

# 1. Sustainability

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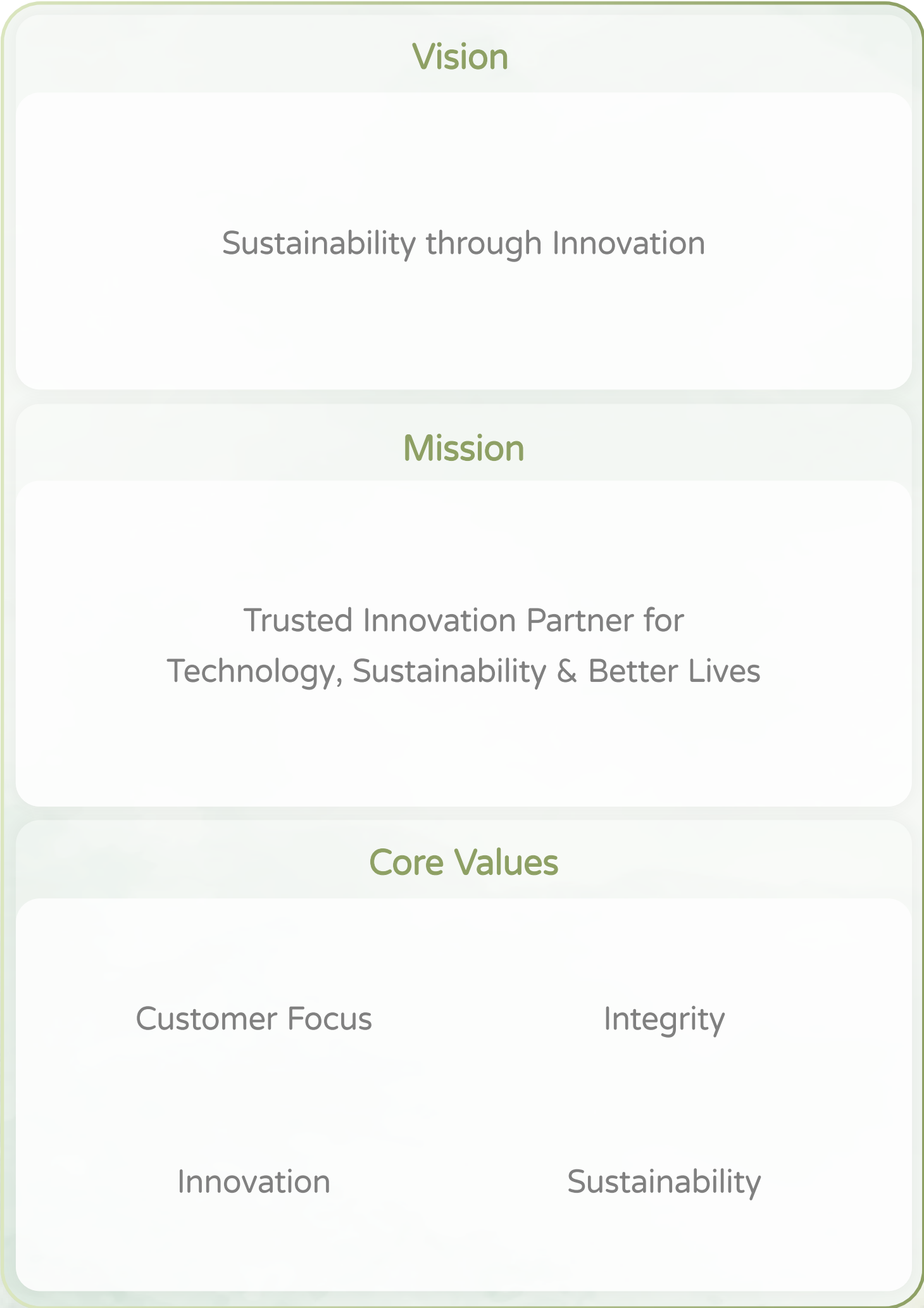


Mountain Hawk-Eagle

The mountain hawk-eagle is the most robust resident raptor in Taiwan. Due to its habitat in deep, primitive forests, it is rarely seen by the general public and is one of the rarest raptors in Taiwan. Wistron enhances public awareness and support for ecological protection through long-term conservation efforts.



### 1.1 Vision and Mission



### 1.2 Sustainability Strategies and Pillars

In order to realize the company's vision and mission, we have integrated innovation into the core elements of sustainability, spotlighting the environment, social, and governance. Through sustained efforts, we have established a comprehensive and differentiated ESG 6-pillar strategies: sustainable supply base, green products, recycling, decarbonization, people with purpose, and labor welfare to spearhead sustainable development in the industry.

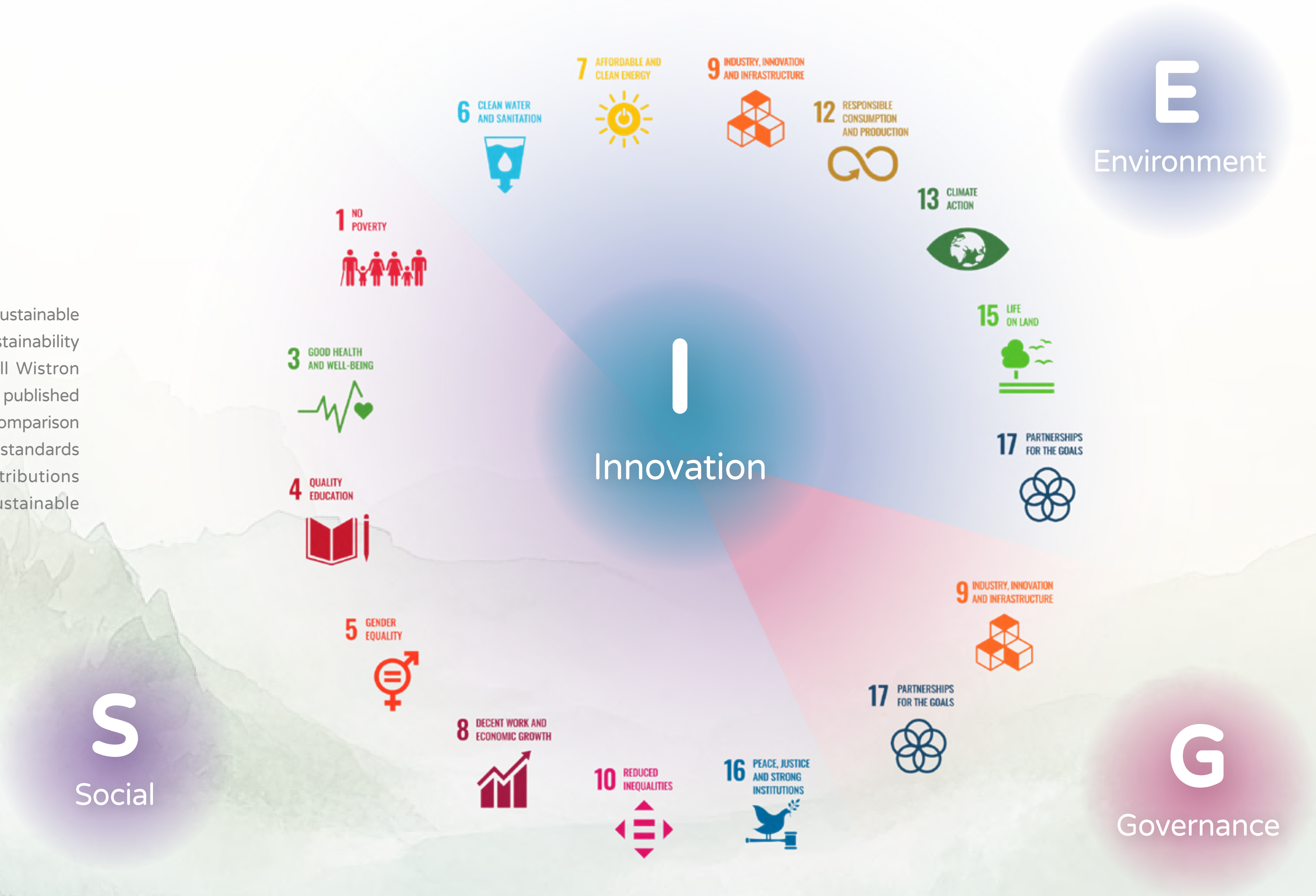






Wistron Sustainability

The Sustainable Development Goals of the United Nations drive sustainable development at Wistron. In addition, we also developed six sustainability strategies and the deployment of localized ESG actions at all Wistron locations around the world. SDG Compass guidance documents published by the UN Global Compact, GRI and WBCSD are referenced for comparison and linkage. Therefore, a framework in line with international standards is established to transparently disclose our efforts and contributions to sustainability. Efforts in 2024 correspond with the 14 Sustainable Development Goals.





