Managerial level	V	V	V	V	V	V

Note: "V" indicates that communication channels are established





## 4.4 Workplace Health & Safety

### 4.4.1 Employee Care and Benefits

Employees are the greatest asset of any company, and therefore, Wistron cares about creating a work environment filled with hope and life. In addition to work, we also aim for employees to have a balanced life, ensuring their physical and mental well-being. As such, the company promotes employee well-being, healthcare, and a variety of diverse company activities to empower employees to enjoy a happy work life and a healthy life outside of work.

Wistron adheres to the ISO 45001 Occupational Health and Safety Management System to gain full understanding of workplace hazards and risks. Through assessing the impact on all relevant personnel within the company (including employees, temporary staff, contractors, visitors, and others), we ensure that is made aware of related risks. This ensures that employees work in a healthy and safe environment.

### Happy Work and Happy Life

Workplace wellness goes beyond physical and mental care; it also helps mitigate hidden risks. At Wistron, we have long been committed to promoting exercise and health management programs. From the moment a new employee joins, we ensure their well-being through regular health check-ups and ongoing care.

Wistron’s offices and plants are known for offering a wide range of engaging employee benefits and activities that help balance work and life. These include travel subsidies, sports competitions, arts and cultural events, family days and parent-child activities, departmental gatherings, team-building events, and educational seminars.

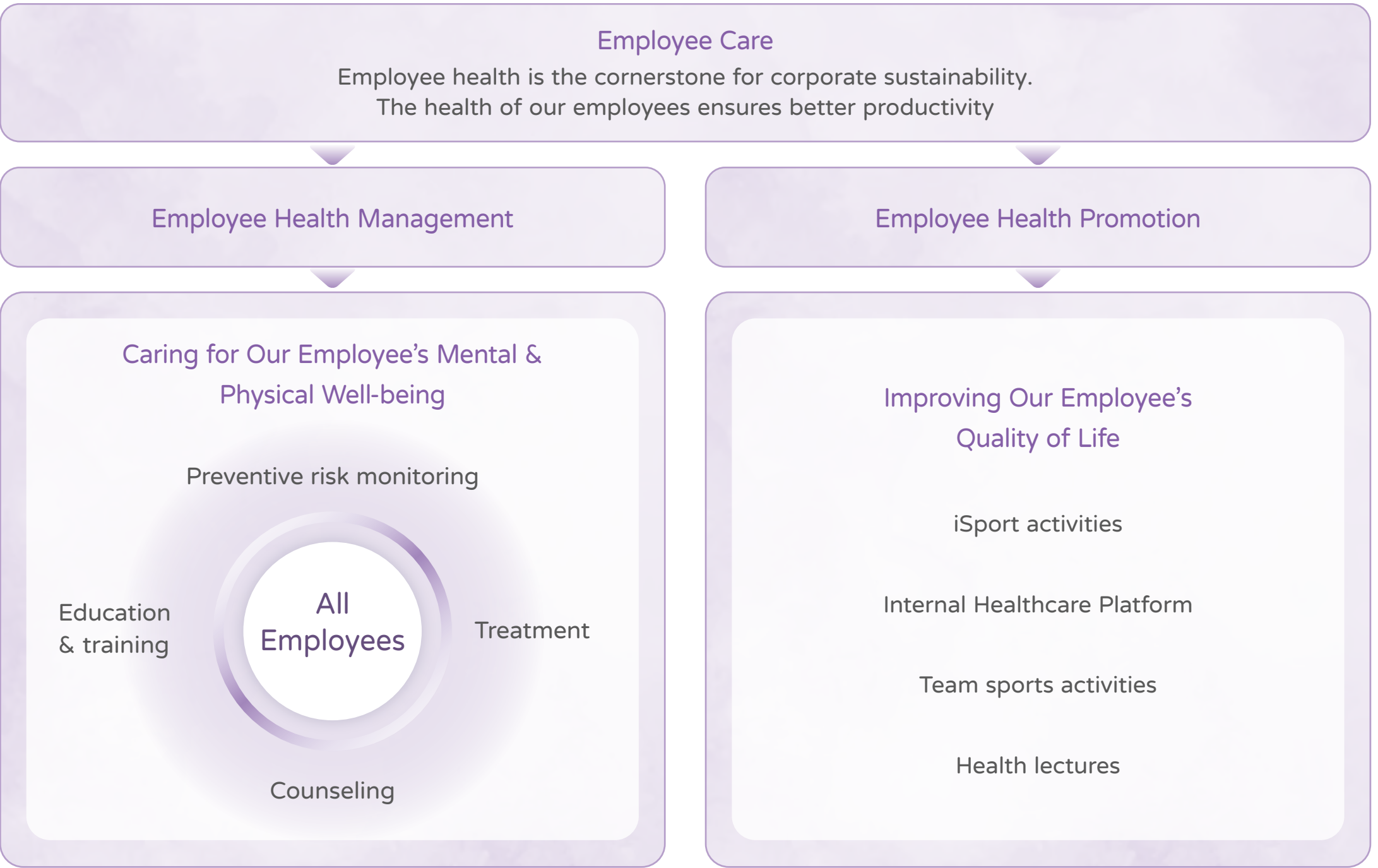
In addition to supporting physical and mental health, Wistron implements various care programs across plants, such as flexible work arrangements and benefits exceeding legal requirements, to help employees achieve a work-life balance.

## Employee Health Management

Wistron regularly organizes health campaigns and established a health center and medical room in the office area, serviced by the health management team. They provide emergency medical treatment and health consultation services. In 2024, they assisted with medical services 51 times. Additionally, we introduced specialized medical consultations, offering opportunities to consult with ophthalmologists, gynecologists, urologists, nutritionists, etc.

### Employee Health and Safety

Wistron provides employees with regular health check-up services to help identify potential health issues early and offers relevant medical advice and follow-up care. The company has established psychological counseling and specialist medical consultation services to assist employees in managing work-related stress and personal issues, thereby safeguarding their mental health.



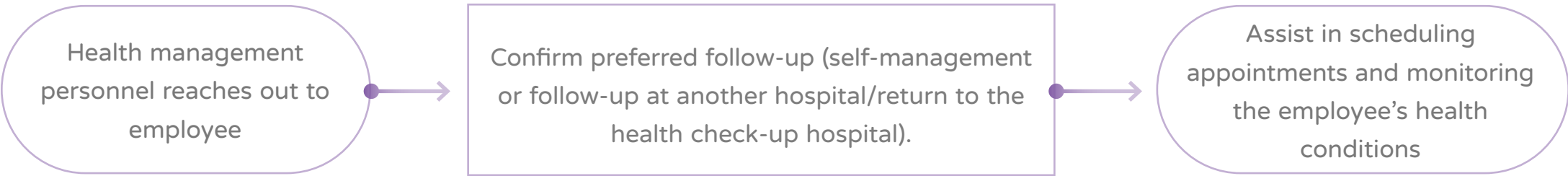


Health Examination

Wistron's health management team divides "Employee Health Management" into four management processes: risk prevention and monitoring, treatment, counseling, and education and training. Their goal is to establish a positive health management cycle. Every year, we offer comprehensive health check-ups to help our employees monitor their health. We invite medical professionals from medical centers to visit various offices and plants to deliver convenient health checks. In 2024, Wistron organized a two-month long company-wide health examination campaign. Through internal promotion and personalized reminders, our participation rate in Taiwan exceeded 94.99%.

After completing the annual health checkups, health management personnel at each office and plant coordinate consultation services, with professional physicians providing one-on-one review sessions of the examination reports. For employees with significant abnormal findings, we offer medical referral assistance and subsequent medical advice, demonstrating genuine care for each employee's health.

Process Flowchart for Reporting Major Abnormalities



Item	Assessment Criteria	Recommendations	Notification Timeframe
Ultrasound	Based on the assessment of specialist physicians	Follow-up at the hospital outpatient clinic within one week	Same day of examination
Physical Exam			Same day of examination
Chest X-ray			Within 7 days
Laboratory	According to the five-level standards of the Health Management Department		Within 2 days

In addition to providing employee health check-up benefits that exceed regulatory requirements, Wistron also offers follow-up management and improvement programs. As the number of annual health check-ups increases, the main challenge lies in finding more efficient ways to help employees detect potential illnesses early on. Therefore, Wistron launched a cloud-based E-healthcare platform to regularly import health check-up data and establish a comprehensive database of over hundreds health risk indicators. With automated analysis and matching processes, it can efficiently manage the health of our massive workforce of over 10,000.



Employee Health Check & Conditions in Taiwan

項目	2021	2022	2023	2024
Health Check Participants	8,863	9,859	10,691	10,767
Participation Rate	89.85%	95.47%	97.39%	94.99%
Number of Employees with High Blood Pressure, Blood Sugar & Cholesterol	2,270	2,142	3,099	2,947
Number of Employees with Obesity	2,181	2,449	2,689	2,695
Medical Assistance Recipients	23	33	18	51



Internal Healthcare Platform

At our Taiwan office, we have established an Internal Healthcare Platform. When an employee exhibits health concerns, the system automatically adds them to a reminder list, and designated personnel send detailed health reminder emails specifying which health indicators exceed standard risk thresholds. Health managers regularly follow up through phone interviews and one-on-one consultations, encouraging employees to seek medical care and providing personalized health advice.

Employees suffering major illnesses are reminded of regular follow-up visits every three and six months and offered assistance with medical arrangements. This initiative not only demonstrates our commitment to employee health but also reflects our company’s human-centered care. In today’s fast-paced work environment, we are dedicated to providing every employee with a reliable health support system, helping them maintain both physical and mental well-being as they pursue their career development.

Employee Health Campaigns

Making Exercise a Daily Habit

Wistron has earned the Ministry of Education’s Sports Administration’s Taiwan iSports Certification for our active efforts in encouraging employees to participate in sports. Each year, the company organizes over five ball game tournaments and attracts nearly 1,500 participants. Additionally, we provide well-equipped fitness centers and exercise classes such as yoga, boxing aerobics, dance aerobics, and Tai Chi, enabling employees to maintain their physical fitness and overall well-being.

This year, Wistron participated in ten running events, including the highly challenging orienteering races. In addition to offering convenient group registration channels, on-site dedicated rest areas and medical personnel were arranged to ensure comprehensive support and safety for employees and their families. In 2024, nearly 1,300 employees participated in long-distance runs of ten kilometers or more, representing an increase of almost 40% compared to last year.

Year/Item	2021	2022	2023	2024
Running Event Participants (>10K)	420	900	940	1,300



The Kin-Ball event attracted nearly 280 participants



We encourage our colleagues to challenge themselves in marathons





Team Activities to Build Department Cohesion

Wistron encourages employees to participate in team competitions, annually hosting the “Power Team Challenge” to motivate unit supervisors to join together. This year, the Taiwan office organized activities such as “Team Dominoes,” “Team Bocce,” and the popular “Live Escape Room.” These activities, which align with the company’s cultural values, help teams deepen their understanding of Wistron history and culture while completing challenges. A total of 224 departments registered for the event series, with approximately 3,000 participants.



Employees learn about Wistron's company culture through team activities

Club Diversity

Wistron provides employee clubs with an annual activity subsidy of NT\$6,000 and an additional NT\$25,000 per year for non-regular activity expenses related to participation in external competitions. Besides long-established clubs such as cycling, hiking, running, and ball sports, newer clubs like diving and golf have recently been established, offering employees a diverse range of club options.



Employees enjoy ball games



Sustainable Corporate Events for Family Fun

In 2024, Wistron’s events integrate environmental protection and sustainability themes, planning employee activities throughout the year. Embracing the spirit of Earth Day, the Taipei office centered efforts around the theme "WiEarth" and launched a year-long series of activities starting April 22. These include “Plastic-Free Living Week,” encouraging the use of eco-friendly products; the marine conservation campaign “Wistron Beach Cleanup,” which attracted nearly 800 participants; as well as engaging educational events such as the “Plastic Reduction Trio Online Activity,” “Little Wistron Explorers,” and the “Walk with Wistron” ESG board game challenge. These initiatives aim to cultivate sustainability awareness in everyday life.



For Family Day, the themes were “Fun Water Park” and “Carbon Exploration Park,” which integrate marine conservation and energy-saving/carbon reduction topics. Through these warm and joyful activities, participants take concrete actions to support sustainability together. Additionally, the “Sustainable Family Day,” held in partnership with local revitalization entrepreneurs, aims to embed sustainability concepts into the daily lives of every employee.



Thousands enjoying our Family Day

Themes





Childbirth Benefits and Childcare Resources

The company regularly holds health seminars to help female employees stay attentive to their physical health throughout their busy work schedules. Additionally, during the annual health screenings conducted at Taiwan office locations, specialized check-up items designed specifically for female employees enable early detection and prevention of potential health issues. To provide more comprehensive care for pregnant employees, the company offers dedicated courses that address various questions and challenges encountered during pregnancy, serving as a trusted companion to support them through their pregnancy journey.



Mobile screening service offered at our Taiwan office



Wistron pregnancy & childbirth support lectures

Maternity Incentive

Wistron provides employee care with maternity incentives that surpass industry standards. In December 2024, the company once again increased the birth incentive amounts for each childbirth, aiming to encourage more employees to start families.

Childbirth Bonuses in Taiwan

First Birth

NT\$72,000

Second Birth

NT\$84,000

Third Birth

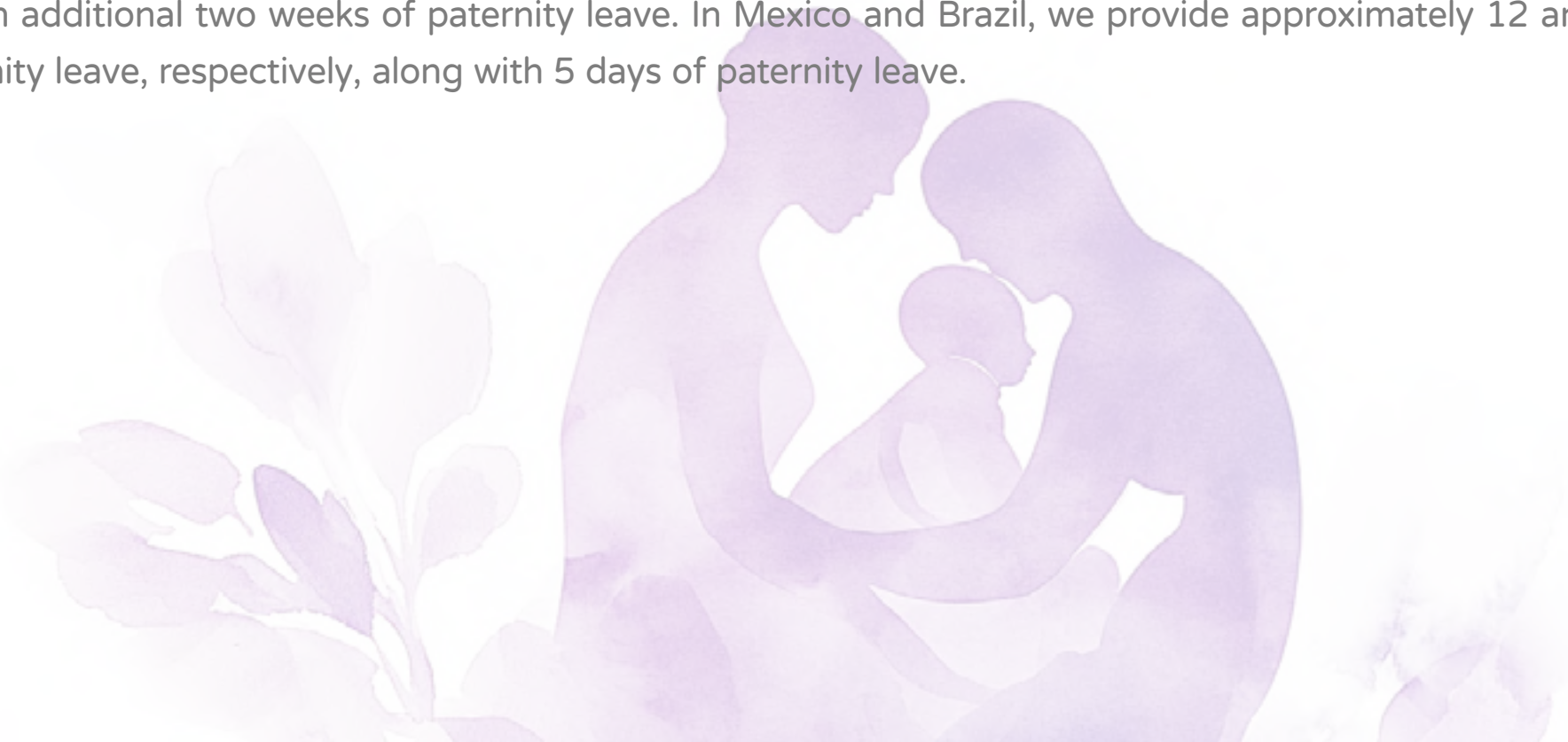
NT\$96,000

Historical Childbirth Bonus Applications in Taiwan

	2021	2022	2023	2024
Applicants	265	261	268	266
Number of Births	272	266	273	277

Parental Leave Applications and Reinstatements

Wistron adheres to local regulations and designs corresponding paid maternity leave and paid parental leave policies, which includes maternity leave, personal care assistance and paternity leave, and flexible parental leave benefits that exceed legal requirements. Eligible employees may apply for these leaves accordingly. In Taiwan, we provide leave benefits that exceed legal requirements, which includes nine weeks of paid maternity leave, 8 days of personal care assistance (P.C.A.) and paternity leave, and flexible parental leave before or after childbirth. After childbirth, employees can apply for paid parental leave in compliance with the law. Employees on paid parental leave are eligible for six months (approximately 24 weeks) of allowances and subsidies, which can be claimed by either or both parents. Wistron will reach out to employees about their intention to return 45 days prior to the completion of the parental leave. Starting in 2024, Wistron offers 30 days of flexible parental leave to meet employees’ short-term childcare needs. In China, regulations may vary by region. From 2022, we have begun implementing parental leave, allowing parents to apply for 10 days of paid parental leave each year until their child reaches the age of three. In the Czech Republic, we provide a total of 28 weeks of maternity and parental leave in accordance with local regulations, along with an additional two weeks of paternity leave. In Mexico and Brazil, we provide approximately 12 and 17 weeks of maternity leave, respectively, along with 5 days of paternity leave.







