



## 4. Social Inclusion

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### Diversity City: Fire Town Mission

Actively cultivate and attract global talents to build a diverse and inclusive social environment.

Management Approach

Above 95% 90%-95% Below 90%

| Topic                              | Strategy                                                                                  | 2025 Targets                                                                   | 2025 Results                                                | Status      | 2026 Targets                                              | 2030 Targets    |
|------------------------------------|-------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------|-------------|-----------------------------------------------------------|-----------------|
| Business and Human Rights          | Implement the Company's human rights policy                                               | No violations resulting in fines exceeding NT\$1 million at any global sites   | 0                                                           | <div></div> | 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 *                                    | 0.54                                                        | <div></div> | <1.03 *                                                   | <1.00 *         |
| Talent Attraction and Retention    | Create a quality work environment and increase employee retention                         | Global IDL employee voluntary turnover rate < 15%                              | 8.51 %                                                      | <div></div> | <14%                                                      | < 12%           |
|                                    |                                                                                           | IDL Employee Engagement >68%                                                   | 78.4 %                                                      | <div></div> | 70%                                                       | 75%             |
|                                    |                                                                                           | Satisfaction of direct employees >3.7/5                                        | 3.70/5                                                      | <div></div> | 3.8/5                                                     | 4.0/5           |
| Talent Cultivation and Development | Promote corporate digital transformation and create organizational competitive advantages | Average training hours for Taiwan headquarters management positions > 20 hours | 27.17 hours                                                 | <div></div> | > 22 hours                                                | > 30 hours      |
| Social Engagement                  | Environment, humanity, and social care                                                    | Total amount of social investment > NT\$230 million                            | NT\$550 million<br>(incl. NT\$65.9 million from Foundation) | <div></div> | NT\$250 million<br>(incl. NT\$73 million from Foundation) | NT\$250 million |
|                                    | Strengthen diverse cooperation in tech                                                    | Industry-academia-government collaboration projects ≥ 22 cases                 | 30 cases                                                    | <div></div> | 25 cases                                                  | 30 cases        |

Note: Excluding off-site traffic accidents

## 4.1 Talent Attraction and Retention

In an era of increasing globalization and business diversification, talent has become a critical driver of sustainable corporate development. Wistron is committed to fostering a diverse, inclusive, and growth-oriented workplace where employees are empowered to develop their capabilities and realize their full potential. Through comprehensive talent acquisition, development, and career advancement programs, Wistron attracts and retains outstanding talent while supporting employees in broadening their global perspectives, creating professional value, and achieving both personal and organizational growth.

In recent years, Wistron has continued to strengthen its commitment to talent sustainability and a friendly workplace culture. These efforts have been recognized by both domestic and international institutions, including the Commonwealth Talent Sustainability Award, the Financial Times Best Employers Asia-Pacific, and the Commonwealth Parenting Family-Friendly Workplace Award, reflecting Wistron’s achievements in promoting diversity, equity and inclusion, supporting work-life balance, and creating a high-quality workplace environment. Looking ahead, Wistron will continue to enhance the employee experience, strengthen talent development and organizational resilience, deepen its connections with society and the environment, and drive innovation and growth on the foundation of a sustainability culture.

Guided by its humanistic philosophy, Wistron is committed to providing a safe, respectful, and inclusive workplace. In accordance with internationally recognized labor standards and applicable laws and regulations in the regions where it operates, Wistron upholds the principles of fairness, diversity, and equal opportunity throughout the recruitment, employment, and development process. Employment decisions are made without regard to gender, age, nationality, race, religion, gender identity, political affiliation, marital status, or other characteristics, ensuring that all employees have equal opportunities to develop their potential in an environment founded on respect and inclusion.

### 4.1.1 Global Talent Recruitment

#### Attracting Global Talent

Wistron is dedicated to building diverse recruitment channels and attracting outstanding talent globally through its global presence. In 2025, we continued to optimize a variety of recruitment channels, including job search platforms, social media, campus recruitment programs, industry-academia partnerships, and internship programs. Furthermore, we strategically participated in talent-matching events organized by external organizations such as Contact Taiwan, CBtalent (CrossBond Talent for ASEAN and Indian professionals in Taiwan), and ITI (Taiwan External Trade Development Council), actively expanding our international talent pipeline while strengthening the Company’s cultural diversity and technical competitiveness. To address the rapid growth of demand driven by the AI industry, we also conducted targeted recruitment for key R&D and specialized positions, complemented by employee referral programs, to build a highly resilient talent ecosystem. In 2025, Wistron welcomed a total of 50,188 new employees globally. The workforce profile continued to trend younger, with non-management employees under the age of 30 representing the largest segment, reflecting the vitality of the organization.

To strengthen localized talent development and accelerate the cultivation of local talent pipelines, Wistron continues to deepen engagement with local governments, academic institutions, and industry partners across its overseas operations. In the Czech site, Wistron organized Wistron Information Sessions to introduce the Company and its products to students, increasing awareness of Wistron and encouraging participation in internship opportunities. In Vietnam, the site arranged site visits and employee sharing sessions that allowed students to observe production operations, gain hands-on exposure to job functions, and interact directly with employees. Feedback collected through post-visit surveys is used as a reference for designing future internship programs and career development initiatives. At the Zhongshan Plant, Wistron participated in industry-academia cooperation programs organized by local governments, schools, and enterprises. Through talent development partnerships with local educational institutions, outstanding candidates were selected to participate in a one-year R&D training and practical learning program.



New Employee Onboarding and Training

In 2025, the overall average satisfaction score from the new employee care survey reached 4.37 (out of 5), reflecting employees’ recognition of Wistron’s continued investment in the onboarding experience. Guided by the principle of “support upon onboarding, continuous learning,” Wistron provides a comprehensive onboarding framework that encompasses orientation, phased support, and cultural immersion from the first day of employment, helping new employees build the adaptability and organizational connections needed for a successful start to their careers.

Onboarding Adaptability and Follow-up

On their first day, new employees complete onboarding orientation and policy briefings to familiarize themselves with the working environment and company requirements. Following onboarding, HR conducts care surveys at three key milestones (one week, one month, and three months after joining) to assess employees’ adaptation in areas such as job understanding, access to learning resources, and team communication. For areas identified as requiring additional support, HR works closely with hiring managers to provide assistance, including adjustments to training arrangements, support for cross-department collaboration, and career adaptation guidance, ensuring that new employees receive the support they need throughout their critical probationary period.

Learning Resources and Competency Building

To support continuous learning and skill development, new employees have access to online learning courses and professional learning platforms, enabling them to tailor their learning journey according to their own needs. For practical training, Wistron offers two programs: “the Wistroner Recharge Station” and the “Core Values Experience Camp”, which leverage cross-department teamwork and experiential learning activities to help employees understand the Company’s core values in practice. These initiatives aim to ensure that their understanding goes beyond the surface level and can be translated into everyday actions.

Cross-level Communication and Cultural Alignment

Wistron also hosts the “CEO Wi-Talk” series, where the CEO meets directly with new employees to share the Company’s vision and current business direction. This initiative helps bridge the information gap between new employees and senior leadership, enabling strategic perspectives to be communicated early in employees’ careers and helping them develop a clear understanding of the Company’s direction from the outset.

| New Employee Demographics |                    | 2022   | 2023   | 2024   | 2025   |
|---------------------------|--------------------|--------|--------|--------|--------|
| Total New Hires           |                    | 84,044 | 36,095 | 34,976 | 50,188 |
| Recruitment Rate (%)      |                    | 164%   | 85.75% | 79.07% | 86.15% |
| Gender                    | Male               | 59,860 | 26,972 | 23,505 | 33,330 |
|                           | Female             | 24,184 | 9,123  | 11,471 | 16,854 |
|                           | Other (Non-binary) | -      | -      | -      | 4      |
| Age                       | <30                | 63,700 | 26,537 | 25,963 | 36,304 |
|                           | 30-50              | 20,023 | 9,415  | 8,831  | 13,617 |
|                           | Over 50            | 321    | 143    | 182    | 267    |
| Region                    | Taiwan             | 3,248  | 1,157  | 3,195  | 5,540  |
|                           | China              | 72,974 | 27,353 | 23,763 | 17,993 |
|                           | Asia               | 1,099  | 6,895  | 6,250  | 23,294 |
|                           | Europe             | 297    | 178    | 215    | 306    |
|                           | Americas           | 6,426  | 512    | 1,553  | 3,055  |

Note:  
Guided by the principle of “global management and localized service,” Wistron has established manufacturing, after-sales service, and other operational sites across multiple countries worldwide. To present the overall scale of operations and resource allocation across different regions, employee data in this report are aggregated and disclosed based on the Company’s major operating regions: Taiwan, China, Asia, Europe, and the Americas.

| Internal Hire Rates |                      | 2022   | 2023   | 2024   | 2025   |
|---------------------|----------------------|--------|--------|--------|--------|
| Internal Hire Rates |                      | 69.68% | 84.95% | 76.29% | 62.57% |
| Gender              | Male                 | 41.40% | 55.75% | 50.68% | 27.83% |
|                     | Female               | 28.28% | 29.21% | 25.61% | 34.74% |
| Age                 | <30                  | 29.51% | 37.82% | 25.28% | 18.52% |
|                     | 30-50                | 32.29% | 45.68% | 47.56% | 40.57% |
|                     | Over 50              | 7.88%  | 1.46%  | 3.45%  | 3.48%  |
| Management Level    | Management Level     | 23.56% | 11.42% | 12.98% | 13.34% |
|                     | Non-management Level | 46.13% | 73.54% | 63.31% | 49.23% |

Note:  
Internal hire rates refer to the percentage of open positions filled by internal candidates, including the transfer and replacement of employees. This indicator is used to understand internal talent mobility and employee retention. In accordance with operational capacity changes, direct employee recruitment is conducted externally, and there is no internal job filling involved.

Deepening Campus Engagement

To cultivate technical talent and help students transition earlier into the workforce, Wistron continues to strengthen its campus talent development strategy. Through campus recruitment events, professional and career development seminars, internship programs, and industry-academia partnerships, Wistron fosters long-term collaboration between industry and academia.

In 2025, Wistron participated in eight campus recruitment events across northern, central, and southern Taiwan, attracting more than 1,800 job applications. We also hosted eight campus speaking engagements, sharing industry insights and career guidance while providing students with opportunities to interact directly with Wistron management. These events attracted more than 800 participants and achieved an overall satisfaction score of 4.6 out of 5.

Wistron continues to develop talent through a variety of internship programs. In 2025, the Company provided 111 internship opportunities to help students gain practical experience, enhance their competitiveness, and bridge the education-to-employment gap. The “Future Stars” program incorporated ESG-themed board games to strengthen interns’ sustainability awareness through gamified learning while enhancing their understanding of Wistron’s ESG commitments. Meanwhile, the “Wistron Hsinchu Dream” Project program emphasized group project discussions to develop essential soft skills, including teamwork, communication, and problem-solving.

In addition, Wistron continued to collaborate with universities in 2025 to offer industry-academia master’s programs. Through this collaborative talent cultivation model, the Company develops technology professionals equipped with both specialized knowledge and practical industry experience. Through diverse models, Wistron helps recent graduates shorten the gap between campus and the workplace, while successfully transforming its sustainability vision into a core talent competency and building a high-quality talent pool with sustainability DNA.

| Channels                                                       | Method                                                                                                                                                                                                                                                                                                                                                                           | 2025 Outcomes                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Campus Talks                                                   | Visited leading universities and academic departments across Taiwan to provide students with direct exposure to the industry, strengthen the connection between academic learning and industry application, and support career exploration, while enhancing Wistron’s employer brand presence on campus.                                                                         | Total of 8 sessions held <ul style="list-style-type: none"><li>• Total participants: 876</li><li>• Average satisfaction: 4.6</li><li>• ESG activity satisfaction: 4.6</li></ul>                                                                                                                                                                                                                                                        |
| Campus Internship (Future Stars)                               | Summer internship programs featured professional seminars, hands-on practice, and final presentations. Student performance throughout the internship period was observed 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.                                    | Number of Interns: 18                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Campus Internship (Wistron Hsinchu Dream Project)              | Students selected internship positions related to their academic backgrounds and explored hands-on experience at factories during their senior year, gaining early exposure to industry practices. Outstanding candidates who demonstrated strong performance and interest were offered full-time positions upon graduation and were eligible to receive pre-employment bonuses. | Number of Interns: 39                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Campus Internship (Semester/Academic Year Internships)         | Collaborated with universities to cultivate professional talent for the technology industry by promoting internship and practical training opportunities during the academic year. Performance was evaluated during the internship period, with top performers encouraged to transition into full-time positions.                                                                | Number of Interns: 54                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Industry-Academia Master’s Programs for Taiwanese Students     | In collaboration with universities, Wistron continues to develop the advanced talent required to support industry development through dedicated industry-academia master’s programs.                                                                                                                                                                                             | Programs offered at four universities: <ul style="list-style-type: none"><li>• Southern Taiwan University of Science and Technology Industry (Fall)</li><li>• National Yang Ming Chiao Tung Industry-Academia Collaboration Project (Fall)</li><li>• National Taiwan University of Science and Technology Industry-Academic Master’s Program (Fall)</li><li>• Feng Chia University Industry-Academia Master’s Program (Fall)</li></ul> |
| Industry-Academia Master’s Programs for International Students | Continue cultivating globally mobile talent by partnering with universities with significant international student populations, combining professional courses with corporate internships for hands-on practice to empower global talent to become work-ready.                                                                                                                   | Programs offered at two universities: <ul style="list-style-type: none"><li>• National Kaohsiung Normal University</li><li>• Minghsin University of Science and Technology</li></ul>                                                                                                                                                                                                                                                   |

Local Recruitment

Wistron upholds merit-based hiring and actively recruits and develops outstanding talent from different countries. Wistron continues to set “hiring local talent for leadership roles” as a key goal in the annual performance evaluation of its sites each year. In response to local manpower needs, each site launches different recruitment strategies to meet this local leadership hiring goal.

In addition to continuously creating local job opportunities, Wistron offers competitive salaries and transfers operational and management knowledge through training. This helps develop the managerial capabilities of local talent beyond basic job skills. The percentage of local talent holding department-level managerial positions in China has been increasing year by year.

Percentage of Local Management Hire

| Item                                                                | Region   | 2022  | 2023  | 2024  | 2025  |
|---------------------------------------------------------------------|----------|-------|-------|-------|-------|
| Percentage of managerial roles                                      | Taiwan   | 99.6% | 99.6% | 99.7% | 98.2% |
|                                                                     | China    | 89.4% | 91.4% | 95.2% | 97.9% |
|                                                                     | Asia     | 57.8% | 24.4% | 26.6% | 24.6% |
|                                                                     | Europe   | 87.5% | 88.4% | 85.1% | 91.1% |
|                                                                     | Americas | 84.5% | 77.3% | 78.2% | 81.3% |
| Percentage of senior management ranked department manager and above | Taiwan   | 99.8% | 99.7% | 99.7% | 99.7% |
|                                                                     | China    | 71.4% | 76.5% | 85.8% | 93.4% |
|                                                                     | Asia     | 37.9% | 12.5% | 21.1% | 31.4% |
|                                                                     | Europe   | 84.2% | 85.0% | 77.4% | 90.0% |
|                                                                     | Americas | 71.3% | 60.5% | 78.0% | 83.3% |

Note:

1. Local talent refers 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.

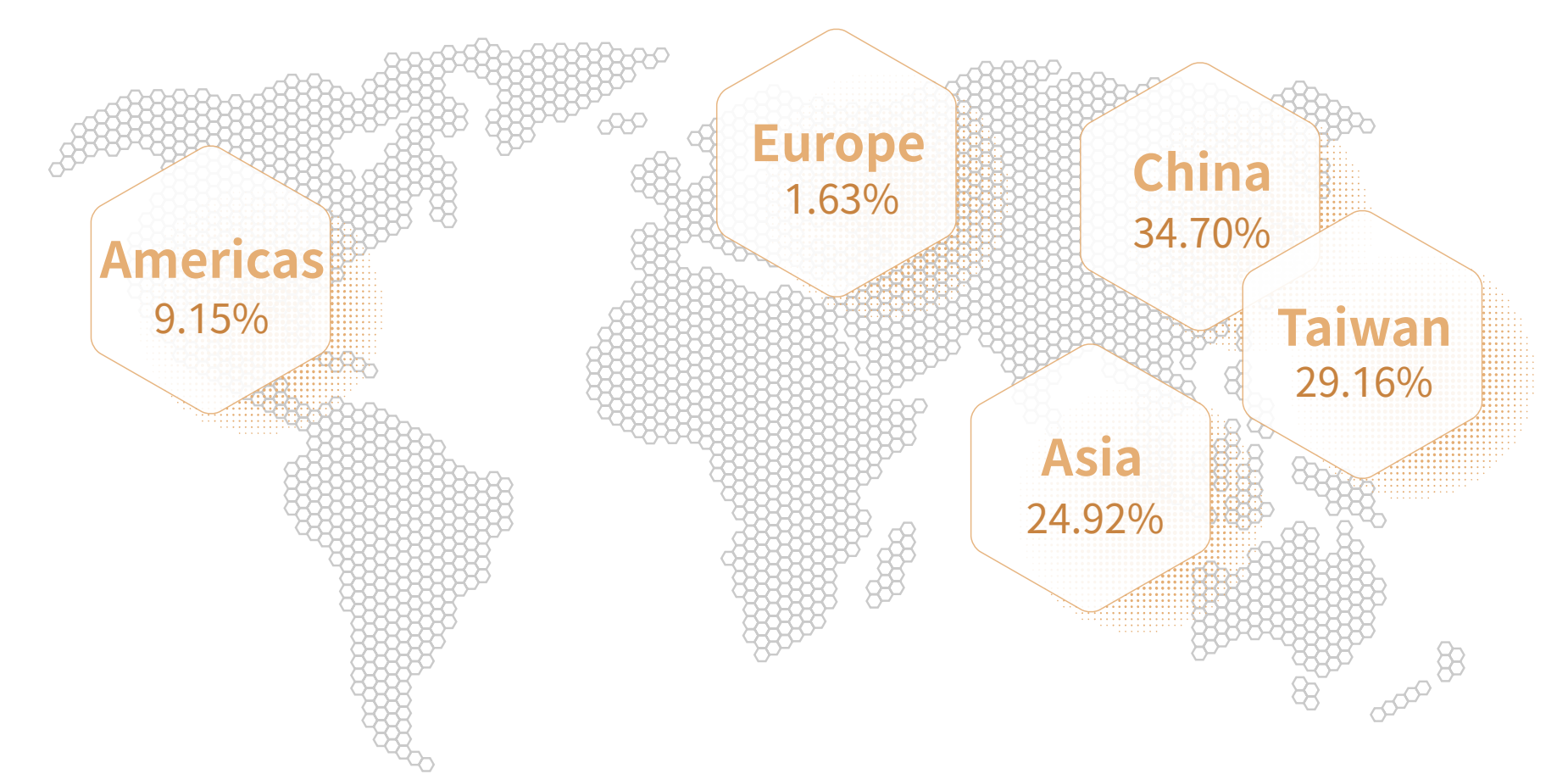
2. In the table, Asia refers to Wistron plants in Malaysia for 2022, Malaysia and Vietnam plants for 2023 and 2024, and plants and service locations in Malaysia, Vietnam, India, Singapore, the Philippines, and Japan for 2025.

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, which aims to create an ideal workplace, promote diverse collaboration, and encourage employees to realize their full potential and build long, fulfilling careers at Wistron.

Global Talent Strategy

Wistron continues to recruit diverse talent from around the world. The following chart shows our employee demographic as of the end of 2025, which demonstrates a significant increase in numbers from the previous year. 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 sustainability at Wistron.



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

Workforce Composition

| Employee Demographic |                      | Male             |            | Female           |            | Other (non-binary or undisclosed) |            |
|----------------------|----------------------|------------------|------------|------------------|------------|-----------------------------------|------------|
|                      |                      | Number of People | Percentage | Number of People | Percentage | Number of People                  | Percentage |
| Age                  | <30                  | 15,215           | 26.12%     | 9,545            | 16.38%     | 0                                 | 0          |
|                      | 30-50                | 18,435           | 31.65%     | 12,337           | 21.18%     | 0                                 | 0          |
|                      | Over 50              | 1,743            | 2.99%      | 980              | 1.68%      | 0                                 | 0          |
| Job type             | Management           | 2,862            | 4.91%      | 1,021            | 1.75%      | 0                                 | 0          |
|                      | Professional         | 32,531           | 55.84%     | 21,841           | 37.49%     | 0                                 | 0          |
| Location             | Taiwan               | 10,463           | 17.96%     | 6,784            | 11.65%     | 0                                 | 0          |
|                      | China                | 12,924           | 22.19%     | 7,292            | 12.52%     | 0                                 | 0          |
|                      | Asia                 | 8,525            | 14.63%     | 5,991            | 10.28%     | 0                                 | 0          |
|                      | Europe               | 463              | 0.79%      | 485              | 0.83%      | 0                                 | 0          |
|                      | Americas             | 3,020            | 5.18%      | 2,308            | 3.96%      | 0                                 | 0          |
| Contract Type        | Non-fixed-term       | 20,974           | 36.00%     | 14,251           | 24.46%     | 0                                 | 0          |
|                      | Fixed-term           | 14,419           | 24.75%     | 8,611            | 14.78%     | 0                                 | 0          |
| Full-Time/Part-Time  | Full-time            | 35,368           | 60.71%     | 22,796           | 39.13%     | 0                                 | 0          |
|                      | Part-time            | 18               | 0.03%      | 58               | 0.10%      | 0                                 | 0          |
|                      | Non-guaranteed hours | 7                | 0.01%      | 8                | 0.01%      | 0                                 | 0          |
| Total                |                      | 35,393           | 60.76%     | 22,862           | 39.24%     | 0                                 | 0          |

- Note:
- 1. Management refers to individuals who hold managerial positions, including entry-level, middle-level, and senior-level managers. Professionals are non-managerial indirect employees.
  - 2. 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.
  - 3. 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.
  - 4. A total of 3,220 non-employees were hired, including dispatched workers, project-based contractors, on-site vendors, and consultants.

| Employment Type | Full-time employees | Part-time employees | Non-guaranteed hours employees |
|-----------------|---------------------|---------------------|--------------------------------|
| Taiwan          | 17,231              | 16                  | 0                              |
| China           | 20,216              | 0                   | 0                              |
| Asia            | 14,514              | 2                   | 0                              |
| Europe          | 890                 | 43                  | 15                             |
| Americas        | 5,313               | 15                  | 0                              |
| Total           | 58,164              | 76                  | 15                             |

| Contract Type | Non-fixed-term | Fixed-term contract |
|---------------|----------------|---------------------|
| Taiwan        | 17,090         | 157                 |
| China         | 8,214          | 12,002              |
| Asia          | 3,892          | 10,624              |
| Europe        | 719            | 229                 |
| Americas      | 5,310          | 18                  |
| Total         | 35,225         | 23,030              |

| Region         | % of Total Employees | % of Management Positions |
|----------------|----------------------|---------------------------|
| China          | 36.23%               | 41.39%                    |
| Taiwan         | 21.42%               | 48.26%                    |
| Philippines    | 9.13%                | 1.13%                     |
| Vietnam        | 16.85%               | 0.59%                     |
| Mexico         | 6.48%                | 2.24%                     |
| Malaysia       | 4.68%                | 1.18%                     |
| Czech Republic | 1.31%                | 1.31%                     |
| Not Disclosed  | 2.06%                | -                         |
| Others         | 1.84%                | 3.89%                     |

Note: Some plants in the Americas do not disclose nationality in accordance with local regulations. Other plants include those from 28 other countries, including Brazil, Myanmar, and Nepal.

### 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.



## 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

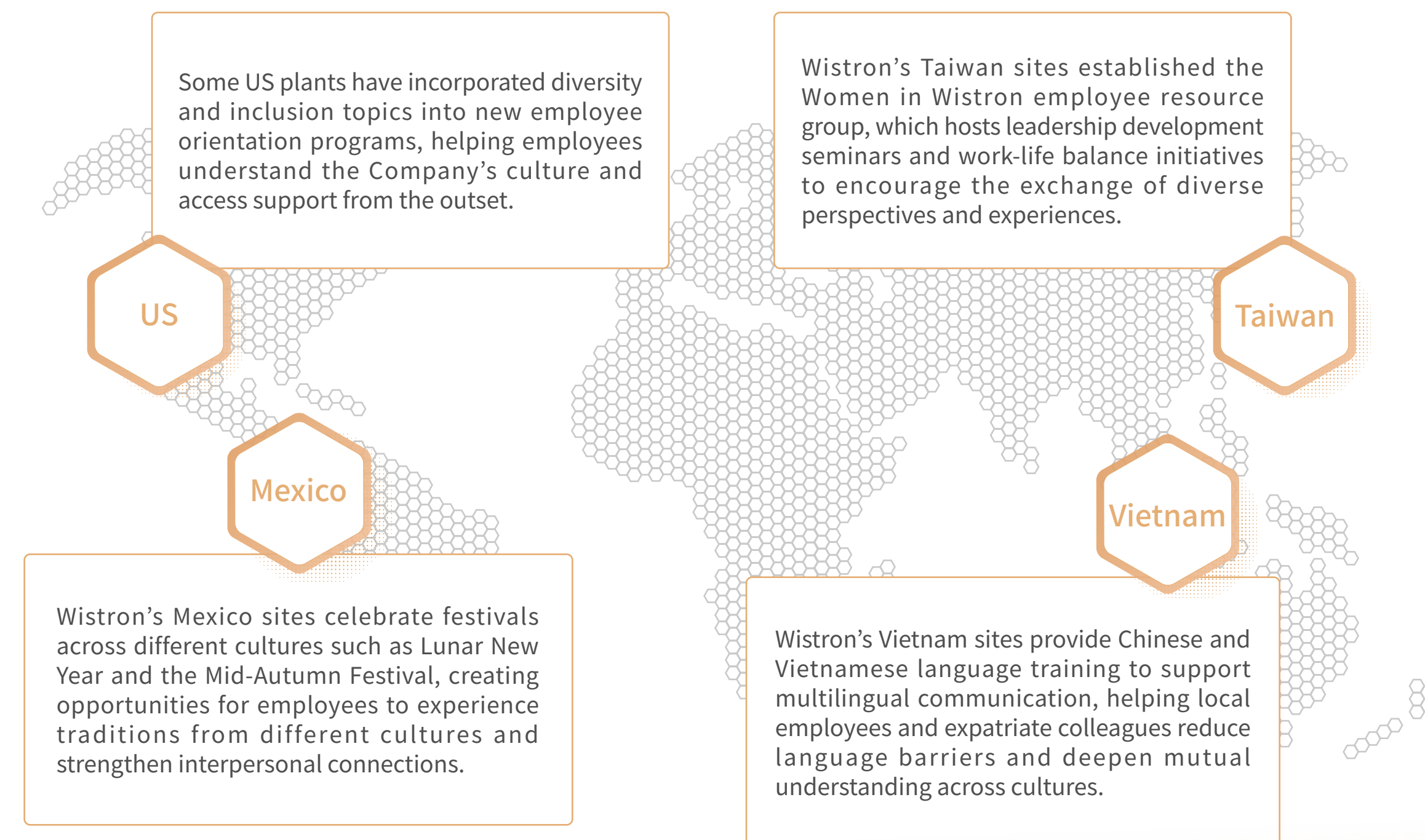
At Wistron, we promote our Human Rights Policy globally, ensuring that all employees have equal opportunities in recruitment, compensation, and promotion. We also enforce anti-discrimination and anti-harassment policies and reported zero cases of major violations in 2025. In Taiwan, recognizing employees' needs for family care and stability, we further optimized related policies by taking into account broader trends and feedback from employee surveys 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 provides a variety of DEI learning resources for employees worldwide. A series of online DEI courses, including The Power of Believing You Can Improve, Speak Up: Building Workplace Resilience, Inclusive Communication: Dialogue Begins with Understanding, and Inclusive Mindsets: New Possibilities for Team Collaboration, were developed to support cross-cultural learning and strengthen employees' ability to communicate and collaborate effectively. For human resource professionals globally, Wistron also designed the Shaping and Promoting a DEI Workplace Culture course to deepen understanding of the importance of DEI throughout the employee lifecycle—from recruitment and development to retention. Through practical application cases, the course helps promote a fair and inclusive workplace environment and supports sustainable talent development.