### 1.3 Governance for Sustainable Development

To embed sustainability in our company's development and further realize corporate social responsibility, Wistron appointed the Board of Directors as the highest decision-making body to promote sustainable development. In 2019, the Board of Directors established the ESG Committee, which was renamed the ESG and Information Security Committee in 2025, when the Board decided to incorporate information security governance. The Committee reports the outcomes and future work plans of sustainable development and information security management to the Board of Directors at least twice a year. The Board of Directors oversees the implementation and effectiveness of various sustainability projects, giving prior approval to major projects before roll-out.

### ESG and Information Security Committee

The ESG and Information Security Committee (formerly the ESG Committee) is overseen by the Board of Directors and is composed of directors and at least one independent director (for member composition, please refer to [5.2.1 Functions of Board of Directors](#)). The members elect one person to serve as the convener and chair of the meetings. The committee meets at least twice a year and is responsible for reviewing the Company's overall sustainable development directions, strategies, and objectives, as well as inspecting relevant management policies and specific action plans, monitoring sustainability information disclosure, and approving the sustainability report. Five meetings were held in 2024. Key resolutions and further information can be found in section 5.2.1. To strengthen sustainable competitiveness and enhance information security management, the Board of Directors has resolved to rename the "ESG Committee" to the "ESG and Information Security Committee." Under this committee, two subcommittees have been established: the "ESG Executive Committee," composed of the President & CEO and the Chief Sustainability Officer; and the "Information Security Executive Committee," composed of the President & CEO, the Chief Infrastructure Officer & Chief Technology Officer, and Chief Digital Officer & Chief Information Security Officer. These committees are responsible for overseeing and managing the execution performance of various ESG and information security projects.





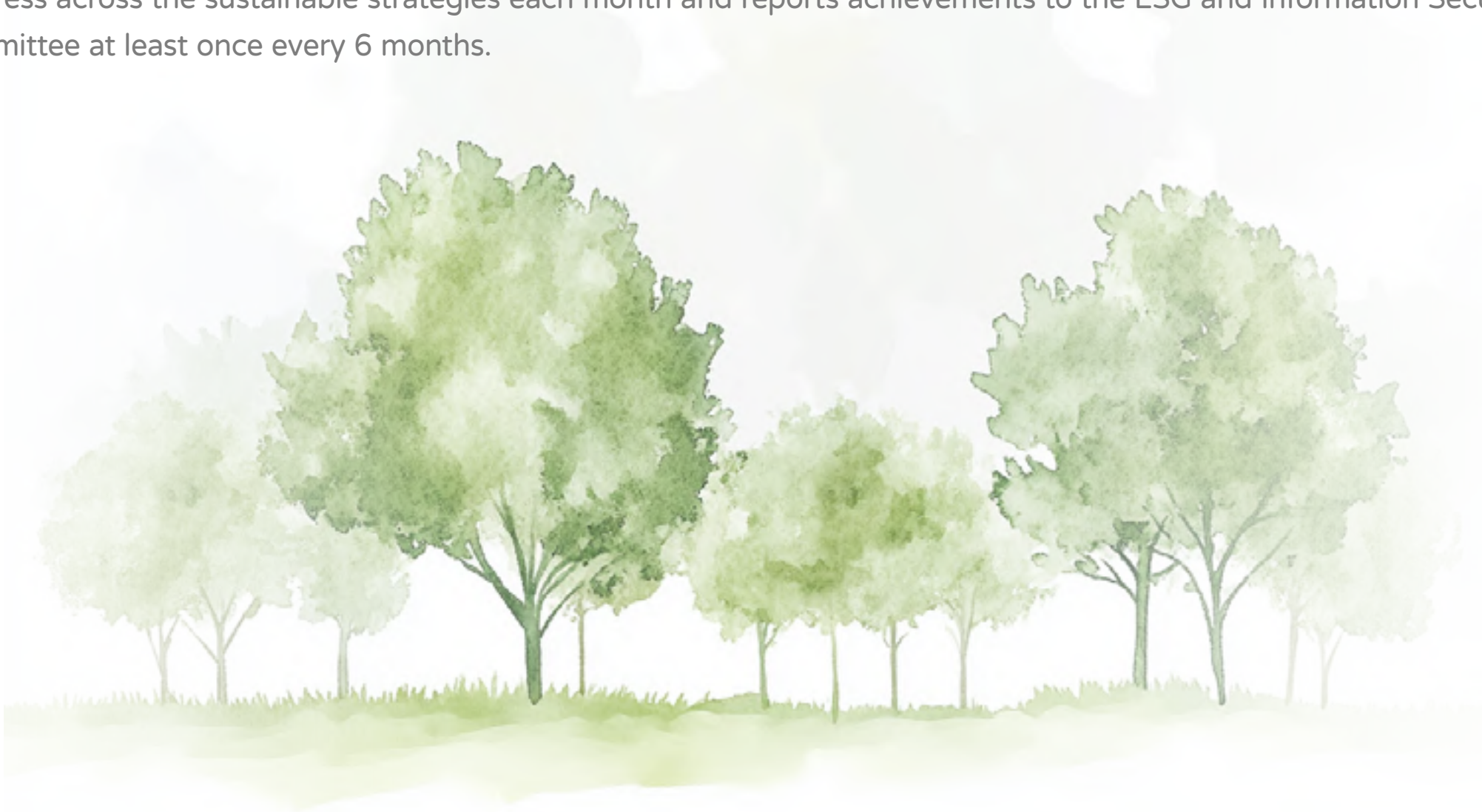
Sustainability Office

Wistron established the Sustainability Office in 2021 to spearhead and manage sustainable development across the company. A Chief Sustainability Officer was appointed in 2025 to roll outsustainability strategies, projects, as well as initiatives passed by the board of directors and the ESG and Information Security Committee. This includes sustainability disclosures, annual sustainability reports, identification of relevant sustainability topics, formulation of initiatives, budget allocation for the organization's sustainable development, and progress monitoring to ensure that our daily operations comply with sustainability strategies.



Six Sustainability Strategies Working Groups

Wistron integrates sustainability into daily operations and systematically incorporates past ESG performance actions to envision greater sustainable value creation for the future. This has led to six brand-new sustainability strategies, known as the ESG 6-Pillar strategies, that will drive Wistron's advancement in the next decade. It starts from the vision and is drawn up from top to bottom to define short-term (1-3 years), mid-term (4-5 years) and long-term (6-10 years) goals. Senior executives serve as Pillar Owners and guide each working group to roll out corresponding plans from the bottom up, ensuring a solid structural foundation for these strategies. ESG Executive Committee oversees progress across the sustainable strategies each month and reports achievements to the ESG and Information Security Committee at least once every 6 months.



Goals of the Six Sustainability Strategies (ESG 6-Pillar)

● above 95%    ● 90%~95%    ● below 90%

Strategy	2024 Actions	2024 Targets	2024 Achievements	Status	2025 Actions	2025 Targets	2030 Targets	2035 Targets	SDGs
Sustainable supply base	Optimize the supplier information management platform: Increase the comprehensive data registration rate of suppliers	>60%	100%	●	-	-	-	-	-
	Enhance the baseline data of carbon emissions for materials	Total completion: 80 suppliers	206 suppliers	●	Enhance the baseline data of carbon emissions for materials.	Coverage >67%	Coverage >85%	Coverage >90%	SDG13
	Suppliers with high energy-consuming material obtaining GHG external verification (ISO 14064-1)	70%	75.00%	●	Suppliers with high energy-consuming material obtaining GHG external verification (ISO 14064-1)	75%	85%	100%	SDG13
	Suppliers with high energy consuming material obtaining energy management system external verification (ISO 50001)	60%	65.38%	●	Suppliers with high energy consuming material obtaining energy management system external verification (ISO 50001)	65%	70%	80%	SDG13
	Supply chain decarbonization initiative	Achieve 4,000 tCO <sub>2</sub> e in carbon reduction across the supply chain	10,742 tCO <sub>2</sub> e	●	Decarbonization plans across the supply chain	Achieve 45,000 tCO <sub>2</sub> e in carbon reduction across the supply chain	Achieve 180,000 tCO <sub>2</sub> e in carbon reduction across the supply chain	Achieve 300,000 tCO <sub>2</sub> e in carbon reduction across the supply chain	SDG13
Green products	Developing next-generation low-carbon NB products with increased proportions of sustainable materials	PCR > 37%	37.18%	●	Apply recycled materials to selected green products	PCR > 40%	PCR > 50%	PCR > 55%	SDG12
		Use packaging materials with >90% recycled materials	100%	●	-	-	-	-	SDG12
	Introducing sustainable materials into non-PC products	Introduce PCR plastics to handheld devices	Introduced PCR plastics to rugged handheld devices	●	Expand use of recycled materials	Introduce to a new product category	Introduce to two new product categories	Introduce to all product categories	SDG12
		Introduce 50% SGCC recycled steel to server products	Completed	●	Introduce 50% SGCC recycled steel to server products	> 50%	-	-	SDG12
	1. Development of environmental footprint calculation functionality 2. PCF Cooperation in Value Chain (Customers & Suppliers): Collaborate with customers to complete third-party verification of product carbon footprints for designated products	PCF 3.0	Completed 7 CRs and 22 function optimization projects	●	Update PCF 3.0 function/interface	% of components with primary data: >5%(selected product)	% of components with primary data: >20%(selected product)	% of components with primary data: >30%(selected product)	SDG17