Parental Leave Applications in 2024

Employees on Parental Leave	Taiwan		Czech Republic	
	M	F	M	F
Number of employees eligible for parental leave applications in 2024	746	388	0	49
Number of parental leave applications in 2024	18	76	0	49
Expected number of employees reinstated in 2024 (a)	16	77	0	7
Actual number of employees reinstated in 2024 (b)	13	61	0	2
Reinstatement rate in 2024: (b)/(a)	81%	79%	-	29%
Actual number of employees reinstated from parental leave in 2024 (c)	14	53	0	8
Actual number of employees reinstated from parental leave in 2023 and have stayed on for at least one full year (d)	12	41	0	2
Retention rate in 2023: (d)/(c)	86%	77%	-	25%

In addition, each location held its first Family Day in 2024 to promote parent-child interaction. The Czech plant established Wistron’s first on-site daycare in 2022, providing exclusive childcare services for employees’ children aged 1 to 6 years; in 2024, a total of 23 children were enrolled. Meanwhile, the Zhongshan plant launched a parental training program this year to offer relevant knowledge and skills, with over 30 Wistron employees and their family members participating.



All Wistron offices and plants across the world are equipped with breastfeeding rooms for Wistron mothers to continue to breastfeed their newborns after childbirth

Family Care Resource

Wistron provides various flexible caregiving leave options in accordance with local customs and regulations. When employees have family members or relatives who are sick or experiencing significant incidents, they can request leaves based on their needs to reduce the caregiving burdens on their families.

In Taiwan, full-time employees enjoy seven days of paid leave annually, which exceeds legal requirements. Employees can take leave to care for their families without having to provide supporting documents, offering them the convenience of being able to handle emergencies accordingly. In China, if an employee is the only child and their parents are hospitalized due to illness at the age of 60, they are eligible to apply for 5-15 days of paid nursing leave. In the Czech Republic, employees are entitled to nine days of family caregiving leave, while single parents are given 16 days. We also offer a long-term family caregiving leave of 90 days.

Flexible Work Hours

Wistron has established flexible working hour policies across regions and roles to allow employees to balance work and life. For indirect employees, flexible working hours are available in Taiwan, certain Chinese facilities, Japan, the Czech Republic, Mexico, and Brazil. For example, in Taiwan, employees are given half an hour to one hour of flexible work hours at the start and end of the workday. For direct employees, different shifts are provided for different roles. For instance, shift A is from 7 AM to 4 PM, and shift B is from 8 AM to 5 PM. Employees have the flexibility to adjust their working hours based on the requirements of their tasks. In Czech Republic, Wistron provides part-time job opportunities for candidates or employees caring for young children or just returning from parental leave. This allows them to choose part-time positions and balance their responsibilities in their work and homes.





4.4.2 Occupational Health and Safety

Occupational Safety and Health Policy and Targets

As a leading technology service provider in the global ICT industry, Wistron strives to become world-class enterprise by ensuring a healthy, injury-free environment, reducing the impact and risk on stakeholders via the following commitments and actions. In addition to policy advocacy, we appoint dedicated units to supervise the occupational safety and health management of each site and carry out occupational safety and health management activities. In accordance with the company's occupational safety and health policy, each plant sets its own performance targets. The overall goal of the company is to achieve zero significant occupational incidents (where a significant occupational incident is defined as a fatal accident).

Wistron places great importance on maintaining a safe and healthy workplace environment for employees and continuously strives to identify and mitigate potential occupational safety and health risks.

Occupational Safety and Health Management System

Wistron's plants leverage ISO 45001 Occupational Health and Safety Management System (see our ESG website for certificates) to maintain effective operations. Through education, training, promotion, and drills, the company ensures that all stakeholders have a clear understanding of their safety and health obligations and rights. This proactive approach aims to reduce and eliminate risks and impacts related to occupational safety and health.

Labor Safety Committee

All Wistron plants have established a Labor Safety Committee to facilitate communication, provide consultation, and respond to complaints. The members of the Committee include managers responsible for decision-making as well as labor representatives. They serve to provide communication channels for employee participation and consultation in occupational safety management systems. Employees can offer their thoughts or suggestions on occupational safety and health to department representatives who will share employee feedback during annual meetings, allowing our employees to communicate with senior executives through the Committee.

Occupational Safety and Health Measures

Hazard identification	<ul style="list-style-type: none"> <li>Regular environmental hazards risk assessments to assess whether the operating procedures comply with regulations</li> <li>The company requires corrections for non-compliant procedures in accordance with legal requirements and tracks improvement through internal regulations</li> </ul>
Communication and engagement	<ul style="list-style-type: none"> <li>Labor Safety Committee</li> <li>Internal communication, consultation, and complaint procedures</li> </ul>
Health protection	<ul style="list-style-type: none"> <li>Employee health check plan, including employees working at special positions (e.g., high-noise, dust, and X-ray, etc.)</li> <li>Regular inspections of operational environments</li> <li>On-site medical rooms, doctor visits, and counseling services</li> </ul>
Training and education	<ul style="list-style-type: none"> <li>Safety and health education and training for new employees</li> <li>Special hazard or first aid trainings for specific operators</li> <li>Annual Occupational Safety and Health Management System officer training program</li> <li>Health seminars and speeches from experts to answer employees' health questions</li> </ul>
Emergency response	<ul style="list-style-type: none"> <li>In 2024, a total of ten courses have been arranged for multi-scenario escape and evacuation simulation drills (daytime/nighttime, earthquakes, and fire disasters)</li> <li>In 2024 a total of 53 response drills have been arranged for infrastructure emergencies (fire safety and elevators)</li> <li>In 2024, a total of 25 courses have been arranged for emergency first aid and responders training</li> </ul>
Protection measures	<ul style="list-style-type: none"> <li>Rigorous application and control regulations for specific operators (e.g., soldering, usage of chemicals, and loud environments) and formulation of corresponding control plans or measures according to risk assessment</li> <li>Continuous improvement of occupational safety and health management systems</li> <li>Require the use of personal protection equipment</li> </ul>
Supplier management	<ul style="list-style-type: none"> <li>When new suppliers are introduced, the Company verifies that they meet the basic requirements for occupational safety and health management system certification</li> <li>Regular supplier audits include items on occupational safety and health management. In 2024, WHQ/ WIH adopted the ISO 20400 Sustainable Procurement Guidance</li> </ul>
Internal audit	<ul style="list-style-type: none"> <li>Regular internal audits at least once a year for timely improvement measures against non-conformities; audit reports provided to relevant management units.</li> <li>In cases involving personnel-related deficiencies, hazard identification and elimination processes are implemented, alongside strengthened awareness campaigns and training programs.</li> </ul>





Education and Training on Occupational Safety and Health

To ensure employees fully understand Wistron's occupational safety and health regulations and management system, and are equipped to respond to hazards and accidents, we conduct annual audits involving on-site inspections and verification activities. Additionally, all new employees are required to undergo general introductory education courses, such as Responsible Business Alliance (RBA) training. For employees in specific job positions where unique hazards may occur, tailored specialized training is provided. This includes emergency rescue drills at the Hsinchu plant and emergency response drills at the Zhongshan plant, which focus on strengthening employee safety awareness and validating the safety of the working environment. In 2024, a total of 153,659 individuals completed training, accumulating 151,447 training hours. Each plant conducts regular emergency response training and establishes relevant reporting processes tailored to its specific characteristics. This ensures the effectiveness of organizational disaster recovery mechanisms and reduces false alarms. In 2024, there were 58 reported cases. For historical data, please refer to the section on internal near miss incidents.

	2023	2024
Training (people)	200,106	153,659
Training (hours)	168,406	151,447



Night-time emergency first aid drill



Fire drill



Exhaust system functionality test



Hazardous substance awareness training



Emergency evaluation drill



Annual ISO 45001 Occupational Safety and Health audit

Hazardous Substance Management

Trained and qualified professionals are tasked with overseeing the management of hazardous chemicals used in manufacturing processes. Comprehensive controls are in place for the procurement, handling, storage and use of hazardous chemicals. In 2024, the environmental protection action of the Taiwan plant has been carried out to completely replace the environmentally friendly cleaners that mainly use petrochemical detergents, and continue to reduce the environmental impact. Additionally, an annual safety and health training plan is regularly held to provide personnel with operational trainings, emergency response protocols, and educational training. SDS (Safety Data Sheet) is also displayed in accessible areas for on-site operators to consult when needed for effective response in the event of emergencies.





## Workplace Hazard Identification and Risk Assessment

Trained and qualified personnel in identifying hazards and using quantified risk factors as the basis for risk assessment. Following review by the occupational safety and health management unit, risk levels are established, and operational controls and improvement objectives for hazard risks are defined. These are tracked regularly within the occupational safety and health management system to ensure potential occupational hazards are being consistently eliminated from the workplace. In the event of an immediate and dangerous emergency during any operation, employees are authorized to assess the situation based on the severity of the danger present and then determine whether to cease operations or take necessary protective measures before evacuating without adverse consequences. In 2024, we continued to monitor occupational safety risk indicators -  $\leq 1.14\%$ . Risks are mitigated through regular training and monitoring mechanisms. Monthly controls and tracking of facility indicators are carried out to minimize the likelihood of risk occurrence. No related risks were identified in 2024. Most medium-to-high-risk items pertain to mechanical injuries caused by improper handling of equipment. To mitigate this, employees are subject to additional training to ensure proper use of personal protective equipment and workflow inspections to reduce the likelihood of incidents.

### Spotlight

#### Introduction of Digital Dashboard – Effectively monitor work injuries

Occupational health and safety is a general term for work safety, labor protection and occupational health. We adopted dashboards for occupational health and safety indicators in global manufacturing plants, and set performance indicators and tips for the 1,000 incident rate (3 major control priorities: reducing equipment injuries/reducing personnel injuries/improving environmental safety); commit to strictly abide by the relevant occupational health and safety regulations and other relevant requirements, and reduce the risk of accidents by advocating and strengthening the occupational health and safety awareness of employees within the company's control area.



## Voluntary Reporting of Near-Miss Incidents

Wistron has SOPs in place for near-miss incidents, such as fire, power outages or earthquakes. They are reported to the responsible units in accordance with the Incident Response and Investigation Management Procedures to verify whether an incident has occurred, conduct investigations, track events, and promote safety and health. Each incident is then documented in a near-miss incident record, submitted to superior officers and then retained for reference. The Company analyzes the causes, formulates corrective and preventive measures, evaluates the effectiveness of these measures, and continues to monitor improvement efforts.

Wistron has designed online platforms such as Columbus, an internally trained knowledge base, to facilitate prompt communication. It includes an intelligent customer service module to address inquiries from employees. Additionally, internal communication procedures are in place to facilitate quick reporting of any emergencies or near miss incidents.

In 2024, there were a total of 58 near miss incidents. The majority of near miss incidents were caused by equipment and facility malfunctions or negligence, such as false fire alarms. Prompt action and subsequent measures were taken to verify the functionality of related equipment and enhance inspection procedures, respectively. Specific maintenance precautions are also included to prevent similar incidents in the future.

Region	2021	2022	2023	2024
Taiwan	1	6	20	19
Asia (excl. Taiwan)	144	109	22	15
Europe & Americas	300	183	9	24
Total	445	298	51	58

Note: Statistics include employees only.



Accident Investigation

When an employee or a contractor experiences a work safety incident, Wistron will investigate the incident and track progress in accordance with the Accident Response and Investigation Management Procedures. Then, we will determine damage conditions and occupational injuries based on the accident. After the accident investigations are completed, the Company is required to submit the results and carry out response measures for the designated supervisory unit to oversee and track to reduce losses and prevent similar situations in the future.

In 2024, Wistron's Hsinchu plant in Taiwan experienced one fire incident caused by the outdoor air conditioning unit burning out, which only affected a small part of production. All our operational locations have property insurance coverage, and this incident did not have any significant impact on overall operations or finances. Although no injuries or casualties occurred, the company has conducted a thorough review of the contractor management mechanisms during the new plant construction phase to prevent recurrence of such incidents.

Occupational Disaster Statistics

Wistron identifies occupational safety and health issues with potential risks by analyzing data on occupational hazards and injuries, which guides the formulation of specific action plans to improve workplace safety and reduce work-related injuries. Work-related injury statistics for Wistron employees and non-employee workers in 2024 are shown in the table below. Each plant reports detailed information on work injuries by month, as well as monitoring and tracking by designated personnel to ensure they stay informed about work injury management. The tables below are compiled based on legal reporting requirements, with a focus on recording injuries. The definition of severe occupational injuries follows government regulations. We have not received any reports on occupational diseases. In terms of managing non-employee workers, all Wistron plants comply with local regulations in managing on-site personnel and subcontractors. Through vendor selection and contractor management, Wistron assesses and standardizes operational standards for suppliers to achieve our expected results from occupational safety and health management systems. In 2024, no significant violations (defined as violations with ≥ NT\$1M fines) occurred in the management of subcontractors.

In 2024, work-related injuries in Taiwan and Asia decreased from last year, primarily due to a reduction in moderate and severe accident incidents, which were mostly related to traffic accidents during commuting. The administrative units have continued to enhance communication on traffic safety and personal safety awareness and training in the office areas through bulletin boards. In contrast, the number of lost workdays in Europe and the U.S. increased compared to last year, mainly due to light injuries, most of which are mechanical injuries caused by improper actions. To address this, Wistron has strengthened employee education and training, and has reviewed standard operating procedures to ensure that all employees wear protective equipment to prevent injuries.