## Localized support measures

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



## Spotlight

### Collective Wedding at Wistron Mexico Supports Employees Through Major Milestones

In Mexico, marriage registration procedures are administered through multiple government agencies and require a range of administrative processes and supporting documentation. The associated time, costs, and information barriers can make legal marriage registration difficult for many working families. As a result, some couples living together may delay formal registration due to administrative and economic barriers, which can affect their access to healthcare coverage, social benefits, and family-related legal protections.

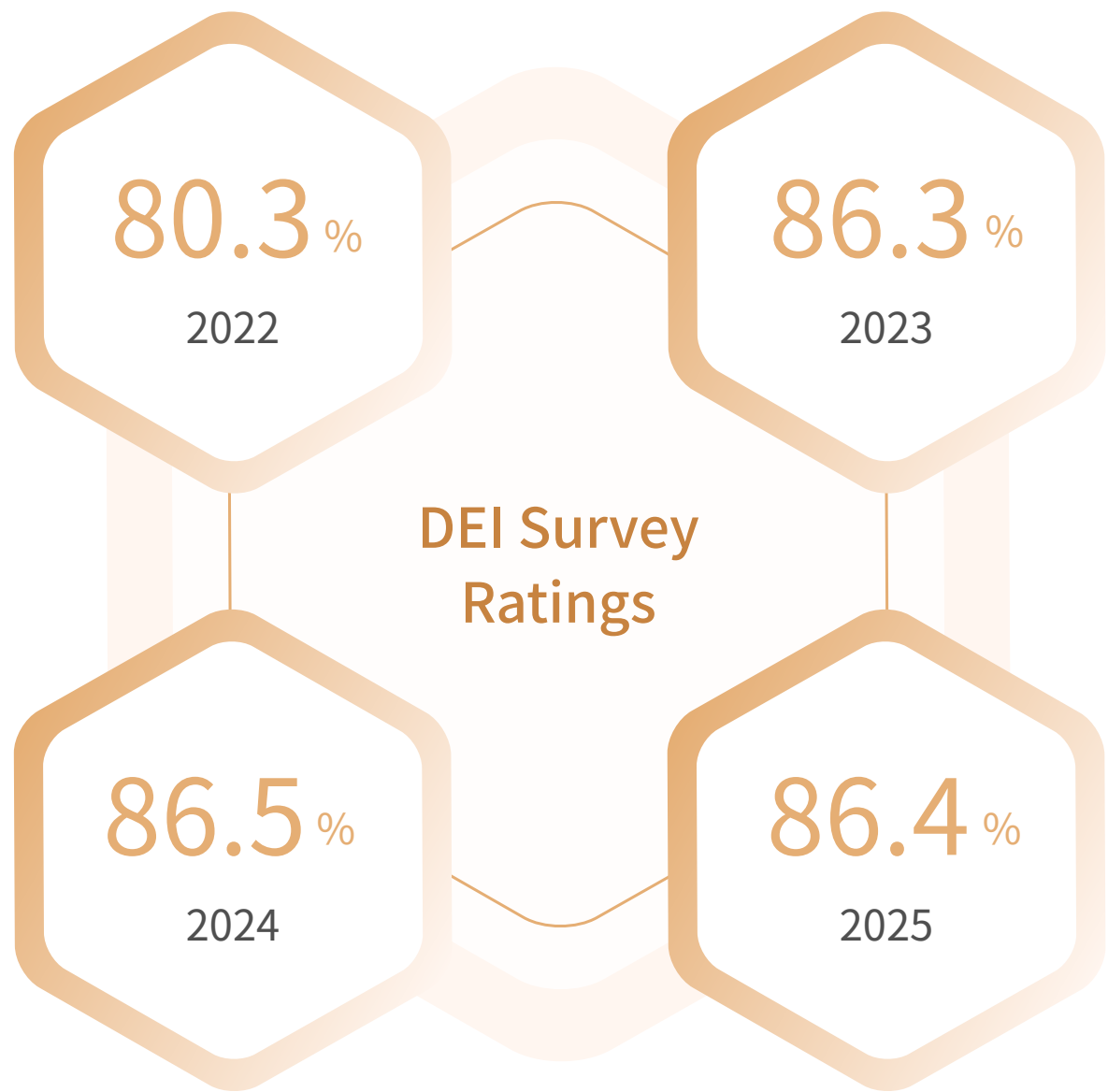
As part of its long-standing commitment to employee and family well-being, Wistron developed the Collective Wedding Program as an ongoing employee support initiative aimed at reducing administrative barriers to marriage registration. What began as a small support measure has evolved into a meaningful annual tradition as participation has grown over the years. In 2025, a total of 44 couples completed their legal marriage registration through the program.

In partnership with local civil registration authorities and community organizations, Wistron's Mexico site provides on-site legal registration services, document application assistance, and official certification support. The event also includes professional hosts, childcare arrangements, and family reception services, ensuring both a meaningful ceremony and opportunities for family participation. By facilitating legal marriage registration, the program helps employees and their families improve access to healthcare benefits, social security, and family-related protections, contributing to greater family stability and a stronger sense of security. When employees and their families feel supported and valued, it also strengthens employees' sense of belonging at Wistron and reinforces organizational cohesion.



Employee Diversity and Inclusion 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 2025, 86.4% of employees recognized Wistron’s DEI efforts. Surveys in the past three years show that Wistron has made steady progress in the DEI dimension.



Diverse Workforce

To build a diverse and friendly workplace, Wistron continues to monitor workforce demographics, using data to close gaps and drive continued progress.

Female Employees

In the area of gender equity, to further accelerate the advancement of women in the technology industry, our goal for 2030 is to reach 27% women in management positions, 24% women in STEM positions, and 40% women employees overall as part of our efforts to help women in technology realize their potential.

| Item                                                          | 2022   | 2023   | 2024   | 2025   |
|---------------------------------------------------------------|--------|--------|--------|--------|
| Percentage of female employees                                | 36.67% | 36.87% | 38.88% | 39.24% |
| Percentage of female in management positions                  | 24.80% | 24.71% | 25.65% | 26.29% |
| Percentage of female in junior management positions           | 32.04% | 30.76% | 32.04% | 31.04% |
| Percentage of female in top management positions              | 13.71% | 15.18% | 17.59% | 18.11% |
| Percentage of female managers in revenue generating functions | 37.38% | 43.96% | 43.32% | 41.41% |
| Percentage of females in STEM positions                       | 24.47% | 21.82% | 22.47% | 22.88% |

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

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 take into account our employees’ physical conditions and capabilities when delegating work and strive to create a work environment that accommodates their specific needs.

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 Chongqing plant, Wistron developed a training mentorship program to offer one-on-one training and support, helping employees with needs perform their roles with confidence through hands-on guidance and support. At the Czech plant, sign language training courses were provided to help employees adapt to the workplace. 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 2025, employees with disabilities accounted for 0.74% of all global Wistron employees.

| Item                                      | 2022  | 2023  | 2024  | 2025  |
|-------------------------------------------|-------|-------|-------|-------|
| Percentage of employees with disabilities | 1.00% | 0.98% | 0.87% | 0.74% |

Spotlight

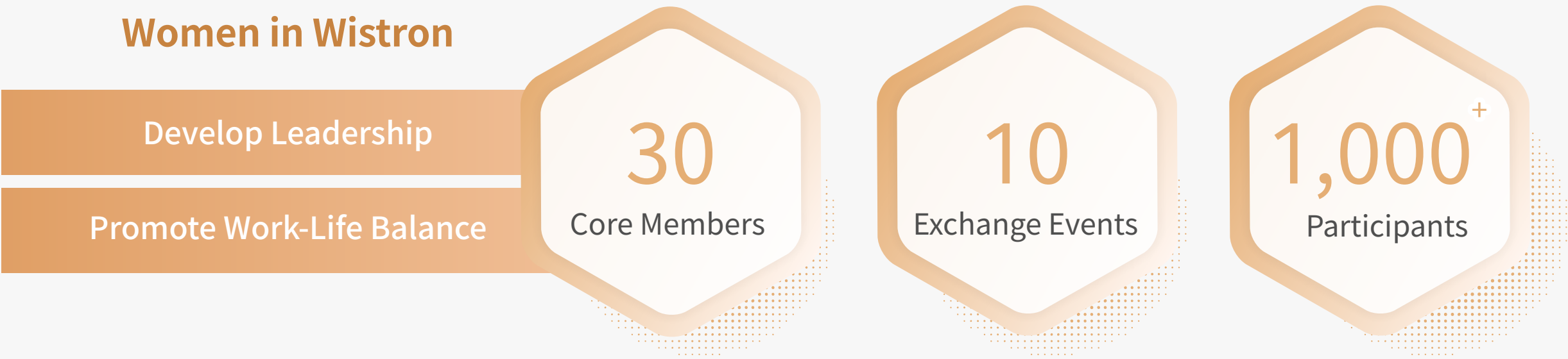
Women in Wistron (WiW)

Women in Wistron (WiW), Wistron’s employee resource group dedicated to supporting the growth and development of women, continued to focus on two core pillars in 2025: leadership development and work-life balance. Through a range of initiatives, WiW promotes professional growth and continuous learning among female employees.

As part of its leadership development efforts, WiW invited Chee Ching, President of Far EasTone, to share her career and leadership experiences, offering employees valuable insights from a diverse perspective. To further encourage internal dialogue, WiW also organized an internal women’s leadership panel featuring female managers from the R&D, sales, and manufacturing functions. Drawing on real workplace experiences, the panel provided employees with practical, first-hand insights. In addition, WiW organized an MBTI reading and discussion program for its core members, encouraging self-discovery while strengthening communication and collaboration among colleagues. Through these activities, participants gained valuable professional insights and personal inspiration throughout their exchanges.

In 2025, WiW organized a variety of networking and engagement activities, hosting a total of ten events and attracting more than 1,000 participants throughout the year. WiW also launched a membership recruitment initiative, successfully expanding its core team to more than 30 members. Looking ahead, WiW will continue to encourage core members to propose initiatives based on their own needs, with the leadership team consolidating and developing these ideas into future programs. These efforts will provide a strong foundation for WiW’s 2026 initiatives while continuing to build momentum for the advancement of women at Wistron.

Women in Wistron



Far EasTone President Chee Ching sharing her career and leadership experience



“Be Your Own Light” Women’s Leadership Dialogue



WiW Nova Recruitment Event

4.1.3 Talent Retention  
Compensation Policy

In line with Wistron's Six Sustainability Strategies (ESG 6-Pillar), including Labor Welfare, and to progressively fulfill its [Living Wage Commitment](#), 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. We believe that every employee has the right to earn a living wage that is sufficient to meet basic needs while providing a degree of discretionary income.

Wistron is committed to providing equal remuneration for employees 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 regularly engages external consultants to conduct market compensation benchmarking studies covering leading companies in the regions where its major operations are located. In addition, the Company references industry-wide compensation survey data and local economic indicators to assess compensation competitiveness and develop compensation strategies, ensuring that salary levels remain competitive.

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 Wistron's operational achievements and individual performance appraisal results, the higher the percentage of variable compensation in the overall salary structure. The annual bonus part of variable compensation is determined based on the Company's performance and with reference to prevailing market levels. The total bonus pool, as well as its allocation, is proposed by the Compensation Committee and approved by the Board of Directors prior to distribution. The performance appraisal 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. In addition, Wistron has established compensation measures that link rewards to Company performance, shareholder interests, and ESG performance indicators in order to recognize outstanding employees and retain key talent.

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. We also factor in local regulations, industry standards, as well as the business performance of operating locations when issuing bonuses. The salary conditions at major Wistron regions are detailed in the following table. Historical figures on number, average salary, and median salary for non-executive full-time employees in Taiwan can be found on the [Market Observation Post System](#).

Entry-Level Wage to Local Minimum Wage<sup>1</sup>

| Region     | Taiwan | China | Asia | Europe | Americas |
|------------|--------|-------|------|--------|----------|
| Percentage | 1.1    | 1.5   | 1.5  | 1.4    | 1.5      |

- Note:
1. Local minimum wage is based on local minimum wage regulations as of December 2025.
  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.
  4. Scope: subsidiaries that are manufacturing plants and after-sales service sites.

Compensation by Gender

| Item          | Level                | 2025<br>(Female : Male) |
|---------------|----------------------|-------------------------|
| Fixed Salary  | Senior managers      | 0.96:1                  |
|               | Management Level     | 0.94:1                  |
|               | Non-management Level | 1.00:1                  |
| Annual Salary | Senior managers      | 1.09:1                  |
|               | Management Level     | 0.96:1                  |
|               | Non-management Level | 0.96:1                  |

Note: Scope includes subsidiaries that are manufacturing plants and after-sales service sites.

Long-Term Incentives

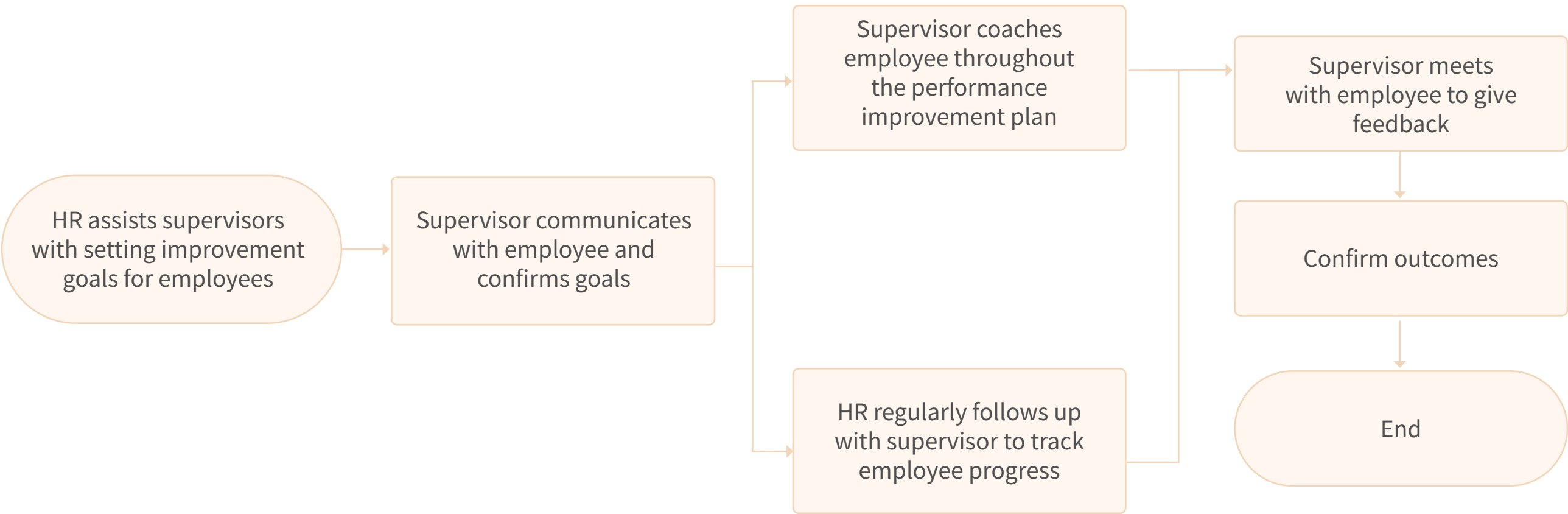
|                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <br>Measures | Wistron offers an “Employee Stock Ownership Trust” (ESOT) program. Under the provisions of the Employee Stock Ownership Trust 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 shares that will be held and managed by a financial institution in the stock ownership trust account. |
| <br>Scope    | 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. To achieve fair and reasonable performance management, Wistron implements a phased approach globally to promote diversified assessments. We also introduced a new performance management system. At the end of 2024, Wistron rolled out a unified performance management platform across all global locations, allowing additional reviewers to provide feedback on employees’ work and competencies, offering supervisors multi-dimensional references for their assessments and ensuring a more equitable and consistent management system. In 2025, 100% of employees regularly underwent appraisals.

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 improvement among employees and across departments. In 2025, improvement plans for employees had a 100% implementation rate. This initiative reflects Wistron’s commitment to employee development, ensuring we remain competitive in a dynamic market.



Multi-Dimensional Performance Appraisal System and Process

| Measures                       | Frequency       | Method                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Management by Objectives (MBO) | Twice a year    | Every year, Wistron organizes an annual kick-off meeting to explain the operational goals of the Company for the next year to all managers. Direct managers then communicate the goals to the employees to reach a consensus. The goal is therefore developed top-down to all units and individuals. While working toward goals, two-way performance communication and feedback are maintained regularly (mid-term/year-end) and when necessary. Performance appraisals are based on goal attainment and job performance during the mid-term and year-end formal appraisal.                                                                                                                                                                                                              |
| Multi-dimensional Assessment   | At least yearly | The following personnel are evaluated through multi-dimensional methods during performance appraisals in addition to the annual goal and competency performance indicators:<br>1. Global Section Managers & Above: “360-degree feedback” from subordinates, peers, and cross-department managers according to the 360-degree evaluation process.<br>2. Specific professionals: “180-to-360 Degree Feedback” on Wistron’s key talents from project managers and peers.                                                                                                                                                                                                                                                                                                                    |
| Team Assessment                | Twice a year    | 1. During the annual performance appraisal, the President will approve performance rating quotas for each business group based on its achievement rate. Groups with a high operational achievement rate will be awarded a higher ratio of Outstanding and Excellent to incentivize team performance.<br>2. Supervisors evaluate the performance of their staff based on their team’s performance, performance in project teams, and the individual results of each employee.                                                                                                                                                                                                                                                                                                             |
| Agile Assessment               | Ongoing         | Agile development teams set OKRs (Objectives and Key Results) aligned with their goals. Depending on project requirements, teams provide daily progress updates and conduct frequent weekly check-ins throughout the project cycle. Supervisors also maintain a continuous understanding of employees’ work status through regular and sporadic communication and meetings. They engage in ongoing discussions with their staff, enabling them to stay updated on their work performance. Additionally, supervisors conduct regular communication sessions with their team members during the annual goal-setting period and two performance appraisal periods. These interactions allow supervisors to stay informed about their staff’s work performance and achieve agile management. |

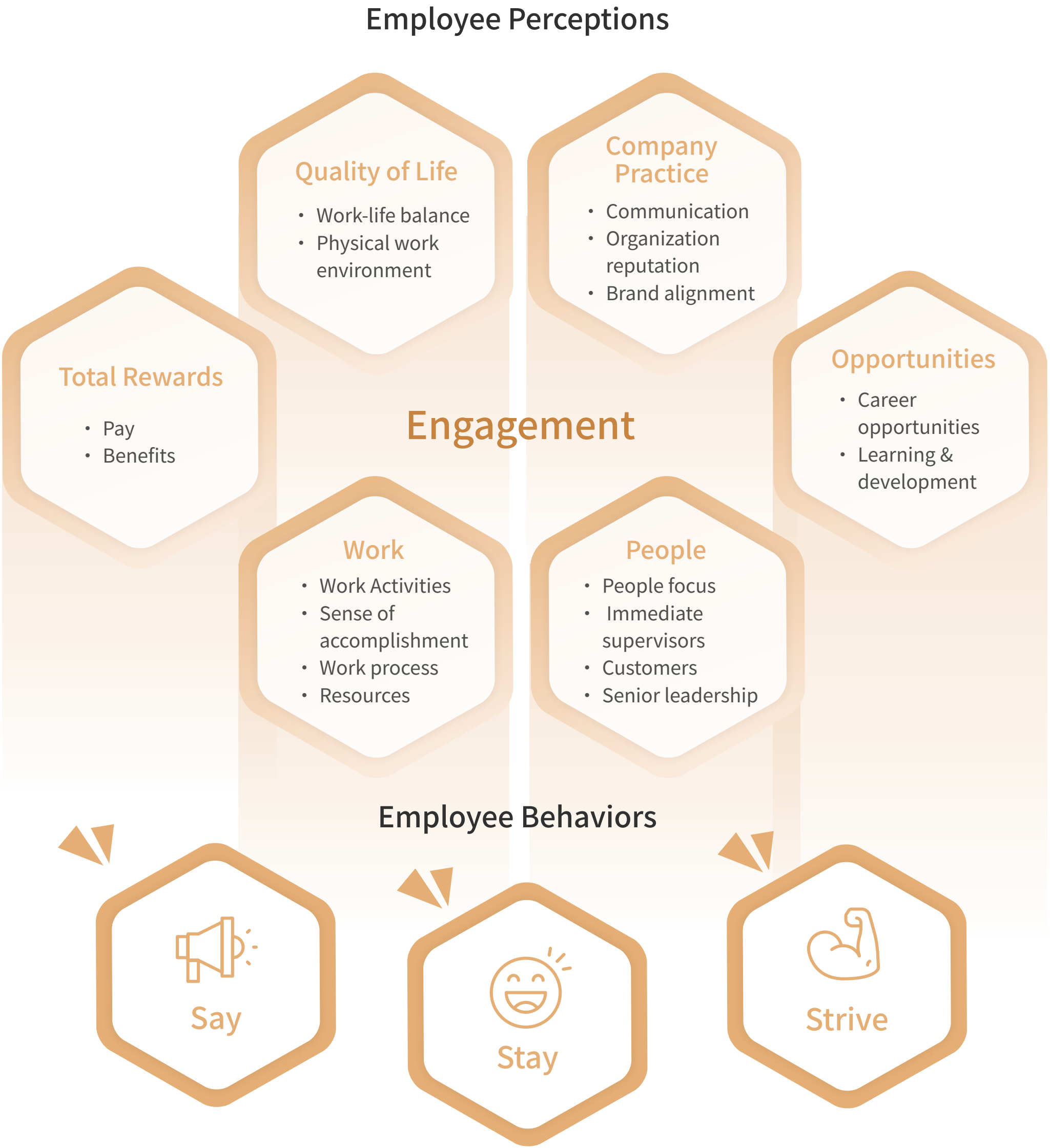
Global Employee Engagement Survey

Adhering to the business philosophy of actively caring for employees, Wistron values the voices and opinions of employees. Starting from 2021, we have surveyed the opinions of all employees across all plants and departments worldwide through a census conducted every one or two years, with 100% coverage. The goals, results, and analyses are then publicly disclosed. To ensure the reliability and reference value of the statistical analysis results, the target valid response rate for each survey is set at more than 80%. 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.

The survey framework consists of two dimensions: “Employee Perceptions” and “Employee Behaviors.” The Employee Perceptions dimension comprises six key categories: Quality of Life (work-life balance and physical work environment), Company Practices (communication, organization reputation, and brand alignment), Opportunities (career opportunities, learning and development), People (people focus, immediate supervisors, customers, and senior leadership), Work (work activities, work processes, sense of accomplishment, and resources), and Total Rewards (pay and benefits). Together, these six categories represent the primary drivers of employee engagement.

The Employee Behaviors dimension reflects the observable outcomes of employee engagement and includes three behavioral indicators: “Say,” “Stay,” and “Strive,” demonstrating employees’ level of organizational commitment and actions.

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.



2025 Employee Engagement Survey Results

In 2025, the company-wide survey result was 68.0%, with 78.4% for indirect employees and 61.6% for direct employees. All evaluation results showed slight improvements compared to the previous year. Among these, indirect employees continued to show upward trends in the “Strive” and “Stay” dimensions, while direct employees saw the largest increase in the “Income” dimension, which rose by 12.7%. Regarding the 2025 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.

| 2025               | Survey participants | Responses | Response rate | Survey results | Note         |
|--------------------|---------------------|-----------|---------------|----------------|--------------|
| Indirect employees | 18,516              | 16,359    | 88.4%         | 78.4%          | Engagement   |
| Direct employees   | 27,927              | 26,617    | 95.3%         | 61.6%          | Satisfaction |
| Total              | 46,443              | 42,976    | 92.5%         | 68.0%          |              |

| Year                | 2022   | 2023   | 2024   | 2025   |
|---------------------|--------|--------|--------|--------|
| Survey participants | 45,048 | 38,105 | 37,689 | 46,443 |
| Responses           | 41,053 | 35,672 | 34,467 | 42,976 |
| Response rate       | 91.1%  | 93.6%  | 91.5%  | 92.5%  |
| Survey results      | 62.4%  | 63.8%  | 65.6%  | 68.0%  |

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

| Factor           | Wistron employee engagement survey questions |                         |                                                                                                                                                      |                     |
|------------------|----------------------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
|                  | Main Dimension                               | Secondary Dimension     | Example Questions                                                                                                                                    | 2025 Survey results |
| Job satisfaction | Employee behaviors                           | Say                     | I will tell others that Wistron has a good working environment and working conditions.                                                               | 75.1%               |
|                  | Work                                         | Work activities         | I think the current job content is suitable for me.                                                                                                  | 80.7%               |
| 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). | 91.1%               |
|                  | 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.                                                                            | 81.7%               |
|                  | Work                                         | Sense of accomplishment | I can feel a sense of achievement in my current job.                                                                                                 | 76.6%               |
| Stress           | Quality of life                              | Work-life balance       | I can maintain a moderate balance between my current work and personal life.                                                                         | 75.7%               |
|                  | Work                                         | Work activities         | I can accept the current work intensity and overtime requirements.                                                                                   | 78.6%               |

Spotlight

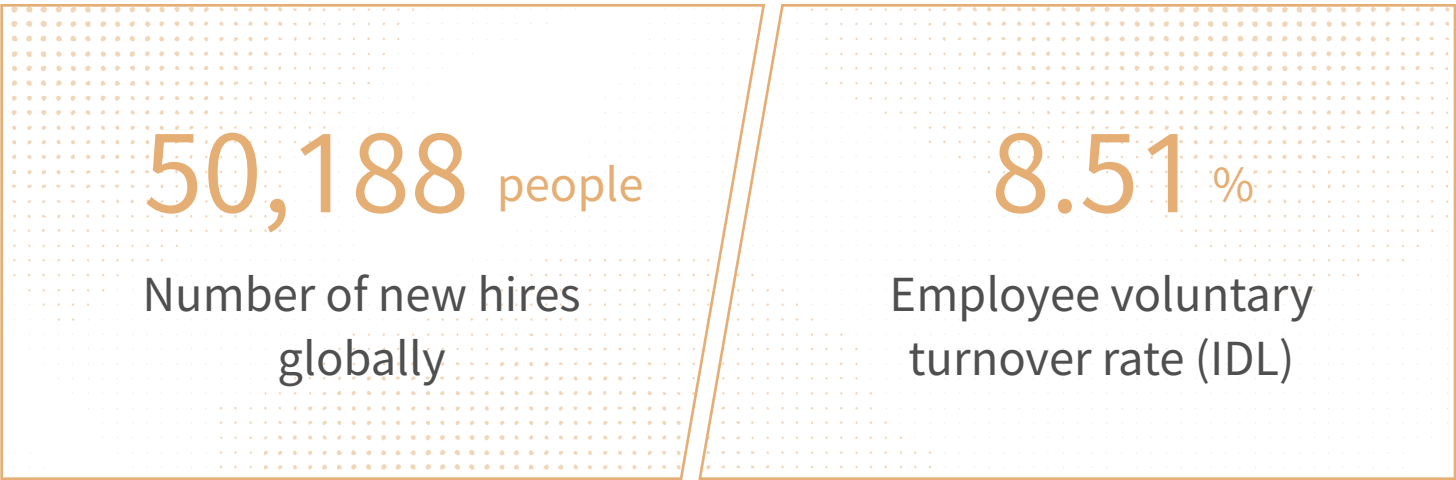
2025 Employee Care and Compensation Improvement Measures

- **Total Rewards:** The Mexico plant approved an increase in the bonus budget, while the Malaysia site conducted a compensation system survey, with the findings serving as the basis for the annual salary adjustment plan.
- **Quality of Life:** The Mexico site launched employee shuttle services. The Czech site focused on enhancing meal service quality. The Huaxi and Hsinchu sites implemented improvements to office and residential environments. Zhongshan and Kaohsiung Opto-Electronics planned family-oriented events, including family day activities, to help employees build positive connections between work and family life.
- **Opportunities:** The Zhongshan site established accelerated advancement pathways for high-performing technical employees. It also piloted and expanded job rotation and overseas assignment programs for indirect employees, providing broader exposure and opportunities for cross-functional growth.
- **People and Company Practice:** The Hsinchu, Malaysia, and Zhongshan sites organized initiatives such as Power Team and Town Hall sessions to create opportunities for direct dialogue between employees and senior management, strengthening internal communication and trust.