Goals of the Six Sustainability Strategies (ESG 6-Pillar)

● above 95%    ● 90%~95%    ● below 90%

Strategy	2024 Actions	2024 Targets	2024 Achievements	Status	2025 Actions	2025 Targets	2030 Targets	2035 Targets	SDGs
Decarbonization	Increase renewable energy use	72.5%	74.74%	●	Increase renewable energy use	80%	100%	100%	SDG3
	Improve energy efficiency	Energy-saving technological upgrades reduced total electricity consumption by 2%	3.21%	●	Improve energy efficiency	Energy-saving technological upgrades reduced total electricity consumption by 2%	Energy-saving technological upgrades reduced total electricity consumption by 2%	Energy-saving technological upgrades reduced total electricity consumption by 2%	SDG11
	Internal Carbon Pricing Pilot	Internal Carbon Pricing Pilot	Completed the ICP closing report and will be rolling out ICPs at manufacturing locations and selected service locations starting from 2025	●	Internal Carbon Pricing Pilot	Internal carbon pricing management	Internal carbon pricing management	Internal carbon pricing management	SDG13
Recycling	Developing the Power related Post-Consumer Recycled (PCR) market	In 2024, increase PCR use to 55% of annual shipment	62.14%	●	Achieved PFAS-Free compliance with the new safety standards for Y2026 models in the PC, PC/ABS, and PC/ABS+Talc product series	Increase PCR use to 60% of annual shipment	1. 70% 2. Wistron Advanced Materials (Kunshan) plant achieves carbon neutrality	80%	SDG9
	1. Completion of pilot run for direct recycling, establishment of PD operation; achieve annual input weight of recycled lithium batteries 2. Establishment of equipment for black mass production and smart sorting of batteries	Annual processing weight of waste batteries reaches 300 tons (direct recycling, black mass, smart sorting)	8.15 metric tons	●	1. Expand black mass productivity and trading 2. Increase battery sorting and recycling capacity	1. Achieve an annual waste battery sorting and processing volume of 1,350 metric tons 2. Commercialize black mass solutions for waste batteries 3. Completed pilot operations of the direct battery recycling production line	1. Expand capacity for direct recycling and battery black mass production 2. Deepen partnerships with North American lithium battery recyclers to expand lithium battery source 3. Establish hydro refinery process 4. Develop EV lithium battery discharging and dismantling technology 5. Establish a Carbon Credit system (CEC) for recycling lithium batteries	Continuously scale up the capacity and revenue of the lithium battery business	SDG11

Goals of the Six Sustainability Strategies (ESG 6-Pillar)

● above 95%    ● 90%~95%    ● below 90%

Strategy	2024 Actions	2024 Targets	2024 Achievements	Status	2025 Actions	2025 Targets	2030 Targets	2035 Targets	SDGs
People with purpose	Transparency and communication	>80% attendance & >90% satisfaction in managerial townhalls	87% attendance 98% satisfaction	●	1. IDL Townhall Video Production & Promotion: Launched the Chinese/English video on Global Portal, produced multilingual versions, and promoted globally with CSOD 2. Eight managerial townhalls	>80% attendance >90% satisfaction	>80% attendance >90% satisfaction	-	SDG8
	Employer branding	Global employer brand strategy formulation (Global: Establish talent recruitment websites in 5 locations; Taiwan: 10% of new hires come from internal referral channels)	1. Launched global recruiting website in January 2025 2. Held four recruiting events, where we received 1,507 resumes and hired 351 new employees, with employee referrals accounting for 31.8% of new hires	●	1. Continue the employee referral program and maintain employee referral rates at 20% or above 2. Connect with schools to reduce the education-job gap, ensuring academics align with corporate needs 3. Promote our brand through digital platforms and sign up to participate in one award	Taiwan: Ensure 20% of new hires are employee referrals	Taiwan: Ensure 20% of new hires are employee referrals	-	SDG8
		Regulations and process optimization (satisfaction >4.5/5)	Better-than-regulatory plans took effect on December 1, 2024	●	1. Gather internal and external information and analyze trends 2. Discuss 2025 optimization plans and collect employees' feedback 3. Spotlight senior managers 4. Roll out systems and track progress	Maintain satisfaction score for updated and new policies above 4.5/5	Satisfaction score above 4.5/5	-	SDG5
	Diversity, Equality & Inclusion	Implementation of DEI training programs (3,000 indirect employees in Taiwan participated)	1. Conducted 10 DEI events to 1,180 participants, with satisfaction score of 4.7/5 2. Launched DEI micro-courses in July 2024, training 6,376 participants with satisfaction score of 4.5/5	●	1. Global DEI Events: Plan and organize mixers in English around the theme of cross-cultural understanding and communication 2. DEI Learning Resources: Curate and promote monthly DEI learning resources focusing on self-expression, open-mindedness, and psychological safety	DEI Training Programs: Reach >30% of global indirect employees	Reach > 50%	-	SDG5
		Established 1 employee resource group	1. Established WiW ERG on March 8, 2024 2. Held 5 events for 784 participants 3. Launched the Women in Tech Platform in June 2024, which has accumulated 4,000 views	●	1. Leadership Development Events: Industry benchmark lectures, Wistron women in tech talks, personal growth/self-exploration lectures 2. Work Life Balance Events: WiW lectures and open calls for Wistron stories	1. Hold 6 events for 1,000 participants 2. Accumulate 10,000 views on the Women in Tech Platform	1. Hold 6 events for 2,000 participants 2. Accumulate 30,000 views on the Women in Tech Platform	-	SDG5



Goals of the Six Sustainability Strategies (ESG 6-Pillar)