Employee Occupational Injury Statistics

Disabling Injuries Statistics	Taiwan				Asia (excl. Taiwan)				Europe & Americas			
Year	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Total Work Hours	17,929,115	22,693,604	23,387,274	24,500,263	112,417,169	102,076,209	65,965,432	67,207,272	9,826,451	17,697,391	5,195,678	8,337,833.3
Main Injuries	Traffic accident	Traffic accident										
Type	Crush injury due to mishandling of objects	Falls	Traffic accident	Traffic accident/ Falls	Traffic accident	Traffic accident	Machine-related injury	Machine-related injury	Machine-related injury	Machine-related injury	Machine-related injury	Machine-related injury
Number of work-related injury cases	60	75	73	73	47	43	21	20	35	30	18	97
Occupational Injury Rate	0.67	0.66	0.62	0.60	0.08	0.08	0.06	0.06	0.71	0.34	0.69	2.33
Occupational Disease Rate	0	0	0	0	0	0	0	0	0	0	0	0
Lost Days Percentage	3.49	4.73	6.85	4.74	0.95	3.53	4.97	3.03	12.35	0.69	12.59	16.89
Total Number of Work-Related Fatalities	0	0	0	0	0	0	0	0	0	0	0	0
Note:												
1. Occupational injury rate (IR): (Number of occupational injury incidents/total work hours) * 200,000 (Calculation for light injuries: Only Czech/Mexico/Philippines/U.S./Hukou Plants include light injuries in their IR, all other plants exclude light injuries)												
2. Occupational disease rate (ODR): (Total occupational disease cases/total work hours) * 200,000.												
3. Lost day rate (LDR): (Number of lost days due to work injuries/total work hours) * 200,000 (calculation of days: all plants calculate days based on scheduled workdays)												
4. In the Czech Republic, employees may visit doctors during work hours (unlimited visits covering journey time as well), and they may also stay at home to rest for a longer period of time when sick												
5. Scope: All full-time employees												
6. According to corporate ESG information disclosure regulations and the definition of relevant occupational accident data of Taiwan Stock Exchange Corporation (the “TWSE”), the percentage of occupational accidents is 0.064%												





Employee Absence Rate

	2021	2022	2023	2024
Absence Rate (%) Absent days incl. occupational injury leave, sick leave & personal leave	0.61	0.83	1.69	1.23
Coverage Rate (%)	100	100	100	100
Note: 1. Absence Rate: Number of absent days/Number of days to work*100; The number of days to work: refers to the number of working days. The number of working days is the sum of the total annual working days of each plant around the world 2. Sick leave excludes leave taken due to the pandemic				

Occupational Injuries – Non-employee Workers

Statistics of Disabling Injuries		Taiwan				Asia (excl. Taiwan)				Europe & Americas			
Year		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Number of People		101	190	221	233	1716	2165	1718	1779	1,544	648	234	479
Total Work Hours		220,562	394,284	421,882	483,986	3,934,312	6,750,594	3,709,626	3,294,392.90	247,239	205,123	606,000	1,037,094.00
Main Category of Occupational Injury		None	None	None	None	None	Fall injuries	Pinch	Machine-related injury	None	Falls	Cut	Machine-related injury
Number of work-related injury cases		0	0	0	0	6	5	1	3	3	1	1	6
Occupational Injury Rate		0	0	0	0	0.31	0.15	0.05	0.18	2.43	0.98	0.33	1.16
Occupational Disease Rate		0	0	0	0	0	0	0	0	0	0	0	0
Lost Day Rate		0	0	0	0	0	0.83	0.02	0.61	11.33	68.75	0.17	18.90
Total Number of Work-Related Fatalities		0	0	0	0	0	0	0	0	0	0	0	0
Note: Scope of the number of people in the survey as of December 31: Work personnel of plants: security guards, cleaners, kitchen/cafeteria personnel, and others (long-term onsite operators and specialists)													





## 4.5 Social and Cultural Care

Wistron embraces corporate sustainability as a core business objective. We firmly believe that sustainable management is the key to long-term corporate development. In recent years, we have continuously integrated the concept of sustainability into employees’ daily work and lives, striving together on the path of “Sustainability through Innovation” and partnering with various stakeholders to create a better future. To encourage broader participation from employees and their families, we design a series of projects and activities that embed sustainability concepts and initiatives, enhancing employees’ sense of social responsibility and engagement.

Wistron officially established a dedicated Sustainability Office, under Board oversight, in 2022 to coordinate six major sustainable development goals. Each goal is overseen by a senior executive who reports to the Sustainability and Information Security Committee every quarter. In recent years, we’ve established "Sustainability through Innovation" as our vision and rooted this spirit into the daily work of every employee. In addition to leveraging our existing philanthropic impact, Wistron capitalizes on our immense technological research and development capabilities in various practical development projects to achieve sustainable development through technological innovation.

### 4.5.1 Social Investment

#### Aligning with the Sustainable Development Goals (SDGs)

Wistron, based on the "Business Reporting on the SDGs" report published by the United Nations and GRI, identifies seven sustainable development goals as relevant to Wistron's sustainability vision and philanthropic strategy through the SDGs' five-step process. In terms of philanthropic strategy, we prioritize focusing on several SDGs, including SDG 1: No Poverty, SDG 3: Good Health and Well-being, SDG 4: Quality Education, SDG 6: Clean Water and Sanitation, SDG 9: Industry, Innovation, and Infrastructure, SDG 15: Life on Land, and SDG 17: Partnerships for the Goals. We strive to apply innovative technologies to actively promote various sustainability goals.

## Wistron Foundation

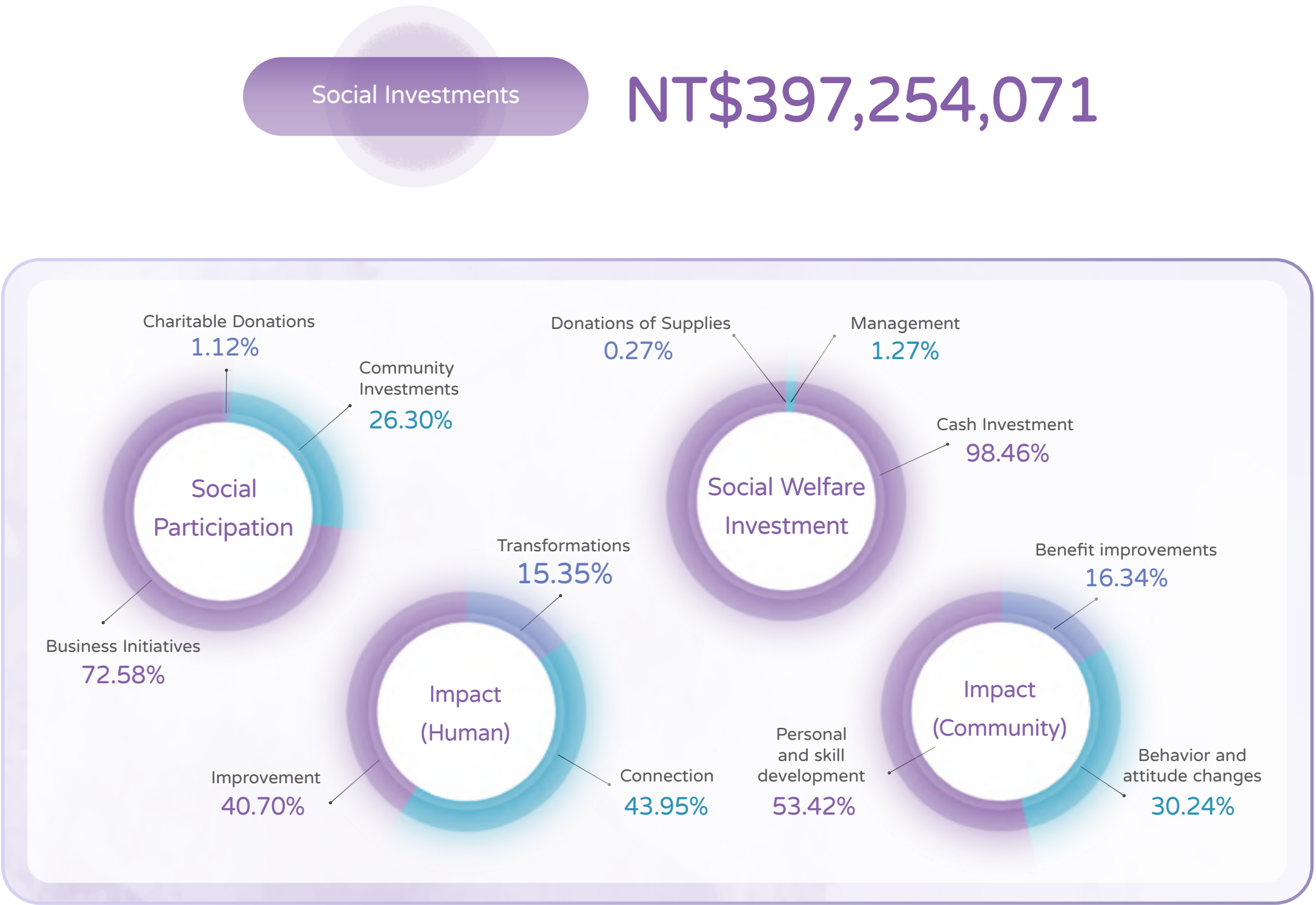
Since its establishment in 2010, the Wistron Foundation has focused on “environmental sustainability” and “humanistic development” as its strategic core, embodying the philosophy of “mutual benefit through altruism.” The Foundation is committed to fostering harmony between people and nature by strategically partnering with like-minded charity organizations and promoting long-term, diversified collaborations in the fields of environmental protection and cultural enrichment. Our key areas of focus include “habitat conservation” and “unique experimental education.” We also leverage innovative media, such as high-quality documentaries and radio programs, to amplify our social influence. To ensure alignment with the Foundation’s mission, we have established a sound governance mechanism and regularly report project plans and execution results to the Board of Directors. In 2024, we successfully launched over 27 projects, demonstrating our strong commitment to sustainable development.





Social Influence

In 2024, the company’s total social investment amounted to NT\$397,254,071. This includes collaborative projects with industry and research institutions, participation in startup initiatives, corporate philanthropy and sponsorships, public service projects by the Wistron Foundation, community welfare events organized by the employee welfare committee, and various employee-led initiatives. To maximize the effectiveness of our resource allocation, we have built a comprehensive project management and evaluation system to regularly track the progress of our partners. Through systematic resource integration, we aim to amplify the social value of every investment. At the same time, we actively encourage employees to engage in charitable projects, leveraging synergies between the company and affiliates to enhance resource efficiency and provide tangible support to those in need.



Type	Item	Investments	Percentage
Social Engagement Type	Community Investment	104,489,019	26.30%
	Business Initiatives	288,322,560	72.58%
	Charitable Donations	4,442,492	1.12%
Social Welfare Investment	Cash Investment	391,166,094	98.46%
	Donations of Supplies	1,056,983	0.27%
	Management	5,030,994	1.27%
Impact (Human)	Connections	174,591,249	43.95%
	Improvements	161,675,772	40.70%
	Transformations	60,987,050	15.35%
Impact (Community)	Behavior and attitude changes	120,122,655	30.24%
	Personal and skill development	212,200,479	53.42%
	Benefit improvements	64,930,937	16.34%
SDGs	Goal 1 No Poverty	4,091,657	1.03%
	Goal 2 Zero Hunger	6,550	0.00%
	Goal 3 Good Health and Well-Being	71,226,195	17.93%
	Goal 4 Quality Education	71,412,312	17.98%
	Goal 6 Clean Water and Sanitation	6,250,000	1.57%
	Goal 9 Industry, Innovation and Infrastructure	219,356,507	55.22%
	Goal 15 Life on Land	9,479,625	2.39%
	Goal 17 Partnerships for the Goals	14,227,825	3.58%
	Others	1,203,400	0.30%



Employees Impacts

Wistron embraces the vision of “Sustainability through Innovation,” deeply embedding four core values: Customer Focus, Integrity, Innovation, and Sustainability to actively address sustainability issues of social concern. We leverage a variety of platforms through the company and our foundation to demonstrate our influence in environmental protection, social welfare, and beyond. With our professional technical expertise, Wistron fosters innovation and social development through collaborations between industry, academia, and research.

In environmental conservation, the Wistron Foundation integrates internal volunteer resources to promote the Wistron volunteer program. In 2024, the foundation organized eight working holiday activities. Volunteers are committed to ecological conservation efforts at Shuanglianpi in Yuanshan Township, Yilan County. Their tasks included building shelters, optimizing the northern embankment slopes, removing invasive species, rehabilitating endangered aquatic plants, and creating eco-friendly farmlands. Volunteers also worked at the Guandu Nature Park in Taipei City, where they contributed to the rehabilitation of freshwater fish and the preservation of waterfowl breeding habitats. A total of 239 volunteers participated throughout the year, contributing 1,656 hours of community service, showcasing Wistron employees' concrete commitment to environmental sustainability.



Key Roles of Employees in the Three Major Focus Areas for Philanthropy

Direction	Focus Areas	Employees' Role	Method
Culture	Digital Literacy	1. Cultivate talent with professional knowledge 2. Leverage new technologies to facilitate industry revolutions 3. Collaborate on new technology development 4. Lead projects and business development	1. Assign employees with professional expertise to serve as coaches and share their experiences in the industry. 2. Collaborate with academic/research institutions to develop industry-critical technologies. 3. Utilize technological capabilities and industry experience to offer partners application opportunities and test sites. 4. Coordinate industry-academia projects, integrate resources, and assist startups with adopting applications.
	Culture and Social Welfare	1. Promote Wistron's sustainability campaigns 2. Participate in & support company events 3. Volunteer	1. Integrate sustainability and education issues into corporate activities and take part in the daily lives of our employees and their families. 2. Encourage participation in charitable activities, urging through companies and welfare committees to maximize positive energy. 3. Participate in volunteer activities.
Environmental	Natural Capital	1. Provide manpower for volunteer services 2. Plan enriching ecological tours	1. Assist in local ecological conservation efforts, habitat maintenance, etc. 2. Employees and their families participate in ecological tours to recognize the importance of environmental protection.