Employee Turnover

In 2025, the turnover rate for Wistron’s indirect employees was 8.51%, which translates to an average monthly turnover rate of 0.71%. 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 64% of the total employee count at the end of 2025. Consequently, the overall turnover rate for Wistron is significantly influenced by the turnover of direct employees. For more detailed statistics on employee turnover in 2025, please refer to [Appendix 6.1](#).



Reducing Employee Turnover Rate

In the current competitive talent landscape, retaining excellent employees and improving retention rates are crucial to a company's sustainability. 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.

| Type               | 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 basis 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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                    | 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 continues to foster a family-friendly workplace that enables employees to balance work and family responsibilities with peace of mind. Resources have been invested to enhance employee benefits and leave policies in response to employees’ evolving needs. In 2025, Wistron introduced an industry-leading Newborn Vaccination Leave, providing employees with newborn children the flexibility to accompany their children for vaccinations. In addition, for applications of less than 30 days of parental leave, seniority is calculated more favorably than regulatory standards, helping ensure that employees’ career development remains unaffected. Through these initiatives, Wistron strengthens employees’ sense of belonging and well-being while fostering greater team cohesion and engagement.</li><li>Additionally, the Company has established a transparent communication channel, 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> |
| Direct employees   | The rapid increase in customer orders has significantly increased production line demand, requiring direct employees to manage higher workloads and stress. This can contribute to physical and mental fatigue, affecting both job satisfaction and quality of life.               | 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. Through regular psychological counseling services and seminars on stress regulation, Wistron also assists employees in managing stress, anxiety, and other emotional challenges, helping them maintain sound mental health and meet their psychological and emotional needs. In addition, Wistron organizes a variety of sports competitions and Family Day activities that encourage employee participation in physical activities, promote physical and mental wellness, and strengthen interactions between employees and their families. These initiatives enhance employees’ sense of belonging and cohesion, helping reduce turnover associated with work-related stress or work-life imbalance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                    | Some foreign employees may find it challenging to adapt to a new living environment and may struggle to develop a sense of belonging. Language barriers and cultural differences can contribute to feelings of isolation, which may reduce their willingness to remain at Wistron. | To support foreign employees, Wistron provides prayer rooms, offers Filipino meal options, organizes cultural exchange activities, and delivers professional development programs for foreign talent. These initiatives help strengthen employees’ sense of belonging and reduce turnover caused by challenges adapting to a different culture.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

Through a diverse range of talent retention initiatives, Wistron continues to strengthen employees’ sense of belonging and career fulfillment. Going forward, we will leverage employee engagement insights to continuously refine our retention strategies across regions, ensuring that every employee receives the support and opportunities needed to grow and thrive.

| Employee Turnover Statistics |                    | 2022   | 2023   | 2024   | 2025   |
|------------------------------|--------------------|--------|--------|--------|--------|
| Total Turnover (%)           |                    | 50.57% | 35.25% | 27.43% | 25.03% |
| Gender                       | Male               | 54.35% | 35.79% | 28.70% | 26.82% |
|                              | Female             | 43.98% | 34.32% | 25.44% | 22.27% |
| Age                          | <30                | 69.02% | 51.38% | 41.02% | 38.95% |
|                              | 30-50              | 34.14% | 24.35% | 18.34% | 14.49% |
|                              | Over 50            | 9.11%  | 15.89% | 15.74% | 10.43% |
| Region                       | Taiwan             | 15.49% | 14.98% | 13.43% | 10.37% |
|                              | China              | 63.84% | 44.12% | 38.72% | 32.88% |
|                              | Asia               | -      | 41.00% | 28.53% | 32.84% |
|                              | Europe             | 23.90% | 13.29% | 12.57% | 29.11% |
|                              | Americas           | 57.49% | 47.21% | 18.11% | 20.74% |
| Category                     | Direct employees   | 71.77% | 49.46% | 39.07% | 32.65% |
|                              | Indirect employees | 19.42% | 16.20% | 11.57% | 11.58% |

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

| Employee Turnover Statistics |                    | 2022   | 2023   | 2024   | 2025   |
|------------------------------|--------------------|--------|--------|--------|--------|
| Voluntary Turnover (%)       |                    | 38.87% | 27.27% | 22.82% | 17.83% |
| Gender                       | Male               | 41.51% | 28.19% | 24.91% | 18.94% |
|                              | Female             | 34.26% | 25.70% | 19.55% | 16.12% |
| Age                          | <30                | 53.11% | 41.56% | 36.56% | 26.16% |
|                              | 30-50              | 26.24% | 17.94% | 14.27% | 12.01% |
|                              | Over 50            | 5.98%  | 5.17%  | 4.23%  | 4.55%  |
| Region                       | Taiwan             | 14.08% | 9.39%  | 8.21%  | 6.81%  |
|                              | China              | 48.77% | 36.11% | 33.63% | 22.13% |
|                              | Asia               | -      | 23.72% | 26.64% | 26.07% |
|                              | Europe             | 3.41%  | 3.15%  | 3.83%  | 5.17%  |
|                              | Americas           | 48.52% | 43.77% | 14.70% | 17.00% |
| Category                     | Direct employees   | 55.61% | 40.23% | 32.99% | 23.11% |
|                              | Indirect employees | 14.26% | 9.91%  | 8.97%  | 8.51%  |

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

4.1.4 Human Resource Technologies

Since launching its digital transformation initiative in 2014, Wistron’s human resource technology roadmap has evolved from process automation to data-driven smart decision-making. Guided by the development principles of standardization, digitalization, automation, and intelligence, Wistron continues to enhance employee experience and organizational effectiveness. In 2025, the Company focused on two core strategies: empowering the employee experience and making data-driven talent decisions. Through expanded applications of Generative AI (Gen AI) and the development of a global Talent Management System, Wistron is progressively advancing precision talent management across recruitment, deployment, development, and retention, ensuring the organization maintains its sustainable talent competitiveness through agile response. Looking ahead, Wistron will continue to strengthen its global skills database, combining annual skills assessments with Gen AI analytics to help managers systematically identify high-potential talent. At the same time, the Company will integrate and recommend personalized learning resources to build a sustainable talent development ecosystem that supports the right talent in the right roles.



Key Achievements in 2025

1. Building a talent operations hub to put the right people in the right roles

To address the long-standing challenges of fragmented talent information and the lack of quantifiable skills data, Wistron officially launched its integrated Talent Management System in 2025 as the centralized decision-making platform for global talent management.

- **360° Talent Profile:** Completed cross-system information integration and launched the system globally in June. Managers can view comprehensive information on subordinate positions, performance, and potential on a single platform, breaking down information silos and improving data query efficiency by 83%.
- **Skills Quantification and Team Assembly:** Wistron completed skills mapping for three major R&D job functions and plans to launch formal skills assessments in 2026 to quantify employee proficiency levels. Moving forward, managers will be able to use a skills search function to quickly identify suitable employees, accelerating project team assembly and workforce capability analysis.
- **Stay Interviews:** A stay interview module has been developed that leverages Gen AI to generate personalized interview questions. This helps managers focus on key issues during stay interviews, improving both their accuracy and efficiency.



83 %  
Improvement  
in Data Query  
Efficiency

2.Gen AI empowerment: From administrative support to deep insights

Wistron continues to expand the application of Gen AI, moving beyond standardized processes toward personalized services and advanced analytics.

- **HR Knowledge Base:** Covering HR administration, recruitment, training, attendance, and performance management, the platform allows employees to ask questions through Wistron’s internal GPT assistant, Columbus (e.g., leave policy inquiries), and receive accurate responses instantly, enabling 24/7 employee self-service.
- **Automated Interview Summaries:** Gen AI-powered real-time interpretation and summary generation have been incorporated into the exit interview process. This allows HR personnel to focus on meaningful employee conversations while AI handles documentation, resulting in a 67% improvement in interview process efficiency.

Automated Interview Summaries  
Improved Interview Efficiency by 67 %



3. Enhanced recruitment experience: Global Aptitude Testing System

To overcome the limitations of administering aptitude tests globally through Forms and RPA tools, Wistron developed a dedicated assessment website that provides a unified global assessment portal and backend management.

- **Real-Time Multilingual Reports:** After candidates complete assessments online, the system generates multilingual reports instantly, eliminating previous delays and language limitations.
- **Global Rollout Results:** Since its launch, the system has generated 9,775 assessment reports and has been successfully implemented at five overseas sites. Rollout is planned for Malaysia and Mexico in 2026, laying the foundation for global aptitude analytics and role-based benchmarking standards.



Generated 9,775 Assessment Reports

## 4.2 Human Capital Development

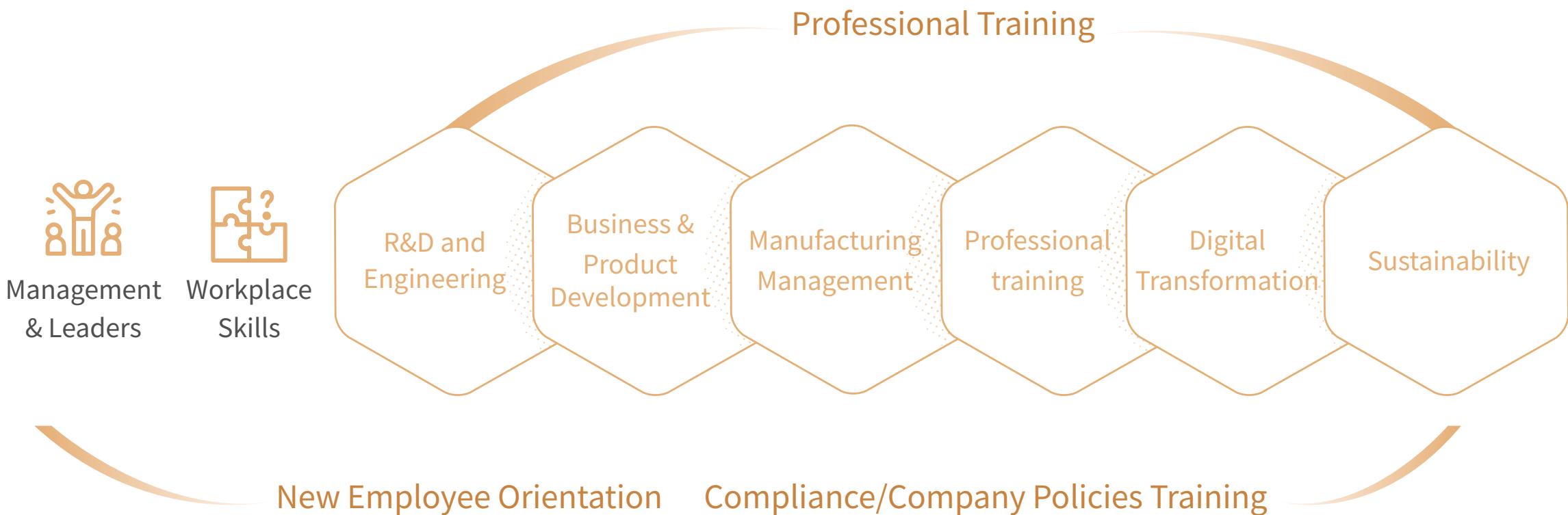
Guided by an altruistic management philosophy, Wistron actively embraces challenges and pursues continuous innovation to respond to future changes. Under the vision of “Sustainability through Innovation,” Wistron is committed to talent cultivation, embedding our four core values of Customer Focus, Integrity, 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 Wistron 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.

#### Wistron’s Talent Development Framework



As Wistron’s global operations continue to expand, the demand for talent development has grown as well. To maintain competitiveness in a rapidly evolving market environment, Wistron continues to strengthen its human capital development framework. Driven by growth in the global workforce, total training hours increased by 56.54% in 2025, reaching 2,995,562.71 hours, with an average of 51.33 training hours per employee. Total annual investment in training amounted to NT\$142 million, representing an average training expenditure of NT\$2,422 per employee.

#### 2025 Training Outcomes



#### 2022-2025 Training Expenses

| Year                               |          | 2022       | 2023        | 2024        | 2025        |
|------------------------------------|----------|------------|-------------|-------------|-------------|
| Total employee training expenses   |          | NT\$135M   | NT\$98M     | NT\$99M     | NT\$142M    |
| Average employee training expenses |          | NT\$2,857  | NT\$2,348   | NT\$2,183   | NT\$2,422   |
| Total employee training hours      | Direct   | 2.7M hours | 1.31M hours | 1.36M hours | 2.29M hours |
|                                    | Indirect | 0.4M hours | 0.41M hours | 0.55M hours | 0.69M hours |
|                                    | Total    | 3.1M hours | 1.72M hours | 1.91M hours | 3M hours    |
| Average employee training hours    | Direct   | 96 hours   | 54 hours    | 51 hours    | 61 hours    |
|                                    | Indirect | 21 hours   | 23 hours    | 29 hours    | 33 hours    |
|                                    | Average  | 66 hours   | 41 hours    | 42 hours    | 51 hours    |

Note :

1. Training expenses are denominated in New Taiwan Dollars (NTD).
2. Training participants include formal and contract employees.
3. The scope includes manufacturing operations, after-sales service entities, and other subsidiaries, including Wistron Medical Technology Corporation, AiSails Power Inc., International Standards Laboratory Corp., Abilliant Corporation, WiAdvance Technology Corporation, and Wiedu Corporation.

Global Employee Training Hours

| Region   | Female Employees     |                        | Male Employees       |                        | Others               |                        |
|----------|----------------------|------------------------|----------------------|------------------------|----------------------|------------------------|
|          | Total Training Hours | Average Training Hours | Total Training Hours | Average Training Hours | Total Training Hours | Average Training Hours |
| Taiwan   | 281,561.85           | 42.84                  | 388,240.31           | 37.63                  | -                    | -                      |
| China    | 452,392.39           | 60.18                  | 877,164.45           | 67.67                  | -                    | -                      |
| Asia     | 303,689.67           | 50.54                  | 491,187.35           | 56.88                  | -                    | -                      |
| Americas | 73,763.34            | 30.26                  | 87,398.88            | 27.02                  | 10.31                | 1.72                   |
| Europe   | 18,599.53            | 38.43                  | 23,056.40            | 50.01                  | -                    | -                      |
| Global   | 1,130,006.78         | 49.09                  | 1,867,047.39         | 52.43                  | 10.31                | 1.72                   |

Note: The “Others” column includes non-binary or undisclosed data.

| Employee Type | Direct |                                                | Indirect                                       |  |
|---------------|--------|------------------------------------------------|------------------------------------------------|--|
|               | Region | Total Training Hours<br>Average Training Hours | Total Training Hours<br>Average Training Hours |  |
| Taiwan        |        | 403,019.51<br>62.03                            | 266,782.65<br>25.67                            |  |
| China         |        | 1,094,597.79<br>75.14                          | 234,959.05<br>39.74                            |  |
| Asia          |        | 632,545.08<br>55.25                            | 162,331.94<br>50.81                            |  |
| Americas      |        | 135,337.04<br>29.98                            | 25,835.49<br>22.18                             |  |
| Europe        |        | 30,241.29<br>45.34                             | 11,414.64<br>41.06                             |  |
| Global        |        | 2,295,740.71<br>60.90                          | 701,323.77<br>33.49                            |  |

| Management Level | 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           | 1,455.81             | 11.65                  | 6,152.37             | 16.63                  | 38,502.28            | 32.27                  | 623,691.70           | 41.12                  |
| China            | 319.39               | 39.92                  | 1,705.41             | 29.40                  | 65,703.55            | 53.64                  | 1,261,828.49         | 65.76                  |
| Asia             | 167.89               | 41.97                  | 872.14               | 36.34                  | 21,072.30            | 44.55                  | 772,764.69           | 54.64                  |
| Americas         | 79.19                | 11.31                  | 495.58               | 14.16                  | 6,952.86             | 23.33                  | 153,644.90           | 28.79                  |
| Europe           | 44.06                | 44.06                  | 194.10               | 38.83                  | 3,225.72             | 44.19                  | 38,192.05            | 44.10                  |
| Global           | 2,066.34             | 14.25                  | 9,419.60             | 19.15                  | 135,456.71           | 41.53                  | 2,850,121.83         | 52.08                  |

Note: Senior management includes managerial positions above the BU level.

| Training 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        | 206,433.07           | 25.12%     | 200,301.39           | 18.73%     | 21,536.07            | 27.04%     | 241,531.63            | 23.54%     |
| China         | 399,708.99           | 48.64%     | 540,466.49           | 50.53%     | 47,617.28            | 59.78%     | 341,764.08            | 33.31%     |
| Asia          | 176,345.84           | 21.46%     | 200,581.00           | 18.75%     | 6,528.96             | 8.20%      | 411,421.22            | 40.10%     |
| Americas      | 29,634.32            | 3.61%      | 103,897.96           | 9.71%      | 2,281.82             | 2.86%      | 25,358.43             | 2.47%      |
| Europe        | 9,583.71             | 1.17%      | 24,379.12            | 2.28%      | 1,685.21             | 2.12%      | 6,007.89              | 0.59%      |
| Global        | 821,705.93           | 27.42%     | 1,069,625.96         | 35.69%     | 79,649.34            | 2.66%      | 1,026,083.25          | 34.24%     |

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 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 strategy, training, and performance management.



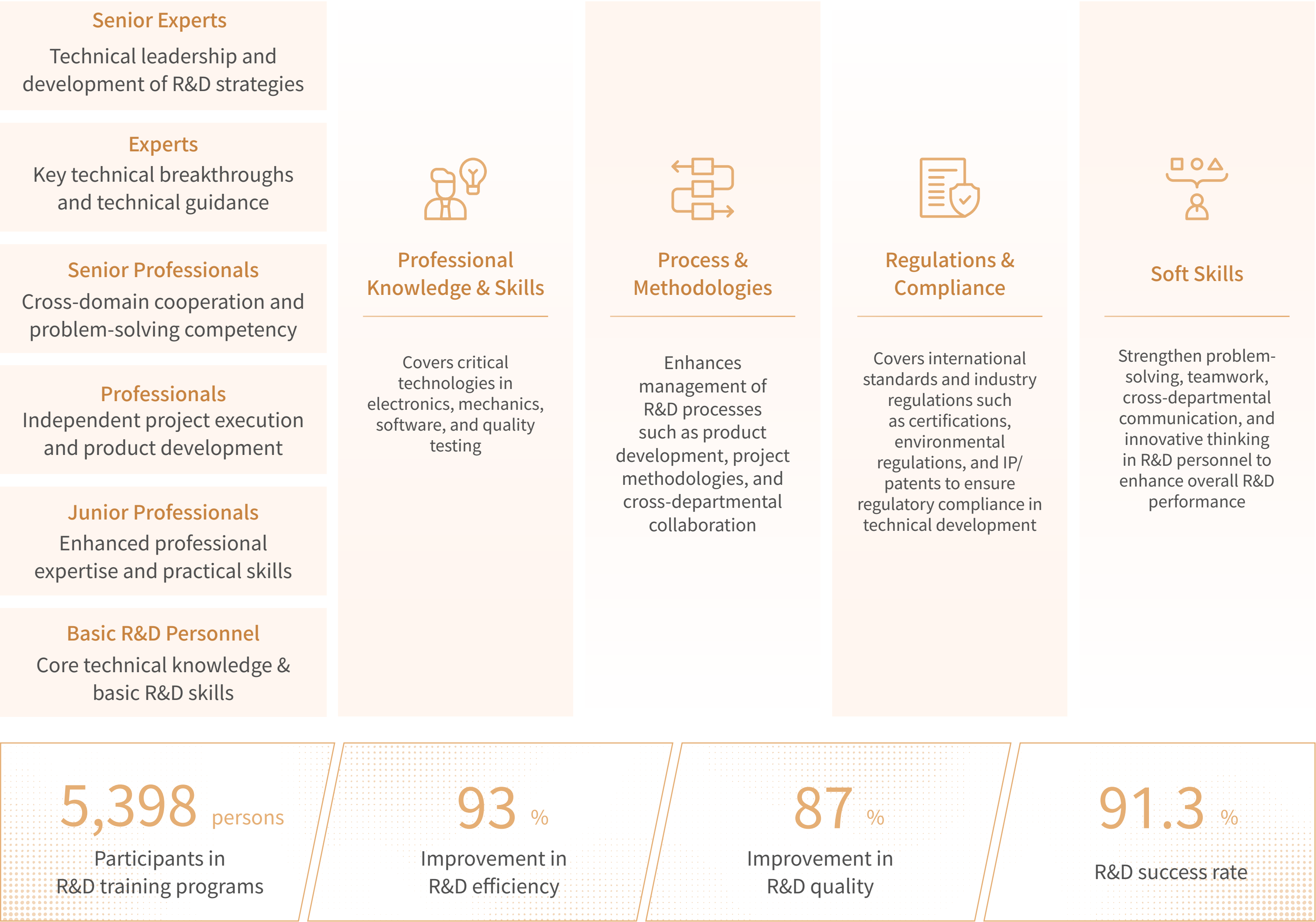
Talent Strategy I | Strengthen Business Innovation & Resilience

1-1 Establish R&D Learning Roadmap

At Wistron, “continuous innovation and forward-looking development” is at the core of developing R&D talent. An Education and Training Committee, composed of management, oversees the implementation of systematic learning and development programs to ensure that R&D employees have access to relevant and comprehensive learning resources throughout different technical domains and career stages. The training framework covers key technical domains, including hardware, mechanical engineering, software, and quality testing, while also integrating process management, regulatory requirements, and soft-skills development. This approach supports employees in building on their technical expertise and progressing toward advanced and expert-level capabilities.

In 2025, Wistron introduced more than 200 new professional courses, with a total of 5,398 training participants, representing a 68% increase compared with 2024. Total learning hours reached 22,325.05 hours, an increase of 28% year over year. By combining professional training programs with digital transformation initiatives and team coaching, R&D personnel contributed to the development of 81 AI-powered R&D projects by the end of 2025. These efforts resulted in a 93% improvement in R&D efficiency, an 87% improvement in R&D quality, and an R&D success rate of 91.3%. Rework and repeated modifications were significantly reduced, improving project execution efficiency while lowering unnecessary development costs. To promote continuous knowledge sharing and the dissemination of technical achievements, Wistron regularly hosts R&D technology and digital transformation sharing sessions, encouraging employees to exchange practical experience across projects and disciplines. In 2025, voluntary participation reached 940 attendees, a 44% increase over 2024, with an average satisfaction score of 4.46 out of 5.

Development Roadmap for R&D Talent



1-2 Nurture Sustainability Talent

Wistron continues to advance sustainability talent training initiatives, leveraging our ESG Sphere training, which adheres to the Six Sustainability Strategies (ESG 6-Pillar), including Sustainable Supply Base, Green Products, Recycling, Decarbonization, People with Purpose, and Labor Welfare. In 2025, we trained a total of 26,993 participants, which is a 52% growth from 2024. Participants engaged in 20,084.28 learning hours, a 127% increase from 2024, and reported a learning satisfaction of 4.2 (out of 5).

To accelerate the development of green manufacturing capabilities, Wistron focused its 2025 training efforts on carbon footprint management and decarbonization. Course topics included carbon footprint interpretation and international standards (ISO 14067), the EU Ecodesign for Sustainable Products Regulation (ESPR), SBTs and net-zero pathways, carbon management strategies and trends, and Wistron’s Product Carbon Footprint (PCF) system. These programs not only address global carbon management trends but also strengthen the Company’s overall carbon management capabilities.

Through the WiZero program, Wistron continues to advance company-wide decarbonization efforts, which are now well established across the organization. In mid-2025, we achieved multiple important milestones: completed carbon inventories at 23 supplier plants in Taiwan, jointly advanced 46 energy-saving and carbon-reduction projects with suppliers; introduced green electricity offsetting 15,121 metric tons of carbon emissions; achieved 5.14 million kWh of electricity savings through autonomous energy conservation; and successfully introduced 50% recycled materials into component applications. Wistron was also recognized with the 2025 Taiwan Corporate Sustainability Award (TCSA), further demonstrating its achievements in low-carbon transformation and sustainability governance.



2025 TCSA (Taiwan Corporate Sustainability Award)

1-3 Build Energy-saving & Waste Reduction Consensus

In support of its sustainability strategy, Wistron regards energy conservation and carbon reduction as key corporate responsibilities and continues to advance these efforts through structured training programs. In 2025, Wistron delivered professional training programs across its global operations covering energy management, water conservation, and waste reduction, reaching 47,904 participants, a 42% increase compared with 2024. Total learning hours reached 48,972.12 hours, representing 74% year-over-year growth.

Training covers three key areas: the ISO 50001 Energy Management System, which helps sites optimize energy efficiency; ISO 14064-1 greenhouse gas inventory and quantification, which strengthens carbon accounting and emissions reduction capabilities; and the UL 2799 Zero Waste to Landfill Standard, which promotes resource recycling and waste reduction while minimizing environmental impacts. Through these programs, Wistron continues to strengthen employee awareness of sustainability issues while supporting the implementation of smart energy management systems and data-driven monitoring mechanisms, ensuring that energy-saving and carbon-reduction performance remains measurable and continues to improve.

Key energy-saving results from manufacturing in 2025 included 12.5111 million kWh of electricity savings, 66,566.4 m³ of water savings, and a total of 1,432.73 metric tons of waste reduction (including recycling, waste reduction, and other efforts). All plants continue to enhance energy and resource efficiency while integrating climate risk governance and hazardous substance management to steadily advance our carbon and waste reduction goals, progressing toward resilient, low-carbon smart manufacturing.



### 1-4 Develop Quality & Operations Experts

Guided by a commitment to operational excellence and continuous improvement, Wistron continues to strengthen its global manufacturing and quality management capabilities. In 2025, the training model was comprehensively upgraded with the addition of online learning channels alongside existing classroom-based programs, providing employees with greater flexibility and convenience. This enables colleagues across global sites to tailor their learning schedules and formats to their needs, further strengthening collaboration across regions. The training framework covers four key areas: foundational quality training helps new employees quickly master standard processes and problem-solving techniques; quality expert programs focus on advanced topics to develop strong professional expertise and drive quality innovation; lean manufacturing training emphasizes process optimization and operational efficiency; and knowledge management programs promote knowledge sharing and experience transfer through structured systems and continuous improvement initiatives, fostering a culture of continuous learning.

In 2025, the program trained 3,186 participants, delivering a total of 7,580 learning hours, with an average participant satisfaction score of 4.7 (out of 5). By the end of 2025, Wistron’s expert talent pool comprised 369 manufacturing experts and 82 quality management experts. The impact of these programs has delivered measurable business value. Through continuous improvement initiatives, Wistron generated NT\$824.5 million in operational cost savings and reduced waste-related costs by a further NT\$35 million, helping minimize resource consumption. In addition, Wistron’s innovative integration of knowledge management and AI applications through its WiKM platform earned the Company the ISO Plus Awards – Knowledge Management Excellence Award for the third consecutive year in 2025, marking its third straight year of recognition.