● above 95%    ● 90%~95%    ● below 90%

Strategy	2024 Actions	2024 Targets	2024 Achievements	Status	2025 Actions	2025 Targets	2030 Targets	2035 Targets	SDGs
Labor welfare	Legal compliance (RBA / SR)	100% RBA Silver/ SR Pass	100% RBA Silver/ SR Pass	●	Legal compliance (RBA / SR)	100% RBA Silver/ SR Pass	100%	100%	SDG16
		3 locations achieve Factory of Choice (FOC) status	3 locations achieved Factory of Choice (FOC) status	●	Factory of Choice(FOC)	4 locations achieve Factory of Choice (FOC) status	6 locations achieve Factory of Choice (FOC) status	10 locations achieve Factory of Choice (FOC) status	SDG16
	Improving employee satisfaction:	DL Satisfaction Survey: 3.70/5	DL Satisfaction: 3.61/5	●	Improving employee satisfaction:	DL Satisfaction Survey: $\geq 3.70/5$ 1.1. Lifestyle Dimension: $\geq 3.48/5$ 1.2. DL Retention Rate: (after six months of employment): $\geq 60\%$ 2.1. Employee Care Dimension: $\geq 3.80/5$ 2.2. DL Retention Rate: (after six months of employment): $\geq 60\%$	DL Satisfaction Survey: $\geq 4.00/5$ 1.1. Lifestyle Dimension: $\geq 3.50/5$ 1.2. DL Retention Rate: (after six months of employment): $\geq 60\%$ 2.1. Employee Care Dimension: $\geq 3.80/5$ 2.2. DL Retention Rate: (after six months of employment): $\geq 60\%$	DL Satisfaction Survey: $\geq 4.00/5$ 1.1. Lifestyle Dimension: $\geq 3.50/5$ 1.2. DL Retention Rate: (after six months of employment): $\geq 60\%$ 2.1. Employee Care Dimension: $\geq 3.80/5$ 2.2. DL Retention Rate: (after six months of employment): $\geq 60\%$	SDG16
	1. Improving Employee Living Conditions 2. Counseling System and Employee Care	1. Lifestyle Dimension: $\geq 3.48/5$ 2. Employee Care Dimension: $\geq 3.70/5$	1. Lifestyle Dimension: 3.42/5 2. Employee Care Dimension: 3.74/5		1. Improving Employee Living Conditions 2. Physical and mental health 3. Good employee communication 4. Social inclusivity and charity events	3.1. Corp. DL Satisfaction Survey: "I received timely feedback when I provide suggestions to official company/ departmental channels or HR" $\geq 3.70$ 3.2. DL Retention Rate: (after six months of employment): $\geq 60\%$ 4.1. Total amount of social investment: NT\$6.55 million 4.2. $\geq 4$ social participations	3.1. Corp. DL Satisfaction Survey: "I received timely feedback when I provide suggestions to official company/ departmental channels or HR " $\geq 3.80$ 3.2. DL Retention Rate: (after six months of employment): $\geq 60\%$ 4.1. Total amount of social investment: NT\$7.7 million 4.2. $\geq 6$ social participations=	3.1. Corp. DL Satisfaction Survey: "I received timely feedback when I provide suggestions to official company/ departmental channels or HR " $\geq 4.0$ 3.2. DL Retention Rate: (after six months of employment): $\geq 60\%$ 4.1. Total amount of social investment: NT\$7.7 million 4.2. $\geq 6$ social participations	
	Occupational health and safety:				Occupational health and safety:				
	1. Prevention and management of occupational injuries 2. Improvements in the health center	Incidence rate: 1.14‰	0.64‰	●	1. Prevention and management of occupational injuries 2. Improvements in the health center	Incidence rate: 1.14‰	Incidence rate: 1.14‰	Incidence rate: 1.14‰	SDG11

Goals of the Six Sustainability Strategies (ESG 6-Pillar)

● above 95%    ● 90%~95%    ● below 90%


Strategy	2024 Actions	2024 Targets	2024 Achievements	Status	2025 Actions	2025 Targets	2030 Targets	2035 Targets	SDGs
Labor welfare	Strengthening the management of labor agencies	1. Gradually adopt risk self-assessment checklists in Asia-Pacific plants 2. Gradually adopt internal audit checklists in Asia-Pacific Plants 3. Adopt Global Manufacturing Labor Agency Management Platform in Asia-Pacific Plants: Completed risk self-assessment module in H1 & internal audit module in H2	1. Risk self-assessment checklist: 100% 2. Internal audit checklist: 100% 3. Global manufacturing labor agency management platform: 100%	●	Strengthening the management of labor agencies	No major incidents of labor or human rights violations by labor agencies 1.1. Roll out risk self-assessment and internal audit checklist to European and American plants in H1 1.2. Integrate and optimize onboarding/offboarding for suppliers 1.3. On-site supplier management and RBA training for service personnel at Asia-Pacific plants (Complete collection and evaluation in H1 and complete evaluation implementation in H2)	No major incidents of labor or human rights violations by labor agencies	No major incidents of labor or human rights violations by labor agencies	SDG16
	DL Career Path Development	Gradual implementation of three career paths and decoupled training systems at global locations; develop career promotion pathways	1. Training and development opportunities score: 3.6 2. Gradual adoption in global locations 3. Global location gradually implemented skill development programs and training materials; and currently launching training and assessments	●	DL Career Path Development	Training and development opportunities score: ≥ 3.7 * Inventory DL training across global locations and establish a Training Committee	Training and development opportunities score: ≥ 3.7	Training and development opportunities score: ≥ 3.8	SDG4
		Gradual adoption of DLT systems in global locations	DLT system adoption: 100	●	(Adoption based on plant needs)	(Adoption based on plant needs)	(Adoption based on plant needs)	(Adoption based on plant needs)	SDG4
	Universal and long-serving employee health check-ups	Health check-up rate: * Overall employee participation rate in health check-ups: 90% * Long-tenured employee participation rate in health check-ups: 95%	* Overall employee participation rate in health check-ups: 85% * Long-tenured employee participation rate in health check-ups: 89%	●	Return to regular operations	-	-	-	SDG3



# 1.4 Materiality and Impact

## 1.4.1 Stakeholder Engagement

Wistron has adopted the Global Reporting Initiative Standards (GRI Standards) and the AA1000 Stakeholder Engagement Standards as the framework to establish the procedures for identifying material topics for sustainable development. We rely on the five major principles – Dependency, Responsibility, Influence, Diverse Perspectives, and Tension - outlined in the AA1000 Stakeholder Engagement Standards (SES) to ensure effective communication with stakeholders. Stakeholders are classified into seven groups: Employees, Customers, Shareholders/Investors, Suppliers/Contractors, Government/Competent Authorities, Non-Profit Organizations/Communities, and Media. Our approaches and achievements with various stakeholders in 2024 are as follows:

Stakeholders	2024 Engagements & Outcomes	Communication Method and Channel	Communication Frequency
<div><div>Employees</div><div></div></div> <div><div>Stakeholders' Significance to Wistron</div><p>Wistron embraces a humanistic approach, attracting top talents globally. We prioritize comprehensive salary, benefits, training, and employee support systems to foster potential, boost performance, and pursue sustainability together.</p></div> <div><div>Key Issues of Concern in 2024</div><div><div><a href="#">Occupational Health &amp; Safety</a></div><div><a href="#">Talent Cultivation &amp; Development</a></div><div><a href="#">Information Security &amp; Privacy</a></div></div><div><div><a href="#">Talent Attraction &amp; Retention</a></div><div><a href="#">Risk &amp; Crisis Management</a></div></div></div>	<div><div>Employee engagement: 78.1% (out of 100%)</div><div>Employee satisfaction: 55.0% (out of 100%)</div></div>	<div>IDL Engagement Survey</div> <div>DL Satisfaction Survey</div>	<div>Engagement surveys for indirect employees are conducted once every 1~2 years</div> <div>Satisfaction surveys for direct employees are conducted once every year</div>
	<div><div>Wistron Taiwan HQ received the "CommonWealth Talent Sustainability Award" (Large Manufacturing Enterprises category)</div><div>Wistron Taiwan HQ was listed as one of the "Best Companies to Work for in Asia" (Top 182) by the Financial Times</div><div>Wistron Taiwan HQ was selected as one of the "Top 100 DEI-Friendly Companies for the Senior Workforce" by Business Weekly and 104 Job Bank</div><div>Wistron Taiwan HQ received the "CommonHealth Corporate Health Responsibility Award"</div><div>Wistron's Malaysia Plant was selected as "Best Companies to Work for in Asia" in 2024 by HR Asia Magazine</div></div>	<div>Participation in third-party assessments</div>	<div>Ad hoc</div>
	<div>8 communication sessions held around the world with a total of 479 participants and a satisfaction rate of 98%</div>	<div>Two-way communication between supervisors and key personnel</div>	<div>Annually</div>
	<div><div>2,021 participants supported the global core value course and reported a 4.7 (out of 5) satisfaction score</div><div>940 participants supported global core value campaigns and reported a 4.7 (out of 5) satisfaction score</div></div>	<div>Training, advocacy campaigns</div>	<div>Ad hoc</div>
	<div>All (100%) employees completed and signed our code of conduct training</div>	<div>Global online education and Training on code of conduct</div>	<div>Annually</div>
	<div>Average of 42 training hours for employees around the world</div>	<div>Onboarding training</div>	<div>When onboarding new employees</div>
		<div>New manager training &amp; key talent training</div>	<div>Plan training cohorts based on number of people</div>
	<div>Four meetings (January, April, July, and October)</div>	<div>Management and staff representatives meet to discuss employees' suggestions and proposals</div>	<div>Quarterly</div>
	<div>92 labor-management communication meetings across global locations</div>	<div>Labor unions and Labor Safety Committee</div>	<div>Ad hoc</div>





Stakeholders

Customers

Stakeholders’ Significance to Wistron

Wistron's core philosophy is to create value for customers. We maintain ongoing communication with customers to understand their needs, build trust, help them achieve their goals, and grow together.