Goals & Visions of the Six Major Charity Spotlights

Direction	Focus Areas	Focus	Method	Goals/Vision	SDGs
Culture	Digital Literacy	Technological Innovation	<ul style="list-style-type: none"><li>• Mid-to-long-term industrial partnerships to strengthen technological application</li><li>• Enhancing patent quality through technology verification and development</li><li>• Leverage AI to improve technical quality &amp; applications</li></ul>	<ul style="list-style-type: none"><li>• Improve Wistron’s technical capabilities through innovative technologies</li><li>• Improve social welfare through technology applications</li><li>• Realize Smart life blueprint</li></ul>	<div>1 NO POVERTY</div>
		Talent Cultivation	<ul style="list-style-type: none"><li>• Collaborating with industry to cultivate future industry talents.</li><li>• Providing diverse learning platforms and educational resources.</li><li>• Deepening cooperation with campuses to offer development resources.</li></ul>	<ul style="list-style-type: none"><li>• Eliminate education-job gaps</li><li>• Elevate young students’ global perspectives &amp; provide more exchange opportunities</li><li>• Develop potential talents &amp; technologies</li></ul>	<div>3 GOOD HEALTH AND WELL-BEING</div>
	Culture and social welfare	Culture Enhancement	<ul style="list-style-type: none"><li>• Promote cultural activities to enhance cultural literacy</li><li>• Produce &amp; promote quality documentaries/radio programs</li><li>• Invest in after-school tutoring programs for children in remote areas &amp; vulnerable communities</li><li>• Support &amp; specialized training for teachers in diverse experimental education fields, and enhance educational equipment &amp; facilities</li><li>• Retain &amp; cultivate NGO professionals</li></ul>	<ul style="list-style-type: none"><li>• Provide diverse humanities education to general public via visual &amp; multimedia means</li><li>• Enhance learning resources &amp; opportunities for underprivileged families/communities in remote areas</li><li>• Expand educators’ perspectives &amp; develop more diverse specialized curricula</li><li>• Encourage employees to practice sustainability in their daily lives</li></ul>	<div>4 QUALITY EDUCATION</div>
		Culture and Care	<ul style="list-style-type: none"><li>• Donate income from charity sales through bulk purchases in cooperation with charity organizations</li><li>• Encouraging employees to participate in voluntary charity projects</li><li>• Implementing community outreach initiatives</li></ul>	<ul style="list-style-type: none"><li>• Create a sustainable &amp; beautiful life with green purchasing power</li><li>• Minimize gap in social resources &amp; implement social investments</li><li>• Increase participation to become a seed for corporate sustainable management</li></ul>	<div>6 CLEAN WATER AND SANITATION</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>
Environmental	Natural capital	Natural & Ecological Conservation	<ul style="list-style-type: none"><li>• Adopt &amp; manage habitats for conservation &amp; maintenance</li><li>• Build environmental data via tracking, investigation &amp; monitoring for conservation efforts</li><li>• Prevent &amp; remove invasive species</li><li>• Advocate environmental stewardship via volunteer training</li><li>• Conserve &amp; restore wild/endangered flora &amp; fauna</li></ul>	<ul style="list-style-type: none"><li>• Preserve &amp; maintain habitat integrity &amp; biodiversity</li><li>• Reduce pollution from hazardous industrial waste</li><li>• Expand habitat protection effects with conservation efforts</li><li>• Instill conservation values to cultivate sustainability awareness in next generation</li></ul>	<div>15 LIFE ON LAND</div>
		Environmental Education	<ul style="list-style-type: none"><li>• Organize environmental education campaigns, curricula &amp; activities</li><li>• Establish environmental learning communities to raise public awareness</li><li>• Maintain &amp; repair environmental education facilities</li><li>• Produce &amp; promote quality ecological documentaries</li><li>• Host teacher workshops with ecology documentaries to strengthen education</li></ul>	<ul style="list-style-type: none"><li>• Enhance environmental literacy to fostering sense of environmental stewardship</li><li>• Use visual media to raise public awareness</li></ul>	<div>17 PARTNERSHIPS FOR THE GOALS</div>






Commercial & Social Benefits of the Six Major Charity Spotlights

<div><div><div>Focus Areas</div><div>Digital Literacy</div><div></div></div><div><div>Motivation</div><div>Utilizing the company's core innovative and R&amp;D technologies, in conjunction with the longstanding collaboration mechanisms established with academia, industry, government, and research organizations, we collectively nurture technological talents and expedite the development timelines for emerging technologies. By focusing on issues related to smartification and healthcare, we effectively apply our technological innovations and bolster our R&amp;D capabilities, thereby creating new opportunities for business growth.</div></div></div>	<div><div>Focus Project</div><div>Technological Innovation</div><div><ul style="list-style-type: none"><li>MIT Industrial Liaison Program (ILP)</li><li>Wistron Lab @ Garage+</li><li>WiSleep non-contact physiological detection health monitoring system</li><li>5G AI pathology service platform R&amp;D plan</li><li>NTU HE (Homomorphic Encryption)</li><li>Purdue-Wistron Industry-Academia Cooperation Project</li><li>Tamkang University Industry-Academia Collaboration Project</li><li>NYCU Industry-Academia Collaboration Project</li><li>National Sun Yat-sen University Industry Master's Program</li><li>National Yang Ming Chiao Tung University Industry Research Doctoral Program</li><li>Smart Grid Management Industry-Academia Cooperation Project</li><li>National Central University Technical Transfer Authorization Agreement</li><li>Wistron Quantum Technology Pre-research Collaboration Program (Phase 1)</li><li>Research on Object Feature Recognition and Posture Analysis Based on FMCW Radar and Artificial Intelligence Technology</li><li>Design Development Contract (for hardware modules) with Forcecon Tech</li></ul></div></div>	<div><div>Social Benefits</div><div><ul style="list-style-type: none"><li><b>Diverse Activities and Collaborations:</b> A variety of events were held at Wistron Lab, including Wistron Day, Corporate Day, Networking Events, Workshops, and media interviews with startups. Dozens of domestic and international startups were introduced for collaboration discussions with Wistron CVC and related business units, strengthening the cooperation between Wistron and the startup community.</li><li><b>Breakthroughs in Medical and Long-term Care Services:</b> As of 2024, services have been provided to over 73 medical and long-term care institutions, including chest wards, rehabilitation wards, cardiac wards, isolation wards, and others, with more than 21,000 individuals receiving care</li><li><b>Technological and Academic Achievements:</b> Academic papers in professional fields were published, related projects were launched, and achievements in patents were made. In 2024, we had several achievements across projects, including technological innovation, enhancement in medical and long-term care services, and a significant number of industry cooperation and developments in the field of academics and education.</li></ul></div></div> <div><div>Commercial Benefits</div><div>Collaborative patents: 28      Technological developments: 23      Published articles/papers: 13</div></div>
	<div><div>Focus Project</div><div>Talent Cultivation</div><div><ul style="list-style-type: none"><li>2024 Star of Wistron summer internship &amp; scholarship program</li><li>Vietnam Industry Master's Program</li><li>Industry Collaboration 2.0</li><li>Broad Activities and Collaborations: Wistron Hsinchu Dream Project (academia-industry collaborations &amp; internships)</li><li>Cultivation Program</li><li>Digital Innovation Youth Cultivation Program</li><li>IT Industry Master's Program</li><li>Industry Senior Talent Cultivation Program</li><li>Epoch Foundation annual fee</li><li>Epoch School: "Future Entrepreneur" &amp; "Future International Manager Internship"</li><li>"MIT CSAIL and Wistron Research Collaboration</li><li>Gap of Learning &amp; Field (GOLF)</li><li>National Central University Industry-Academia Cooperation Agreement</li></ul></div></div>	<div><div>Social Benefits</div><div><ul style="list-style-type: none"><li><b>Industry-Academia Collaboration and Talent Development:</b> Through partnerships such as the "Vietnam Industry Master's Program," "IT Industry Master's Program," and the "Industry Collaboration 2.0," Wistron has successfully recruited and nurtured a number of outstanding students, further strengthening our access to cutting-edge technology and professional talent.</li><li><b>Senior Talents and Professional Training:</b> Through the "Industry Senior Talent Cultivation Program," doctoral students are recruited for in-house training, bringing in high-level expertise to enhance the company's technological capabilities. The Epoch Foundation organized visits for senior executives to explore cutting-edge technologies and new management practices at MIT, covering several key industries and helping broaden leadership's innovation perspective and decision-making capacity.</li></ul></div></div> <div><div>Commercial Benefits</div><div><ul style="list-style-type: none"><li><b>Special Programs and Talent Development Initiatives</b> The "Cultivation Program" and "Gap of Learning &amp; Field Program" are designed to enhance students' self-directed learning and academic performance, enabling them to focus on their studies while strengthening their knowledge base and career competitiveness. The "Epoch School" trains nearly 100 participants annually through rigorous training and internship opportunities, covering areas such as entrepreneurship and international management. These programs support the growth and diverse development of future leaders, promote international exchange and practical experience, and empower them to make a greater impact in both the workplace and society.</li></ul></div></div>





Commercial & Social Benefits of the Six Major Charity Spotlights




**Focus Areas**

Culture and social welfare

**Motivation**

With "Sustainability through Innovation" as our guiding vision, Wistron recognizes the vital role of community and philanthropic partners as key stakeholders in our operations. We actively participate in community affairs, demonstrating our commitment to community care and humanitarian concerns. We establish long-term cooperative mechanisms with philanthropic organizations to support their causes.

Focus	Project	Commercial Benefits	Social Benefits
Culture Enhancement	<ul style="list-style-type: none"><li>Quality media production and promotion</li><li>Diverse and specialized teacher training programs</li><li>Tutoring support for disadvantaged and rural children</li><li>Retain &amp; cultivate NGO professionals</li></ul>	Employee participation in charitable donation projects: 45 projects	Voluntary donations: NT\$2.5 million  These public welfare projects enhance humanistic values and foster care for disadvantaged groups. These initiatives improved the quality of life for beneficiaries while also fostering greater social responsibility among employees and promoting sustainable community development.
Culture and Care	<ul style="list-style-type: none"><li>Small-amount donation program</li><li>Charity sale</li><li>Holiday donation program</li><li>Implementing community outreach initiatives</li></ul>	Maintain long-term partnerships with charity organizations	



**Focus Areas**

Natural capital

**Motivation**

Through ongoing collaboration with our partners, we invest in environmental and ecological protection, fostering a balanced and harmonious relationship between humanity and nature. Our aim is to achieve mutual benefits for both people and the environment, promoting coexistence and prosperity.

Focus	Project	Commercial Benefits	Social Benefits
Natural & Ecological Conservation	<ul style="list-style-type: none"><li>Habitat adoption and conservation efforts</li><li>Ecological surveys and environmental monitoring</li><li>Conservation and restoration of endangered species</li><li>Rescue and release tracking of wild animals, including pangolins</li><li>Free-roaming dog and cat survey</li></ul>	Employee Volunteers (incl. family members): 120 colleagues & 119 relatives/friends	<ul style="list-style-type: none"><li>558 environmental education activities</li><li>31,494 individuals participated in environmental education initiatives</li><li>120 colleagues participated in environmental-related volunteer activities</li></ul>
Environmental Education	<ul style="list-style-type: none"><li>Promote environmental education and design curriculum</li><li>Train seed teachers and volunteers</li><li>Maintain and repair environmental education facilities</li></ul>		





Investments in the Six Major Charity Spotlights

Focus Areas	Strategy		Actions	Investments	Percentage
Culture	Technological Innovation	<ul style="list-style-type: none"><li>*Wistron Lab @ Garage+</li><li>*WiSleep non-contact physiological detection health monitoring system</li><li>*NYCU Industry-Academia Collaboration Project &amp; Tamkang University Industry-Academia Collaboration Project</li><li>*NTU HE (Homomorphic Encryption)</li></ul>	<ul style="list-style-type: none"><li>*Use of mmWave radar with multiple regression models and artificial neural network in HR/RR tests &amp; HRV early warning</li><li>*MIT Industrial Liaison Program (ILP)</li><li>*5G AI pathology service platform R&amp;D plan</li><li>*Smart Grid Management Industry-Academia Cooperation Project</li><li>*Research on Object Feature Recognition and Posture Analysis Based on FMCW Radar and Artificial Intelligence Technology</li></ul>	173,220,296	43.60%
	Talent Cultivation	<ul style="list-style-type: none"><li>*Wistron Ladies Open 2024</li><li>*Gap of Learning &amp; Field (GOLF)</li><li>*Epoch School: "Future Entrepreneur" &amp; "Future International Manager Internship"</li><li>*Epoch Foundation annual fee</li><li>*MIT CSAIL and Wistron Research Collaboration</li></ul>	<ul style="list-style-type: none"><li>*2024 Star of Wistron summer internship &amp; scholarship program</li><li>*Wistron Hsinchu Dream Project (academia-industry collaborations &amp; internships)</li><li>*IT industry masters course, Industry Collaboration 2.0 Program, Vietnam Industry Master Program</li><li>*Cultivation Program</li><li>*AI Talent Development Program &amp; Industry Senior Talent</li><li>*National Sun Yat-sen University Industry Master's Program</li><li>*National Central University Industry-Academia Cooperation Agreement</li></ul>	142,898,489	35.97%
	Culture Enhancement	<ul style="list-style-type: none"><li>Quality ecological radio program – The Voice and Harmony of Taiwan</li><li>2024 National Geographic Taiwan Photo Contest</li><li>Satoyama action plan for intergenerational education</li><li>Talent Development Program for Aboriginal Music</li><li>Little Beaver Scholarship Program</li></ul>	<ul style="list-style-type: none"><li>Support for underprivileged children's tutoring services</li><li>Waldorf Teacher Training System</li><li>Anti-drug Education Programs in Outlying Islands and Remote Areas</li><li>Diverse Specialized/Experimental Education x Hualien-Taitung Sustainable Co-Learning</li><li>Nature &amp; Humanities Series Events for Technologists</li></ul>	31,095,721	7.83%
	Culture and Care	<ul style="list-style-type: none"><li>Locally initiated donation projects by Wistron</li></ul>	<ul style="list-style-type: none"><li>Encourage employees' voluntary donations &amp; contributions</li><li>Organize charity sales events</li><li>Donate festival-related gifts</li></ul>	25,063,731	6.31%
Environmental	Natural & Ecological Conservation	<ul style="list-style-type: none"><li>Tainan parks, trees &amp; urban project</li><li>Guandu Nature Park - Moon Pond and Waterbird Breeding Habitat Conservation Project</li></ul>	<ul style="list-style-type: none"><li>Taiwan Homeland Protection Project</li><li>Long-term promotion plan for Shuanglianpi habitat restoration</li><li>Raptor Environmental Education &amp; Conservation Rescue Project</li><li>Wildlife Rescue &amp; Conservation Hospital Program, including Environmental Free-roaming Dog and Cat Survey</li></ul>	16,025,834	4.03%
	Environmental Education	<ul style="list-style-type: none"><li>Quality ecological &amp; cultural documentary</li><li>"Good Morni MIT" High School Promotion Project</li><li>Chi Po-Lin Foundation Environmental Education Project</li><li>2024 Animal Protection Teacher Training Workshop</li><li>14th WildView Taiwan Film Festival Wildscreen: Ecological and Environmental Education Promotion Program in the Hualien-Taitung Region</li></ul>	<ul style="list-style-type: none"><li>Supported the release of the ecological documentary "Flyaways" by PTS, the hawk eagle documentary directed by Chieh-Te Liang, Seven Ages of A Man directed by Ko-shang Shen, and the feature film Wild Road directed by Chiao-wei Chen</li></ul>	8,950,000	2.25%





4.5.2 Social Influence

Spotlight 1



Technological Innovation

Developing advanced AI technology and machine learning to accelerate innovation in smart healthcare services

Program Partner: MIT CSAIL

Our Actions

- Strengthening technology utilization through industry collaboration.
- Enhancing development momentum through academic cooperation.
- Enhancing patent quality through technology verification and development.

Our Role

Wistron strengthens industry collaboration through strategic alliances and industry-academia cooperation projects. In addition to integrating new technologies into various application fields, Wistron also iteratively refines product development based on user feedback to achieve optimal outcomes. Through technological innovation, we effectively address user pain points.

The Problems We Aim to Solve

In 2023, AI technology garnered considerable attention across various sectors. However, the high entry barriers made it challenging for organizations leveraging AI to allocate resources for early-stage development due to operational considerations. Drawing on our extensive background in smart healthcare, we aim to expedite the application of intelligent healthcare across diverse fields by integrating machine learning technology.

Advanced Technology: Develop advanced AI and machine learning technologies and tools for the development of intelligent healthcare products and services.

Through in-depth academic collaboration with MIT CSAIL, we partnered with distinguished professors to advance AI-enabled medical image analysis and digital healthcare technologies. Notably, we achieved a major breakthrough in fully homomorphic encryption (FHE), enabling the seamless integration of AI computing and data security. We also pioneered innovative physiological sensing technologies for human-machine interaction (HMI), opening up new application scenarios in healthcare. A total of 35 participants, including CSAIL professors, Wistron executives, and employees, joined an in-person seminar to foster industry-academic collaboration and lay a strong foundation for future development.

Healthcare Technology: WiSleep non-contact physiological detection health monitoring system

WiSleep represents a significant breakthrough in caregiving technology. This non-contact monitoring system enables 24/7 physiological data collection through advanced wireless sensing and AI algorithms, allowing precise tracking of vital signs such as respiration, heart rate, and body temperature. The system provides real-time alerts to healthcare professionals and enhances care quality through big data analytics. As of 2024, services have been provided to over 73 medical and long-term care institutions, including chest wards, rehabilitation wards, cardiac wards, isolation wards, and others, with more than 21,000 individuals receiving care. The system was recognized with the 2024 National Health Research Institutes’ Award for Excellence in Elderly Care.

Medical Technology: Integrating smart medical devices and technologies to enhance the domestic healthcare industry.