### Framework for Developing Quality & Operations Expert



| Course Category               | Learning Objectives                                                                                                                                                                                                                                                                                                                                             | Course Topics                                                                                                                                                                                                                       |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Foundational Quality Training | <ul style="list-style-type: none"><li>Promote the adoption of fundamental quality management tools and problem-solving methodologies to enhance process stability and continuous improvement capabilities</li><li>Develop innovative thinking and business communication skills to strengthen proposal development and cross-functional collaboration</li></ul> | Seven Quality Management Tools (QC 7 Tools), Problem Analysis & Better Proposals, Inventive Problem Solving (TRIZ), Reports & Presentations                                                                                         |
| Lean Manufacturing Training   | <ul style="list-style-type: none"><li>Build understanding of core lean manufacturing principles and tools to improve production efficiency and resource utilization</li><li>Strengthen abnormality management and standardized work practices to support continuous improvement and cost optimization</li></ul>                                                 | Lean Production Principles, Process Optimization and Efficiency Enhancement, Single-Minute Exchange of Die (SMED), OEE (Overall Equipment Effectiveness) and Abnormality Management, Standard Operations and Error Prevention, etc. |
| Quality Expert Training       | <ul style="list-style-type: none"><li>Master international quality standards and six major quality tools to enhance process analysis and risk prevention capabilities</li><li>Strengthen data analysis and quality improvement techniques to ensure manufacturing process stability and continuous improvement</li></ul>                                        | Quality Management System, Six Major Quality Tools (SPC, MSA, PFMEA), Process Risk Analysis and Prevention, International Quality Standards (IATF), etc.                                                                            |
| Knowledge Management Training | <ul style="list-style-type: none"><li>Master knowledge document structuring and content optimization techniques to enhance document management and presentation quality</li><li>Apply knowledge management tools and AI applications to promote cross-departmental knowledge sharing and innovation in the organization</li></ul>                               | Knowledge Management Strategy, Document Structuring and Content Optimization, File Management and Evaluation, AI Application in Knowledge Management, etc.                                                                          |

## 1-5 Establish a Manufacturing Talent Development Framework

Wistron continues to strengthen the professional capabilities of its global manufacturing workforce through the implementation of a Development Roadmap for Manufacturing Talents. Overseen by the training committee, the roadmap integrates training programs, performance indicators, and resource allocation to ensure alignment between talent development strategies, operational needs, and long-term workforce transformation goals. Tailored learning pathways have been developed for different job families, covering professional functions such as product testing, quality verification, equipment maintenance, warehouse systems, process management, and R&D technical support, with a total of 926 courses available. In addition to establishing consistent competency standards, the roadmap supports cross-functional capability development, helping employees adapt to evolving job requirements driven by manufacturing transformation and technological advancement while reducing skills gaps. Within this framework, the Skills Certification Program serves as a core development mechanism, enabling employees to advance through certification-based learning pathways aligned with technical complexity and professional depth. This approach enhances skill transferability and career flexibility while supporting long-term career development. In 2025, a total of 10,565 training participants completed 146,523.9 learning hours, while the retention rate for technical employees exceeded 70%, demonstrating a positive cycle between skills development, career support, and talent retention. These efforts further support sustainable manufacturing, low-carbon transformation, and Wistron’s long-term competitiveness.

| Kirkpatrick’s Four-Level Training Evaluation Model   Strengthen Business Innovation & Resilience |                               |                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------------------------|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Project                                                                                          | Target Trainees               | Level 1 Reaction & Level 2 Learning                                                                                                    | Level 3 Behavior                                                                                                                                                                                                                                                                                                                                                          | Level 4 Results                                                                                                                                                                                                                                                                                        |
| Establish R&D Learning Roadmap                                                                   | Formal and contract employees | <ul style="list-style-type: none"><li>5,398 participants trained</li><li>22,325.05 learning hours</li></ul>                            | <ul style="list-style-type: none"><li>81 smart automation R&amp;D projects developed</li><li>940 participants signed up for the RD Tech and Digital Transformation Sharing Sessions, a 44% increase in participation; average satisfaction score: 4.46</li></ul>                                                                                                          | <ul style="list-style-type: none"><li>Improved R&amp;D efficiency by 93%</li><li>Improved R&amp;D quality by 87%</li><li>Achieved a 91.3% R&amp;D success rate</li></ul>                                                                                                                               |
| Nurture Sustainability Talent                                                                    | Formal and contract employees | <ul style="list-style-type: none"><li>26,993 participants trained</li><li>20,084.28 learning hours</li><li>Satisfaction: 4.2</li></ul> | <p>WiZero (Wistron Zero Carbon Emission) smart low-carbon manufacturing platform and low-carbon supply chain initiatives</p> <ul style="list-style-type: none"><li>Completed carbon inventories at 23 supplier plants</li><li>Collaborated with suppliers on 46 energy-saving projects</li><li>Successfully incorporated 50% recycled materials into components</li></ul> | <ul style="list-style-type: none"><li>Offset 15,121 metric tons of carbon emissions through renewable energy adoption</li><li>Achieved 5.14 million kWh of electricity savings through internal energy conservation efforts</li><li>Received the 2025 Taiwan Corporate Sustainability Awards</li></ul> |
| Build Energy-saving & Waste Reduction Consensus                                                  | Formal and contract employees | <ul style="list-style-type: none"><li>47,904 participants trained</li><li>48,972.12 learning hours</li></ul>                           | N/A                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"><li>Saved 12.511 million kWh of electricity</li><li>Saved 66,566.4 m³ of water</li><li>Reduced waste by 1,432.73 metric tons</li></ul>                                                                                                                               |
| Develop Quality & Operations Experts                                                             | Formal employees              | <ul style="list-style-type: none"><li>3,186 participants trained</li><li>7,580 learning hours</li><li>Satisfaction: 4.7</li></ul>      | <ul style="list-style-type: none"><li>Trained 369 experts in manufacturing</li><li>Trained 82 experts in quality management</li></ul>                                                                                                                                                                                                                                     | <ul style="list-style-type: none"><li>Saved NT\$824.5 million in operating costs</li><li>Saved NT\$35 million from material waste</li><li>Won the ISO Plus Awards Knowledge Management Excellence Award</li></ul>                                                                                      |
| Establish a Manufacturing Talent Development Framework                                           | Formal employees              | <ul style="list-style-type: none"><li>10,565 participants trained</li><li>146,523.9 learning hours</li></ul>                           | N/A                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"><li>Retention rate: &gt;70%</li></ul>                                                                                                                                                                                                                                |

## Talent Strategy II | Accelerate Smart Transformation and Implementation

In response to rapid changes in the industry landscape and intensifying market competition, Wistron's Chairman introduced Wistron's Dual Flywheel Digital Transformation Framework in 2018 and has continued to drive its implementation. By leveraging digital transformation to enhance organizational agility and responsiveness, while accelerating innovation and product delivery through digital technologies, Wistron is creating a sustainable cycle of innovation that supports its transformation from a traditional manufacturing company into a technology-enabled services enterprise. As AI technologies have matured, Wistron launched its proprietary large language model, Columbus, in 2024 and made it available company-wide. In 2025, the Company further expanded its AI capabilities by introducing self-service AI Agent development tools and generative AI applications, encouraging employees to share practical experiences and driving broader adoption across the organization. These efforts are reshaping how we work at Wistron and significantly improving operational efficiency.

### 2-1 Promote AI Platforms and Learning Programs

Wistron views digital and AI talent development as a key foundation for transformation. Guided by the principle of “replicable capabilities and verifiable applications,” the Company has established a digital learning roadmap covering foundational awareness, tool application, and professional and expert certification. To build foundational awareness, Wistron continues to promote digital microlearning through the Columbus platform and digital learning seminars, helping employees become familiar with AI applications in their daily work and encouraging organization-wide participation.

### 2-2 Strengthen AI Data Analytics and Application Capabilities

To strengthen tool adoption, Wistron continues to foster a data-driven culture through five core data tools—RPA, Power BI, Minitab, AutoML, and RapidMiner—and has introduced internally developed tools including Columbus, Agent Builder, and AI analytics applications to integrate data analytics and AI into everyday work. In 2025, Wistron delivered 12 training cohorts across 10 domestic and overseas sites, training 912 employees and bringing the cumulative number of data-driven talent within the Company to 6,236. To improve learning transfer, course design has shifted toward application-based scenarios and hands-on practice. As a result, employees trained in AI tools now account for 3.2% of indirect employees. Through project coaching, participants developed 23 AI use cases and embedded 1,079 Agent Builder applications on the Columbus platform across both management and production functions, contributing to an 8.3% improvement in office automation efficiency.



2-3 Advance AI Enablement and Project Deployment

To build professional skills and strengthen certification pathways, Wistron continues to cultivate key digital talent through the seven schools of its Digital and Analytics Academy (DnA Academy). In 2024, the Company further launched the AI Engineer Academy to deepen employees’ capabilities in AI model development and real-world project implementation. Through advanced overseas programs and the DE Bootcamp (Digital Transformation Modernization Program), the DnA Academy strengthens cross-regional collaboration and practical data governance capabilities. In 2025, the Academy trained 1,755 participants, achieved a 79% certification pass rate, and recorded an average satisfaction score of 4.7 (out of 5). Training outcomes were translated into 259 digital transformation use cases, while 78 internal trainers were developed to support a sustainable train-the-trainer model across the organization. The AI Engineer Academy covers AI fundamentals, data engineering, and model development processes. Built around a learning-to-deployment loop, the program requires participants to validate their learning through hands-on project implementation. In 2025, the Academy trained 251 participants and delivered 4,518 learning hours, supporting 75 AI projects. Of these, 29% were successfully deployed into operations. Several projects delivered measurable results, including a 75% reduction in design-generation effort, a 90% improvement in overall efficiency, and a 60% increase in automation rates. Selected projects were also recognized with Wistron’s Digital Transformation Excellence Project Award. Wistron continues to invest in intelligent transformation through transformation governance and active executive participation. By accelerating digital and AI talent development, building application platforms, and driving cross-functional projects, the Company is integrating digital and AI capabilities into its manufacturing, design, supply chain, and operational processes. The effectiveness of these transformation efforts is demonstrated through measurable project outcomes. In 2025, Wistron continued to receive international recognition and was awarded the Digital Transformation Excellence (Ding Ge) Award – Best Enterprise of the Year (Manufacturing Category) and selected as Top 100 Global Innovators for Four Consecutive Years.

| Kirkpatrick’s Four-Level Training Evaluation Model   Accelerate Smart Transformation and Implementation |                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Project                                                                                                 | Target Trainees               | Level 1 Reaction & Level 2 Learning                                                                                                                                                                                                                                                                                                                                                                                                                     | Level 3 Behavior                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Level 4 Results                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Accelerate Smart Transformation and Implementation                                                      | Formal and contract employees | <p><b>Digital-Driven Learning Programs</b></p> <ul style="list-style-type: none"><li>6,236 participants trained (2019–2025)</li></ul> <p><b>DnA Academy</b></p> <ul style="list-style-type: none"><li>1,755 participants trained</li><li>Certification rate: 79%</li><li>Satisfaction: 4.7 (out of 5)</li></ul> <p><b>AI Engineer Academy</b></p> <ul style="list-style-type: none"><li>251 participants trained</li><li>4,518 learning hours</li></ul> | <p><b>Digital-Driven Learning Programs</b></p> <ul style="list-style-type: none"><li>Developed 23 AI use cases</li><li>Embedded 1,079 Agent Builder applications within Columbus</li></ul> <p><b>DnA Academy</b></p> <ul style="list-style-type: none"><li>78 internal trainers cultivated</li><li>Rolled out 259 new projects</li></ul> <p><b>AI Engineer Academy</b></p> <ul style="list-style-type: none"><li>Supported 75 AI projects</li><li>Project deployment rate: 29%</li></ul> | <p>Fourth consecutive year of winning the Ding Ge Award</p> <p>Selected as a Top 100 Global Innovator by Clarivate for four consecutive years</p> <p><b>Digital-Driven Learning Programs</b></p> <ul style="list-style-type: none"><li>Improved office automation efficiency by 8.3%</li></ul> <p><b>AI Engineer Academy</b></p> <ul style="list-style-type: none"><li>Reduced design-generation effort by 75%</li><li>Improved overall efficiency by 90%</li><li>Increased automation rates by 60%</li></ul> |



The 5th Digital Transformation Excellence (Ding Ge) Award by Harvard Business Review



Wistron Selected as Top 100 Global Innovators for Four Consecutive Years

Talent Strategy III | Develop Global Leadership

3-1 Cultivate Key Global Leaders

Aligned with its business strategy and sustainability objectives, Wistron continues to invest in the development of strategic leadership talent. These programs help leaders strengthen visionary leadership capabilities amid globalization and technological transformation while reinforcing the Company’s long-term competitive advantage. In 2025, Wistron offered a range of external executive education programs for BU Heads and above. Through business case studies, cross-industry perspectives, and expert dialogues, participants expanded their strategic thinking and global outlook. A total of 8 senior executives participated, completing 576 learning hours, reflecting Wistron’s ongoing commitment to executive leadership development. At the same time, Wistron focused on three core management capabilities—“strategy execution, data-driven decision-making, and team motivation”. To strengthen these capabilities among department-level managers, the Company delivered 16 training cohorts through online, classroom, and live-streamed formats, while incorporating AI-powered analytics tools to enhance data-driven decision-making. AI-based applications were also incorporated to strengthen data-driven decision-making capabilities. The program adopted a Learn–Apply–Reflect learning cycle to help ensure that learning outcomes are translated into workplace practice. Following the program, nearly 70% of managers successfully applied strategy cascading techniques to align team goals. Participants also incorporated AI and data analytics into decision-making processes and adopted tools such as the Beach Ball Conversation and 3E Feedback Model to strengthen communication and feedback within their teams. In 2025, a total of 2,415 participants completed the program, achieving an average satisfaction score of 4.6 (out of 5). The average score for the 360-degree managerial competency assessment among mid- and senior-level managers also reached 4.6.

3-2 Shape a Performance Management Culture

To enhance management consistency and organizational effectiveness across global operations, Wistron redesigned its performance management curriculum in 2025 to emphasize managers’ roles and responsibilities in performance management and help them conduct effective goal setting and performance conversations. Through KPI alignment and goal cascading, the program supports alignment between individual, departmental, and organizational objectives. A blended learning approach was adopted, combining online learning to strengthen management knowledge with classroom sessions featuring case studies, peer discussions, and cross-departmental exchanges to reinforce practical application. In 2025, the performance management program was successfully expanded to 6 overseas operating sites, reaching 515 learners globally, a 50% increase compared with 2024. Total learning hours reached 1,938.5, representing a 35% increase year over year, while overall learner satisfaction reached 4.7 (out of 5). In addition, 29 local instructors were trained to serve as champions of Wistron’s performance culture. Overall, the redesigned program strengthened managers’ capabilities in goal setting, communication, and performance assessment. Through a structured and globally aligned training approach, performance management practices are becoming increasingly embedded in day-to-day leadership behaviors. In 2025, the performance communication completion rate reached 96.15%, demonstrating greater consistency in management practices and reinforcing a performance culture characterized by consistency, transparency, and employee engagement.

### 3-3 Strengthen Coaching Competency in Management

As organizations continue to transform and employee expectations become increasingly diverse, coaching-based leadership has become a critical management capability. Through its Coaching for Empowerment program, Wistron strengthens managers' coaching and leadership skills using a blended learning approach. Online learning follows a four-stage process of Assess–Learn–Practice–Evaluate, while classroom sessions incorporate peer discussions, case studies, and cross-department exchanges. Together, these elements help managers balance business objectives with employee development while fostering highly engaged and committed teams. Wistron also incorporates the KPIG framework to support structured conversations across different management scenarios. By embedding high-quality one-on-one communication into daily management practices, Wistron continues to cultivate a leadership culture that supports employee growth, drives performance, and strengthens organizational resilience. In 2025, Wistron continued to enhance the Coaching for Empowerment curriculum while ensuring effective implementation across different languages and cultural contexts. The program has now been rolled out to 17 overseas operating sites and has cultivated 131 local instructors, enabling knowledge transfer and program continuity across regions. During the year, 730 participants completed the program, accumulating 4,612.5 learning hours, with a global coverage rate of 76% and an average satisfaction score of 4.6 (out of 5). A total of 730 participants completed the training, with 4,612.5 total learning hours accumulated, a global coverage rate of 76%, and an average satisfaction score of 4.6 out of 5. Employee survey results showed an average satisfaction score of 4.5 for managers' day-to-day coaching and guidance, indicating that coaching-based leadership is becoming increasingly embedded in everyday management practices.



| Kirkpatrick's Four-Level Training Evaluation Model   Develop Global Leadership |                  |                                                                                                                                                                                                                                                                                     |                                                                                                                  |                                                                                                         |
|--------------------------------------------------------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| Project                                                                        | Target Trainees  | Level 1 Reaction & Level 2 Learning                                                                                                                                                                                                                                                 | Level 3 Behavior                                                                                                 | Level 4 Results                                                                                         |
| Cultivate Key Global Leaders                                                   |                  | <b>Strategic Leadership Development</b> <ul style="list-style-type: none"><li>8 participants</li><li>576 learning hours</li></ul> <b>Mid- and Senior-Level Leadership Development</b> <ul style="list-style-type: none"><li>2,415 participants</li><li>Satisfaction: 4.60</li></ul> | N/A                                                                                                              | Proficiency score of 360-degree evaluation for managerial competencies of mid-to-senior executives: 4.6 |
| Shape a Performance Management Culture                                         | Formal employees | <ul style="list-style-type: none"><li>515 participants trained</li><li>1938.5 learning hours</li><li>Satisfaction: 4.7</li></ul>                                                                                                                                                    | 29 lecturers trained globally                                                                                    | Performance communication rate: 96.15%                                                                  |
| Strengthen Coaching Competency in Management                                   |                  | <ul style="list-style-type: none"><li>730 participants trained</li><li>4,612.5 learning hours</li><li>Satisfaction: 4.6</li></ul>                                                                                                                                                   | <ul style="list-style-type: none"><li>131 lecturers trained globally</li><li>Global coverage rate: 76%</li></ul> | Employee satisfaction score for daily support from management: 4.5                                      |



## Talent Strategy IV | Foster Cultural Understanding and Inclusion

### 4-1 Create Cultural and Values Inclusion

Wistron is committed to deepening employees' understanding of the Company's vision, mission, and core values across its global workforce, while promoting an inclusive culture and fostering a highly cohesive organization. To help new employees integrate quickly, headquarters offers a series of onboarding programs, including Chairman Simon's Talk, the Core Values Experience Camp, and CEO Wi-Talk. These programs help employees gain a clear understanding of the Company's direction within their first six months and uphold Wistron's core values in their daily work. In 2025, we trained a total of 6,383 participants, who engaged in 9,604 learning hours and reported a learning satisfaction score of 4.6 (out of 5). During the year, Wistron launched its Overseas Train-the-Trainer Program, expanding the curriculum to three overseas sites and cultivating 37 local instructors. The Company also introduced multilingual online courses on its core values, making learning more accessible to employees worldwide. According to the 2025 global employee engagement survey, new employees within their first year gave a company alignment score of 90.2, an improvement over 88.1 in 2024.

To strengthen employees' sense of identity, cross-cultural communication, and inclusive collaboration, Wistron launched the DEI Learning Resources Initiative in 2025. The program combines online foundational learning with in-person activities designed to deepen engagement and application. The online curriculum is built around a growth mindset and incorporates structured communication tools and inclusive language principles to encourage effective communication and collaboration in cross-cultural settings. Offered in six languages across Wistron's global sites, the program reached 30,709 participants in 2025, with a 70% participation rate among indirect employees worldwide. Total learning hours reached 19,688, and the average satisfaction score was 4.5 (out of 5).

For in-person activities, Wistron organized three cross-regional cultural exchange events in Mexico, the Czech Republic, and the United States. Built around real workplace scenarios, these sessions enabled employees to share local cultural perspectives, communication styles, and collaboration practices, helping colleagues better understand the operating context and expectations of different sites. The three events attracted 539 participants, delivered 539 learning hours, and achieved an average satisfaction score of 4.7 (out of 5), reducing communication gaps in cross-border collaboration and strengthening trust and teamwork across Wistron's global operations.



## 4-2 Develop Global Mobility Talent

In today’s rapidly changing global market, adaptability and international mobility have become critical to corporate development. Wistron launched its Global Mobility Talent Program in 2022, leveraging the experience of mature manufacturing sites to systematically cultivate key Taiwanese talents with international mobility in support of global manufacturing capacity expansion and overseas site development. The program follows a three-year development cycle based on the 70-20-10 model, comprising 70% hands-on experience, 20% learning from others and coaching, and 10% formal training, ensuring comprehensive development in both professional expertise and leadership capability.

In 2025, the program entered its final stages, which focused on intensive preparation before overseas assignments. Participants completed job rotations based on business needs, undertook on-site assignments at destination locations, and joined pioneer teams responsible for production line setup and pilot production activities, earning strong recognition from management. As of 2025, the program achieved a 61% retention rate, with 88% of participants receiving performance ratings of “Good” or above. All participants successfully completed promotions and overseas assignments, achieving a 100% overseas deployment rate and strengthening Wistron’s global talent pipeline.

## 4-3 Enhance Global Language Proficiency

To support global operations and cross-regional collaboration, Wistron adopts a multilingual training framework that combines centralized planning with flexible local implementation. Language training is structured around two key pillars: Global English Training and Cross-Regional Local Language Training, with foundational and advanced learning pathways designed according to proficiency levels. English training includes an Online Business Meeting English Course designed to strengthen practical communication skills in meeting settings. In 2025, the program trained 5,071 participants, delivered 8,176 learning hours, and achieved an average satisfaction score of 4.5 (out of 5). In addition, a Customer Communication English Course was offered for frontline customer-facing employees. In 2025, the course trained 42 participants, delivered 816 learning hours, and achieved an average satisfaction score of 4.65 (out of 5). Pre- and post-assessments showed an average 21% improvement in participants’ language proficiency.

Cross-regional local language training covers Mandarin, Vietnamese, and other languages to help employees adapt to multilingual work environments. In 2025, the Beginners Mandarin Program trained 197 participants (9,003 learning hours; satisfaction score: 4.6), while the Advanced Mandarin Program trained 74 participants (3,303 learning hours; satisfaction score: 4.8). Vietnamese language training was delivered across different proficiency levels, reaching 766 participants, delivering 17,848 learning hours, and achieving a satisfaction score of 4.6 (out of 5). According to the 2025 Global Employee Engagement Survey, the score for the Work dimension reached 81.0, up from 80.7 in 2024, indicating that language training has helped improve cross-cultural communication and strengthen team collaboration.

4-4 Train Foreign Manufacturing Talent

As business continues to grow and Wistron’s global manufacturing presence expands, foreign manufacturing talent has become critical to maintaining production line stability and efficiency. In 2025, Wistron refined its program model by introducing a Mentorship Program and On-the-Job Task-Based Learning throughout the recruitment, training, and onboarding process. Under the guidance of experienced mentors, trainees gain hands-on experience in production environments and build practical knowledge of manufacturing processes, equipment operations, and quality standards through a learn-by-doing approach, enabling them to quickly reach the proficiency required for production roles.

In 2025, a total of 79 foreign manufacturing technicians obtained certification, achieving a 91% pass rate, and all were successfully deployed to production roles. From 2022 to 2025, Wistron cultivated a total of 204 foreign manufacturing technicians, gradually building a stable technical talent pipeline.

To support ongoing development, Wistron provides on-site coaching, cross-workstation rotations, and shift authorization opportunities, helping translate learning outcomes directly into stable team performance and enhancing factories’ ability to respond to fluctuations in demand and delivery requirements. Continuous career development support and employee care initiatives further strengthen employees’ sense of belonging and willingness to remain with the Company, enhancing the operational resilience of Wistron’s global manufacturing operations while reinforcing its commitment to diverse talent development.

| Kirkpatrick’s Four-Level Training Evaluation Model   Foster Cultural Understanding and Inclusion |                               |                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                  |                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Project                                                                                          | Target Trainees               | Level 1 Reaction & Level 2 Learning                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    | Level 3 Behavior                                                                                                                                                 | Level 4 Results                                                                                                                                              |
| Create Cultural and Values Inclusion                                                             | Formal and contract employees | <b>Core Value Courses</b> <ul style="list-style-type: none"><li>6,383 participants trained</li><li>9,604 learning hours</li><li>Satisfaction: 4.6</li></ul> <b>DEI Online Learning Resources</b> <ul style="list-style-type: none"><li>30,709 participants trained</li><li>19,688 learning hours</li><li>Learning satisfaction: 4.5</li></ul>                                                     | <b>DEI Cross-Regional Cultural Exchange</b> <ul style="list-style-type: none"><li>539 participants</li><li>539 learning hours</li><li>Learning satisfaction: 4.7</li></ul>                                                                                                                                                                                                         | <b>Core Value Courses</b> <ul style="list-style-type: none"><li>37 lecturers trained</li><li>Expanded to 3 overseas locations</li></ul>                          | <b>Core Value Courses</b><br>New hire alignment score reached 90.2 in 2025                                                                                   |
| Develop Global Mobility Talent                                                                   | Formal employees              | N/A                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                    | Retention rate: 61%                                                                                                                                              | <ul style="list-style-type: none"><li>Post-training promotion rate: 100%</li><li>88% of participants received performance ratings of Good or above</li></ul> |
| Enhance Global Language Proficiency                                                              | Formal and contract employees | <b>Business Meeting English Program (All Employees)</b> <ul style="list-style-type: none"><li>5,071 participants trained</li><li>8,176 learning hours</li><li>Satisfaction: 4.5</li></ul> <b>Customer Communication English Program (Customer-Facing Employees)</b> <ul style="list-style-type: none"><li>42 participants trained</li><li>816 learning hours</li><li>Satisfaction: 4.65</li></ul> | <b>Mandarin Language Training (Foreign Employees)</b> <ul style="list-style-type: none"><li>271 participants trained</li><li>12,306 learning hours</li><li>Satisfaction: 4.7</li></ul> <b>Vietnamese Language Training (Expatriate Employees)</b> <ul style="list-style-type: none"><li>766 participants trained</li><li>17,848 learning hours</li><li>Satisfaction: 4.6</li></ul> | <b>Customer Communication English Program (Customer-Facing Employees)</b><br>Pre- and post-assessments showed an average 21% improvement in language proficiency | Global Employee Engagement Survey: Work dimension score reached 81.0, up from 80.7 in 2024                                                                   |
| Train Foreign Manufacturing Talent                                                               | Formal employees              | Mentorship Program and On-the-Job Task-based Learning                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                    | 79 foreign manufacturing technical talents certified<br>Pass rate: 91%                                                                                           | 79 employees successfully deployed to production roles following certification                                                                               |

## 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 that its Human Rights Policy is effectively implemented across global operations, Wistron has established a human rights due diligence management cycle. The Company conducts annual due diligence on its own operating scope (such as employees, direct activities, products and services) to foster a consistent culture and standard of conduct throughout the Group, effectively manage and mitigate human rights risks, and respond to stakeholder expectations.

The first stage focuses on policy development and assessment, beginning with the establishment and review of the Human Rights Policy, followed by risk analysis and the identification of material topics to determine annual management priorities. The second stage focuses on implementation, translating policies into management procedures and practices and validating their effectiveness through on-site risk assessment activities, such as RBA VAP audits, self-assessments, and SAQs. The third stage focuses on review and improvement, consolidating implementation and assessment results into management review reports, developing corrective action plans for identified gaps, and continuously tracking progress. The final stage strengthens communication and transparency through training, grievance channel promotion, and public disclosure. The cycle then returns to the first stage, creating a continuous process of improvement.



For the supply chain, Wistron has established a Sustainable Supply Chain Audit Program to regularly audit and assess the operational risks of key suppliers. The scope covers five major sustainability topics: sustainability and operational risk management, sustainable supply chain management, environmental protection, human rights and labor protection, and occupational health and safety. To comprehensively assess the implementation of sustainability practices among suppliers, Wistron adopts a diversified assessment approach, including both desk assessments and on-site assessments. If a supplier receives an audit score below 80 points, Wistron will require the supplier to submit corrective actions for all identified non-conformities. Suppliers must complete the improvements and apply for re-audit within two months. Suppliers that fail the re-audit may not apply for another re-audit within six months. If audit findings are determined to potentially affect the quality of supplied materials, Wistron will immediately initiate an evaluation process to replace the material and/or supplier.

Based on the 2024 internal human rights risk assessment, Wistron targeted several major human rights issues in 2025 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,” “working hours management system audit pass rates,” and other human rights issues, we proposed 37 optimization measures across 27 sites.

Despite a continued increase in audited sites (from 25 sites in 2024 → 27 sites in 2025), the percentage of items rated as medium- or high-risk in 2025 remained below 1% across all indicators, demonstrating effective control and no significant anomalies. (Refer to the table below for consolidated data.)