Key Issues of Concern in 2024

- [Financial Performance](#)
- [Corporate Governance & Ethical Management](#)
- [Risk & Crisis Management](#)
- [Customer Relations](#)
- [Product R&D and Innovation](#)



Stakeholders

Shareholders / Investors

Stakeholders’ Significance to Wistron

Wistron’s primary business objective is to maximize shareholder value. We leverage funds prudently to foster a positive cycle and maintain transparency by disclosing operational and financial information.

Key Issues of Concern in 2024

- [Financial Performance](#)
- [Corporate Governance & Ethical Management](#)
- [Risk & Crisis Management](#)
- [Customer Relations](#)
- [Product R&D and Innovation](#)

2024 Engagements & Outcomes	Communication Method and Channel	Communication Frequency
<ul style="list-style-type: none"><li>• Record-high gross profit margins in 2024</li><li>• Top 5% in the 11th Corporate Governance Evaluation</li><li>• Semiannual risk calibration meetings were held with the Risk Management Team to review execution results</li><li>• 2024 Customer Satisfaction Survey: 85.5% satisfaction</li><li>• Wistron continues to invest in the research and development of green technologies. Among the patents obtained in 2024, there are a total of 48 patents related to green technologies for eco-friendly designs and manufacturing</li></ul>	Quarterly sales reviews	Quarterly
	Audits and visits	Ad hoc
	E-mail	Daily
	Project meetings	Weekly
	Satisfaction questionnaire	Annually
	Phone	Daily
	Documents	Ad hoc

2024 Engagements & Outcomes	Communication Method and Channel	Communication Frequency
1 Shareholders' Meeting	Shareholders' Meeting	Annually
17 Investor Conferences	Investor conference	Regularly and ad hoc
Participated in around 119 meetings and communicated with nearly 1,100 domestic and foreign investors in person or over the phone	Investor meetings	Regularly and ad hoc





Stakeholders

Suppliers

Stakeholders’ Significance to Wistron

Suppliers are important partners in Wistron’s journey towards sustainable development. We help them evaluate potential risks and opportunities in accordance with global sustainability trends to jointly develop better solutions for our customers.

Key Issues of Concern in 2024

- [Sustainable Supply Chain](#)
- [Occupational Health & Safety](#)
- [Risk & Crisis Management](#)
- [Vision & Sustainability Strategies](#)
- [Customer Relations](#)



Stakeholders

Contractors

Stakeholders’ Significance to Wistron

Contractors are crucial partners in Wistron’s business operations. We collaborate with contractors in manufacturing, sales, and occupational safety to enhance workplace environments and ensure employee safety.

Key Issues of Concern in 2024

- [Customer Relations](#)
- [Information Security & Privacy](#)
- [Corporate Governance & Ethical Management](#)
- [Risk & Crisis Management](#)
- [Financial Performance](#)

2024 Engagements & Outcomes	Communication Method and Channel	Communication Frequency
<ul style="list-style-type: none"><li>• 1,150 green specifications and hazardous materials investigations</li><li>• 468 suppliers evaluated for product quality, price, and delivery items</li><li>• 575 companies were evaluated with the risk assessment procedure</li><li>• 376 supplier sustainability audits were completed</li><li>• A total of 427 companies in the group</li></ul>	Supplier green product management platform	Ad hoc
	Supplier sustainability performance evaluation	Monthly
	Risk identification	Annually
	Supplier sustainability audit	Annually
	Partner conferences	Annually

2024 Engagements & Outcomes	Communication Method and Channel	Communication Frequency
<ul style="list-style-type: none"><li>• Held 650 routine meetings with suppliers to ensure progress on track</li><li>• Organized 315,064 environment inspections and safety checks</li><li>• 3,606 relevant training sessions, drills, and construction safety briefings</li><li>• 36 holiday/seasonal gifting or product launch events</li><li>• 596 on-site audits</li><li>• 18,752 instances of business confirmation, site hazard communication, and abnormality reporting</li><li>• All vendors signed commitments</li></ul>	Routine meetings	Weekly / Monthly / Quarterly
	Daily inspections and maintenance	Daily / Monthly / Quarterly / Semiannually
	Occupation health and safety training	Monthly / Semiannually / Annually
	Project events	Ad hoc
	Onsite audits	Monthly / Annually
	E-mails / Phone / Written Correspondences	Regularly and ad hoc
	Commitment	Annually





Stakeholders

Government / Competent Authorities

Stakeholders’ Significance to Wistron

Wistron complies with the laws and regulations of local governments and maintains communication with government agencies to create local employment opportunities and tax revenue.

Key Issues of Concern in 2024

- [Corporate Governance & Ethical Management](#)
- [Vision & Sustainability Strategies](#)
- [Risk & Crisis Management](#)
- [Information Security & Privacy](#)
- [Climate Strategy and Energy Management](#)
- [Air Pollution and Waste](#)

2024 Engagements & Outcomes

Communication Method  
and Channel

Communication Frequency

- Top 5% in the 11th Corporate Governance Evaluation
- Published annual sustainability reports to enhance ESG disclosure and received the Sustainability Report Award for Electronic Information Products Manufacturing - Category 1 Platinum Level

Corporate Governance Evaluation

Annually

Regularly update company website  
and information on Market Observation  
Post System

Monthly / Quarterly / Annually

Annual Report and Financial Report

Quarterly / Annually



Stakeholders

Non-Profit Organizations / Communities

Stakeholders’ Significance to Wistron

NPOs are key partners in Wistron’s efforts to expand our influence for sustainability. We have established long-term relationships with NPOs to respond to environmental and social issues. Wistron also continues to communicate with local groups and residents to mitigate the impact of operations and production activities on local communities.

Key Issues of Concern in 2024

- [Social Engagement](#)
- [Vision & Sustainability Strategies](#)
- [Circular Economy](#)
- [Green Products](#)
- [Corporate Governance & Ethical Management](#)
- [Natural Ecosystems & Biodiversity](#)

2024 Engagements & Outcomes

Communication Method  
and Channel

Communication Frequency

- Held 8 donation campaigns and encouraged colleagues to contribute NT\$2.7M through voluntary small donations
- Donated 1,586 gift boxes to charities during fundraisers held on the Dragon Boat Festival and Mid-Autumn Festival
- Co-organized employee events with public welfare and non-profit organizations, attracting approximately 4,000 participants, including employees and their families
- 28 articles of event information on the Foundation website
- 33 Foundation articles on natural and cultural information
- 4 quarterly e-newsletters from the Foundation
- 2 environmental education shorts by the Foundation

Projects in line with the purpose  
/ goal of the foundation are  
supported through commissions or  
sponsorships, and communicated  
via meetings, site surveys, reports,  
etc.

Regularly and ad hoc

Newsletters and event information

Regularly and ad hoc



Stakeholders



Stakeholders’ Significance to Wistron

Wistron maintains communication channels with the media to disseminate company information, foster our brand image, and engage more stakeholders.

Key Issues of Concern in 2024

- [Financial Performance](#)
  - [Corporate Governance & Ethical](#)
- [Risk & Crisis Management](#)
  - [New Business Development](#)

Media

2024 Engagements & Outcomes

Top 5% in the 11th Corporate Governance Evaluation

Media inquiries are responded proactively or in a timely manner, so that the media can obtain accurate information on company operations and corporate governance. This can improve Wistron’s corporate image. Efforts include:

- 1 press conference
- 36 press releases
- 5 media interviews

Communication Method and Channel

Press conferences

Monthly revenue press releases

Press releases of financial reports and board resolutions

Press releases of Shareholders' Meeting or investor conference

Press releases of major information related to operations

Press releases of showcase / awards

Participation in public events such as forums and interviews

Monitor media reporting or posts on social media platforms

Email / Phone

Communication Frequency

Ad hoc

Regularly

Regularly

Regularly

Ad hoc

Ad hoc

Ad hoc

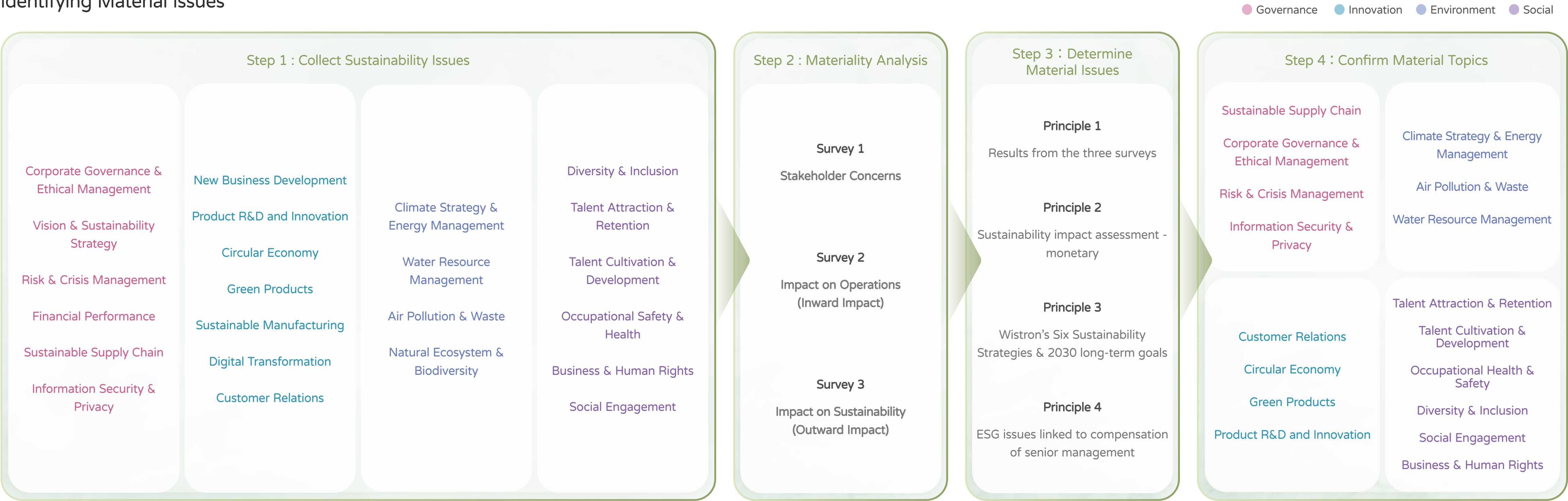
Ad hoc

Ad hoc

1.4.2 Process of Materiality Analysis

Wistron conducts an annual materiality analysis in accordance with the GRI Sustainability Reporting Standards and the AA1000 Stakeholder Engagement Standard (SES). The materiality analysis for the 2024 Sustainability Report follows a four-step process to identify material topics. The Company follows GRI Universal Standard 2021’s GRI3: Material Topics 2021 while integrating the evaluation methodology of the impact on the economy, environment and society developed by Value Balancing Alliance (VBA), Harvard Business School’s Impact-Weighted Accounts project and London Benchmarking Group (LBG) and incorporating European Financial Reporting Advisory Group (EFRAG)’s Double Materiality principles to build its impact-based materiality analysis process for identifying material issues. The process comprises four steps: collect sustainability issues, materiality analysis, determine material issues, and confirm material issues. The analysis result was signed off by the Board of Directors, identifying 17 sustainability issues as material topics for the 2024 Sustainability Report. These material topics have also been integrated into Wistron’s Enterprise Risk Management (ERM) process to identify risk types, severity, and likelihood, and to formulate corresponding mitigation measures. The analysis results have been verified by a third-party assurance provider, Bureau Veritas Certification (Taiwan) Co., Ltd., in accordance with the GRI Standards and AA1000AS v3 Type 2 High Assurance Level. The third-party assurance provider issued an Assurance Report, confirming the defined boundaries and scope of information disclosure. The materiality analysis also serves as the foundation for setting Wistron’s long-term sustainability goals. The materiality analysis process is as follows:

Identifying Material Issues





Step 1 : Collect Sustainability Issues

Wistron followed global sustainability trends and standards, including GRI Standards, UN SDGs, SA8000 Standard and the global risk reports by Responsible Business Alliance (RBA), Sustainability Accounting Standards Board (SASB), World Economic Forum (WEF), and European Sustainability Reporting Standards (ESRS as well as issues that major investment firms pay close attention to: DJSI, MSCI ESG Ratings, CDP, TCFD and other disclosure frameworks. Wistron also included material issues that are key to the industry along with the Company’s business development strategies, objectives and stakeholder interaction and compiled a total of 23 issues. Certain issues were changed from 2023 to align with global trends: "Public Welfare and Charity" was expanded into "Social Engagement"; "Corporate Governance" and anti-corruption, anti-competitiveness, and anti-bribery issues were merged into "Corporate Governance & Ethical Management"; privacy rights were incorporated into "Information Security" and is now "Information Security & Privacy"; and, lastly, "Cross-domain Diverse Cooperation" was merged into "New Business Development."

Step 2 : Materiality Analysis

Considering both “dynamic materiality” and “double materiality” simultaneously, Wistron conducted its materiality analysis from 3 perspectives: internal/external stakeholder concerns, impact to the organization’s operation and sustainable development impact. Regarding sustainable development impact, Wistron integrated both monetary and non-monetary valuation methods for impact assessment. Wistron applies the monetary valuation methods for its periodic sustainability impact evaluations; non-monetary valuation methods are implemented in the annual materiality analysis.

Survey 1 : Internal/external stakeholder concerns

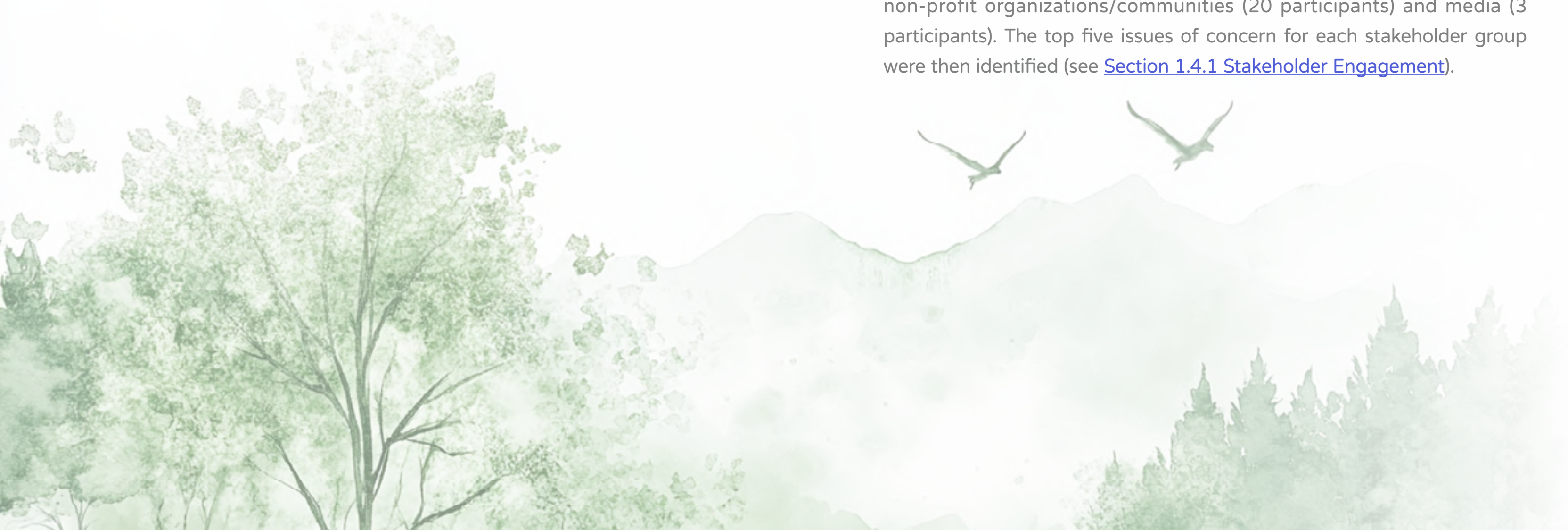
Wistron conducted questionnaires to survey seven types of internal/ external stakeholders regarding their concerns towards ESG issues. A total of 532 stakeholders participated in the survey, including customers (30 participants), employees (168 participants), suppliers (257 participants)/ contractors (29 participants), shareholders/investors (19 participants), government/competent authorities (6 participants), non-profit organizations/communities (20 participants) and media (3 participants). The top five issues of concern for each stakeholder group were then identified (see [Section 1.4.1 Stakeholder Engagement](#)).

Survey 2 : Impact on operations (inward impact)

Wistron is committed to integrating sustainability into daily operations. A total of six executives participated in the survey, which measured the impact of each sustainability issue on factors of “revenue, employee cohesion, customer satisfaction, operational risk and brand image.” Impact of each sustainability issue on the Company’s operations was assessed from the perspective of financial materiality, with the issues’ materiality being ranked accordingly.

Survey 3 : Impact on sustainability (outward impact)

Wistron invited a total of 27 managers and colleagues from our core ESG team to assess the sustainability impacts across the upstream, Wistron's own operations, and downstream value chains, using an Impact Valuation approach to identify positive and negative external impacts.