Wistron participated in the 5G-AI pathology service platform R&D project to address key development gaps in digital pathology and smart healthcare. By integrating a variety of smart medical devices and technologies, the project aims to upgrade upstream and downstream capabilities in Taiwan’s healthcare industry. Centered in Kaohsiung’s Asia New Bay Area, the project established a 5G-AI pathology platform and cross-institution training services in partnership with three leading medical centers: Kaohsiung Veterans General Hospital, Kaohsiung Medical University Chung-Ho Memorial Hospital, and E-Da Hospital. The initiative promotes international digital pathology services and extends smart healthcare applications to overseas and New Southbound countries, positioning Taiwan as a leader in the smart pathology industry.



Spotlight 2



Talent Cultivation

Expanding international perspectives |  
Cultivating future industry talents

Program Partner: GOLF Gap of Learning & Field  
Alliance & Taiwan Professional Golf Association

Our Actions

- Collaborating with industry to cultivate future industry talents.
- Providing diverse learning platforms and educational resources.
- Deepening cooperation with campuses to offer development resources.

Our Role

Wistron is deeply committed to talent development, investing significantly in programs that integrate industry resources and offer internship opportunities to young students. Leveraging our abundant industry resources, we provide diverse talents with ample learning opportunities to broaden their horizons.

The Problems We Aim to Solve

1. Closing the education-job gap.
2. Equipping talents with an international perspective and platform.

Industry-Academia Collaboration: Building an AI talent hub

Wistron and NYCU jointly established the Joint Industrial Innovation Center for AI and Green Energy, encompassing projects such as the “Smart PCBA Production Zone,” “Industrial IoT Laboratory,” and “Smart Automation Laboratory.” The center aims to foster cross-disciplinary collaboration between industry and academia, advancing smart manufacturing and co-creation R&D, while also driving talent development. It is expected to become a key base for smart manufacturing and a hands-on learning environment for students to apply theory in practice.

International Alignment: Wistron Ladies Open First TLPGA Event to Take Part in the LET

The 2024 Wistron Ladies Open marked a major milestone as the first TLPGA event to be jointly sanctioned by the Ladies European Tour (LET), elevating it to an internationally recognized tournament recognized event and making it the most prestigious flagship tournament in TLPGA history. The 2024 Wistron Ladies Open offered the highest prize purse ever, over US\$1 million in total, with US\$200,000 for the champion. The event drew 108 top-tier players, including 45 elite LET golfers and the best from the Taiwan Tour, cementing its place as a premier competition. Wistron has supported TLPGA tournaments since 2006, and the prize pool has steadily grown, rising from US\$800,000 in 2023 to US\$1 million in 2024, making it a coveted event among players.

Future Talent: Deepening campus cooperation to discover potential talents

With a forward-looking approach to talent development, Wistron has formed strategic partnerships with universities and technical colleges to launch a range of innovative programs. These include the “Future Star Summer Internship Program,” the “Wistron Hsinchu Dream Project (academia-industry collaborations and internships),” the “IT Industry Master's Program,” and the “Gap of Learning & Field Program,” all designed to bridge the gap between academia and industry. In recent years, Wistron has also partnered with top universities in Taiwan to develop an embedded AI industry-academia collaboration model, strengthening joint R&D capabilities in the AI field. By leveraging embedded AI technologies, Wistron is building innovative application environments focused on smart transportation and smart manufacturing to create more convenient, human-centered smart living solutions. Through practical technology applications and talent cultivation, and by integrating resources from industry, government, academia, and research, Wistron is working to build a new generation of intelligent computing platforms and position Taiwan as a hub for next-generation technological innovation.



Spotlight 3



Culture Enhancement

117 Professional Teachers Cultivated |  
2,589 Students for Basic Education

Program Partner: Boyo Social Welfare Foundation, Taipei  
Glory Church, Anthroposophy Education Foundation & Taiwan  
Drug Free World Association

Our Actions

- Collaborating with charity organizations and educational institutions to conduct diverse specialized teacher training programs, experimental education, and curriculum-related projects.
- Providing tutoring and support for children in remote areas and underprivileged communities.
- Supporting and promoting quality humanistic audiovisual projects.

Our Role

The Wistron Foundation has long been dedicated to promoting specialized education and humanistic literacy, contributing NT\$31,626,746 in 2024. Collaborating with professional charitable organizations, we provide educational equipment and specialized teacher training in diverse experimental education fields to broaden educators' perspectives. We actively engage in educational initiatives for children in remote and underprivileged communities, offering tutoring, care, and support to provide them with more learning opportunities. Additionally, we strive to create a more diverse range of humanistic educational materials to offer alternative educational possibilities.

The Problems We Aim to Solve

Without stable, diverse, and adaptive educational resources, it is difficult to achieve equal access to education, particularly in rural and economically disadvantaged areas, or in situations of intergenerational caregiving. It is therefore essential to reconsider the goals of education to ensure learning is not confined or rigid.

Education as a Path Out of Poverty: Building a Comprehensive Support System to Transform Education

Upholding the mission of “alleviating poverty through education and bringing hope home through knowledge,” the Wistron Foundation has worked in close partnership with the Boyo Social Welfare Foundation since 2012 to promote an after-school tutoring program for underprivileged children in rural areas. Centered on helping children from underprivileged families achieve self-reliance, Boyo adopts a dual-track approach combining professional social work and education services, while also cultivating local teachers and developing innovative teaching materials. As of 2024, the initiative has established 17 tutoring centers, expanded services to 40 townships, and set up 697 tutoring classrooms, benefiting a total of 2,542 students. Long-term follow-up studies show that graduates aged 25 and above have an average monthly income of NT\$35,510, demonstrating the positive and lasting impact of investing in education.



The Boyo Social Welfare Foundation tracks program graduates above the age of 25 and identified that their monthly salary exceeds the average monthly income of families participating in the tutoring program, indicating that they have broken free of poverty through education.

Educational Companionship: Long-Term After-School Support for Disadvantaged Children

Demonstrating a commitment to local community care, the Wistron Foundation has provided long-term support for the after-school tutoring program run by Taipei Glory Church for underprivileged children. By building a comprehensive after-school environment, the program offers personalized academic support, life skills education, and character development through a model of sustained companionship to lead children to positive growth. In 2024, the initiative benefited 47 children, helping them broaden their learning horizons and develop in a positive, nurturing direction.



Statistics show that the majority of junior high school graduates who participate in the companion reading program have the opportunity to choose schools based on their interests.

Quality Education: Advancing Waldorf Education and Building a Robust Learning System

Since the founding of Ci-Xin Waldorf Kindergarten by Chun-Shu Chang in 1996, the journey of Waldorf education in Taiwan has spanned three decades. The Wistron Foundation has been a dedicated supporter of Ci-Xin Waldorf School since 2010, contributing to campus development and teacher training. Initiatives include the construction of new classroom buildings, training of Mandarin-speaking Waldorf educators, and hosting of teacher workshops and seminars to deepen professional growth. The Foundation has also supported the expansion and integration of the school’s high school campuses in Dongshan and Su’ao. In Yilan County, the education team implements the Waldorf education system through a model of government-contracted private schools. With the support of international Waldorf education organizations, they continue to explore educational approaches that nurture the life essence development of children in Taiwan.

In 2024, the school also began operating the Dongshan Township Daycare Center, a public-private partnership facility serving children aged 0–3. Embracing a holistic and nurturing approach, the initiative aims to cultivate the next generation with love and warmth. By bridging educational gaps across all developmental stages, Ci-Xin Waldorf is realizing its vision of a continuous Waldorf education system from birth to age 18. In 2024, 117 individuals enrolled in Waldorf teacher training programs, while 393 participated in workshops and book clubs.



Emotional Education: Little Beaver Scholarship Program Brings Social-Emotional Learning to Rural Schools

Children in rural and underprivileged communities often face more than just a lack of educational materials, they also suffer from limited cultural stimulation and fewer learning opportunities, leading to low self-esteem and difficulty adapting socially. Social Emotional Learning (SEL) is more than just managing one’s emotions; it begins with self-awareness: understanding one’s body and forming a sense of self, followed by recognizing and expressing emotions, and ultimately learning how to interact and collaborate with others and society. SEL has been proven to improve students’ academic performance and behavior, and it also positively impacts future employment prospects, economic status, and broader social development in their adult years.

In spring 2022, the Wistron Foundation partnered with MEandMine, the Chengzhi Education Foundation’s KIPP Inspired Schools in Taiwan, and Teach for Taiwan (TFT) to launch the Little Beaver Scholarship Program. Leveraging the teaching expertise of nonprofit organizations, the project aims to introduce SEL to rural communities in a systematic and data-driven way. By 2024, a total of 10 elementary and junior high schools and educational institutions had received 1,534 SEL kits, benefiting 457 rural students.





Drug-Free Education: Knowledge Is the Key to a Drug-Free Life & Anti-Drug Education in Schools

The Wistron Foundation has long focused on education in underserved communities, supporting after-school tutoring and emotional education. In 2024, these efforts extended to anti-drug education for children in remote islands and rural areas. With drug abuse on the rise, the Foundation recognized that enforcement and legal reform are no longer enough and that education is the most powerful weapon in the fight against drugs. In response, the Foundation partnered with Taiwan Drug Free World Association to launch the “Remote Islands and Rural Youth Anti-Drug Seed Instructor Training and Education Tour Project.”

The key components of the project include cultivating anti-drug instructors in rural and remote areas to deepen local educational capacity; organizing anti-drug lectures in communities and schools to plant the seeds of prevention starting with students; and promoting anti-drug education for children and adolescents in rural and remote areas to raise local public awareness of public welfare and anti-drug issues. In 2024, eight anti-drug instructor training sessions were held, training a total of 209 individuals. The project also extended into schools and educational organizations in remote regions, organizing 51 anti-drug sessions, benefiting more than 2,879 people, helping more young students and community members stay away from the harms of drugs.





### Culture Enhancement

113 Intergenerational Education Activities |  
2,364 Participants

The Alliance Cultural Foundation & Ci-Xin Children  
Education Foundation

Education Development: Huatung (Hualien/Taitung) Project to Promote Comprehensive Education and Diverse Experimental

"We believe that Huatung represents Taiwan's values of a beautiful lifestyle, and the region's natural landscapes and rich indigenous cultures are important assets of Taiwan." Since 2011, the Wistron Foundation has supported the Alliance Cultural Foundation in executing long-term projects such as "Sustainable Huatung," "Education Rooted," and "Promotion of Arts and Culture." These initiatives aim to reform rural education, establish cross-school alliances, create platforms for inter-ethnic exchanges among indigenous communities through the "Sustainable Huatung" project, and promote a lifestyle rooted in humanistic literacy through the "Promotion of Arts and Culture." Furthermore, talent development is fostered through theme camps, providing diverse learning opportunities. Through integration

efforts, a resource consolidation platform is established to cultivate future talents in Huatung. Looking ahead, the Alliance Cultural Foundation will continue to advance towards the vision of "creating an internationally oriented and sustainable Huatung civilization" through two main axes: promoting an experimental education model rooted in Huatung's cultural heritage and constructing the Huatung International Art Platform centered around the Paul Chiang Art Center.



The Paul Chiang Art Center was commissioned in March 2025 (photo courtesy of The Alliance Cultural Foundation)

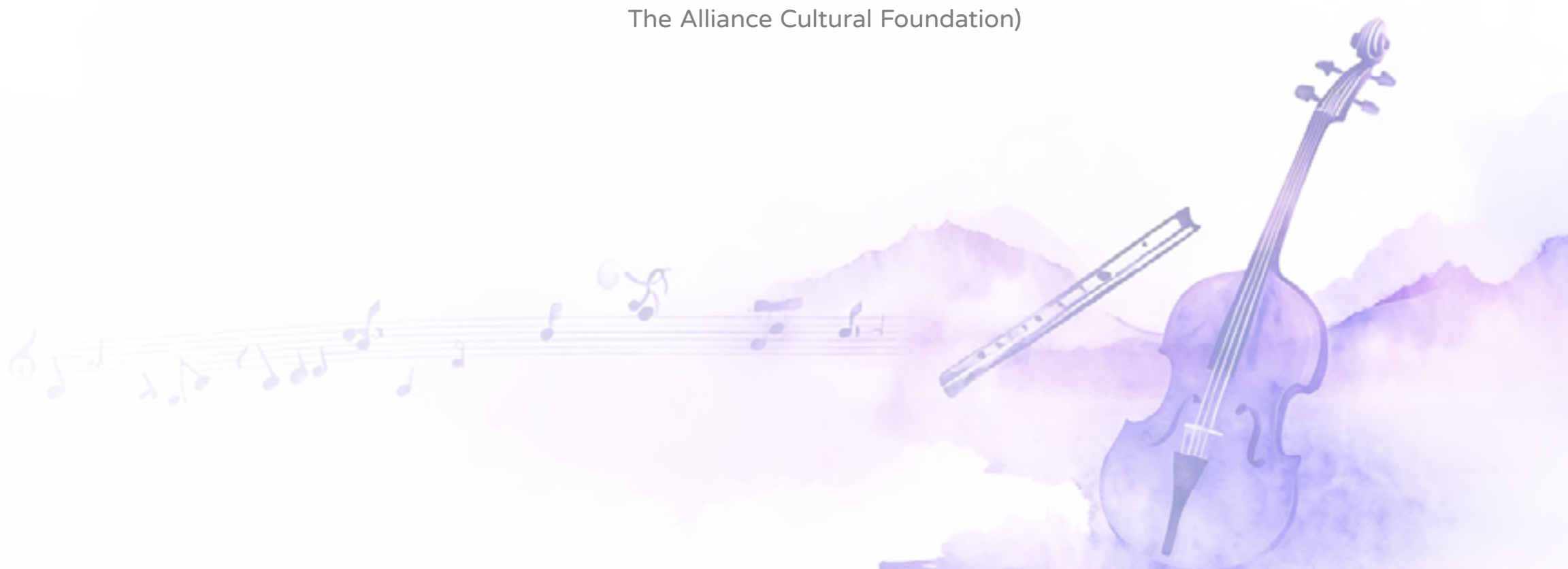


Huatung (Hualien/Taitung) Projects: Outcomes in 2024

Details	Outcomes
Basic Education	Through projects rooted in education, we are driving reforms in rural education and fostering cross-school alliances. Initiatives such as the "Junyi International Education Experimental School," "Junyi International Campus," "Rural Education Seed Cultivation Program," and "Innovative Study Abroad Program" offer experimental and diverse educational curricula to broaden students' international perspectives. By supporting economically disadvantaged children in the Hualien-Taitung region, we aim to cultivate more international talents in Huatung. Over a span of seven years, a total of 32 students studied abroad.
Sustainability in Hualien - Taitung	We are building a platform for inter-ethnic exchanges among indigenous communities, aiming to create a sustainable future for the land. In 2024, projects like the "Island Living" and the "BINBIN Ecotourism Alliance" connected local businesses, fostering a slow tourism industry that shares the joy of life. Initiatives such as the "Hawaiian Cultural Sustainability Study Program" and the "Huatung Sustainable Learning Group Program" aim to cultivate talents in the region and derive concrete visions for Huatung's sustainable development
Theme Camps	Through theme camps, we provide diverse learning opportunities to unearth children's talents and nurture their self-confidence, teamwork, and spirit of volunteerism. The program included the 2024 Huatung Choir Camp, Acapella Youth Camp, and Huatung English & Arts Camp, with a total of 278 students and 130 volunteers participating.
Arts Support Programs	Our promotion of arts and culture aims to support a lifestyle rooted in humanistic literacy. After nearly a thousand days of construction, the Paul Chiang Art Center officially opened in March 2025. The Alliance Cultural Foundation will collaborate closely with the Paul Chiang Arts and Cultural Foundation to fully leverage the center's artistic, educational, and social impact through various art and aesthetic education programs. The goal is to elevate Huatung's art to the global stage, establishing the region as an international art landmark. The year 2024 also marks the 20th anniversary of Taiwan Connection (TC). To celebrate, 16 internationally renowned musicians were specially invited to perform under the theme "The Great Revisited", featuring Schubert's The Great, which was first performed ten years ago. The event series included nine formal concerts and seven music appreciation sessions. TC Director Nai-Yuan Hu and the musicians also brought classical music into schools and corporations, conducting numerous small-scale chamber performances to share the rich beauty of orchestral music. In total, 28 TC promotional events were held throughout the year.