The proportion of major human rights issues assessed as medium- to high-risk projects

| Year                                                                      | 2023   | 2024   | 2025   |
|---------------------------------------------------------------------------|--------|--------|--------|
| Working hours: 1 day off in 7 days                                        | 0.16%  | 0.22%  | 0.16%  |
| Working hours: weekly working hours < 60                                  | 0.40%  | 0.60%  | 0.57%  |
| Wages & benefits: payroll accuracy                                        | 0.18%  | 0.21%  | 0.07%  |
| Labor Management Systems: Working Hours Management System Audit Pass Rate | 0.32%  | 0.60%  | 0.59%  |
| Number of audits                                                          | 76     | 146    | 151    |
| Number of audited items                                                   | 10,908 | 12,545 | 17,650 |

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 2025, six plants—Hsinchu, Chongqing, Zhongshan, Vietnam, Czech Republic, and Mexico—completed the RBA VAP (Validated Assessment Program) and all plants received Silver or higher ratings. In total, 27 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 location worldwide in 2025.

Spotlight

Upholding the Spirit of RBA - 5 Plants Recognized with RBA FOC Certification

In 2025, Wistron’s Zhongshan plant, Zhongshan plant Linhai Branch, Malaysia plant, Chongqing plant, and Czech plant all obtained RBA Factory of Choice (FOC) One Star certification. Of the six plants that underwent RBA VAP audits, all received Silver or higher ratings, demonstrating 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.



### 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 2025, Wistron continued its human rights risk assessments, analyzing RBA audit reports completed between 2023 and 2025. Among all identified findings, 2.24% were classified as medium- or high-risk, with labor-related issues accounting for the majority at 71.82%. Key labor concerns, in order of importance, included “working hours,” “management systems,” and “young workers.” A summary of related risk mitigation and remedial measures is shown in the table below. For details, please refer to the [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.

#### Risk Mitigation

| Material Issue | Working hours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Labor management systems                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Young workers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Description    | To effectively manage employee work hours, Wistron has implemented proactive measures to ensure the physical and mental well-being of employees in daily operations.                                                                                                                                                                                                                                                                                                                                                                                                                                           | To address labor-related management system issues, Wistron has introduced several enhancements to strengthen system-level risk control related to working hours.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Training       | Wistron’s Human Rights Policy applies to all global operating sites. All new employees are required to complete the Corporate Sustainability and Social Responsibility (CSR) training course (which includes human rights-related topics). Relevant policies and procedures are published on the Company’s internal website and are available for employees to access at any time to ensure that all employees are aware of and understand these requirements.                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Communication  | <ul style="list-style-type: none"><li>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.</li><li>Employees can express their suggestions or ask questions in confidence and without fear of retaliation.</li></ul>                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Systems        | <ol style="list-style-type: none"><li>Developed a working hour monitoring system that regularly generates reports and automatically alerts high-risk departments. HR personnel are also required to proactively intervene and coordinate improvement measures.</li><li>Implemented payroll management systems across global operations, with built-in rules to ensure wages and overtime pay are calculated and paid in accordance with local legal requirements. Headquarters also conducts regular remote payroll audits to ensure payroll processes at overseas sites are accurate and compliant.</li></ol> | <ol style="list-style-type: none"><li>The production control department integrates production plans, legal requirements, and management standards to schedule compliant production and overtime plans.</li><li>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.</li><li>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.</li></ol> | <ol style="list-style-type: none"><li>Collaborate with local government authorities to verify the identity and information of new employees through official database platforms, preventing child labor and errors in age verification. Employment agencies are required to verify applicants’ identities and eligibility, while hiring managers receive regular training on minimum age requirements and legal restrictions prohibiting overtime and night work for underage employees.</li><li>Implemented the ISO 45001 Occupational Health and Safety Management System to systematically identify workplace hazards and risks, specifically those that may affect young employees. These efforts help prevent work-related injuries that could impact their physical and mental development and ensure the health and safety of all workers.</li></ol> |

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. Wistron has a major presence in Taiwan and other areas in Asia that are considered high-risk areas for forced labor. However, Wistron combats this by ensuring 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 of forced labor occurred in any of Wistron's locations in 2025. 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 controls, 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 Policy 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.

To proactively manage related human rights issues, Wistron has established human resources supply management measures and implements its labor supplier management framework based on four key principles:

- 1. Establish admission criteria: Legal compliance, regulatory compliance, and the absence of significant labor disputes are adopted as basic requirements for contracting with labor agencies.
- 2. Implement risk assessment and performance evaluation mechanisms: Regular evaluation procedures are conducted to monitor the service quality and management performance of labor agencies.
- 3. Conduct periodic audits: Labor suppliers are subject to regular on-site audits to verify compliance in daily operations. Wistron also provides guidance and support to enhance the regulatory knowledge of on-site management and service personnel.
- 4. Based on the three preceding evaluations and audit results, enforce exit mechanisms, rewarding high-performing suppliers while removing underperforming ones, thereby driving continuous improvement in compliance management.

Through proactive, comprehensive, and ongoing management measures, no cases of human trafficking occurred at any Wistron operating sites in 2025, 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 none of its major operating sites are located in regions considered high risk for child labor issues. 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 young workers. Through the implementation of various human rights management measures, the percentage of medium-to high-risk findings related to young workers in 2025 was 0.14% (same as 2024), 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 2025 reached 60,626 hours, with 96.9% 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's locations in 2025. There were 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                                                      | 2022 | 2023 | 2024 | 2025 |
|-----------------------------------------------------------|------|------|------|------|
| Number of discrimination / harassment cases reported      | 7    | 5    | 6    | 7 *  |
| Number of discrimination / harassment cases substantiated | 3    | 1    | 0    | 0    |

Note:  
One complaint was filed regarding the alleged unreasonable rejection of an external applicant at the Mexico site. Investigation found that the complainant was a former employee who had not been considered for re-employment due to unsatisfactory performance appraisal results in the relevant year. One employee in a Taiwan office reported that, prior to resignation, their supervisor had assigned an unusually heavy workload and created difficulties regarding leave arrangements. Following intervention and communication by the complainant’s second-level supervisor, the employee and direct supervisor were able to reach a consensus. One employee in a Taiwan office alleged unlawful dismissal. Investigation confirmed that the employee had committed serious violations of Wistron’s Ethical Corporate Management Best Practice Principles, Work Rules, and Personnel Management Regulations. The termination was therefore carried out in accordance with applicable labor laws. One report alleged that a male employee at Kaohsiung Opto-Electronics had harassed a female employee. Investigation found no evidence of intent to harass, and the female employee involved stated that she had not experienced discomfort as a result of the incident. The case was therefore closed. One supplier reported inappropriate conduct by a supervisor at a Taiwan office. Following communication between the supervisors of both parties, both parties reached a consensus. One complaint was filed regarding alleged inappropriate conduct by a security guard at the Hsinchu site. Investigation found no evidence of improper behavior. Following the case, the Company supplemented relevant training and reinforced disciplinary requirements. One complaint alleged inappropriate management practices by a supervisor at the Hsinchu site. Investigation determined that the complaint had been filed under another employee’s name without authorization, and the employee concerned did not wish to pursue the matter.

- Remedial measures:
- Disciplinary Measures: Carry out relevant discipline measures against wrongdoers.
  - Counseling: Proactively provide whistleblowers with counseling resources to ensure colleagues receive adequate care and assistance.
  - Promotion: 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. Employees can leverage organizations such as employee relationship promotion committees. Department representatives help colleagues express their opinions in meetings to safeguard employee welfare and workplace safety. None of Wistron’s major operating locations are considered high-risk for matters concerning freedom of association. The percentage of employees joining labor unions at Wistron’s global locations is shown in the table below. In 2025, the percentage of employees covered by collective bargaining agreements was 2.49%. For employees not covered by collective bargaining 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                | 2022   | 2023   | 2024   | 2025   |
|---------------------|--------|--------|--------|--------|
| Union employees (%) | 51.35% | 51.53% | 51.08% | 51.47% |

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 survey 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. For detailed information, please refer to the [ESG website](#).

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 2025 supplier sustainability audit, 7% of non-compliance cases were related to “Human Rights and Labor Protection,” primarily involving issues of “communication management/anti-discrimination.” Key improvement measures included:

- 1. Adding tests and spot checks and requiring regular refresher training to ensure employees fully understand Wistron policies on anti-discrimination and communication channels.
- 2. Introducing employee satisfaction surveys and feedback channels, while strengthening privacy protection for employees and contractor whistleblowers.

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. The 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 and environmental management systems, with ongoing efforts to ensure effective operation.
- 3. Regular review of existing systems and personnel to 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 is 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.

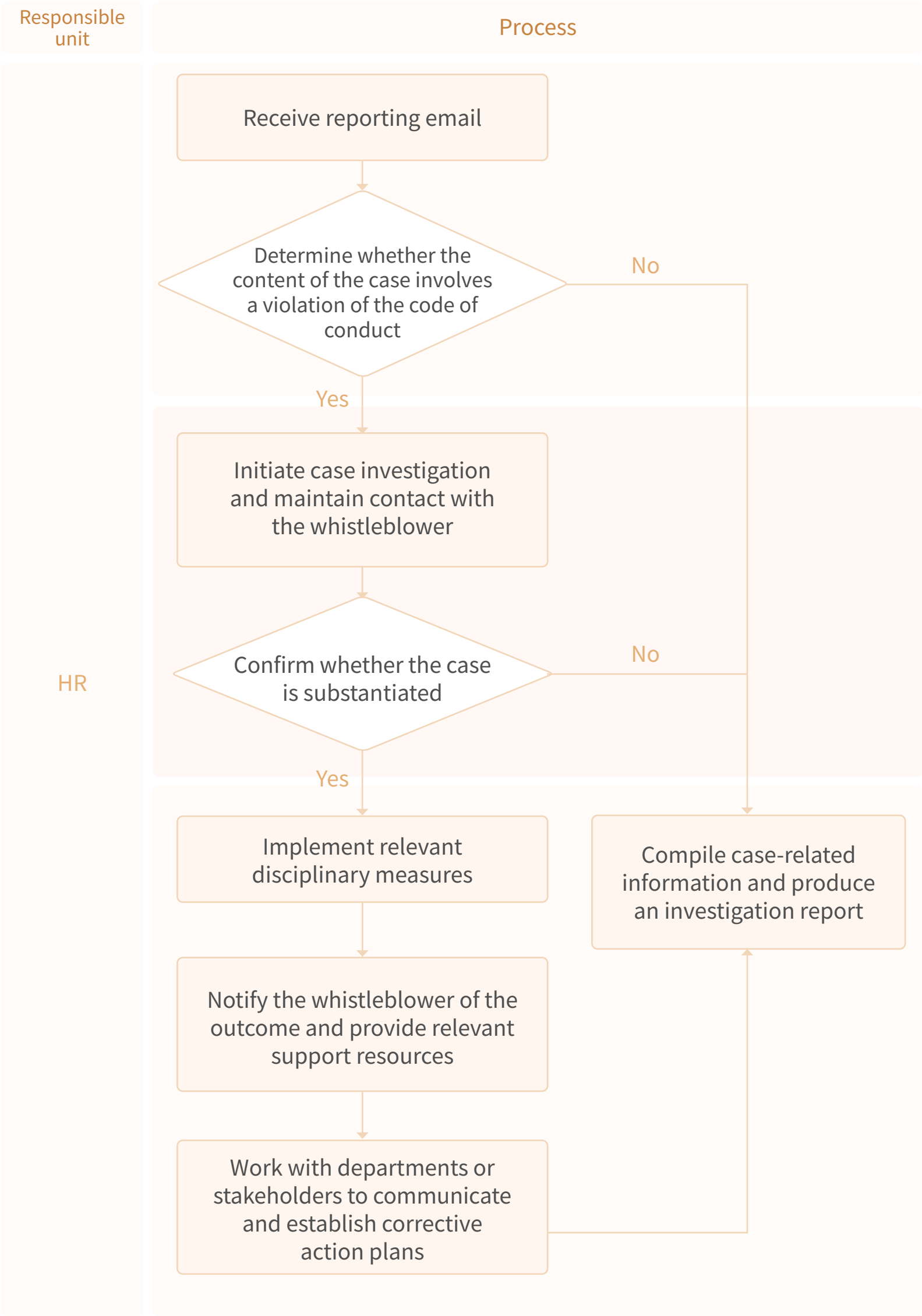
4.3.4 Open Communication Channels

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](mailto: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 21 cases were reported in 2025, of which 13 were related to ethical management and eight were related to human rights protection (related data are compiled in the table below). After investigation by the responsible departments, we verified two ethical management cases and zero human rights cases. Disciplinary actions have been taken against the perpetrators.

| Issue                      | Complaints Received | Complaints Filed | Complaints Substantiated | Complaints Resolved |
|----------------------------|---------------------|------------------|--------------------------|---------------------|
| Ethical Management         | 13                  | 13               | 2                        | 2                   |
| Protection of Human Rights | 8                   | 8                | 0                        | 0                   |
| Environmental Protection   | 0                   | 0                | 0                        | 0                   |
| Total                      | 21                  | 21               | 2                        | 2                   |

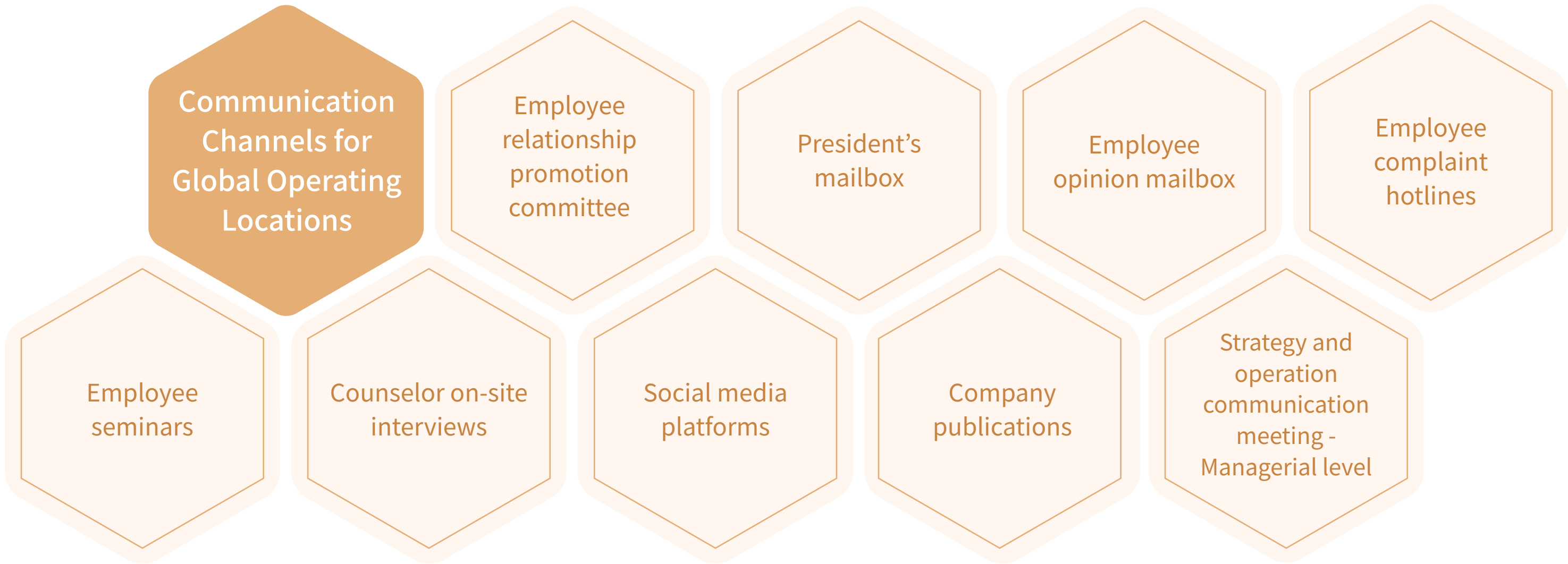


Communication Channels

In 2025, Wistron organized on-site activities for supervisory colleagues to communicate directly with the CEO and other senior managers. A total of ten sessions were held, with a total of 845 supervisors attending the meetings. The overall participation rate was 93%, 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 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 management 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.



## 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 and Safety

Wistron is committed to establishing a comprehensive health management system by providing employees with high-quality health examinations on a regular basis. Guided by the principles of preventive medicine, we help employees gain early insight into their health status while offering professional medical consultations and follow-up care. To support mental well-being, the Company also provides professional counseling services and on-site specialist consultations, helping employees manage work- and life-related stress while safeguarding their physical and mental health.



Employee Health Management

Wistron actively promotes health initiatives to enhance employees’ health awareness and knowledge. Health Centers have been established at office locations and are staffed with medical clinics and dedicated health management teams to provide comprehensive healthcare services. In addition to well-established emergency response and medical referral mechanisms, employees have access to routine health consultations. To further expand the scope of care, we have introduced on-site specialist consultation services covering ophthalmology, gynecology, urology, and nutrition counseling, bringing professional healthcare resources directly into the workplace.

Health Examination

Wistron has established a positive health management cycle built around four key elements: prevention, treatment, counseling, and education. Each year, healthcare teams from medical centers visit our sites to provide accessible health examination services. Through active promotion and outreach, the health examination participation rate in Taiwan reached 95.88% in 2025. Following the examinations, employees receive one-on-one consultations with physicians to review their results. For employees with significant health concerns, the Company proactively provides medical referral assistance and follow-up support, ensuring comprehensive health care and care.

Process Flowchart for Reporting Major Abnormalities

1. Health management personnel reach out to the employee.
2. Confirm preferred follow-up (self-management or follow-up at another hospital/return to the health check-up hospital).
3. Assist in scheduling appointments and monitoring the employee’s health conditions.

| 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           |

Wistron is committed to advancing workplace health and safety. In health management, we have implemented an internal cloud-based health care platform that uses automated analysis of hundreds of risk indicators to accurately and efficiently monitor the health examination data of nearly 10,000 employees, enabling preventive health care practices that exceed regulatory requirements. In emergency preparedness, we conduct hands-on CPR and AED training across our offices and manufacturing sites to strengthen employees’ first-aid capabilities and build a comprehensive workplace safety network.



Taiwanese Employee Health Check & Conditions in Taiwan

|                                                                         | 2022   | 2023   | 2024   | 2025   |
|-------------------------------------------------------------------------|--------|--------|--------|--------|
| Health Check Participants                                               | 9,859  | 10,691 | 10,767 | 11,292 |
| Participation Rate                                                      | 95.47% | 97.39% | 94.99% | 95.88% |
| Number of Employees with High Blood Pressure, Blood Sugar & Cholesterol | 2,142  | 3,099  | 2,947  | 3,290  |
| Number of Employees with Obesity                                        | 2,449  | 2,689  | 2,695  | 2,970  |
| Medical Assistance Recipients*                                          | 33     | 18     | 51     | 1,408  |

Note: In 2025, the scope of reported statistics was expanded to include emergency medical care, observation care, health consultations, and wound dressing services

Internal Healthcare Platform

At Wistron’s Taiwan locations, the Internal Healthcare Platform is used to conduct automated health risk screening. Employees with abnormal health indicators receive alerts and are contacted by health management specialists for consultations and medical guidance. For employees with major health conditions, the Company provides regular follow-up support and medical assistance over a period of three to six months. By combining smart systems with professional healthcare teams, Wistron supports employee health and serves as their greatest advocate.

Employee Health Campaign

Making Exercise a Daily Habit

Wistron received the Taiwan iSports Certification from the Sports Administration of the Ministry of Education and remains committed to promoting a culture of health and fitness. Internally, we provide fitness centers and offer a variety of classes, including yoga and cardio boxing. We also organize more than five ball-game tournaments each year, attracting nearly 1,500 participants. Externally, Wistron actively participated in nine sporting events in 2025, including road races, while providing comprehensive support such as dedicated rest areas and medical assistance. Participation in running-related activities alone reached nearly 1,700 employees, demonstrating the vitality and wellness of our workforce.

| Year/Item                         | 2022 | 2023 | 2024  | 2025  |
|-----------------------------------|------|------|-------|-------|
| Running Event Participants (>10K) | 900  | 940  | 1,300 | 1,450 |



Colleagues and family members participate in road runs



On-site health care center at a sports event

Team Activities to Build Department Cohesion

Wistron’s annual Power Team Building encourages managers and employees to take on challenges together. In addition to team roller challenges and team walking events, Wistron introduced team-based puzzle challenges that proved especially popular among younger employees. Environmental protection concepts were incorporated into the puzzle activities, allowing participants to gain a deeper understanding of sustainability while enjoying an engaging and interactive experience. The series attracted nearly 8,500 participants in 2025.



Team challenge featured role-playing and simulations

Club Diversity

Wistron is a strong advocate for employee clubs and provides annual subsidies of NT\$6,000 per club. For clubs participating in external competitions, Wistron provides up to NT\$25,000 in additional funding. Club offerings continue to diversify beyond cycling, hiking, running, and ball sports to include newer options such as diving and golf, providing employees with a wide range of opportunities to pursue personal interests and relieve stress.



Employees enjoying ball games

## Corporate Events for Family Fun

To plant the seeds of sustainability, Wistron's WiEarth events place special focus on family participation. From marine education activities at the National Museum of Marine Science and Technology to ecological experiences such as Heping Island excursions and beach cleanups, employees and their families are encouraged to engage directly with environmental conservation initiatives. Participation reached a record high in 2025, with nearly 7,900 participants. These activities not only strengthened environmental awareness among employees but also created meaningful opportunities for family learning and shared sustainability experiences.

### WiEarth Event



Roaming Heping Island



Mugwort sachet DIY at the Small Farmer Expo



Small Farmer Market at the Small Farmer Expo



Wistron Beach Cleanup



Sustainable Family Day: Fun at the National Museum of Marine Science and Technology



Wistron Earth Day Events

Wistron is committed to creating a workplace that is both lively and warm. In 2025, the Company invited 15,000 employees and their family members to gather at the Taipei Dome to enjoy an exciting baseball game together. Through this event, Wistron demonstrated its support for the development of domestic sports while creating opportunities for employees and their families to share memorable experiences, putting work-life balance into practice.



Thousands enjoying Wistron Family Day

## Childbirth Benefits and Childcare Resources

Wistron actively promotes a family-friendly workplace through the Wistron Lecture Series, helping employees strengthen their knowledge of reproductive health and family care. During the year, seven themed seminars were held covering topics such as urinary health, blood sugar management, and parent-child communication. Spanning preventive health care and psychological support, these programs empowered employees to better care for themselves and their families. The series was popular among employees, attracting more than 1,000 participants and demonstrating Wistron's commitment to employee and family well-being.

Wistron is committed to protecting maternal health. Additional female-specific examination items are included in annual health checkups to support disease prevention and early screening. For pregnant employees, we provide enhanced care services and professional prenatal education programs to address pregnancy-related concerns and support women through a safe and healthy pregnancy.



Mobile screening service offered at our Taiwan office



Wistron pregnancy &amp; childbirth support lectures

## 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 take leaves based on their needs to reduce the caregiving burdens on their families.

In Taiwan, full-time employees enjoy 1 to 7 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 addition, to support employees in caring for newborns, Wistron provides newborn vaccination leave, enabling new parents to accompany their children to vaccination appointments as needed. In China, if an employee is the only child and their parents are hospitalized due to illness at the age of 60 or older, they are eligible to apply for 5 to 15 days of paid nursing leave. In the Czech Republic, employees are entitled to 9 days of family caregiving leave, while single parents are given 16 days. We also offer a long-term family caregiving leave of 90 days. As for daycare facilities, in 2022, the Czech plant established Wistron's first on-site daycare serving employee children aged 1 to 6 years. In 2025, 18 children enrolled in the daycare service. The Mexico site provides childcare services to support employees, ensuring that their children are properly cared for during their shifts. The service cares for an average of 35 children per day.

## Maternity Incentive

Wistron provides employee care with maternity incentives that surpass industry standards, aiming to encourage more employees to start families.



Childbirth Bonuses in Taiwan

Historical Childbirth Bonus Applications

|                  | 2022 | 2023 | 2024 | 2025 |
|------------------|------|------|------|------|
| Applicants       | 261  | 268  | 266  | 213  |
| Number of Births | 266  | 273  | 277  | 214  |

Parental Leave Applications and Reinstatements

Wistron adheres to local regulations and designs corresponding paid maternity leave and paid parental leave policies. Eligible employees may apply for these leaves accordingly. In Taiwan, Wistron provides benefits that exceed statutory requirements, including nine weeks of paid maternity leave, eight days of paternity and prenatal appointment leave, and flexible parental leave. Employees may apply for these leave benefits either before or after childbirth, depending on their needs. 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. In 2025, Wistron launched flexible parental leave to meet short-term parenting needs. In Mainland China, regulations may vary by region. From 2022, we have begun implementing childcare 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 five days of paternity leave.



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

Parental Leave Applications in 2025

| Employees on Parental Leave                                                                                       | Taiwan |        | Czech Republic |        |
|-------------------------------------------------------------------------------------------------------------------|--------|--------|----------------|--------|
|                                                                                                                   | Male   | Female | Male           | Female |
| Number of employees eligible for parental leave applications in 2025                                              | 545    | 350    | 1              | 42     |
| Number of parental leave applications in 2025                                                                     | 25     | 80     | 1              | 42     |
| Expected number of employees returned from parental leave in 2025 (a)                                             | 23     | 79     | 0              | 9      |
| Actual number of employees returned from parental leave in 2025 (b)                                               | 16     | 57     | 0              | 5      |
| Return rate in 2025: (b)/(a)                                                                                      | 69.57% | 72.15% | 0.00%          | 55.56% |
| Actual number of employees returned from parental leave in 2024 (c)                                               | 14     | 66     | 0              | 2      |
| Actual number of employees returned from parental leave in 2024 and have stayed on for at least one full year (d) | 11     | 51     | 0              | 2      |
| Retention rate in 2024: (d)/(c)                                                                                   | 78.57% | 77.27% | 0%             | 100%   |

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 different 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.

Comprehensive Retirement and Separation System

To support employees’ financial security after retirement and encourage long-term commitment during their employment, Wistron has established Employee Retirement Regulations in accordance with the Labor Standards Act and the Labor Pension Act. These regulations clearly define retirement eligibility, pension payment standards, and related application and payment procedures. In addition to contributing 6% of employees’ monthly salaries to pension accounts in accordance with the Labor Pension Act, Wistron has established a Labor Pension Reserve Supervisory Committee and makes monthly contributions to labor pension reserves in accordance with the Regulations for the Allocation and Management of Labor Pension Reserves. These reserves are deposited in dedicated accounts maintained with legally designated financial institutions under the name of the Labor Pension Reserve Supervisory Committee. Additional information on current separation and retirement practices is available on Wistron’s [ESG website](#).

Spotlight

Wistron’s Czech Plant Supporting Families from Pregnancy to Back-to-Work

At Wistron, we understand that becoming a parent is one of life’s most important milestones. Our commitment to employee care extends beyond employees’ time at work and through different stages of life. As part of our broader employee well-being and work-life balance strategy, the Czech plant provides ongoing support throughout the entire journey—from maternity and parental leave to a successful return to the workplace.

Before employees begin their maternity leave, the Company prepares a care package for expecting parents as a gesture of care and congratulations. The package includes a variety of practical newborn essentials, such as diapers, changing mats, baby toothbrushes, bath thermometers, and soft baby clothing as a way of recognizing this important milestone in employees’ lives. During maternity and parental leave, employees who wish to remain connected with the Company may voluntarily receive newsletters, internal publications, and invitations to selected community activities. This approach allows employees to maintain an appropriate and flexible connection with the organization based on their individual preferences and circumstances.

When employees return to work, Wistron places particular emphasis on ensuring a smooth and respectful transition. Where operationally feasible, flexible working arrangements and part-time schedules are available to support employees as they re-enter the workplace. Nursing rooms are also provided to create a more family-friendly work environment. In addition, Wistron Czech operates an on-site kindergarten that is available to employees’ children aged one year and above, helping employees balance their family responsibilities with their professional



## 4.4.2 Occupational Health and Safety

### Occupational Safety and Health Policy and Targets

As one of the leaders of the global ICT industry, Wistron strives to become a world-class enterprise by ensuring a healthy and injury-free working environment, reducing impacts and risks to stakeholders through the following commitments and actions. Through a top-down policy communication approach, 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).