- **Definition of external sustainability impacts:** Wistron referred to methodologies from the Value Balancing Alliance (VBA), Harvard Business School's Impact-Weighted Accounts Project, and the London Benchmarking Group (LBG), among others. We also considered our business development strategy and operational practices in defining 20 Wistron-relevant external sustainability impacts related to the economy, environment, and human/human rights.
- **Inviting internal managers & colleagues to complete surveys:** Wistron invited 27 ESG project leads, liaisons, and managers to complete a survey evaluating each external impact across economic, environmental, and human/human rights dimensions. The evaluation considered perspectives such as the "actual and potential impact," the "remediability of the impact," and the "relevance of ESG issues to the given external impact," in order to identify significant impacts and corresponding sustainability issues.
- **Identification of 10 significant external impacts:** Based on survey responses, internal discussions, and definitions by managers and colleagues, Wistron identified 10 external sustainability impacts that are significantly relevant to the company. These were selected using threshold criteria that considered severity of impact (including scale, scope, and irremediability) and likelihood of occurrence. In the economic dimension, impacts include Wistron's products or technological R&D and innovation helps development and applications in industry technologies/customer products (positive); paying taxes or other fees to the government help support government infrastructure and social welfare (positive); increase in net income increases financial returns for investors (positive); and improper use of data or leaking customer's product information (negative). In the environmental dimension, impacts include green designs (energy-saving/renewable materials, recyclable products/reduce plastics) can help products generate environmental benefits in the use stage (positive); renewable energy, recycled water, and reusing water resources can avoid environmental externalities (positive); using energy and resources and generating pollution can impact human health and ecosystems (land, atmosphere, ocean, freshwater) (negative); using non-renewable

materials will lead to resource scarcity or depletion (metal, minerals) (negative); GHG emissions lead to extreme weather events (negative); and purchasing leads to environmental impacts (air pollution, waste, water, GHGs) (negative).

- **Internal ESG issues and external sustainability impacts:** In accordance with the GRI 3: Material Topics, Wistron mapped the 10 identified external sustainability impacts to internal ESG practices and initiatives, allowing us to prioritize ESG issues based on their relevance and significance and to determine the material topics for disclosure.

### Step 3 : Determine Material Issues

Wistron identified 17 material issues for the 2024 Sustainability Report based on the following four principles:

- **Principle 1:** Based on the survey analysis and results in Step 2 above, identify topics that are of concern to stakeholders, have an impact on operations, and have external impacts on sustainability;
- **Principle 2:** Refer to the results of the Wistron Sustainability Impact Analysis – Monetary;
- **Principle 3:** Consider relevance to Wistron's six major sustainability strategies and 2030 long-term sustainability goals;
- **Principle 4:** Link ESG issues to the compensation of senior managers.

### Step 4 : Confirm Materiality Topics

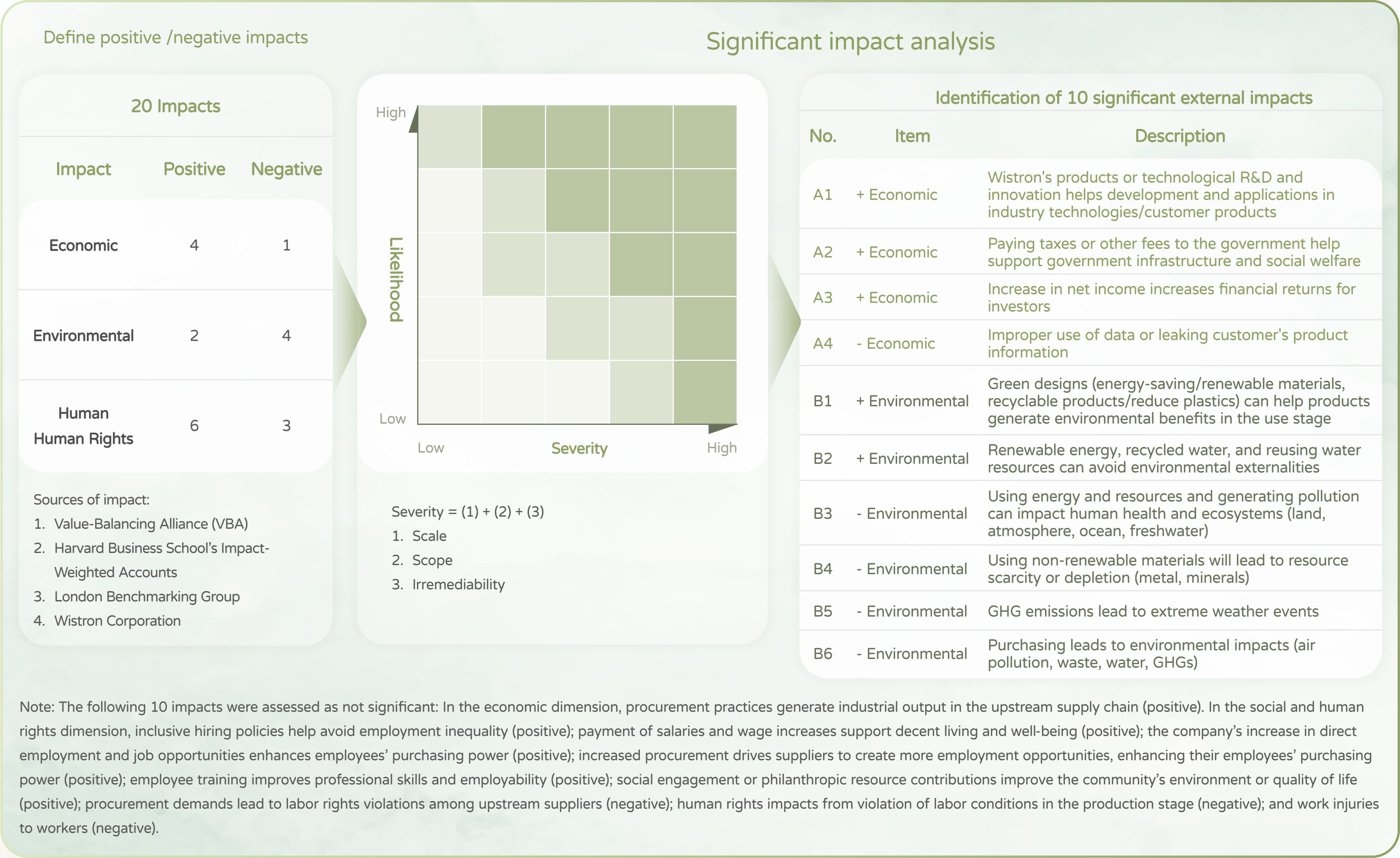
Wistron reported the 17 identified material topics to the Board of Directors and confirmed their respective impacts across the upstream value chain, Wistron's own operations, and the downstream value chain.

We then disclosed the management approach, risk descriptions, and other relevant information for each material topic in compliance with the disclosure requirements of standards such as the GRI Standards and SASB, thereby disclosing Wistron's material topics.



Wistron Sustainability Impact Analysis – Non- monetary

● Governance ● Innovation ● Environment ● Social



Sustainability issues that affect significant impacts		
Wistron ESG Issues	Associated Impacts	Count
Corporate Governance & Ethical Management	A2 、 A3 、 A4	3
Vision & Sustainability Strategies	A2 、 A3	2
Risk & Crisis Management	A4	1
Financial Performance	A2 、 A3	2
Sustainable Supply Chain	B1 、 B4 、 B5 、 B6	4
Information Security & Privacy	A4	1
Customer Relations	A1 、 A4	2
New Business Development	A1	1
Product R&D & Innovation	A1 、 A3 、 B1 、 B4	4
Circular Economy	B1 、 B2 、 B4	3
Green Products	A1 、 B1 、 B4 、 B5	4
Sustainable Manufacturing	B1~B6	6
Digital Transformation	A1 、 A4	2
Climate Strategy & Energy Management	A2 、 B2 、 B3 、 B4 、 B5	5
Water Resource Management	B2 、 B3 、 B6	3
Air Pollution & Waste	B2 、 B3 、 B5 、 B6	4
Natural Ecosystems & Biodiversity	B3 、 B4	2
Diversity & Inclusion	-	0
Talent Attraction & Retention	A3	1
Talent Cultivation & Development	A1	1
Occupational Health & Safety	A2	1
Business & Human Rights	-	0
Social Engagement	A2	1



## Wistron Sustainability Impact Analysis – Monetary

Wistron aims to create long-term value for stakeholders by establishing an Impact Measurement and Valuation (IMV) framework grounded in profit and loss. This framework incorporates the Triple Bottom Line (TBL) management approach, encompassing economic, environmental, and social dimensions, and adopts an outside-in perspective to systematically assess the positive and negative impacts of its value chain activities on human well-being, society, and the economy.