To mark its 20th anniversary, the Taiwan Connection ensemble, led by Director Nai-Yuan Hu, joined forces with musicians from Taiwan and abroad to present The Great Revisited, using music to forge international connections (photo courtesy of The Alliance Cultural Foundation)







Intergenerational Education: Satoyama Action Plan

There is a kind of education that unfolds in nature, where practical knowledge and life wisdom serve as the foundation for cultural inheritance, highlighting the value of family education and family culture. Since 2022, Ci-Xin Waldorf founder Chun-Shu Chang has promoted “intergenerational education,” using practical knowledge and life wisdom as a means of cultural heritage, and recognizing the value of family education and family culture. This initiative aims to build a sense of value in elders’ social participation and life, launch a warm and fulfilling later life, and sow the seeds of education, social engagement, and cultural movements, thus embarking on a beautiful journey of “life accompanying life.”

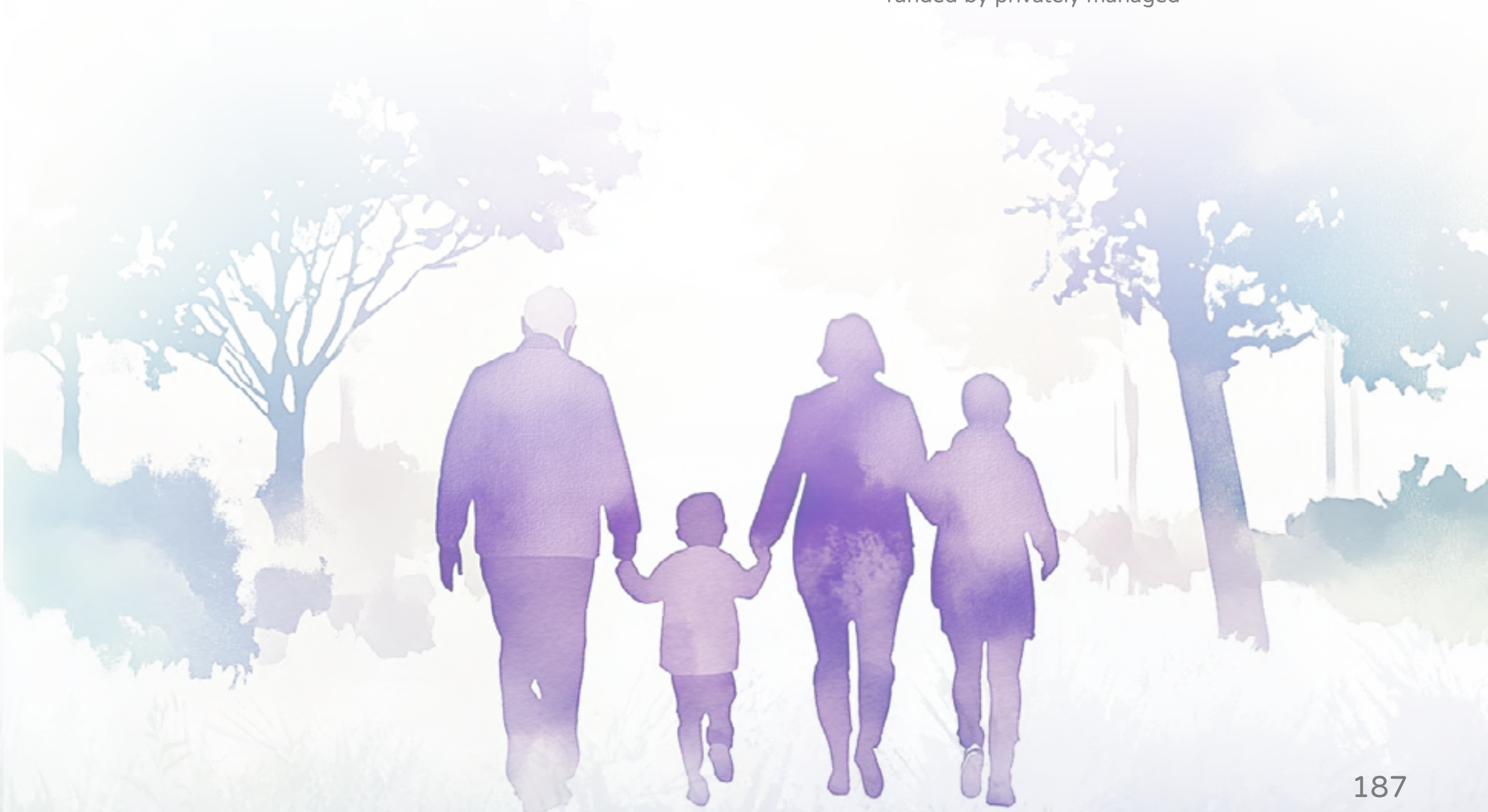
The Wistron Foundation supports the philosophy of intergenerational education and implements “co-learning between the young and the elderly” and “intergenerational (integrated) learning.” Through nature-based sites, the Foundation has cultivated environments for intergenerational learning. This year, with an end-in-mind approach and a clear understanding of the importance of early childhood education and child development, the Foundation emphasized that “the benefits of early childhood education and enhanced quality of life can extend into children’s adulthood and even benefit the next generation.” The Foundation has therefore intensified its efforts in early childhood education, returning to its core support for preschool education, reviving the value of family education and family culture, and further supporting the healthy development of schools. The intergenerational education initiative includes the “3+1 Parenting Education Program” and the “Warm Sun Education Program.” Over the course of the year, a total of 113 sessions were held, covering topics such as sensory care for newborns, online lectures on illnesses and vaccines, in-person classes on nutrition, development, and care for children aged 0–3, co-learning in the arts, wood-fired cooking, woodworking for young children, child development and parenting, and ecological education workshops. The events had a total of 2,364 participants.



49 Warm Sun activities were held throughout the year to foster intergenerational bonding



Ci-Xin Waldorf’s educational achievements have been widely recognized. In 2024, it was entrusted with the operation of the Dongshan Township Daycare Center, which is publicly funded by privately managed





Spotlight 4



Culture and Care  
NT\$2.5M in voluntary employee  
donations

Our Actions

- Strengthening collaboration with non-profit organizations and groups
- Encouraging employees to participate in voluntary charity projects
- Organizing events related to charity and philanthropy
- Implementing community outreach initiatives

Our Role

We leverage our corporate influence to sustain ongoing collaborations with charitable organizations and offer support. By harnessing the power of bulk purchasing, the company encourages voluntary donations and contributions from employees through corporate culture promotion and themed campaigns. Furthermore, through the organization of charitable projects, Wistron creates opportunities for resources to be shared with more deserving recipients.

The Problems We Aim to Solve

Many domestic non-profit organizations and charitable groups struggle with uneven resource allocation. In response to these disparities, many organizations require additional resources and support.

Engagement of All: Promotion of Diverse Theme-Based Charity Projects

At Wistron, we understand that many grassroots charity organizations often face operational challenges due to lack of exposure. Therefore, besides corporate donations, we have established a promotion mechanism that focuses each month on different social issues, including care for elderly living alone, services for people with disabilities, support for rare diseases, enhancement of rural medical care, assistance for disadvantaged families, and after-school tutoring programs. By optimizing our internal donation platform, we simplify the participation process and effectively boost employees’ willingness and commitment to engage in public welfare.

Philanthropic Collaboration: Bringing Philanthropy into Daily Life through Diverse Activities

Wistron designs innovative and diverse modes of public service participation to make social service a part of employees’ daily lives. Signature annual events such as the “Charity Painting” and “Spring Couplets Charity Sales” not only unite thousands of employees but also generate stable income for partner organizations. In promoting art education, the “Zodiac Painting” project, in collaboration with the Xue Xue Foundation, supports aesthetic education in rural areas through an adoption mechanism and expands the project’s impact via corporate touring exhibitions.

Library of Love: Love Donation Campaign & Book Box Renewal Project

This year, Wistron continued to support the “Library of Love” donation campaign and successfully achieved the goal of renewing the book boxes at Fusing Elementary School in Hsinchu County, providing valuable learning resources to this rural school. This initiative gave children access to new reading books, allowing them to grow strong through knowledge. Through collective efforts, employees’ love and care were united, enabling the library to be continuously shared so that children can obtain more knowledge from new books.







### Culture and Care

Supporting WiEarth | Nearly 4,000 participants

Our Actions

- Planning internal activities with charity partners
- Inviting employees and their families to personally participate in Wistron's long-term charity projects
- Incorporating education into leisure activities to integrate sustainability concepts into daily life

Our Role

Wistron collaborates with longstanding philanthropic partners to co-design a range of diverse cultural activities. These activities aim to involve employees in experiences related to art education, environmental conservation, ecological harmony, and other relevant topics, encouraging both employees and their families to actively participate.

The Problems We Aim to Solve

Encourage employees to embody sustainability in their daily lives, actively responding, and integrating it into their everyday routines.



Promoting Sustainability: Fostering a Sustainable Mindset in Employees

In 2024, Wistron continued the “Planet vs. Plastics” initiative launched on Earth Day by introducing the innovative WiEarth activities. Starting from the workplace environment, the program encourages daily plastic reduction actions while integrating environmental education, parent-child interactions, and local revitalization elements to build a comprehensive sustainable lifestyle model.

In close partnership with nonprofit organizations, we designed a variety of meaningful and educational activities: plastic reduction workshops that deepen sustainability awareness; parent-child environmental education events that nurture ecological awareness in the next generation; and local revitalization projects that support sustainable community development. Throughout the year, nearly 4,000 employees and their families actively participated, successfully turning sustainability principles into real action and advancing the company’s commitment to environmental stewardship.

Events	Content
Plastic-Free Living Week	Pop-up plastic-free stores and exhibitions set up in office areas encourage employees to bring eco-friendly daily essentials.
Beat Plastic Pollution	A fast-paced company-wide quiz challenge.
Wistron Beach Cleanup	Through a coastal cleanup adoption program, employees learn about marine waste sorting and take part in beach cleanup events.
Little Wistron Explorers	During summer vacation, employees and their children are encouraged to create eco-friendly DIY projects together.
Environmental Workshops	Eco-friendly vendors are invited to the office to guide employees in making beeswax wraps.
ESG Board Game	Developed by the Sustainability Project Office and Training Unit, this board game features real ESG initiatives from Wistron’s global locations, allowing employees to learn through interactive play.
Sustainable Family Day	Held at Guandu Nature Park, this fun and educational event brings together local revitalization groups and farmers. Employees also participate in creating artworks for the Guandu Art Festival, showcasing a commitment to environmental friendliness.



Spotlight 5



Natural & Ecological  
Conservation

Our Actions

Working with philanthropic organizations, we are committed to ecological conservation, habitat protection, adoption, and ecological restoration through continuous research, tracking, and monitoring.

Our Role

Habitat preservation has consistently been a key focus for the Wistron Foundation. Through sustained partnerships with various professional philanthropic organizations, we support a range of environmental conservation projects. In 2024, we allocated NT\$15,726,460 for this purpose. Beyond financial contributions, we invest in training skilled personnel to conduct ongoing environmental monitoring and research. Additionally, we undertake habitat adoption initiatives to facilitate ecological restoration and conservation efforts. Our goal is to mitigate the impacts of environmental hazards on ecosystems and collectively enhance our commitment to environmental stewardship.

The Problems We Aim to Solve

- Habitat degradation and the invasion of alien species are posing a threat to biodiversity.
- Improper disposal of hazardous waste has resulted in food security crises and significant environmental pollution.

Environmental Protection: Taiwan Homeland Protection Project

Since 2011, the Wistron Foundation has supported the Tainan Community University Research & Development Association’s Water Resources Investigation and Supervision Center project. In the same year, it helped establish the alliance of environmental NGOs, prosecutors and polices, a joint effort between the public and private sectors to investigate and monitor land use. In 2017, the scope expanded with the launch of the Taiwan Homeland Protection Project, which includes four major focus areas: investigation and tracking of hazardous industrial waste, long-term monitoring and documentation of coastal waste and promoting solutions, protecting the natural landscapes of Longci, and environmental education. In 2024, the project managed 29 polluted sites in Taoyuan, Taichung, Changhua, Chiayi, Tainan, Kaohsiung, and Pingtung counties, revealing improper land use and actively tracking pollution remediation progress. For example, the project has been monitoring the electronic waste pollution in the Erren River for years and currently tracks eight remaining contaminated sites. With approval and funding allocated by central and local governments, the governments have earmarked funds for a one-time clean-up. Through long-term data collection on beach litter, the project has advocated for oyster farmers and promoted a gradual ban on plastic foam floats by public agencies, aiming to address coastal waste at the source. In the Longqi Niupu Badlands, the project empowered local ecological survey volunteers, installed automatic cameras, and collaborated with local businesses to create agro-tourism experiences that balance daily life and ecology. It also actively promoted the rezoning of industrial areas, with the government agreeing to classify the badlands as a national conservation area, incorporating it into the draft for the Spatial Planning Act. Environmental education efforts include partnerships with the Tainan Art Museum and 321 Art Alley Settlement for exhibitions, as well as organizing the Longci Ecology 50 Lectures and the Luzhugou horseshoe crab release event, promoting diverse Satoyama and Satoumi environmental education to raise public awareness and comprehensively protect our cherished national land and environment.





Environmental Protection: Taiwan Homeland Protection Project

Investigation and tracking of hazardous industrial waste	<ul style="list-style-type: none"><li>• Pollution investigation: completed investigations of 29 contaminated sites, totaling 57 field inspections</li><li>• River restoration: implemented the “Erren river waste cleanup pilot project,” removing 451.39 metric of waste</li><li>• Policy advocacy: participated in the revision of Solid Recovered Fuel (SRF) regulations to strengthen waste disposal standards</li></ul>
Marine debris: Long-term monitoring, records & problem-solving	<ul style="list-style-type: none"><li>• Pollution Investigation: Conducted 15 beach waste surveys, mobilizing 729 volunteers</li><li>• Policy Advocacy: Facilitated phased regulation of oyster farm plastic floats: subsidies for plastic foam floats stopped in 2023; full ban on polystyrene floats by 2026</li></ul>
Protection of the Longci Landscape in Tainan	<ul style="list-style-type: none"><li>• Ecological Survey: Completed 47 professional surveys, establishing a comprehensive ecological database</li><li>• Community Co-creation: Held the “Longci Geopark and Satoyama Development Potential Forum” to build local consensus</li><li>• Species Monitoring: Recorded rare and protected species such as the Chinese pangolin through 31 automatic camera surveys</li></ul>



Pollution in the Erren River Basin has significantly improved, attracting black-faced spoonbills and other waterbirds to forage.



Local ecological patrol volunteers have been trained to serve as instructors for Longci environmental courses.



Longci Geopark and Satoyama Development Potential and Investigation Outcomes Forum



Participated in "We Are Born by The River: Collaborative Notes of Millennium River Basin Culture." Exhibited: Human Life in Progress, telling the stories of these rivers through waste and pollution.





Habitat Restoration: Long-term Promotion Plan for Shuanglianpi Habitat Restoration

Shuanglianpi is a wetland of national importance and a wildlife reserve, home to Taiwan's only natural forest floating island. However, due to human development, many aquatic plants face the threat of extinction. Since 2010, the Wistron Foundation has been collaborating with The Society of Wilderness to focus on four major areas: ecological restoration, conservation research, sustainable agriculture, and environmental education. In 2023, in cooperation with the county government and experts, the restoration work for the potential seed bank of land-tied islands was completed. In 2024, efforts were made to reduce external disturbances, allowing various native aquatic plants in Shuanglianpi to regenerate on land-tied islands. Data was also collected to serve as a reference for future conservation work. Through conservation research experiments, the resilience of aquatic plants to damage by invasive fish species was tested. Based on the results, the most resilient wild water caltrops (*Trapa natans* var. *bispinosa*) species was selected. Combined with frequent efforts to remove invasive fish species, Shuanglianpi's native wild water caltrops successfully regrew in the lake in 2024. In addition, ongoing efforts through campus outreach, themed camps, volunteer training, and promotion of sustainable farming have encouraged more local residents and the public to protect Shuanglianpi together.