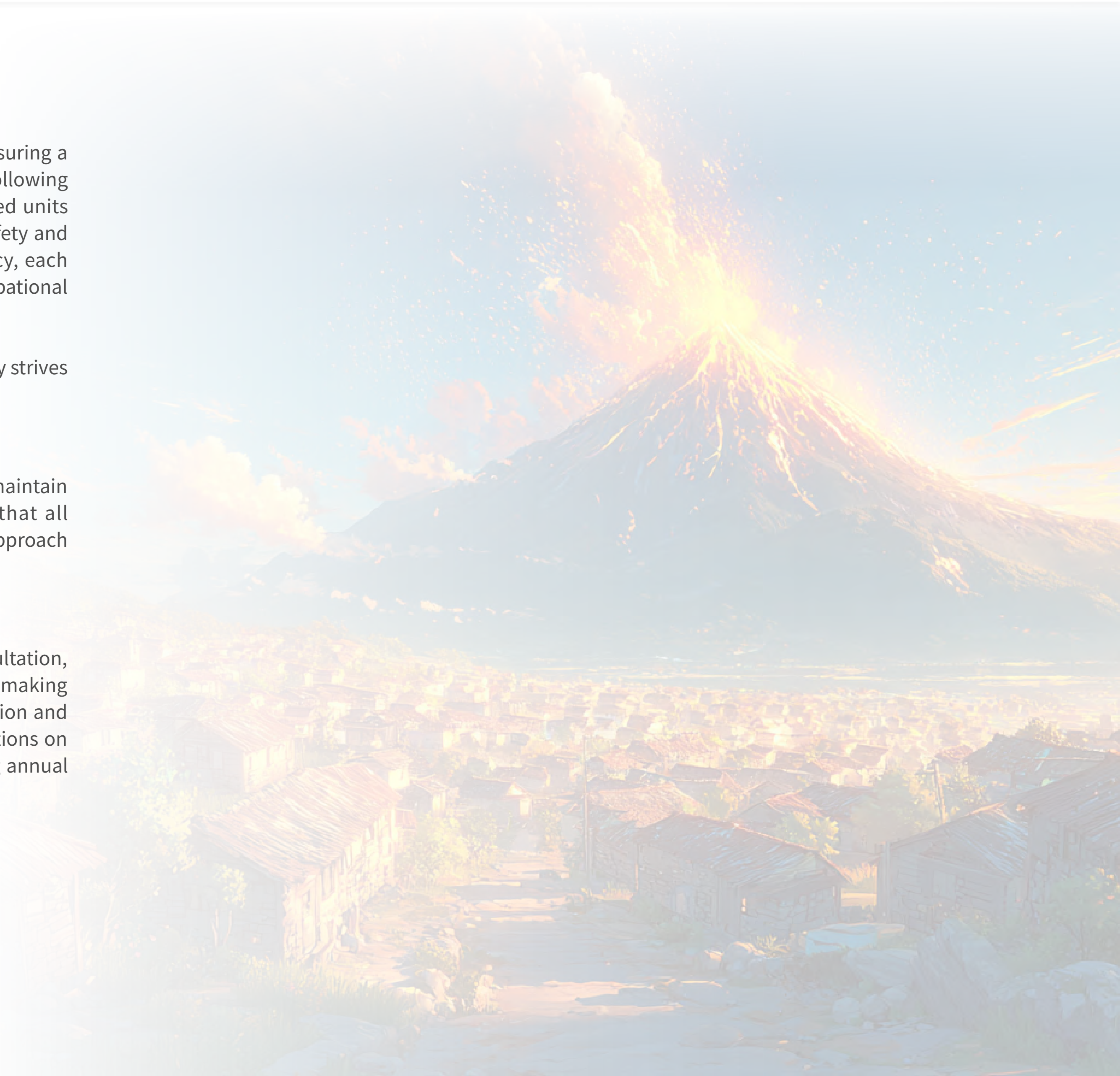
Wistron not only maintains a safe and healthy workplace environment for employees, but also continuously strives to identify and mitigate potential occupational safety and health risks.

### OHS Management System

Wistron's plants leverage ISO 45001 OHS 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



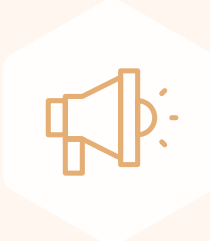
- Regular environmental hazards risk assessments to assess whether the operating procedures comply with regulations
- The Company requires corrections for non-compliant procedures in accordance with legal requirements and tracks improvement through internal regulations

Communication and engagement



- Labor Safety Committee
- Internal communication, consultation, and complaint procedures

Training and education



- Safety and health education and training for new employees
- Special hazard or first aid trainings for specific operators
- Annual OHS Management System officer training program
- Health seminars and speeches from experts to answer employees' health questions

Protection measures



- 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
- Continuous improvement of occupational safety and health management systems
- Require the use of personal protection equipment

Health protection



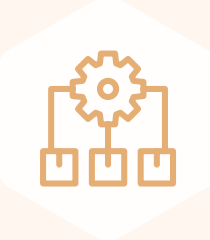
- Employee health check plan, including employees working at special positions (e.g., high-noise, dust, and X-ray, etc.)
- Regular inspections of operational environments
- On-site medical rooms, doctor visits, and counseling services

Emergency response



- In 2025, a total of 12 courses has been arranged for multi-scenario escape and evacuation simulation drills (daytime/nighttime, earthquakes, and fire disasters)
- In 2025, a total of 61 response drills has been arranged for infrastructure emergencies (fire safety and elevators)
- In 2025, a total of 54 courses has been arranged for emergency first aid and responders training

Supplier management



- When new suppliers are introduced, the Company verifies that they meet the basic requirements for occupational safety and health management system certification
- Regular supplier audits include items on occupational safety and health management;

Internal audit



- Regular internal audits at least once a year for timely improvement measures against non-conformities; audit reports provided to relevant management units
- The right table summarizes the key audit findings and corresponding improvement priorities identified between 2022 and 2025:

| Non-conformities       | Operational Planning and Control                                                                                                          | Emergency Preparedness and Response                                                                                  |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| Improvement Priorities | 1. Inspection of engineering protective facilities<br>2. Hazard identification and elimination<br>3. Signage and labeling of routes/areas | 1. Emergency drills<br>2. Employee awareness and training<br>3. Safety and Environmental Protection Month activities |
| 2022                   | 5                                                                                                                                         | 3                                                                                                                    |
| 2023                   | 36                                                                                                                                        | 7                                                                                                                    |
| 2024                   | 20                                                                                                                                        | 6                                                                                                                    |
| 2025                   | 26                                                                                                                                        | 13                                                                                                                   |



Night-time emergency drill



Hazard awareness training

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, Wistron will continue to provide tailored specialized training. This includes emergency rescue drills at the Hsinchu plant and energy response drills at the Zhongshan plant, which focus on strengthening employee safety awareness and validating the safety of the working environment. In 2025, a total of 271,712 individuals completed training, accumulating 276,382 training hours. Each plant conducts regular emergency response training to ensure familiarity with processes. This ensures the effectiveness of organizational disaster recovery mechanisms and reduces false alarms. In 2025, there were 54 reported cases. For historical data, please refer to the section on internal near-miss incidents.

|                       | 2023    | 2024    | 2025    |
|-----------------------|---------|---------|---------|
| Training participants | 200,106 | 153,659 | 271,712 |
| Training hours        | 168,406 | 151,447 | 276,382 |



Briefing on road safety



Inspection of ventilation devices



Emergency evaluation drill



ISO 45001 Annual audit

## Spotlight

### Strengthening Emergency Response Resilience at Wistron Malaysia to Protect Employees and Communities

In 2025, Wistron Malaysia conducted two rounds of annual emergency response drills to systematically evaluate the site's emergency preparedness through a range of simulated scenarios. The exercises covered multiple high-risk situations, including labor disputes, chemical spills, fire incidents, full-building evacuations, search and rescue operations, and medical emergency response, comprehensively testing reporting procedures, response mechanisms, and cross-functional coordination.

One of the key scenarios focused on a labor strike. Site security and order were supported by the Royal Malaysia Police (Bandar Sultan Suleiman and North Klang), with additional assistance from the Light Strike Force (LSF), ensuring that the exercise was conducted under safe and controlled conditions. The Port Klang Fire and Rescue Department observed and assessed evacuation routes and firefighting response procedures throughout the exercise, providing professional recommendations for improvement. Meanwhile, the site's Emergency Response Team (ERT) conducted live fire extinguisher demonstrations and on-site triage exercises to strengthen employees' practical response capabilities and emergency medical awareness during the early stages of an incident.

Through these scenario-based and hands-on exercises, Wistron effectively validated evacuation routes, communication systems, and cross-functional coordination mechanisms, enhancing overall response efficiency while reducing the potential risk of injuries and property loss. Collaboration with local police and fire authorities also helped ensure that emergency response measures considered the protection of surrounding communities, further strengthening the resilience of both the site and the broader area in responding to emergencies and disasters.



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 2025, environmental initiatives at manufacturing sites focused primarily on reducing environmental impacts through planned process improvements. In addition, annual occupational safety and health training programs provide operational training, emergency response procedures, and knowledge development. Safety Data Sheets (SDSs) are prominently displayed for easy reference, enabling personnel to respond effectively in the event of an emergency.

Workplace Hazard Identification and Risk Assessment

Trained and qualified personnel are responsible for conducting task-related hazard identification and applying 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 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 2025, Wistron continued to manage this occupational safety risk indicator (facility incident rate  $\leq 1.14\text{‰}$ ) as a medium- to long-term performance target. Through planned training programs and periodic inspection mechanisms, the Company effectively monitored and tracked site indicators on a monthly basis to reduce the likelihood of risk occurrence, and no related risks were identified in 2025. Most medium-to-high-risk items involve injuries caused by improper actions during routine operations involving mechanical equipment. To mitigate these risks, employees receive additional training to ensure the proper use of personal protective equipment and to review work procedures, thereby reducing the likelihood of incidents.

| Risk level    | Work Category                                                                                 | Control Measures                                              |
|---------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------|
| Medium / High | General operations (manufacturing processes/equipment), hazardous operations (e.g., hot work) | Training, inspections, emergency drills, and workflow reviews |
| Low           | General operations (daily office work)                                                        | Training, inspections, emergency drills                       |

Spotlight

AI Application Enhances OHS Management

Wistron’s Zhubei AI facility has advanced its occupational health and safety management through the deployment of an AI-powered Personal Protective Equipment (PPE) image recognition system. Upgrading PPE management from a supporting tool into a core workplace safety strategy. This approach transforms PPE compliance from a process dependent on manual inspections into a management mechanism that is predictable, traceable, and measurable.

Traditional manual inspections are often constrained by time, staffing resources, and blind spots within operational environments, making comprehensive coverage difficult to achieve. These challenges become particularly evident in high-risk settings involving frequent contractor access, simultaneous operations across multiple areas, and activities related to chemical handling, high-voltage testing, and logistics operations. The AI image recognition system provides continuous automated monitoring and quantitative data analysis and can effectively address the limitations of conventional inspections, making it one of the most cost-effective occupational safety improvement initiatives currently in place.



Voluntary Reporting of Near-Miss Incidents

Wistron has SOPs in place for near-miss incidents, such as fires, 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. Where no significant property damage or casualties have occurred, the event is recorded in the near-miss incident log, submitted for approval, and 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.

To minimize delays in communication, Wistron continues to strengthen its digital communication platforms through AI applications, including Columbus, Wistron’s internal knowledge platform. By integrating a smart assistant module, the platform provides employees with Q&A services. Additionally, internal communication procedures are in place to facilitate quick reporting of any emergencies or near-miss incidents.

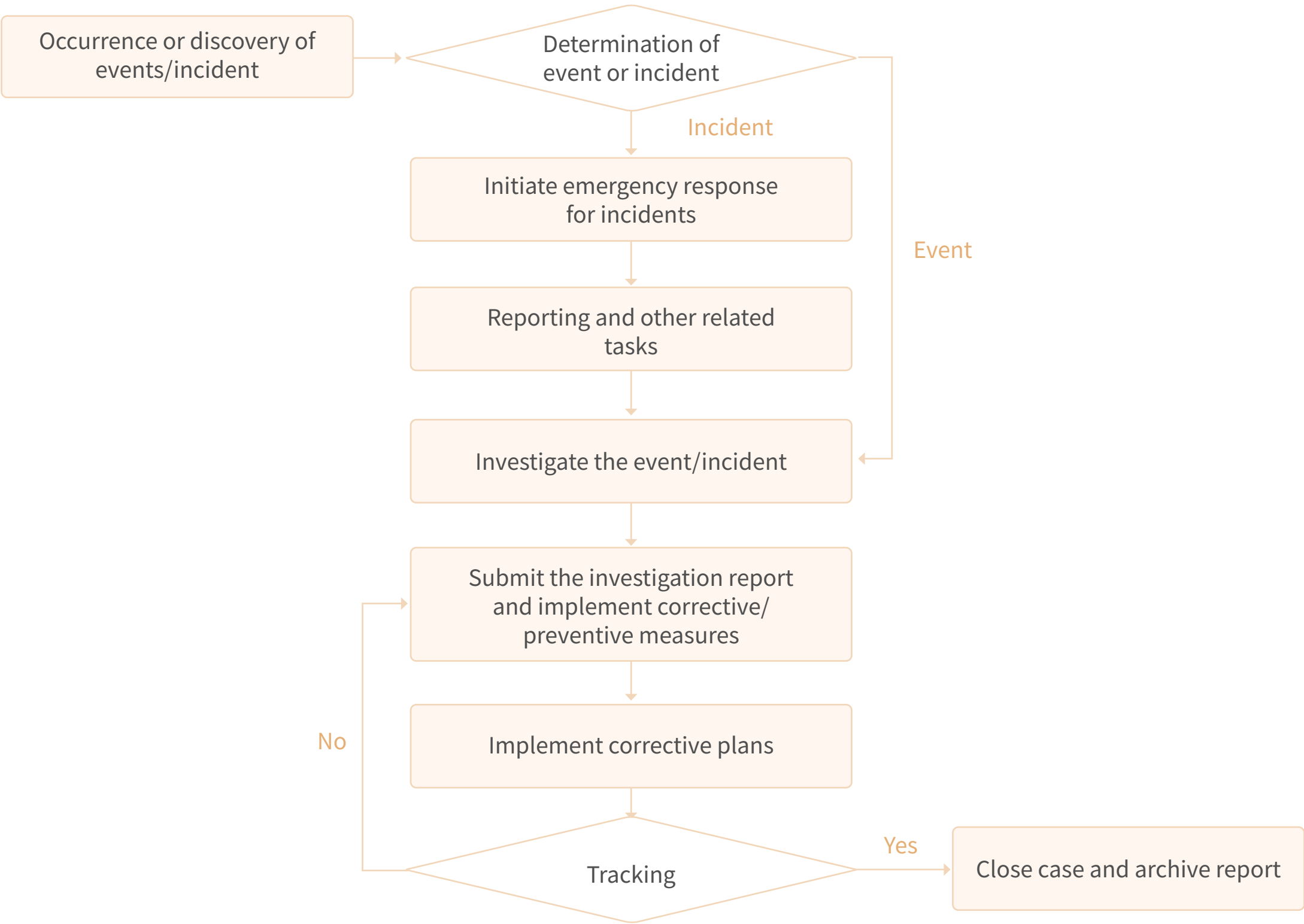
In 2025, there were a total of 54 near-miss incidents. The majority of near-miss incidents were caused by equipment and facility malfunctions or negligence, such as false fire alarms. Prompt action and subsequent measures were taken to verify the functionality of related equipment and enhance inspection procedures, respectively. Specific maintenance precautions are also included to prevent similar incidents in the future.

| Near-miss incidents by region | 2022 | 2023 | 2024 | 2025 |
|-------------------------------|------|------|------|------|
| Taiwan                        | 6    | 20   | 19   | 18   |
| Asia (excl. Taiwan)           | 109  | 22   | 15   | 23   |
| Europe & Americas             | 183  | 9    | 24   | 13   |
| Total                         | 298  | 51   | 58   | 54   |

Note: Statistics cover 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.



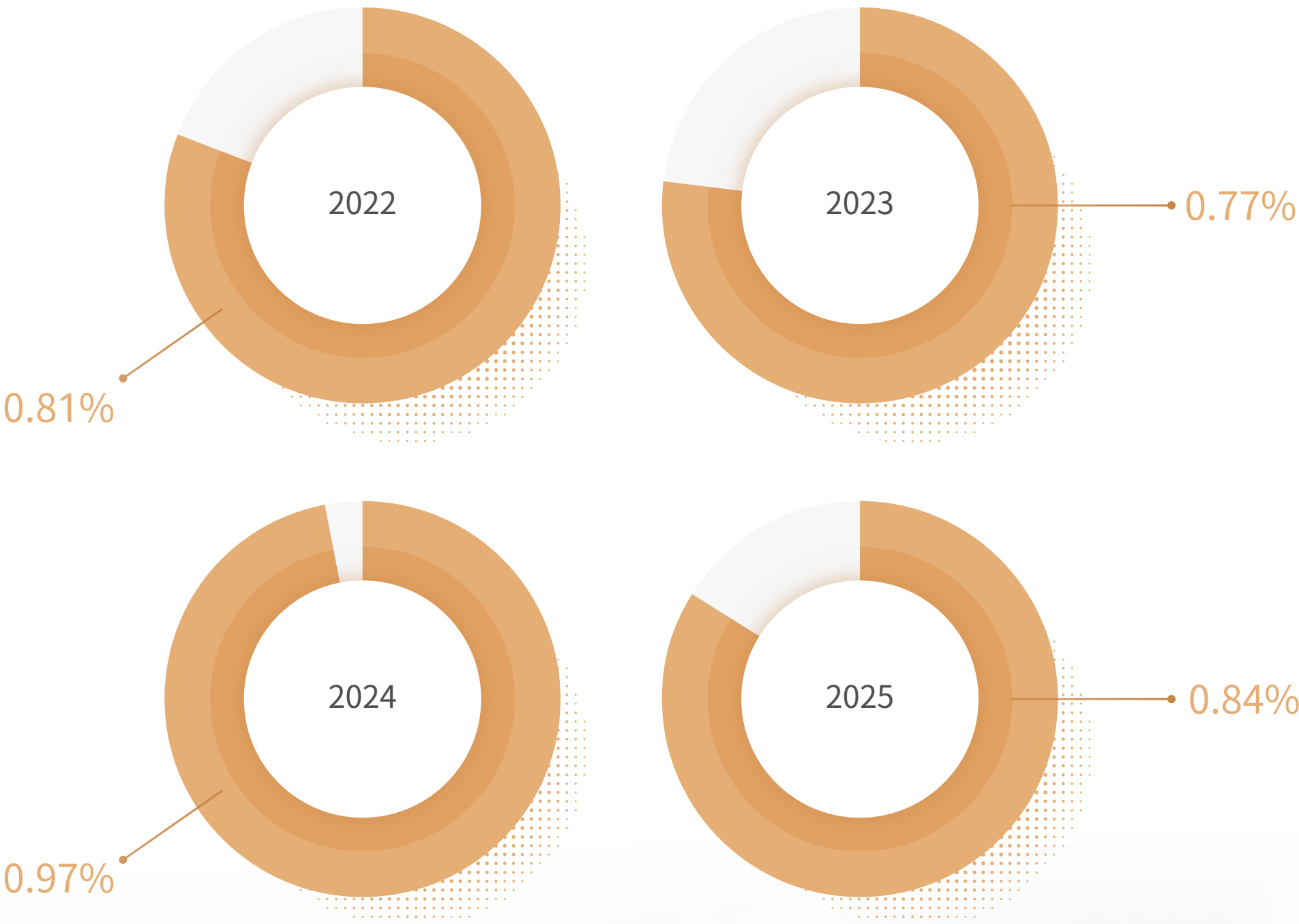
Occupational Disaster Statistics

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 2025 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 OHS management systems. In 2025, no significant violations (defined as violations with  $\geq$  NT\$1M fines) occurred in the management of subcontractors.

In 2025, the lost workday rate among employees in Taiwan increased compared with the previous year, primarily because employees were unfamiliar with traffic routes and commuting patterns following the relocation of the Hsinchu/Hukou sites, resulting in a higher number of commuting-related traffic accidents. Administrative units continued to strengthen communication on traffic safety through bulletin boards and introduced safety awareness sessions and traffic-reduction measures (such as shuttle bus services). In Asia (excluding Taiwan), the lost workday rate decreased compared with the previous year. Most occupational injuries were minor injuries, and the Company responded by reviewing standard operating procedures and strengthening foundational training. In Europe and the United States, the lost workday rate increased compared with the previous year, primarily due to mechanical injuries caused by improper handling. In response, Wistron strengthened employee training, reviewed standard operating procedures, and ensured that employees properly wore protective equipment to prevent injuries.

Employee Absence Rate



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. Absent days include work injuries and sick leave (sick leave excludes leave taken due to the pandemic).
3. 100% coverage rate achieved annually.

Employee Occupational Injury Statistics

| Disabling Injuries Statistics              | Taiwan                  |                  |                         |                         | Asia (excl. Taiwan) |                        |                        |                                 | Europe & Americas      |                        |                        |                                 |
|--------------------------------------------|-------------------------|------------------|-------------------------|-------------------------|---------------------|------------------------|------------------------|---------------------------------|------------------------|------------------------|------------------------|---------------------------------|
|                                            | Year                    | 2022             | 2023                    | 2024                    | 2025                | 2022                   | 2023                   | 2024                            | 2025                   | 2022                   | 2023                   | 2024                            |
| Total Work Hours                           | 22,693,604              | 23,387,274       | 24,500,263              | 26,870,760              | 102,076,209         | 65,965,432             | 67,207,272             | 88,710,468                      | 17,697,391             | 5,195,678              | 8,337,833.3            | 11,632,325                      |
| Main Injuries Category                     | Traffic accident /Falls | Traffic accident | Traffic accident /Falls | Traffic accident /Falls | Traffic accident    | Machine-related injury | Machine-related injury | Machine-related injury /Sprains | Machine-related injury | Machine-related injury | Machine-related injury | Machine-related injury /Sprains |
| Number of work-related injury cases        | 75                      | 73               | 73                      | 126                     | 43                  | 21                     | 20                     | 58                              | 30                     | 18                     | 97                     | 87                              |
| Occupational Injury Rate                   | 0.66                    | 0.62             | 0.60                    | 0.94                    | 0.08                | 0.06                   | 0.06                   | 0.13                            | 0.34                   | 0.69                   | 2.33                   | 1.47                            |
| Number of Severe Occupational Injury Cases | 0                       | 0                | 0                       | 0                       | 0                   | 0                      | 0                      | 0                               | 0                      | 0                      | 0                      | 0                               |
| Severe Occupational Injury Rate            | 0.00                    | 0.00             | 0.00                    | 0.00                    | 0.00                | 0.00                   | 0.00                   | 0.00                            | 0.00                   | 0.00                   | 0.00                   | 0.00                            |
| Occupational Disease Rate                  | 0.00                    | 0.00             | 0.00                    | 0.00                    | 0.00                | 0.00                   | 0.00                   | 0.00                            | 0.00                   | 0.00                   | 0.00                   | 0.00                            |
| Lost Days Percentage                       | 4.73                    | 6.85             | 4.74                    | 9.56                    | 3.53                | 4.97                   | 3.03                   | 2.23                            | 0.69                   | 12.59                  | 16.89                  | 24.59                           |
| 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/Malaysia/Mexico/Philippines/U.S. Plants include light injuries in their IR, all other plants exclude light injuries).

2. Severe occupational injury rate IR: (Number of severe occupational injury/total work hours) \* 200,000 (Calculation for severe injuries :the complete loss or loss of function of any part of the body in the accident ,exclude the number of fatalities.)

3. Occupational Disease Rate (ODR): (Total occupational disease cases/total work hours) \* 200,000.

4. Lost Day Rate (LDR): (Number of lost days due to work-related injuries/total work hours) \* 200,000 (All sites calculate lost days based on scheduled working days).

5. 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.

6. Scope: All full-time employees.

7. According to corporate ESG information disclosure regulations and the definition of relevant occupational accident data of TWSE, the percentage of occupational accidents is 0.054%.

Occupational Injuries – Non-employee Workers

| Disabling Injuries Statistics              | Taiwan  |         |         |                  | Asia (excl. Taiwan) |           |                        |                        | Europe & Americas |         |                        |           |
|--------------------------------------------|---------|---------|---------|------------------|---------------------|-----------|------------------------|------------------------|-------------------|---------|------------------------|-----------|
| Year                                       | 2022    | 2023    | 2024    | 2025             | 2022                | 2023      | 2024                   | 2025                   | 2022              | 2023    | 2024                   | 2025      |
| Number of People                           | 190     | 221     | 233     | 303              | 2165                | 1718      | 1779                   | 683                    | 648               | 234     | 479                    | 761       |
| Total Work Hours                           | 394,284 | 421,882 | 483,986 | 587,413          | 6,750,594           | 3,709,626 | 3,294,392.9            | 2,763,113              | 205,123           | 606,000 | 1,037,094.0            | 1,601,200 |
| Main Category of Occupational Injury       | None    | None    | None    | Traffic accident | Fall injuries       | Pinch     | Machine-related injury | Machine-related injury | Falls             | Cut     | Machine-related injury | Cut       |
| Number of work-related injury cases        | 0       | 0       | 0       | 1                | 5                   | 1         | 3                      | 9                      | 1                 | 1       | 6                      | 18        |
| Occupational Injury Rate                   | 0       | 0       | 0       | 0                | 0.15                | 0.05      | 0.18                   | 0.65                   | 0.98              | 0.33    | 1.16                   | 2.25      |
| Number of Severe Occupational Injury Cases | 0       | 0       | 0       | 0                | 0                   | 0         | 0                      | 0                      | 0                 | 0       | 0                      | 0         |
| Severe Occupational Injury Rate            | 0.00    | 0.00    | 0.00    | 0.00             | 0.00                | 0.00      | 0.00                   | 0.00                   | 0.00              | 0.00    | 0.00                   | 0.00      |
| Occupational Disease Rate                  | 0.00    | 0.00    | 0.00    | 0.00             | 0.00                | 0.00      | 0.00                   | 0.00                   | 0.00              | 0.00    | 0.00                   | 0.00      |
| Lost Day Rate                              | 0       | 0       | 0       | 1.36             | 0.83                | 0.02      | 0.61                   | 0.80                   | 68.75             | 0.17    | 18.90                  | 2.57      |
| 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 on-site operators and specialists)

# 4.5 Social and Cultural Care

Guided by its corporate vision of “Sustainability through Innovation,” Wistron is committed to integrating sustainability into both business operations and employees’ daily lives. To advance this vision, the Company established the Sustainability Office in 2022, led by senior management to oversee Six Sustainability Strategies (ESG 6-Pillar). Progress is regularly reported to the ESG and Information Security Committee of the Board of Directors, demonstrating a strong top-down commitment. Leveraging our core strengths in technology and R&D, we drive sustainability initiatives through innovation while encouraging employees and their families to participate in a wide range of activities, embedding sustainability into the Company’s culture.