Donated contract-grown crops from eco-friendly farmland to local social welfare organizations in Yilan.



Wistron volunteers, along with their families, helped establish aquatic plant refuges in Shuanglianpi.

Habitat preservation	<ul style="list-style-type: none"><li>To preserve native species and maintain biodiversity in Shuanglianpi, various tasks are carried out, including the protection and restoration of aquatic plants, wild water caltrop planting trials, land-tied island restoration experiments, ecological surveys, and invasive species removal.</li><li>67 habitat working holiday were organized with the participation of 688 individuals</li><li>Protection of 24 rare and endangered plant species found in Shuanglianpi</li><li>Restored over 3,000 Shuanglianpi Japanese rice fish with sufficient genetic diversity through conservation ponds</li></ul>
Annual ecological surveys	<ul style="list-style-type: none"><li>Periodic surveys were conducted on amphibians, aquatic insects, fish, birds, aquatic plants, hydrology, and more, amounting to a total of 39 surveys. These surveys were conducted in collaboration with professional institutions such as Academia Sinica, National Ilan University, National Taiwan University, and the Forestry Bureau's Experimental Forest Research Institute</li></ul>
Eco-friendly farming advocacy	<ul style="list-style-type: none"><li>Actively advocating for eco-friendly farming practices to reduce the impact of pesticides and fertilizers on soil and water quality</li><li>Assisted in establishing 12 eco-friendly farmland plots and organized agricultural experience and food education activities, totaling 15 events with the participation of 255 individuals</li><li>The foundation adopts contract-grown crops and donates the entire harvest to local organizations serving disadvantaged groups, including the Shuanghu Community Development Association - Changqing Kitchen, St. Francis Care Home, Orphan Welfare Foundation Taipei, and the AGAPE Social Welfare Association. These donations reach across 12 townships in Yilan County, supplying at least 60 community refrigerator stations and enabling sustainable agriculture to generate greater social value.</li></ul>



Successfully reintroduced native wild water caltrops to the lakes of Shuanglianpi, where they are now growing steadily



Habitat Conservation: Guandu Nature Park - Moon Pond and Waterbird Breeding Habitat Conservation Project

Located in Beitou District, Taipei City, Guandu Nature Park features a diverse landscape comprising freshwater and brackish ponds, mudflats, marshes, rice fields, and woods. It holds national significance as a vital wetland and has garnered international recognition as a crucial habitat for birds, accredited by the BirdLife International. It is also the only wetland site in Taiwan that has won the Star Wetland Center Award from Wetland Link International (WLI). Guandu Nature Park is committed to conserving this wetland ecosystem while offering a range of environmental education programs. Since 2022, the Wistron Foundation and Guandu Nature Park have collaborated on the "Moon Pond Adoption Project." This initiative aims to safeguard the habitats within freshwater ponds, undertake wetland conservation efforts, and engage in educational activities. Through this partnership, the project seeks to raise public awareness about the importance of wetlands and encourage collective participation in preserving the ecological integrity of freshwater ponds, thereby safeguarding the original landscape of this wetland. Building on its commitment to wetland conservation, Wistron Foudation has participated in the Guandu International Nature Art Festival for two consecutive years starting in 2023, encouraging employee involvement in environmental art. In 2024, Wistron's installation, titled Ascending Home, drew inspiration from the form of the grey heron to establish a new environmental art landmark in Guandu. The unveiling ceremony featured an interdisciplinary performance by internationally renowned cellist Shih-Lin Chen of Taiwan Connection, blending music, art, and nature to offer the public a unique way to experience the beauty of the Guandu Wetland.

Professional research	<ul style="list-style-type: none"><li>Conducted an aquatic species survey in the moon pond, documenting 10 species across 9 families, with a total of 598 individual organisms recorded.</li><li>Conducted a breeding survey of black-winged stilts in the core conservation area of Guandu nature park, documenting 12 nests and a peak monthly count of 1,035 individual sightings.</li></ul>
Habitat conservation	<ul style="list-style-type: none"><li>Adopted 0.36 hectares of the Moon Pond for ongoing maintenance and freshwater fish conservation efforts.</li><li>An additional 3.41 hectares—encompassing both the core reserve zone and the Heart Field area of Guandu Nature Park—were adopted to support migratory bird conservation by maintaining suitable water depth and vegetation height for nesting and stopover habitats.</li></ul>
Facility enhancement	<ul style="list-style-type: none"><li>Sponsored the reconstruction of the Moon Pond ecological display tank at the Guandu Nature Park Nature Center. In 2024, the tank was redesigned around the theme of the upstream stream-to-pond ecosystem. The reconstruction included replacing the main tank structure with reinforced glass, upgrading the base, improving lighting and the circulation system, and rewriting the interpretive materials. The revamped exhibit presents a rare cross-sectional view of the Moon Pond environment, enabling the public to gain a deeper understanding of the native freshwater fish species and ecological features of Moon Pond.</li></ul>



Sponsored the construction of the Moon Pond ecological display tank at Guandu Nature Park



One of the fish species restored to the Moon Pond—the rosy bitterling (*Rhodeus ocellatus*)—is featured in the ecological tank's reconstructed habitat.



Guandu Nature Park Core Reserve Zone



Habitat creation for waterbirds attracted black-winged stilts to breed and raise their young at Guandu.





Wildlife Rescue and Conservation: Wildlife Rescue and Conservation Hospital Program & Environmental Free-roaming Dog and Cat Surveys

In August 2020, the WildOne Wildlife Conservation Association Affiliated Nonprofit Wildlife Hospital was established, the first wildlife hospital on the east coast of Taiwan, taking on the responsibility of wildlife rescue, rehabilitation, and release training in the Hualien-Taitung region. Since 2021, the Wistron Foundation has supported WildOne’s rescue efforts, working together to provide injured wild animals with access to medical resources and treatment, helping them recover and return to the wild. In 2022, the Foundation and WildOne launched a post-release tracking project for rescued pangolins—the first such initiative ever conducted in Taiwan. Over the three-year tracking period, a total of nine pangolins were monitored, of which six died due to human-related causes or dog attacks. Among them, a pangolin named “Wi Bao Mei” (named after Wistron) survived the longest after release. Wi Bao Mei was admitted to the hospital in 2022 due to injuries from a foothold trap. She suffered an open fracture of the left hind limb with exposed tibia and fibula, and ultimately had to undergo amputation of the limb. Following the amputation, Wi Bao Mei recovered well. Veterinarians selected a forest with fewer stray dogs as her release site. During the 796-day tracking period, researchers lost contact with her for over six months on one occasion; however, they were able to reestablish the signal. She was even found to have successfully become pregnant twice. In early 2024, a trail camera captured the rare footage of Wi Bao Mei carrying her second baby on her back. Wi Bao Mei was not only the first pangolin in the program to complete the tracking period and have the device safely removed, but also the first recorded case in Taiwan of a mother pangolin raising young after a limb amputation. Her story proves that amputee pangolins can not only survive in the wild post-release but also successfully reproduce, providing invaluable data for pangolin research and conservation.

In recent years, attacks by free-roaming animals have increasingly become a leading cause of injury to wildlife. For pangolins, the number one cause of injury and hospitalization is dog attacks. In 2023, the Foundation supported WildOne in launching a free-roaming dog and cat survey project. The initiative focused on documenting all dogs and cats within the range of pangolin activity, creating population records and using trail cameras to monitor interactions between these animals and local wildlife. At the same time, resident surveys were conducted to understand the reasons for free-roaming pet ownership. Through this combination of data collection and questionnaires, the project aimed to verify the severity of dog and cat attacks on pangolins and other wildlife, as well as to understand the motivations behind residents’ practices. The ultimate goal is to establish a foundation for dialogue and address the root causes of the free-roaming animal issue, allowing wildlife to live safely and undisturbed in their natural forest habitats.

Wildlife rescue rehabilitation, and release

- In 2024, WildOne rescued a total of 532 animals, including 123 individuals of level I conservation concern, 17 individuals of level II conservation concern, 14 individuals of level III conservation concern, 373 individuals of general species, and 5 individuals of invasive species.
- Since its establishment, WildOne has rescued a total of 2,030 wildlife animals.
- A total of 173 wild animals were released back into the wild in 2024. Since its establishment, WildOne has released a cumulative total of 632 individuals.

Free-roaming dog and cat survey

- Within a 40-kilometer survey range, 312 free-roaming dogs were recorded, of which 255 were intentionally released by humans, accounting for 82%. A total of 166 free-roaming cats were recorded, with 122 being intentionally released, accounting for 74%. These results indicate that human release is the primary cause of free-roaming dog and cat populations. Future efforts will focus on managing this behavior to reduce free-roaming incidents.
- Eight educational outreach events on free-roaming animals and pangolins were held, with a total of 211 participants.



Wi Bao Mei’s transmitter was replaced with an umbrella-shaped tag, and she has now gracefully retired from the tracking program.



WildOne’s veterinary team providing rescue and treatment for injured wildlife



Wildlife Rescue and Conservation: Raptor Environmental Education and Conservation Rescue Project

Since 2022, the Wistron Foundation has partnered with the Raptor Research Group of Taiwan to support the Grass Mountain Raptor Center in their conservation efforts for raptors. The center integrates raptor research, rehabilitation, and educational outreach, with the goal of establishing a raptor conservation hub in Taipei City and introducing the public to these majestic birds of prey that grace the skies and can be observed in suburban forests. Starting in 2023, the Foundation has continued to support the Raptor Research Group of Taiwan in conducting toxicology testing for raptors and enhancing rehabilitation facilities. While previous incidents of raptor poisoning primarily focused on agricultural activities, such as rodent control or bird poisoning, it is now recognized that pesticides, rodenticides, and pollutants used in urban environments, including communities and campuses, also pose threats to raptor survival. Through the examination of toxins in injured or deceased raptors and educational efforts on raptor poisoning, the project aims to deepen public understanding of the interconnectedness between humans, raptors, and the environment, advocating for the One Health approach.

Raptor rescue and release	<p>In 2024, a total of 236 raptors were rescued, and 138 were successfully released back into the wild.</p>
Toxin testing	<p>In 2024, a total of 39 tissue samples were submitted for heavy metal testing. Mercury exceeded standard limits in 30 samples (73.17%), cadmium in 16 samples (39.02%), lead in 12 samples (29.27%), and arsenic in 1 sample (2.43%). These results indicate that mercury is the most commonly detected heavy metal exceeding safety thresholds. Blood lead levels were tested in 23 raptor samples, with 39.13% exceeding human health standards, all of which were from Crested Serpent Eagles. Blood mercury levels exceeded human health standards in 78.26% of the samples. A total of 41 samples were submitted for pesticide and rodenticide testing. Pesticides were detected in 13 samples (31.7%), and rodenticides in 19 samples (46.34%).</p>



The Grass Mountain Raptor Center provides emergency care and treatment for injured raptors



Spotlight 6



Environmental Education

Our Actions

- Collaborating with charitable organizations to invest in long-term environmental education and curriculum-related projects for people of all ages.
- Supporting and promoting quality ecological audiovisual projects.

Our Role

The Wistron Foundation has a longstanding commitment to environmental education, partnering with charitable organizations to promote environmental education initiatives for individuals of all ages. In 2024, it allocated NT\$9,100,000 towards this cause. In addition to financial support, the foundation invested in training professional managers responsible for environmental advocacy, curriculum development, and activity design. These efforts are geared towards enhancing environmental consciousness and fostering environmentally responsible citizens. Moreover, the foundation aims to diversify its range of ecological educational materials to further advance environmental education initiatives.

The Problems We Aim to Solve

Enhance public environmental literacy and awareness, fostering a sense of environmental stewardship and a commitment to sustainability.

enhancing cultural and humanistic literacy, the program encourages employees to take concrete action in support of nonprofit partners, amplifying collective efforts to protect the environment.

Field trips, lectures, and humanities activities

In 2024, the series covered a wide range of topics, from marine ecology to terrestrial conservation. A total of 10 themed events were held, with 601 participants in total. Highlights included three consecutive years of support for the national geographic Taiwan photo contest, including a special talk by renowned underwater photographer ray chin, who shared the story of sperm whales across more than half the planet, using powerful imagery to raise awareness of marine conservation. In 2024, the foundation also curated its first guided tour of the Guandu international nature art festival, combining art and environmental education to deepen participants’ understanding of this nationally designated wetland. Additional activities, such as a screening and discussion of the documentary "braving the peak" and a site visit to the Chi Po-lin Museum, further enriched a well-rounded environmental education framework.

Promotion of ecological documentaries

Starting with its sponsorship of the ecological documentary "A Year in the Clouds" in 2011, the Foundation has supported a total of 16 ecological films over the past 14 years. These documentaries collectively capture life across land, sea, and sky—from mountain forests and coastal wetlands to intertidal zones and open oceans. The films explore pressing ecological issues, such as the survival of pangolins, grass owls, salamanders, and black-faced spoonbills, and advocate for the Satoyama and Satoumi principles of harmonious coexistence between humans and nature. In 2024, we supported the Taiwan release and broadcast of "Flyways", an ecological documentary that captures the magnificent journey of migratory birds as they traverse the skies. Through this film, viewers are reminded of the pressing issues of ecological crises, species survival, and the far-reaching impacts of environmental and climate change. The film is now available for unlimited streaming on the Public Television Service (PTS) platform.

We also continued our support for the 2022 ecological documentary The “Good Morni MIT”, which not only achieved over NT\$10 million at the box office upon release but also sparked educational innovation in 2024. Led by Professor Kuang-Yang Lue—hailed as the “Father of Salamanders” —a professional development workshop was organized for 98 high school biology teachers, using the film as a core teaching tool. The initiative encouraged educators to develop curriculum materials that integrate environmental education and fundamental scientific research, fostering awareness among students. This year, teacher workshops were held in northern, central, and southern Taiwan as well as in Kinmen. These featured expert sharing sessions were by Professor Lue, Professor Yu-Ten Ju, Associate Researcher Chun-Fu Lin, and Director Jue-Ming Mai. The program provided a fresh perspective for biology education in Taiwanese high schools. Alongside the Kinmen workshops, two special screenings of “Good Morni MIT” were organized, drawing a total of 255 participants—including elementary school students, secondary school teachers, and members of the general public.

Event Series: Nature and Humanities Series Event for Technologist

Since 2011, the Wistron Foundation has organized the Nature and Humanities Series Events for Technologists, integrating its philanthropic initiatives into various formats, including lectures, workshops, ecological documentary screenings, and working holidays. These events invite Wistron employees and their families to participate in the Foundation’s partner projects and focus topics. In addition to promoting awareness of ecological issues and





Shuanglianpi working holiday volunteering activities

Since 2017, Wistron Foundation has partnered with the Society of Wilderness to mobilize employees and their families to participate in the restoration of Shuanglianpi. Each year, we organize ecological working holidays to restore aquatic habitats and promote the conservation of aquatic plant refuges, strengthening grassroots stewardship of natural ecosystems. In 2024, five working holidays were conducted, with a total of 95 participants actively engaging in this initiative. These endeavors go beyond volunteer work, fostering deep involvement in the ecological conservation of Shuanglianpi. They enable participants to experience firsthand the importance of ecological preservation, thereby fostering a deeper understanding of environmental awareness.



Guandu working holiday volunteering activities

Since 2022, the Wistron Foundation has been revitalizing Guandu Nature Park through a partnership with the Wild Bird Society of Taipei. Together, we initiated the Moon Pond and Waterbird Breeding Habitat Conservation Project, aiming to safeguard the wetland ecosystem of Guandu. Additionally, Wistron employees volunteered in efforts such as removing invasive fish species, maintaining waterbird habitats, and participating in eco-friendly farming at Heart Field. These activities aimed to deepen participants' understanding of the sustainability and ecological significance of protecting Moon Pond and its surrounding wetlands. To complement the fieldwork, volunteers also participated in nature and cultural experiences, including visits to the Chi Po-lin Museum in Tamsui for special exhibitions, hands-on weaving of grass dragonflies, and the traditional preparation of salted duck eggs. A total of three volunteer events were held in 2024, engaging 144 Wistron volunteers throughout the year.