## 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

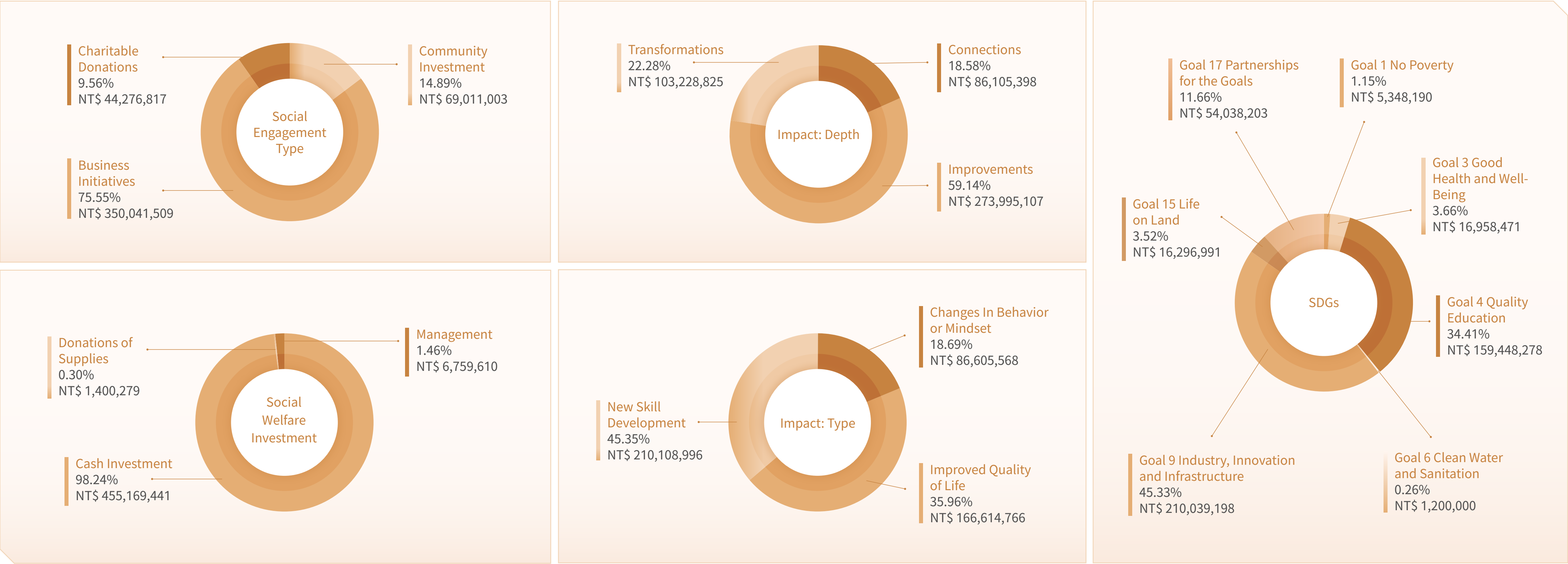
Since its establishment in 2010, the Wistron Foundation has focused on “environmental sustainability” and “humanistic development” as its strategic core, embodying the philosophy of “mutual benefit through altruism.” The Foundation is committed to fostering harmony between people and nature by strategically partnering with like-minded charitable organizations and promoting long-term, diverse collaborations in the fields of environmental protection and cultural enrichment. Our key areas of focus include “habitat conservation” and “humanistic 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 implementation results to the Board of Directors. In 2025, we successfully launched over 29 projects, demonstrating our strong commitment to sustainable development.



Social Influence

- Wistron advances social inclusion through long-term planning and company-wide engagement:
- Investment Scale: Total social investment reached NT\$463,329,330 in 2025.
  - Diverse Scope: Covering industry-academia cooperation, startup engagement, Foundation initiatives, and charitable efforts by employees.
  - Strategic Objective: Supporting partners in charity through effective resource allocation and long-term engagement, while advancing sustainability and common good.

NT\$ 463,329,330 Social Investments



Employees Impacts

Guided by its vision of “Sustainability through Innovation,” Wistron upholds four core values: Customer Focus, Integrity, Innovation, and Sustainability. We actively respond to societal needs by partnering with volunteers and stakeholders to protect the environment while strengthening collaboration among industry, government, academia, and research institutions. Employees are encouraged to apply their professional expertise and R&D capabilities to create positive social impact. Through these efforts, we hope that every Wistron employee is empowered to transform personal values into a force for social good.

In environmental conservation, the Wistron Foundation integrates internal volunteer resources to promote the Wistron volunteer program. In 2025, the Foundation organized ten working holiday activities. Volunteers committed to ecological conservation efforts at Shuanglianpi in Yuanshan Township, Yilan County. Their tasks included building shelters, removing invasive species, rehabilitating endangered aquatic plants, and managing eco-friendly farmlands. The Foundation also supported freshwater fish restoration and waterbird habitat conservation initiatives at Guandu Nature Park in Taipei. In addition, volunteers participated in the Guandu International Nature Art Festival, where 52 employee volunteers collaborated to create The Floating Pulse, a six-meter-tall land art installation. In total, 276 volunteer participations were recorded throughout the year, contributing 2,204 volunteer hours and demonstrating Wistron employees’ commitment to environmental sustainability.

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

| Direction     | Focus Areas                                                                                                                     | Employees’ Role                                                                                                                                                                                                                                                                                                                                                                   |  | Method                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Culture       | <div><br/>Digital Literacy</div>             | <div><div>1. Professional Mentors: Contribute expertise to support talent development</div><div>2. Technology Innovation Advocates: Advance the upgrade of key technologies</div><div>3. Application Partners: Collaborate in technology development and validation</div><div>4. Cross-sector Resource Integrators: Facilitate project cooperation and implementation</div></div> |  | <div><div>1. Knowledge Transfer: Engage experienced employees as corporate mentors to transform industry expertise into learning resources</div><div>2. Industry-Academia Co-creation: Strengthen partnerships with research institutions to jointly develop key industry technologies</div><div>3. Technology Validation: Provide technical resources and testing environments to support feasibility studies and validation activities</div><div>4. Startup Empowerment: Coordinate industry-academia projects, integrate resources, and assist startups with commercialization</div></div> |
|               | <div><br/>Culture and Social Welfare</div> | <div><div>1. Sustainability Advocates: Promote a culture of sustainability</div><div>2. Community Engagement Participants: Expand social impact through charitable initiatives</div><div>3. Frontline Volunteers: Participate directly in volunteer service activities</div></div>                                                                                                |  | <div><div>1. Cultural Internalization: Incorporate sustainability and educational topics into corporate activities, making them part of everyday life for employees and their families</div><div>2. Collective Engagement: Mobilize employees through company-wide initiatives and employee welfare committees to maximize social impact</div><div>3. Leading by Example: Encourage employees to actively participate in volunteer service activities</div></div>                                                                                                                             |
| Environmental | <div><br/>Natural Capital</div>            | <div><div>1. Environmental Stewards: Contribute manpower to conservation initiatives</div><div>2. Environmental Education Ambassadors: Participate in ecological tours</div></div>                                                                                                                                                                                                |  | <div><div>1. Habitat Restoration: Mobilize employee volunteers to support local conservation and habitat restoration efforts</div><div>2. Environmental Education: Organize ecological learning experiences for employees and their families to foster environmental awareness through engaging and interactive activities</div></div>                                                                                                                                                                                                                                                        |

Goals & Visions of the Six Major Charity Spotlights

| Direction     | Focus Areas                                                                                                      | Focus                             | Method                                                                                                                                                                                                                                                                                                                                                                                                                    | Goals/Vision                                                                                                                                                                                                                                                                                                                                                                                                               | SDGs                                                                                                                                                                           |
|---------------|------------------------------------------------------------------------------------------------------------------|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Culture       | <br>Digital Literacy            | Technological Innovation          | <ul style="list-style-type: none"><li>Strengthen technological application through mid-to-long-term industrial partnership</li><li>Enhance patent quality through technology verification and development</li><li>Leverage AI to improve technical quality and 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>                                                                                                                                                                                               |                                                                                             |
|               |                                                                                                                  | Talent Cultivation                | <ul style="list-style-type: none"><li>Collaborate with industry to cultivate future industry talents</li><li>Provide diverse learning platforms and educational resources</li><li>Deepen 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 and provide more exchange opportunities</li><li>Develop potential talents and technologies</li></ul>                                                                                                                                                                                                |                                                                                             |
|               | <br>Culture and Social Welfare | Culture Enhancement               | <ul style="list-style-type: none"><li>Promote cultural activities to enhance cultural literacy</li><li>Invest in after-school tutoring programs for children in remote areas and vulnerable communities</li><li>Provide support and specialized training for teachers in diverse experimental education fields, and enhance educational equipment and facilities</li><li>Retain and cultivate NGO professionals</li></ul> | <ul style="list-style-type: none"><li>Provide diverse humanities education to the general public via visual and multimedia means</li><li>Enhance learning resources and opportunities for underprivileged families/communities in remote areas</li><li>Expand educators’ perspectives and develop more diverse specialized curricula</li><li>Encourage employees to practice sustainability in their daily lives</li></ul> |                                                                                             |
|               |                                                                                                                  | 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>Encourage employees to participate in voluntary charity projects</li><li>Implement community outreach initiatives</li></ul>                                                                                                                                               | <ul style="list-style-type: none"><li>Create a sustainable and beautiful life with green purchasing power</li><li>Minimize gap in social resources and implement social investments</li><li>Increase participation to become a seed for corporate sustainable management</li></ul>                                                                                                                                         |                                                                                           |
| Environmental | <br>Natural Capital           | Natural & Ecological Conservation | <ul style="list-style-type: none"><li>Adopt and manage habitats for conservation and maintenance</li><li>Collect environmental data via tracking, investigation and monitoring for conservation efforts</li><li>Prevent and remove invasive species</li><li>Advocate environmental stewardship via volunteer training</li><li>Conserve and restore wild/endangered flora and fauna</li></ul>                              | <ul style="list-style-type: none"><li>Preserve and maintain habitat integrity and 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>                                                                                         | <br> |
|               |                                                                                                                  | Environmental Education           | <ul style="list-style-type: none"><li>Organize environmental education campaigns, curricula and activities</li><li>Establish environmental learning communities to raise public awareness</li><li>Maintain and repair environmental education facilities</li><li>Produce and promote quality ecological documentaries</li><li>Host teacher workshops with ecology documentaries to strengthen education</li></ul>         | <ul style="list-style-type: none"><li>Produce and promote quality documentaries/radio programs</li><li>Enhance environmental literacy to fostering sense of environmental stewardship</li><li>Use visual media to raise public awareness</li></ul>                                                                                                                                                                         |                                                                                           |

Commercial & Social Benefits of the Six Major Charity Spotlights

| Focus Areas / Motivation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Focus                    | Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Commercial Benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Social Benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Investments                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Percentage  |        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------|
| <div></div> <div>Digital Literacy</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> | Technological Innovation | <div><b>International Industry-Academia Cooperation</b><br/>1. MIT CSAIL<br/>2. MIT VE<br/>3. R&amp;D program with Purdue University</div> <div><b>Smart Healthcare and Advanced AI Technologies</b><br/>1. Smart Healthcare Industry-Academia Alliance: AI-driven contactless physiological monitoring and remote command center development<br/>2. Research and development of contactless physiological signal interpretation technology combining millimeter-wave radar and AI<br/>3. Large (multimodal) language models tailored to enterprise needs</div>                                                                                                                             | <div><b>Green Energy and Smart Manufacturing</b><br/>1. Green smart manufacturing<br/>2. Collaborative research project: Implementation of an Intelligent Yield Management (IYM) System in SMT Processes<br/>3. Warpage simulation analysis before and after reflow soldering<br/>4. Smart Grid Integrated Dispatch Solution (II)<br/>5. Development of key materials and integrated systems for freshwater/seawater-compatible AEM electrolyzers</div> <div><b>Communication Technology</b><br/>• UAV baseband transceiver</div> <div><b>Startup Community and Ecosystem</b><br/>• Asia America Multi-Technology Association: Taipei Cradle Program</div> | <div><b>Technology development:</b><br/>Through collaboration with leading universities (e.g., NTU, NCKU, MIT, Purdue University), Wistron introduces advanced technologies (e.g., AI, smart manufacturing, and advanced thermal solutions) to accelerate product development and process optimization</div> <div><b>Strengthening industry-government-academia networks:</b><br/>By actively participating in local semiconductor initiatives and government forums in overseas locations such as Mexico, Wistron enhances access to policy support and utility infrastructure resources as well as influences in the local business community</div> | <div><b>Drives industry technology development:</b><br/>Investments in open-source edge computing, smart grids, and green smart manufacturing contribute to the sustainable and innovative development of industries, supply chains, and society</div> <div><b>Addressing societal needs:</b><br/>Initiatives such as AI-driven contactless physiological monitoring apply technological innovation directly to improving healthcare quality and public well-being</div> | 218,153,418 | 47.08% |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Talent Cultivation       | <div><b>Industry-Academia Co-Creation and Advanced Technical Talent Cultivation</b><br/>1. Wistron-NYCU Joint Innovation Center for Intelligent and Green Energy Industries: JCAG Industry-Academia Master’s Program and Credit Programs<br/>2. Collaboration with NTU College of Electrical and Computer Engineering for an AI leadership alliance<br/>3. Seedling Program</div> <div><b>Industry-Academia Training Hubs and Infrastructure</b><br/>1. NYCU Joint Innovation Center for Intelligent and Green Energy Industries JCAG Building Acquisition (Zhiyuan Building Room 132)<br/>2. NYCU Joint Innovation Center for Intelligent and Green Energy Industries JCAG Equipment</div> | <div><b>Innovation, Entrepreneurship, and Future Leader Cultivation</b><br/>1. YEF Program (Epoch School)<br/>2. Garage+ Incubation Program<br/>3. Epoch-IT Program Annual Fee</div> <div><b>International Academic Partnerships</b><br/>• MIT Industrial Liaison Program (ILP)</div> <div><b>Sports Talent and Corporate Social Responsibility</b><br/>• Wistron Ladies Open</div>                                                                                                                                                                                                                                                                        | <div><b>Builds a talent pipeline:</b><br/>From vocational education partnerships to master’s programs with leading universities, Wistron develops a stable pipeline of job-ready talent to support its mid-to-long-term R&amp;D and manufacturing capabilities</div> <div><b>Enhances employer brand:</b><br/>By sponsoring incubation programs and campus outreach initiatives, Wistron strengthens its reputation among younger generations as a company that values talent and invests in education</div>                                                                                                                                          | <div><b>Bridges the education-to-job gap:</b><br/>By participating directly in internship programs and curriculum development, Wistron helps students acquire skills aligned with market needs</div> <div><b>Promotes quality education:</b><br/>By providing scholarships and internship opportunities, Wistron provides students from diverse backgrounds with access to fair and high-quality education resources</div>                                               | 171,585,962 | 37.03% |

Commercial & Social Benefits of the Six Major Charity Spotlights

| Focus Areas / Motivation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Focus               | Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Commercial Benefits                                                                                                                                                                                                                                                                                                                                                                            | Social Benefits                                                                                                                                                                                                                                                                                                                                                                         | Investments | Percentage |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------|
| <div></div> <div>Culture and Social Welfare</div> <div>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</div> | Culture Enhancement | <div><b>Diversity and Experimental Education</b><ul style="list-style-type: none"><li>1. Cixin Waldorf Teacher Training</li><li>2. Cixin Waldorf High School New Building Project</li><li>3. Junyi Experimental High School</li><li>4. Sustainable Co-learning Initiative in Hualien and Taitung</li><li>5. Intergenerational Education Initiative</li></ul></div> <div><b>Humanities and Arts Promotion</b><ul style="list-style-type: none"><li>1. U-Theatre: Taiwan Culture in Europe</li><li>2. Guandu International Nature Art Festival</li><li>3. Hualien-Taitung Documentary: “All Things to All”</li></ul></div> <div><b>Public Welfare and Social Sustainability</b><ul style="list-style-type: none"><li>1. Little Beaver Scholarship Program</li><li>2. Anti-Drug Education Programs in Outlying Islands and Remote Areas</li><li>3. Reading Companionship and Tutoring for Disadvantaged Children in Xizhi</li><li>4. Support for Underprivileged Children’s Tutoring Services</li><li>5. Super Carpenter’s Storage Cabinet Initiative: Supporting Post-disaster Recovery in Guangfu Township, Hualien</li></ul></div> | <div><b>Strengthens Brand Equity:</b><br/>Supporting high-quality cultural, artistic, and humanities initiatives helps enhance the Company’s cultural identity and brand value</div> <div><b>Enriches Employee Perspectives:</b><br/>Humanities lectures and cultural engagement inspire creativity and broaden employees’ perspectives, contributing to an innovative workplace culture</div> | <div><b>Advances Diverse Education:</b><br/>Supporting experimental education and rural co-learning platforms contributes to a more diverse and sustainable future for education in Taiwan</div>                                                                                                                                                                                        | 32,827,013  | 7.09%      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Culture and Care    | <div><b>Small-amount donation program</b><ul style="list-style-type: none"><li>1. Charity sale</li><li>2. Holiday donation program</li><li>3. Implementing community outreach initiatives</li></ul></div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <div><b>Positive Corporate Reputation:</b><br/>Ensures strong relationships with local organizations and nonprofit partners</div>                                                                                                                                                                                                                                                              | <div><b>Encourage Voluntary Donations and Contributions from Employees:</b><br/>Employees contributed approximately NT\$1.6 million through these initiatives</div> <div><b>Local Revitalization Collaboration:</b><br/>Projects prioritize procurement from local revitalization organizations, while internal communications help raise awareness and promote their initiatives</div> | 9,353,590   | 2.02%      |

Commercial & Social Benefits of the Six Major Charity Spotlights

| Focus Areas / Motivation                                                                                                                                                                                                                                                                                                                                                                                                          | Focus                             | Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Commercial Benefits                                                                                      | Social Benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Investments | Percentage |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------|
| <div><div>Natural Capital</div><p>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</p></div> | Natural & Ecological Conservation | <p><b>Wildlife Rescue and Species Conservation</b></p> <ol style="list-style-type: none"><li>Wildlife Rescue and Conservation Program</li><li>Program to Monitor the Impact of Free-Roaming Cats and Dogs on Wildlife</li><li>Raptor Environmental Education and Conservation Rescue Project</li><li>Cetacean Health and Transboundary Conservation Research Project</li><li>Shuanglianpi Endangered Aquatic Plant and Native Fish Restoration Program</li></ol> <p><b>Critical Habitat Restoration and Management</b></p> <ol style="list-style-type: none"><li>Long-Term Promotion Plan for Shuanglianpi Habitat Restoration</li><li>Guandu Nature Park Moon Pond and Waterbird Breeding Habitat Conservation Project</li><li>Longqi Natural Landscape Conservation Project</li></ol> <p><b>Environmental Monitoring and Land Stewardship</b></p> <ol style="list-style-type: none"><li>Monitoring and Investigation of Soil and Water Pollution and Industrial Waste</li><li>Long-term Monitoring and Advocacy Program for Beach Litter</li></ol> <p><b>Sustainable Living</b></p> <ol style="list-style-type: none"><li>Tainan Parks, Trees and Urban Project</li><li>Shennong Sustainable Living Project</li></ol> | <p><b>Employee Volunteers (incl. family members):</b><br/>152 colleagues &amp; 129 relatives/friends</p> | <p><b>Raises Public Awareness:</b></p> <ul style="list-style-type: none"><li>Through radio programs, documentaries, photography exhibitions, and other media platforms, Wistron helps increase public awareness of and engagement with local culture, ecological conservation, and social issues</li><li>In 2025, a total of 1,677 environmental education activities were conducted, reaching 36,688 participants, while 152 employees took part in environmental volunteer activities</li></ul> | 20,909,347  | 4.51%      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                   | Environmental Education           | <p><b>Environmental Advocacy and Outreach</b></p> <ol style="list-style-type: none"><li>2025 National Geographic Taiwan Photo Contest</li><li>Ecological Radio Program – The Voice and Harmony of Taiwan</li><li>14th WildViewTaiwan Film Festival in association with Wildscreen: Ecological and Environmental Education Promotion Program in the Hualien-Taitung Region</li><li>Chi Po-lin Foundation Environmental Education Project</li><li>Nature and Humanities Series Events for Technologists</li></ol> <p><b>Ecological Documentaries and Outreach</b></p> <ol style="list-style-type: none"><li>Ecological Documentary - Seven Ages of A Man</li><li>Ecological Humanities Documentary - Fly! Mountain Hawk-Eagle</li><li>Ecological Humanities Documentary - Wild Road</li><li>Documentary Outreach Project - Good Morni MIT: High School Promotion Project</li></ol>                                                                                                                                                                                                                                                                                                                                        |                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 10,500,000  | 2.27%      |

4.5.2 Social Influence

Spotlight 1 : Technological Innovation



Our Actions

- Provide advanced computing resources to strengthen academic research infrastructure
- Deepen industry-academia cooperation to cultivate top AI talent
- Support forward-looking research and accelerate technology commercialization



The Problems  
We Aim to Solve

With the advent of the generative AI era, training large-scale models requires substantial investment in computing infrastructure. Due to funding constraints, academic and research institutions often lack access to sufficient high-performance computing resources, limiting research progress. This not only widens the technology gap between academia and industry, but also significantly affects the pace of advanced AI talent development and the accumulation of practical experience.



Our Role

As a global leader in the ICT and AI server industry, Wistron not only provides cutting-edge hardware manufacturing capabilities, but also sees itself as a driver of the AI ecosystem. Through equipment donations and technical support, we help bridge resource gaps in academia with corporate resources, serving as a strong supporter of frontier research and fostering a virtuous cycle of mutual benefit between industry and academia.

Donating advanced AI computing infrastructure to accelerate academic research and talent development

Empowering Computing: Donating the Latest Generation of AI Server Clusters to Establish HPC Environments

Wistron recognizes that AI development is largely dependent on robust computing power. To address the shortage of advanced computing resources available to academia, Wistron launched a program to donate advanced AI servers with the latest GPU architecture to top academic institutions. This significantly enhances on-campus AI computing and big data processing capabilities, allowing faculty and students to seamlessly connect with forward-looking technologies worldwide and focus on the research and development of forward-looking fields such as large language models (LLM) and generative AI, building a solid academic AI infrastructure for Taiwan.

Frontier Research: Overcoming Hardware Limitations to Accelerate Interdisciplinary AI Innovation

With Wistron’s donation of advanced computing resources, research teams are no longer constrained by hardware limitations, allowing model training times that previously required weeks to be significantly reduced. This investment has supported and accelerated a wide range of interdisciplinary AI research applications, including precision medical imaging analysis, drug discovery simulation, smart manufacturing algorithms, and climate change forecasting. By expanding access to computing capacity, Wistron helps academia overcome previously insurmountable technical barriers and generate research outcomes with greater international impact.

Talent Cultivation: Connecting Academic and Industry Resources to Strengthen Taiwan’s AI Industry Competitiveness

Wistron’s donation program extends beyond a simple hardware transfer, and acts as a long-term investment in talent cultivation. By providing students with access to industry-grade computing environments, the program enables hands-on experience with advanced AI infrastructure, cloud architectures, and big data processing technologies during their studies. Combined with technical exchanges and practical collaboration opportunities with Wistron experts, the initiative helps narrow the skills gap. With the program, we hope to cultivate AI engineers with practical experience to inject endless innovation momentum into Taiwan’s AI industry chain.

Spotlight 2 : Talent Cultivation

Our Actions

- Cultivate AI industry talents through industry-academia cooperation
- Provide diverse learning platforms and educational resources
- Deepen cooperation with campuses to offer development resources

The Problems  
We Aim to Solve

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

Our Role

Wistron is committed to talent development by integrating internship opportunities with extensive industry resources. We provide a platform for young students to grow, helping diverse talents broaden their horizons and strengthen their professional capabilities.

Expanding international perspectives | Cultivating future industry talents

Industry-Academia Collaboration: Leading the Industry & Creating a New Model for Industry-Academia Collaboration Through the AIoT Smart Manufacturing R&D Center

Wistron partnered with Southern Taiwan University of Science and Technology to establish the AIoT Smart Manufacturing R&D Center, setting a benchmark for industry-academia co-creation. In addition to donating nearly NT\$4 million to build an advanced smart production-line environment, Wistron assigned managers to teach and mentor students, introducing real-world industry needs directly into the classroom. By integrating key AI and IoT technologies, we aim to minimize the skills gap mismatch to achieve our strategies of adding value to technologies and sharing resources. This collaboration demonstrates Wistron’s commitment to talent cultivation and ensuring R&D results are directly connected to the market. This allows us to cultivate job-ready smart manufacturing talents and create a win-win scenario for industry upgrades.

Global Connections: Wistron Ladies Open’s Leads the Ladies European Tour

In 2025, Wistron continued to collaborate with the Ladies European Tour (LET) and offered a staggering prize pool of US\$1 million, drawing 108 pro golfers from Taiwan and beyond. The most exciting moment of the Open was undoubtedly the long-awaited return of Taiwan’s legendary golfer Tseng Yani. While having endured a lull in her career, Tseng embodied an unyielding sportsmanship and has continued to inspire many to pursue their dreams. Wistron has maintained a presence in the golfing community since 2006 and aimed to offer a stage of international caliber. We hope to support golfers as they challenge themselves while also showcasing Taiwan’s strength and power to the world.



## Spotlight 2 : Talent Cultivation

### Future Talents: Partnering with NYCU to Build a Science and Technology Talent Hub in Southern Taiwan

Wistron is actively seeking industry-academia co-creation and has invested NT\$954 million to build the Wistron Building at NYCU's Tainan campus, creating a new paradigm for industry-academia cooperation. The building will serve as a critical R&D hub in Southern Taiwan for AI, semiconductor and green energy technologies. This amplifies the industry cluster effect at the Shalun Smart Green Energy Science City but also demonstrates Wistron's long-term commitment to talent cultivation. By building an advanced domain for innovation, we're committed to reducing the skills gap mismatch and injecting endless innovation momentum for Taiwan's high-tech industries.

### Workplace Adventures: Encouraging Youth to Learn about Careers & Strengthening Industry-Academia Connections

To bridge the gap between classroom learning and the workplace, Wistron's Vietnam site organized corporate visits for students, using age-appropriate learning experiences to help young people gain an early understanding of career opportunities. Programs are tailored to different educational stages. Introductory visits are arranged for younger students (below senior high school) to build basic awareness of industries and occupations, while more advanced career exploration and skills-sharing activities are provided for senior high school students preparing to enter the workforce. Guided by Wistron employees, students gain insights into daily work through real-life case sharing, games, and simulated workplace experiences. Wistron will continue to work with local schools and communities to provide diverse learning opportunities and support young people at different stages of their development.



Spotlight 3 : Culture Enhancement

Our Actions

- Collaborate with charity organizations and educational institutions to conduct diverse specialized teacher training programs, experimental education, and curriculum-related projects
- Provide tutoring and support for children in remote areas and underprivileged communities
- Develop and implement social and emotional learning (SEL) educational materials
- Deliver drug prevention education and awareness programs
- Support tours by high-quality arts and cultural organizations

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.

Our Role

The Foundation has long been committed to promoting innovative education and enhancing humanistic literacy. In collaboration with professional nonprofit 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, support, and SEL resources 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.

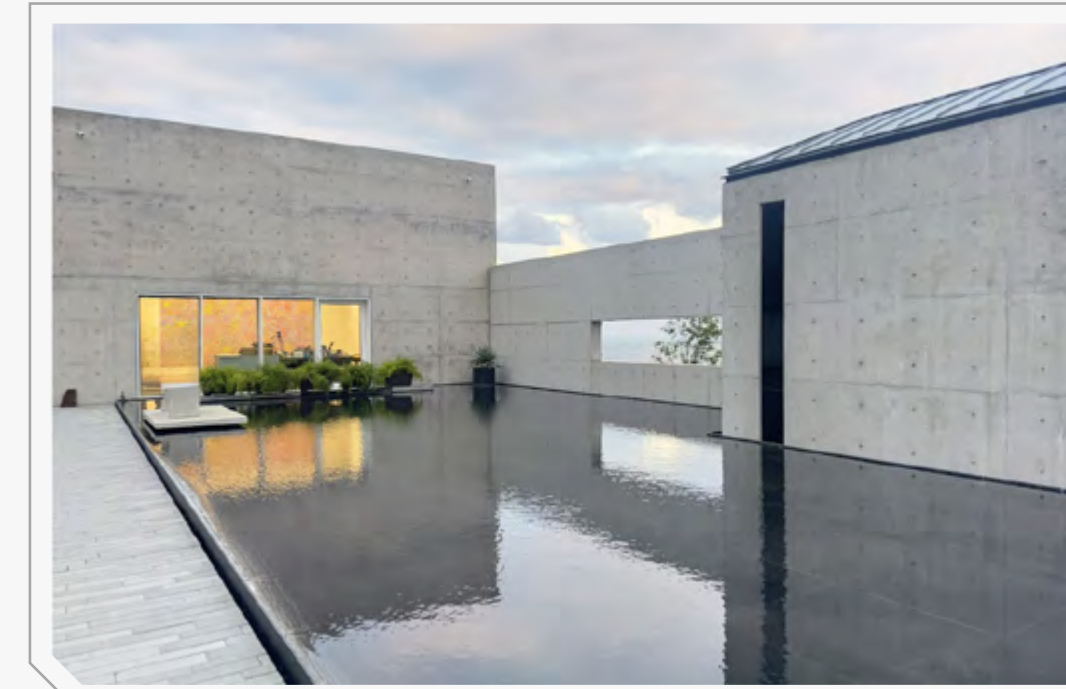
Expanding Educational Influence Through Diverse Partnerships

The Wistron Foundation hopes to transform lives through education. By offering humanities education, the Foundation seeks to provide equitable and diverse education resources to children, ensuring they remain competitive throughout their lives and possess the strength to move through life. We believe that education is more than a transfer of knowledge but, more importantly, a way to shape values and character.

In 2025, the Foundation implemented eight humanities education projects in collaboration with a diverse range of professional non-profit organizations. These included Waldorf teacher training, intergenerational education, and high school merger projects with the Anthroposophy Education Foundation; sustainable development initiatives in Hualien and Taitung with the Alliance Cultural Foundation; after-school tutoring programs for disadvantaged children with the Boyo Social Welfare Foundation and Taipei Glory Church; Anti-Drug Education Programs in offshore islands and rural communities with Taiwan Drug Free World Association; and the Little Beaver Scholarship Program with the Chengzhi Education Foundation and MEandMine. Collectively, these initiatives benefited 8,622 participants in 2025 as they continue to expand the impact of education.



## Spotlight 3 : Culture Enhancement



### Advancing Waldorf Education and Building a Robust Learning System

Since 2010, the Foundation has supported the Cixin Waldorf School through campus development and teacher training initiatives, strengthening professional development systems for educators and supporting the expansion and integration of the Dongshan and Su'ao campuses. The Foundation also promotes intergenerational education by advocating for shared learning between older and younger generations and creating nature-based living spaces. At the same time, it has strengthened early childhood education initiatives that reinforce the core values of family education, demonstrating that investment in early education can generate long-term benefits for individuals, families, and future generations while contributing to a healthier society. After years of effort, we have assisted in the establishment of a full Waldorf education system covering ages 0 to 18. In 2025, 541 teachers participated in teacher certification and professional development programs. The Foundation also hosted the inaugural ITEF Waldorf Asia-Pacific Teacher Education Conference to deepen international exchange. A total of 158 educational activities were held, attracting 4,376 participants, including: 94 educational support activities (2,135 participants); 29 lifelong learning activities (661 participants); and 35 family-school-community engagement activities (1,580 participants).

### Supporting Hualien and Taitung Through Education and Global Exposure

Over the past 15 years, the Foundation has partnered with the Alliance Cultural Foundation to advance three key visions in Hualien and Taitung: education, arts and culture, and local revitalization. This includes supporting the Junyi School of Innovation as an education hub dedicated to transforming rural education and fostering students' confidence and independent thinking. To date, Junyi has sent off 40 students abroad to pursue further education. Since opening in March 2025, the Paul Chiang Art Center has welcomed more than 100,000 visitors. Moving forward, the park aims to serve as an international cultural hub, attracting artists and visitors from around the world while showcasing the cultural richness of eastern Taiwan through art. In November 2025, Wistron supported the Paul Chiang Arts and Cultural Foundation's Corporate Exhibition Program and hosted In Search of Light: Paul Chiang's Life Journey for Art at Wistron AI Park, creating opportunities for employees to experience art within a technology-focused environment and bringing a moment of warmth in their busy lives.

## Spotlight 3 : Culture Enhancement

### Supporting Tutoring Programs for Disadvantaged Children

Since 2012, the Foundation has partnered with the Boyo Social Welfare Foundation to offer after-school tutoring programs in rural communities by integrating educational support, social work services, and graduate tracking mechanisms. In 2025, 17 tutoring centers were established, serving 59 townships and 2,412 students. Tracking shows that 16-25 year-old graduates earn an average monthly salary of NT\$37,194, indicating that education investment has substantively promoted self-reliance and upward mobility out of poverty. The Foundation has also supported after-school learning programs offered by Taipei Glory Church since 2011. In 2025, the program provided stable learning and mentoring support to 47 children, helping build confidence and hope for the future.

### Little Beaver Scholarship Program: Remote Education × SEL

As technology poses challenges, underprivileged students in remote areas often experience lack of emotional support when compared to their urban counterparts. Since 2022, the Wistron Foundation has partnered with MEandMine, the Chengzhi Education Foundation's KIPP Inspired Schools in Taiwan, and Teach for Taiwan (TFT) to implement the Little Beaver Scholarship Program, bringing Social and Emotional Learning (SEL) into rural education settings through a systematic and data-driven approach. A total of 14 schools participated, benefiting 375 students. The Ministry of Education also acknowledges the importance of SEL and declared 2025 as the beginning of social and emotional learning in Taiwan with the launch of the first phase of its five-year plan to advance social and emotional learning in Taiwan.

### Anti-Drug Education in Remote Areas & Islands: Teaching Children to Say No to Drugs

According to Taiwan's High Prosecutor's office, around 70,000 people used illegal drugs in 2023, with the number of users rising each year. Drug-impaired automotive accidents also continue to rise in numbers but, more concerningly, there is a growing presence of drugs in schools. In 2024 the Foundation collaborated with the Taiwan Drug Free World Association on the Anti-Drug Speaker Training and Outreach Program for Youth in Offshore Islands and Remote Areas to train anti-drug speakers to speak at schools and communities in remote areas and offshore islands in Taiwan. In 2025, the program organized eight training sessions for speakers aimed at children in remote areas and trained 212 speakers. Additionally, 82 anti-drug sessions were organized, reaching 4,397 participants.

The humanities are an expression of culture. Our focus is on leveraging education to shape cultures with value and character because education truly does make a difference. Moving forward, the Wistron Foundation will continue to leverage the collective strength of education, aesthetics, and communities to build a replicable and scalable education support model to create a more resilient and culturally rich future for the coming generations.



Through social and emotional learning materials, the Foundation empowers children to become better adults.

## Spotlight 4 : Culture and Care

### Our Actions

- Strengthen collaboration with non-profit organizations and groups
- Encourage employees to participate in voluntary charity projects
- Organize philanthropic events
- Support communities

### 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.

### Our Role

We leverage our corporate influence to sustain ongoing collaborations with charitable organizations and offer support. By harnessing the power of bulk purchasing, Wistron 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.

## Truth, Kindness & Beauty: A Virtuous Cycle

### Company-Wide Participation: Diverse Charitable Efforts & A Culture of Giving

Wistron actively connects with small and medium-sized social welfare groups lacking in resources to provide support. We not only provide corporate donations but also educate employees on social needs through monthly awareness campaigns on topics such as elderly individuals living alone, rare diseases, healthcare in remote areas, and disadvantaged families. In addition, we leverage internal digital platforms to simplify donation processes, significantly increasing convenience and willingness to donate. With enthusiastic support from employees, we have successfully transformed goodwill into tangible benefits, working together to shape a culture of support and common good.

### Supporting Charities: Introducing Philanthropy into Everyday Life

Wistron is committed to making philanthropy part of everyday life through three key approaches:

- **Supporting the Arts:** Each year, Wistron hosts “charity art exhibitions” and “Spring Couplets Charity Sales” to support art education in remote areas, drawing support from thousands of employees.
- **Celebrating Holidays:** We host charity donations each year for Dragon Boat and Mid-Autumn festivals. Employees donate Wistron gift boxes to social welfare organizations and also purchase charity gift sets launched by social welfare organizations to both assist disadvantaged communities and support social enterprises.
- **Recycling Resources:** We regularly organize donation drives for used clothing, shoes, bags, and toys, extending the life of unused items while promoting resource sustainability and responsible consumption.



## Spotlight 4 : Culture and Care



### Library of Love: Donating Books to Remote Areas to Ensure Greater Access to Reading Resources

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. By pooling together support from employees, we were able to offer students in remote areas new reading materials. Beyond renewing books, the initiative promotes the circulation and sharing of knowledge, helping children broaden their horizons through reading and narrowing urban-rural educational gap.



### AI-powered Picture Books: Broadening Horizons & Advocating for Digital Equality

Wistron’s Hsinchu site partnered with the Ministry of Education’s Ruro platform to implement the AI Co-learning Program, connecting government, corporate, and school resources to strengthen digital literacy among students. In 2025, the Hsinchu site delivered an eight-hour AI Technology and Sustainability Literacy Program for 55 students at Neiwan Elementary School and Dongguang Elementary School in Hsinchu County. The curriculum combined introductory AI applications with topics such as climate change, ecological conservation, and local culture, guiding students to create environmentally themed storybooks using generative AI. Teachers participated throughout the program and subsequently incorporated their learning into other subjects, encouraging interdisciplinary learning and supporting the integration of digital tools into everyday teaching.



### Community Partnership Program: Supporting Inclusive Growth

Wistron’s Zhongshan site supports the Zhongshan Municipal People’s Government’s High-Quality Development Initiative for Counties, Townships, and Villages by establishing a long-term partnership with Zhangwu Community in the Torch Hi-tech Industrial Development Zone through a dedicated community partnership project. The project integrates corporate, government, and community resources to improve the community and support inclusive development by first understanding local needs. Since 2024, the Zhongshan site has been collecting and compiling community feedback and organized various community care initiatives for different groups. For example, visiting older adults during the Double Ninth Festival, organizing home appliance cleaning events, hosting safety patrols, and offering floral arrangement and childcare lessons. Beyond social welfare initiatives, the Zhongshan site also contributes resources to improve community facilities and environments such as greenery and landscape, family-friendly spaces, accessibility facilities, and public lighting to create a safe, friendly, and public space conducive to community interactions. Wistron will continue to collaborate with governments and communities to integrate sustainability and inclusion into the community’s daily life.

Spotlight 4 : Culture and Care

Our Actions

- Plan internal activities with charity partners
- Invite employees and their families to personally participate in Wistron’s long-term charity projects
- Incorporate education into leisure activities to integrate sustainability concepts into daily life

The Problems We Aim to Solve

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

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.

Supporting WiEarth:
Nearly 8,000 Participants Embrace WiEarth’s New Sustainability Experience

To plant the seeds of sustainability, Wistron’s WiEarth events place special focus on family participation. From the marine education at “Fun at the Marine Science Museum” to the ecological experiences of “Roaming Heping Island” and “Beach Cleanup,” we invite employees and family members to step outside, personally experiencing the importance of environmental sustainability and integrating these concepts into employee activities. Participation reached a record high in 2025, with nearly 8,000 participants taking part across the series. These initiatives not only strengthened environmental awareness among employees and their families, but also created meaningful opportunities for families to learn together while providing tangible support to local revitalization partners.



Spotlight 4 : Culture and Care

| Event                                                                               | Highlights and Outcomes                                                                                                                                                    |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Earth Day Events                                                                    | Introduced sustainability and plastic reduction challenges to encourage employees to incorporate environmentally friendly practices into their daily lives.                |
| Sustainable Family Day: Fun at the National Museum of Marine Science and Technology | Combined immersive puzzle-solving experiences with marine education and invited local organizations to host a community marketplace, attracting nearly 4,000 participants. |
| Small Farmer Expo: DIY Experiences                                                  | Partnered with local revitalization organizations to offer a handmade mugwort sachet workshop, promoting festive culture through hands-on experiences.                     |
| Small Farmer Expo: Small Farmer Market                                              | Showcased locally sourced products at Wistron offices and established group-buying , helping employees connect with local revitalization stories and initiatives.          |
| Sustainable Family Day: Roaming Heping Island                                       | Partnered with the Heping Island team in Keelung to provide in-depth environmental tours and cultural experiences, attracting 2,700 participants over the two-day event.   |
| Wistron Beach Cleanup                                                               | Mobilized employees and family members to clean beaches along Taiwan’s northern coast, removing a total of 1,147 kilograms of waste.                                       |



Spotlight 5 : Natural & Ecological Conservation

Our Actions

- Conduct ecological surveys and monitoring, raptor toxicology testing, and surveys of free-roaming dogs and cats
- Promote native plant conservation trials and develop rapid screening tools for wildlife pathogens
- Implement wildlife rescue, rehabilitation, and post-release monitoring
- Investigate and track illegally discarded waste
- Collaborate with nonprofit organizations for ecological conservation, habitat protection, species adoption, and ecological restoration through scientific surveys and monitoring

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

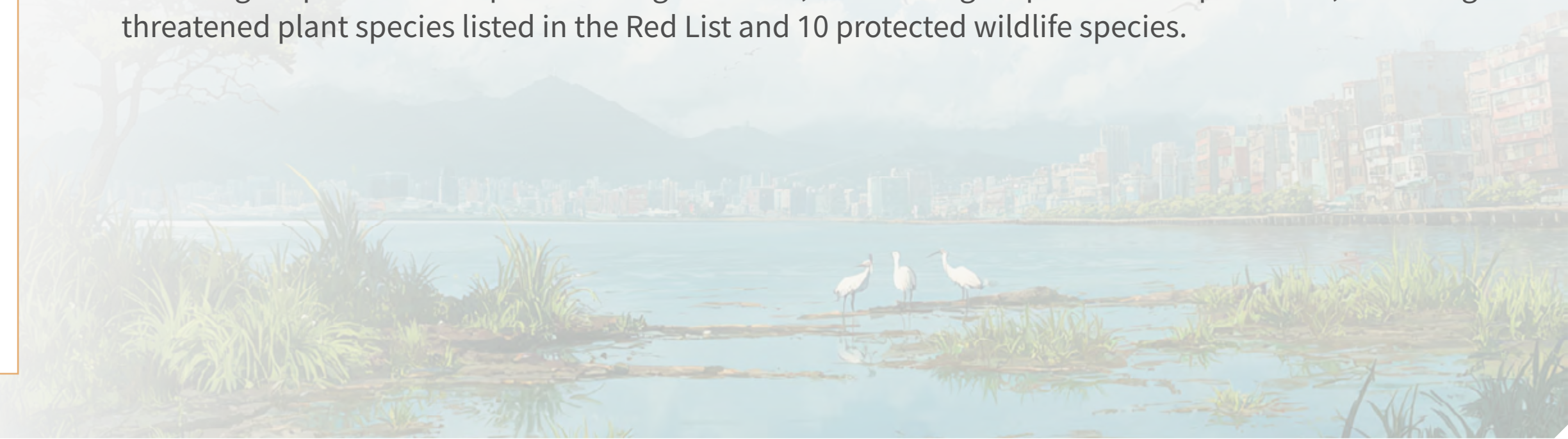
Our Role

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. 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.

Advancing Biodiversity Conservation Through Scientific Research and Collaboration  
Investing in Habitat Conservation and Restoration & Long-term Commitment to the Environment

Since its establishment, the Wistron Foundation has embraced a philosophy of altruism and maintained a long-term commitment to habitat conservation. To protect habitats, the Foundation supports the Long-term Promotion Plan for Shuanglianpi Habitat Restoration led by The Society of Wilderness for 16 years, helping protect the natural floating-island ecosystem and restore aquatic plant communities in Shuanglianpi. It has also supported the Taiwan Homeland Protection Project and Tainan Parks, Trees & Urban Project implemented by Tainan Community University, by tracking 15 years of illegal industrial waste dumping, managing ecological habitat in the century-old Tainan Park for 13 years, and contributing to conservation efforts for 9 years in the Longqi Badlands. In partnership with the Wild Bird Society of Taipei, the Foundation has supported the Moon Pond and Waterbird Breeding Habitat Conservation Project, maintaining key waterbird habitats and freshwater fish restoration areas within Guandu Nature Park for four years. Collectively, these initiatives have protected 29.83 hectares of habitat.

Beyond financial support and employee volunteers, the Foundation places strong emphasis on ecological expertise and scientific monitoring. Through ongoing ecological research and field surveys, habitat changes are continuously tracked, while expert meetings are convened to review findings and refine conservation strategies on a rolling basis. In 2025, 96 ecological surveys were conducted, a Shuanglianpi wetland expert meeting was held, and 53 target species were protected, including 19 threatened plant species listed in the Red List and 10 protected wildlife species.

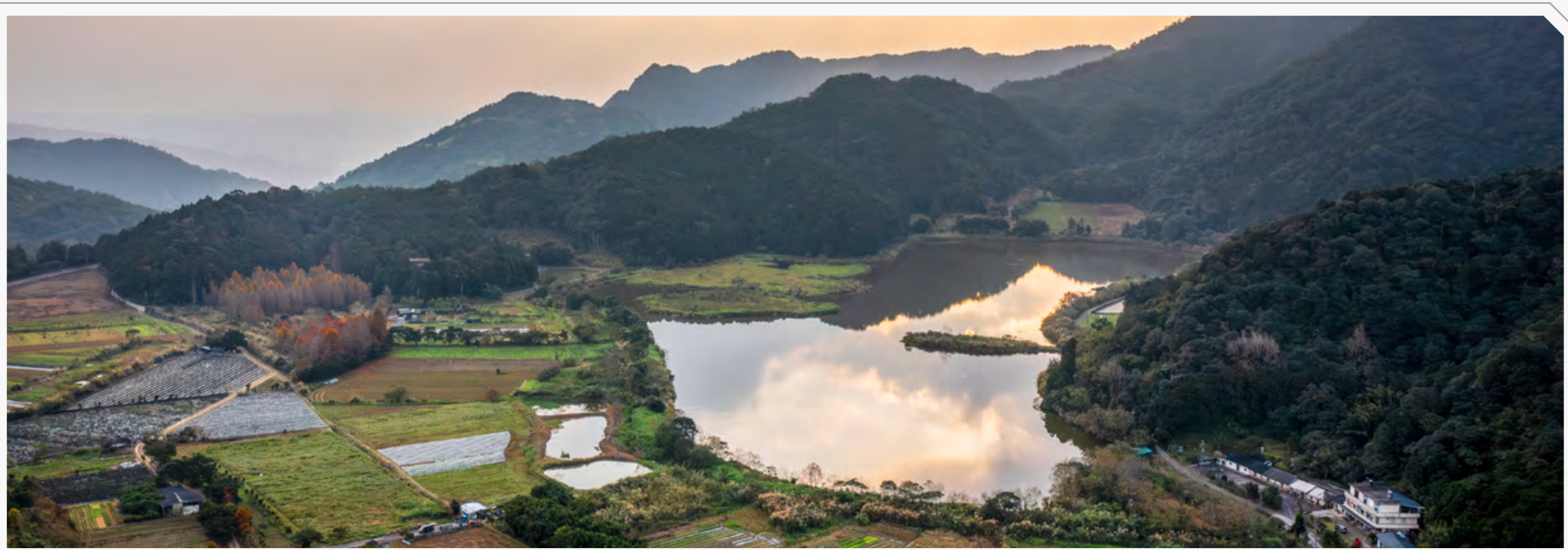


Spotlight 5 : Natural & Ecological Conservation

Advancing Wildlife Rescue Across Land and Sea & Supporting Conservation Through Scientific Research

In addition to protecting habitat integrity, the Foundation has increasingly focused on wildlife health and the impacts of human activities on individual animals. Since 2021, the Foundation has supported wildlife rescue and conservation programs led by WildOne Wildlife Conservation Association and the Raptor Research Group of Taiwan. In 2025, a total of 842 wild animals were rescued, including 406 protected species, with 339 animals successfully released back into the wild following rehabilitation. Data accumulated by wildlife rescue organizations indicate that injuries caused by dog and cat attacks have increased steadily in recent years. In response, the Foundation partnered with WildOne to launch a three-year Free-Roaming Dog and Cat Survey program. Through population surveys and community interviews, the project examines the causes of free-roaming dog and cat populations and provides evidence-based recommendations for local government policy and environmental education efforts. The approach has also been extended to the Longci Niupu Badlands Nature Reserve, where scientific data have helped build community consensus and encourage stronger management measures for free-roaming dogs, reducing pressure on local pangolin populations.

In 2025, the Foundation expanded its wildlife rescue efforts into marine conservation by supporting Professor Wei-Cheng Yang and the NTU Conservation Medicine Laboratory in the Cetacean Health and Transboundary Conservation Research Project. In addition to rescuing stranded cetaceans, the project utilizes accumulated physiological sample data to investigate the causes of strandings and develop a rapid screening tool for cetacean morbillivirus, a disease that can significantly affect cetacean immune systems. The tool provides conservation practitioners with a rapid, accurate, and cost-effective diagnostic method, helping address information gaps often encountered in rescue operations due to resource and technical limitations.



The Shuanglianpi wetland is surrounded by farmland. Partnering with local farmers to promote eco-friendly farming practices is one of the Foundation’s key conservation initiatives to help improve water quality



The Foundation supports the creation of nesting islands at Guandu Nature Park, providing breeding habitat for Black-winged Stilts (Photo courtesy of Chih-Ming Chiang, volunteer of the Wild Bird Society of Taipei)

Spotlight 5 : Natural & Ecological Conservation

Supporting International Academic Exchange and Sharing Experiences & Technologies

The Foundation also extends the impact of its conservation programs through international collaboration. In 2025, the Foundation sponsored the 13th Asian Raptor Research and Conservation Network (ARRCN) and 7th Taiwan Raptor Symposium. As the first in-person gathering since the pandemic, the event brought together 323 participants from 16 countries, with 53 presentations covering topics such as population ecology, genetic research, and conservation initiatives from across the world. Results from WildOne’s Free-Roaming Dog and Cat Survey program were also presented at the Wild Animal Rescue Network Asia (WARN Asia) Conference in November 2025, sharing Taiwan’s experience with representatives from 47 rescue and conservation organizations across 19 countries. Through the cetacean conservation program, the Foundation also collaborated with conservation partners in the Philippines and Malaysia, sharing Taiwan’s cetacean morbillivirus rapid-testing technology to support the conservation of migratory cetacean species that cross national boundaries.

The Foundation believes that long-term commitment is essential to sustainable conservation outcomes. By supporting ecological expertise, scientific research, and international collaboration, it continues to advance habitat conservation, wildlife rescue, and wildlife health research. Through science-based approaches and local partnerships, the Foundation seeks to deliver meaningful and measurable conservation outcomes.



Lin Si-Min, Chair of the Organizing Committee for the 13th Asian Raptor Research and Conservation Network (ARRCN) and 7th Taiwan Raptor Symposium, introduces the conservation partnership between the Wistron Foundation and the Raptor Research Group of Taiwan



The Foundation supports cetacean conservation projects that share cetacean disease diagnostic technologies with international conservation partners

Spotlight 6 : Environmental Education

Our Actions

- Partner with non-profit organizations to implement long-term environmental education programs for different age groups
- Support and promote quality ecological audiovisual projects

The Problems  
We Aim to Solve

Limited public environmental literacy and awareness, and lack of environmental stewardship and commitment to sustainability.

Our Role

The Foundation has long been committed to advancing environmental education through medium- and long-term project support, ensuring that conservation efforts are sustained and systematic rather than isolated sponsorships. By integrating corporate resources and employee volunteer participation, the Foundation also strengthens the implementation capacity and professional development of its nonprofit partners, transforming environmental education and ecological conservation into meaningful action while continuing to expand their social impact. Continuing to expand the social impact of environmental sustainability.

Conservation in Action: Building Environmental Awareness Through Lifelong Learning

The key to environmental sustainability lies in transforming awareness into action. Through lifelong and diversified learning initiatives, the Wistron Foundation has long promoted environmental education while supporting high-quality audiovisual projects that document Taiwan’s ecology and cultural heritage. These efforts deepen public understanding of and connection with nature, demonstrate the Company’s long-term commitment to conservation, and expand the social impact of environmental sustainability.

- Promoting Environmental Education Across All Age Groups and Extending Project Impact  
The Foundation works with professional non-profit partners to advance a wide range of conservation projects, including wildlife rescue and rehabilitation, habitat management, and ecological research. At the same time, environmental education is promoted through age-appropriate programs and diverse participation opportunities, strengthening environmental awareness and inspiring conservation action. In 2025, a total of 1,677 environmental education activities were held, reaching 36,688 participants.



Volunteers remove invasive species and plant aquatic vegetation at Moon Pond in Guandu Nature Park, a habitat adopted by the Foundation, helping maintain ecological balance



Volunteers construct ecological floating islands at Shuanglianpi to support the restoration of endangered aquatic plant species

## Spotlight 6 : Environmental Education

### • Internal Employee Programs Inspire Engagement with Environmental and Social Issues

To strengthen employees' understanding of ecological conservation and humanities-related issues, Wistron has organized the nature and humanities series events for technologists since 2011. Through lectures, special exhibition tours, birdwatching experiences, ecological documentary screenings, and other activities, employees and their families are encouraged to engage with nature and culture. In 2025, 10 themed activities were held, attracting 663 participants.

### • Wistron Volunteer Working Holidays: Strengthening Environmental Awareness

Since 2014, Wistron has organized volunteer working holidays to encourage employees to participate in environmental conservation efforts. In 2025, the Foundation partnered with the Society of Wilderness to support habitat restoration at Shuanglianpi, organizing four volunteer working holidays with 80 participants. Three additional volunteer working holidays were held at Guandu nature park, where 103 volunteers helped remove invasive species and plant aquatic species. Since 2023, the Foundation has further expanded its habitat conservation efforts by integrating ecology and landscape art through support for the Guandu International Nature Art Festival. Employees volunteered for the environmental art installations Ascending Blessings (2023), Ascending Home (2024), and the Floating Pulse (2025). Over the past three years, 135 volunteers have participated, combining artistic expression with ecological action and strengthening awareness of sustainability.

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



Wistron volunteers visit the Forest Bond exhibition at the Chi Po-Lin Museum



Artist Kuei-Chih Lee led 52 Wistron employee volunteers in creating the six-meter-tall environmental art installation: The Floating Pulse

## Spotlight 6 : Environmental Education

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

#### • Supporting Ecological Documentaries and Theatrical Promotion

Since 2011, the Foundation has invested in the production and promotion of ecological documentaries, supporting 17 films over the past 15 years, including Beyond Beauty: Taiwan from Above; Fly, Kite Fly; Secrets of The Pangolin: The Crisis; Night Hunters: Taiwan Grass Owls; Good Morni MIT, and Caring for Black-faced Spoonbill. In 2025, the Foundation served as the exclusive sponsor of the theatrical release of Seven Ages of A Man, a documentary by pioneering nature photographer Jen-Hsiu Hsu, continuing to promote ecological conservation through visual storytelling.

#### • Supporting IC Broadcasting's Radio Program: The Voice and Harmony of Taiwan

Since 2020, the Foundation has partnered with IC Broadcasting to produce The Voice and Harmony of Taiwan, a radio program that promotes conservation. The program has been shortlisted for the Global Chinese Language Sustainable Journalism Awards for four consecutive years, receiving both Excellence and First Prize recognitions. It was also nominated for the 59th Golden Bell Awards in the Educational and Cultural Radio Program category. In 2025, 53 episodes were produced, reaching an audience of more than 670,000 listeners. Since its launch, the program has produced 283 episodes and accumulated a total audience reach exceeding 4.3 million listeners.

#### • 2025 National Geographic Taiwan Photo Contest

Since 2022, the Foundation has partnered with National Geographic to revive the Taiwan Photo Contest and introduced a dedicated Ecology and Environment category. The 2025 competition attracted a record-breaking 16,060 entries submitted by 3,213 professional and amateur photographers. The awards ceremony featured a keynote presentation by internationally renowned photographer Christian Ziegler, titled Jungle Spirits: A Trip Round the World's Tropical Forests. During his visit to Taiwan, he also traveled to Alishan Mountain to photograph endangered salamanders and other rare wildlife species, helping bring Taiwan's conservation achievements to an international audience through the lens of world-class nature photography.