At Wistron Foundation, environmental education is regarded as a key pillar of our program strategy. It is through issue-based participation, problem-solving, and hands-on action that individuals can make a genuine contribution to environmental improvement. Our environmental initiatives encompass a broad range of issues closely tied to ecological well-being, including the monitoring of hazardous commercial waste, tracking marine debris, habitat restoration, preservation of plant genetic resources, and wildlife rescue and rehabilitation. We believe that only through changes in awareness and mindset can we transform our interactions with the land and preserve its richness and biodiversity. In 2024, the Foundation partnered with professional nonprofit organizations to deepen the roots of environmental education. A variety of initiatives were launched to reach children, youth, and adults alike, including ecological guided tours, riverside waste-to-art exhibitions, summer wetland camps for children, wetland conservation workshops, ecological survey volunteer training, and public awareness campaigns on free-roaming animals. These diverse activities aimed to empower more conscious environmental stewards whose efforts not only address current challenges but also contribute to long-term sustainability. In total, 558 events were held in 2024, reaching 31,494 participants.



### Wildlife Rescue and Conservation: Wildlife Rescue and Conservation Hospital Program & Environmental Free-roaming Dog and Cat Surveys

Respect for life and the balance between humans and nature are core values long upheld by the Wistron Foundation—values that align deeply with the compassionate mission of the WildOne Wildlife Conservation Association. Since 2021, the Foundation has supported WildOne in its efforts to provide injured wildlife with access to proper medical care and treatment. Rescue work is only the final step in wildlife conservation. To prevent such tragedies from occurring in the first place, education must take precedence. Through comprehensive and engaging tours and lectures, the program promotes life education, not merely as an expression of compassion for living beings, but as a reflection of our respect for the environment, ecological systems, and a commitment to animal welfare. In 2024, the WildOne Wildlife Hospital conducted 134 educational tours and lectures, reaching a total of 4,057 participants. Since opening in June 2022, the hospital has hosted a cumulative 308 sessions, with a total of 29,110 attendees.







Wildlife Rescue and Conservation: Raptor Environmental Education and Conservation Rescue Project

The Wistron Foundation has long been committed to promoting harmony between humans and nature. Since 2021, it has supported the Raptor Research Group of Taiwan in enhancing the Grass Mountain Raptor Center, an educational facility dedicated to birds of prey. The Foundation contributed to the renovation of the center’s exhibition hall and multi-functional classroom. Officially opened in 2022, the center focuses on raptor research, rescue, and rehabilitation, as well as educational outreach, particularly in remote mountainous regions. In 2024, two special exhibitions were held at the Grass Mountain Raptor Center: February 5 – July 30: A Seasonal Agreement – Migratory Raptors Along Latitudes. This exhibition explored the biology of migratory raptors in Taiwan and how human perceptions and uses of these birds have evolved over time. It highlighted the ecological uniqueness of migratory raptors in Taiwan and urged the public to pay closer attention to these seasonal species. August 15 – December 30: Crested Goshawk Comic Exhibition This exhibition transformed scientific observations from live-streamed breeding footage of the crested goshawk—along with relevant raptor biology and ecological theories—into humorous and accessible science comics. It aimed to make complex scientific content engaging for a broader audience. In 2024, a total of 907 visits were recorded for the Center’s two special exhibitions. From 2022 to 2024, cumulative attendance for special exhibitions reached 3,345 visits, with 2,104 participants joining guided tours. Environmental education lectures, courses, and activities engaged a total of 3,816 participants. A combination of in-person and online formats was used to deliver five public lectures on topics including introductory bird surveys, avian vocalization studies, migratory raptor research, and ecotourism, attracting 831 registrants. The Center also conducted educational outreach in remote mountainous areas, offering day-long programs that combined outdoor raptor-watching and classroom instruction. These initiatives introduced students and teachers to raptor species and raised awareness of their survival threats. A total of 167 students from six remote schools participated.



Habitat Conservation: Guandu Nature Park - Moon Pond and Waterbird Breeding Habitat Conservation Project

Support was provided to the Wild Bird Society of Taipei to extend classroom-based learning into real wetland environments through environmental education activities. These programs allowed students to closely observe the beauty of wetland ponds, enriching their perspectives and life experiences. Resources were prioritized for non-remote schools in need of educational resources, as designated by the Ministry of Education, as well as for students in special education. In 2024, a total of 12 wetland learning sessions were held for non-remote schools in need of educational resources, with 333 teachers and students participating. Additionally, 10 sessions were organized for students with special needs, engaging a total of 332 participants.





Environmental Protection: Taiwan Homeland Protection Project

The Wistron Foundation supported the Tainan Community College Research and Development Association in implementing a water resource initiative aimed at monitoring disaster management related to water resources and tracking environmental pollution caused by commercial waste. The project also included environmental education courses, lectures, exhibitions, and workshops. From 2010 to 2024, a total of 24,701 participants took part in these environmental education activities. In 2024, the Foundation participated in the exhibition “We Are Born by the River: Collaborative Notes of Millennium River Basin Culture” at Tainan Art Museum Building 2. Under the theme “The Ongoing Human Experience,” artworks were created using marine debris collected from the estuaries of six rivers in Tainan. In addition, long-term ecological and field research was translated into Satoyama–Satoumi environmental education lesson plans. A total of 88 activities, including workshops and classes, were held, reaching 1,666 participants. Two volunteer training sessions were also conducted, with a total of 24 participants.



Habitat Restoration: Long-term Promotion Plan for Shuanglianpi Habitat Restoration

Supports the Society of Wilderness in designing Shuanglianpi-themed environmental education curricula and activities, promoting the importance of conserving the Shuanglianpi wetland among people of all ages. In 2024, a total of 88 environmental education events were held, with 1,807 participants. These included 6 field trips, 16 on-campus outreach sessions, 15 farming and food education activities, and a summer wetland camp for 16 children from the Orphan Welfare Foundation. Additionally, a wetland conservation workshop and a volunteer training program for Shuanglianpi habitat stewards were organized. These initiatives contributed to habitat restoration, environmental protection, and public education, fostering long-term civic engagement in the stewardship of Shuanglianpi.





Quality Audiovisual Content: Documenting Taiwan's Ecology and Culture through Images and Sounds

Since its establishment, the Wistron Foundation has been dedicated to supporting the production and dissemination of quality documentaries like "Good Morni MIT" and "Caring for Black-faced Spoonbill" across Taiwan in the first quarter. Additionally, three other ecological and cultural documentaries are currently in production. Among the documentaries supported and produced are "A Year in the Clouds", "A Town called Success", "Ebb and Flow", "Beyond Beauty - TAIWAN FROM ABOVE", "Terraced Fields", "Fly, Kite Fly", "Secrets of The Pangolin: The Crisis", "Night Hunters - Taiwan Grass Owls", "Good Morni MIT", and "Caring for Black-faced Spoonbill". Through these real and impactful audiovisual records, the foundation aims to raise public awareness about environmental issues and the importance of habitat conservation. In 2024, the Foundation supported the documentary "Flyways" for unlimited streaming on Taiwan Public Television's digital platform. Three ecological and cultural documentaries are currently in production and expected to be released in 2025. Additionally, since 2020, the foundation has been a proud supporter of the quality radio program "The Voice and Harmony of Taiwan," hosted by Chang-Jie Yuan. The program features recordings of environmental sounds captured during visits to various locations across Taiwan. From its inception, the program has been thoughtfully designed to align with seasonal themes and relevant topics, leveraging the power of radio broadcasting to raise awareness and give voice to the land.

Quality Aerial Footage: From "Beyond Beauty – TAIWAN FROM ABOVE" to Sustainable Action for Taiwan



The Chi Po-lin Foundation achieved significant results in its 2024 digital archiving project, completing the high-resolution scanning of 4,780 film negatives, cataloging 6,461 video records, compiling metadata for 10,258 photographs, and uploading 37,667 image files to its database, preserving a comprehensive visual record of Taiwan's environmental changes. These efforts were recognized with two major honors: the Award of Excellence at the 9th National Environmental Education Awards and the Charity Newcomer Award at the 8th Y.L. Taiwan Devotion Award.

The Chi Po-lin Museum in Tamsui serves as a holistic environmental education hub. Its special exhibition, Resilient Island, presents Taiwan's diverse landscape—from settlement patterns and industrial development to environmental resilience. Running from December 23, 2023 to February 16, 2025, the exhibition has held 697 guided tours, engaged 11,997

participants through docent-led sessions, and welcomed 20,291 visitors. Four in-depth lectures have also been hosted, attracting 172 participants for a collective exploration of environmental issues.



Quality Radio Program: IC Broadcasting "The Voice and Harmony of Taiwan"



The nature-themed program "The Voice and Harmony of Taiwan" received numerous awards and accolades

Since 2020, the Wistron Foundation has collaborated with IC Broadcasting to produce the radio program "The Voice and Harmony of Taiwan." The program spotlights environmental sustainability, amplifies local voices, and cultivates civic impact—ultimately striving for a symbiotic relationship between nature and humanity. Hosted by Chang-Jie Yuan, the program features on-site interviews and visits to mountains, rivers, and coastal areas, providing a rich immersive experience. This year, the program received the Excellence Award in the Professional Category/ Audio Category at the 8th Global Chinese Language Sustainable Journalism Awards for its special feature titled "30x30 Job Creation – New Opportunities for Green Collar Employment." Judges' comments: The report explores the lives and work of green-collar professionals in forest, wetland, and marine ecosystems—focusing on ecological restoration and biodiversity enhancement. It also delves into the 30x30 conservation target and examines feasible policies for promoting investment in green-collar employment. Chang-Jie Yuan conducted in-depth interviews across various fields, gathering diverse perspectives—from investigating and

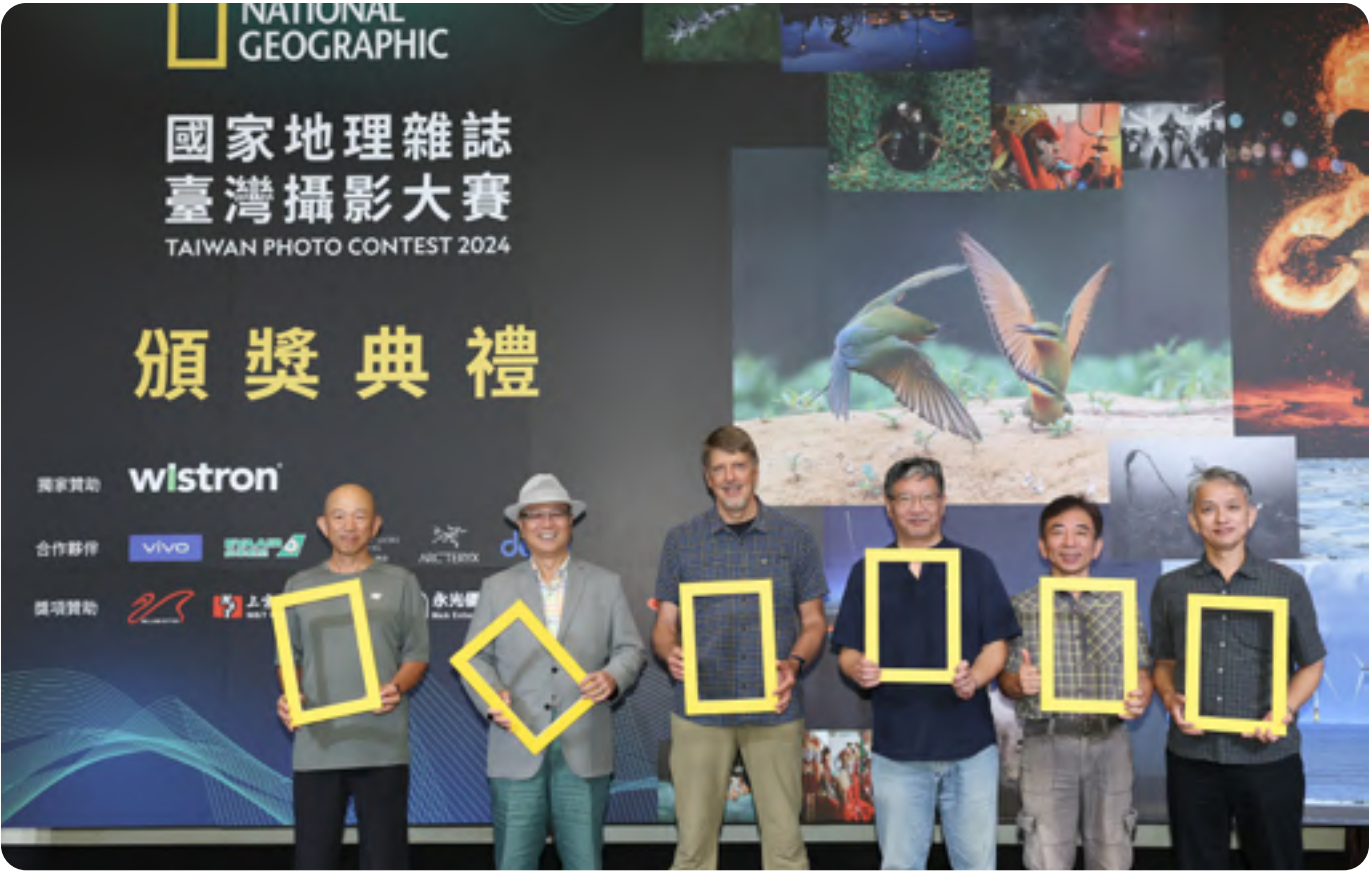


monitoring talent shortages to analyzing broader social support systems. The report calls for the establishment of an interministerial platform for green-collar employment to address challenges with flexibility and efficiency, while emphasizing nature-based solutions that balance human well-being with biodiversity. The feature demonstrates a strong grasp of the principles and characteristics of audio journalism, with technically polished production that exemplifies quality in-depth reporting. This marks the program’s second consecutive Excellence Award at the Global Chinese Language Sustainable Journalism Awards and its nomination for the 59th Golden Bell Awards in the Educational and Cultural Radio Program category.

"The Voice and Harmony of Taiwan" airs on IC Broadcasting FM97.5 every Wednesday from 07:30 to 08:00, with episodes available on-demand for free the following day. Since its launch in 2020, the program has produced 230 episodes. In 2024 alone, it reached over 750,000 listeners, with a cumulative audience impact of more than 3.6 million. <https://www.ic975.com/formosa-voice/>

### Exclusive sponsor of the "National Geographic Taiwan Photo Contest 2024." Leading the Public to Focus on Environmental Issues Through Photography

Since 2022, the Wistron Foundation has partnered with National Geographic magazine to revive the National Geographic Taiwan Photo Contest. A new category, “Ecology and Environment,” was introduced to raise awareness of environmental sustainability and promote citizen photojournalism. The initiative has delivered impressive results. Since 2023, the Wistron Foundation has continued its support of the National Geographic Taiwan Photo Contest and expanded its role as the exclusive sponsor of the event. In the 2024 contest, alongside existing categories such as “People,” “Local,” “Nature,” “Ecology and Environment,” and the “Youth” category, a brand-new “Astrophotography” category was introduced. Submissions to this new category exceeded expectations in both quality and quantity, revealing Taiwan’s strong potential in the field of astrophotography. The 2024 competition attracted a record-breaking 10,205 outstanding entries from 3,566 professional and amateur photographers, showcasing the rich beauty of Taiwan’s land, sea, and sky. At the awards ceremony, internationally renowned bird photographer and National Geographic contributor Tim Laman delivered a keynote speech titled Bird Planet: A Photographic Journey, sharing decades of experience and breathtaking images that offered rare insights into avian life and nature photography.



Wistron Corporation Chairman Simon Lin (second from left) attends the National Geographic Taiwan Photo Contest award ceremony.



National Geographic photographer Tim Laman (fourth from right) visits Wistron Foundation’s conservation partner sites—Shuanglianpi Habitat Conservation Base and the Fushan Botanical Garden.