In 2024, Wistron's value chain activities generated NT\$1.18 trillion in positive impact on human well-being, alongside NT\$13.4 billion in negative impacts. These impacts primarily stemmed from the management of sustainability issues such as sustainable supply chain management, customer relations, green products, circular economy, climate strategy and energy management, talent cultivation & development, talent attraction and retention, and product R&D and innovation.

- Across the supply chain, Wistron’s procurement demands generated NT\$337.2 billion in output value within the supply chain, creating 52,000 jobs and NT\$19 billion in wage income for supply chain workers. However, the procurement of raw materials and services also resulted in NT\$3.3 billion in environmental externalities from resource consumption and environmental footprints.
- From our own operations, Wistron generated NT\$17.4 billion in operating profit in 2024. Including R&D investments, employee compensation, taxes, leases and interest, and depreciation and amortization, the company generated NT\$124.8 billion in positive value for stakeholders and our broader society and economy. While energy and resource consumption and emissions during production led to NT\$450 million in environmental externalities, initiatives such as the use of renewable energy and water recycling yielded NT\$240 million in environmental benefits. In addition, through robust training programs, Wistron enhanced employee skills and employability, creating NT\$430 million in future career earnings. Diverse health education programs prevented NT\$15.38 million in potential medical expenses related to chronic diseases. Community care projects and employee-driven activities contributed NT\$430 million in social value. However, occupational incidents among employees resulted in NT\$2.2 million in social costs.
- In terms of products and services, as one of the world’s largest ICT product suppliers, Wistron focuses on ODM (original design manufacturing) and OEM (original equipment manufacturing) services for notebooks, desktop PCs, monitors, and handheld devices. In 2024, product sales contributed NT\$694.9 billion in output value to client industries. Although product use and disposal generated NT\$9.6 billion in GHG-related environmental externalities, Wistron’s efforts to incorporate energy-saving designs and recycled materials helped clients reduce energy consumption and environmental impacts across their supply chains, achieving NT\$3.7 billion in environmental benefits and supporting shared goals for decarbonization and growth.

At Wistron, we will continue to optimize our sustainability impact management framework, identify opportunities to reduce environmental impacts and enhance social well-being, expand our positive impacts, and strengthen the overall resilience and innovation of our value chain to create more tangible and lasting sustainable value for our stakeholders.



Sustainability Impact Pathways

Value Chain	ESG Topic	Input/Output of Operations		Well-Being Changes (Outcome)	Impacts	Subjects	Impact Indicators		Impact Type		Currency Value (KNTD)			Impact Level		
Supply Chain	Sustainable Supply Chain	Input	Payments to suppliers	IRIS <a href="#">PI5478</a>	Increases output value by driving supply demand across industry chain	Socio-economic development	Supply chain	Social Externality : Supply chain output value gained from procurement	(+)	Indirect	Short-term	Regional	301,475,460	247,303,892	337,200,204	●●●●●●●
					Generates job opportunities & compensation across supply chain	Job opportunities and	External employees	Social Externality : Supply chain employee salary income generated from procurement	(+)	Indirect	Short-term	Regional	17,113,618	13,591,941	18,959,441	●●●●●●○
					Global warming from rising GHG levels	Social cost of carbon	Environment	Environmental Externality : GHG emissions derived from the supply chain	(-)	Indirect	Long-term	Global	2,199,333	1,796,406	2,435,622	●●●●●○○
					Changes in air pollution levels in the atmosphere	Human health and ecological quality	Environment	Environmental Externality : Air pollution emissions derived from the supply chain	(-)	Indirect	Short-term	Regional	826,578	628,770	843,760	●●●○○○○
					Changes in pollution levels in water bodies	Human health and ecological quality	Environment	Environmental Externality : Wastewater emissions derived from the supply chain	(-)	Indirect	Short-term	Regional	5,158	4,622	6,184	●○○○○○○
					Air pollution from waste incineration	Human health and ecological quality	Environment	Environmental Externality : Waste disposal derived from the supply chain	(-)	Indirect	Short-term	Regional	22,721	18,221	24,692	●●○○○○○
				(-)	Indirect	Long-term	Global									
Note: For more details on the sustainability impact pathways and the assessment methodology, please refer to the <a href="#">Wistron ESG website</a> .																

Value Chain	ESG Topic	Input/Output of Operations			Well-Being Changes (Outcome)	Impacts	Subjects	Impact Indicators	Impact Type				Currency Value (KNTD)			Impact Level
				IRIS									2022	2023	2024	
Company operation	Talent Attraction & Retention	Input	Compensation & benefits	<a href="#">OI5887</a>	Increases happiness through compensation higher than living	Job opportunities and purchasing power	Internal employees	Gross Value Added : Compensation & benefits	(+)	Direct	Short-term	Regional	49,854,942	47,428,235	50,358,619	●●●●●○
	Product R&D and Innovation	Input	New technology development	—	Drives industry technology development & Facilitates product success for customers	Industry's technical capabilities	Customer	Gross Value Added : New Technologies R&D	(+)	Direct	Short-term	Regional	—	—	25,971,402	●●●●●○
	Corporate Governance & Ethical Management	Input	Tax payments	<a href="#">FP5261</a>	Supports government infrastructure and social welfare	Socio-economic development	Society	Gross Value Added : Tax payments	(+)	Direct	Short-term	Regional	5,844,034	6,218,517	9,501,665	●●●●○○
		Input	Depreciation and amortization	<a href="#">FP9573</a>	Tangible and intangible assets drive the development of industry technology	Industry's technical capabilities	Supply Chain	Gross Value Added : Depreciation and amortization	(+)	Direct	Short-term	Regional	11,475,111	12,345,160	11,246,365	●●●●●○
		Input	Interest & leasing	<a href="#">FP1012</a>	Strengthens drivers for economic growth	Quality of life & Purchasing power	Supply Chain	Gross Value Added : Interest & leasing	(+)	Direct	Short-term	Regional	7,642,396	10,290,403	10,265,632	●●●●●○
		Output	Net income	<a href="#">FP6510</a>	Revenue growth generates returns for shareholders and investors	Quality of life & Purchasing power	Shareholder/Investor	Gross Value Added : Net income	(+)	Direct	Short-term	Regional	11,162,451	11,471,616	17,445,591	●●●●●○
	Climate Strategy & Energy Management	Input	Non-renewable energy usage	<a href="#">OI1496</a>	Global warming from rising GHG levels	Social cost of carbon	Environment	Environmental Externality : Social cost generated by GHG emissions	(-)	Direct	Long-term	Global	516,315	428,897	418,934	●●●○○○
		Output	GHG emissions	<a href="#">OI1479</a>						Direct						
		Input	Renewable energy usage (Self-generation and self-consumption)	<a href="#">OI2496</a>	Using renewable energy to mitigate global warming risks	Social cost of carbon	Environment	Environmental Externality : Avoiding the social cost of GHG emissions	(+)	Di-rect	Long-term	Global	214,804	200,508	243,286	●●●○○○
		Input	Renewable energy usage (Purchased)	<a href="#">OI3324</a>												
		Output	GHG emissions avoided	<a href="#">OI5951</a>												
	Water Resource Management	Input	Water withdrawal	<a href="#">OI0263</a>	Reduction of water reserve increasing water scarcity risks	Human health & Natural resource stocks	Environment	Environmental Externality : Social cost generated by water resource depletion	(-)	Direct	Short-term	Regional	17,387	11,997	11,351	●●○○○○
		Input	Wastewater discharge	<a href="#">OI4015</a>	Conserving water resources to mitigate water scarcity risks	Human health & Natural resource stocks	Environment	Environmental Externality : Avoiding social costs of water scarcity	(+)	Direct	Short-term	Regional	1,331	753	265	●○○○○○
		Output	Wastewater discharge	<a href="#">OI0386</a>	Changes in pollution levels in water	Human health & Natural resource stocks	Environment	Environmental Externality : Social cost generated by wastewater disposal	(-)	Direct	Short-term	Regional	13,733	9,256	8,674	●○○○○○

Note: For more details on the sustainability impact pathways and the assessment methodology, please refer to the [Wistron ESG website](#).



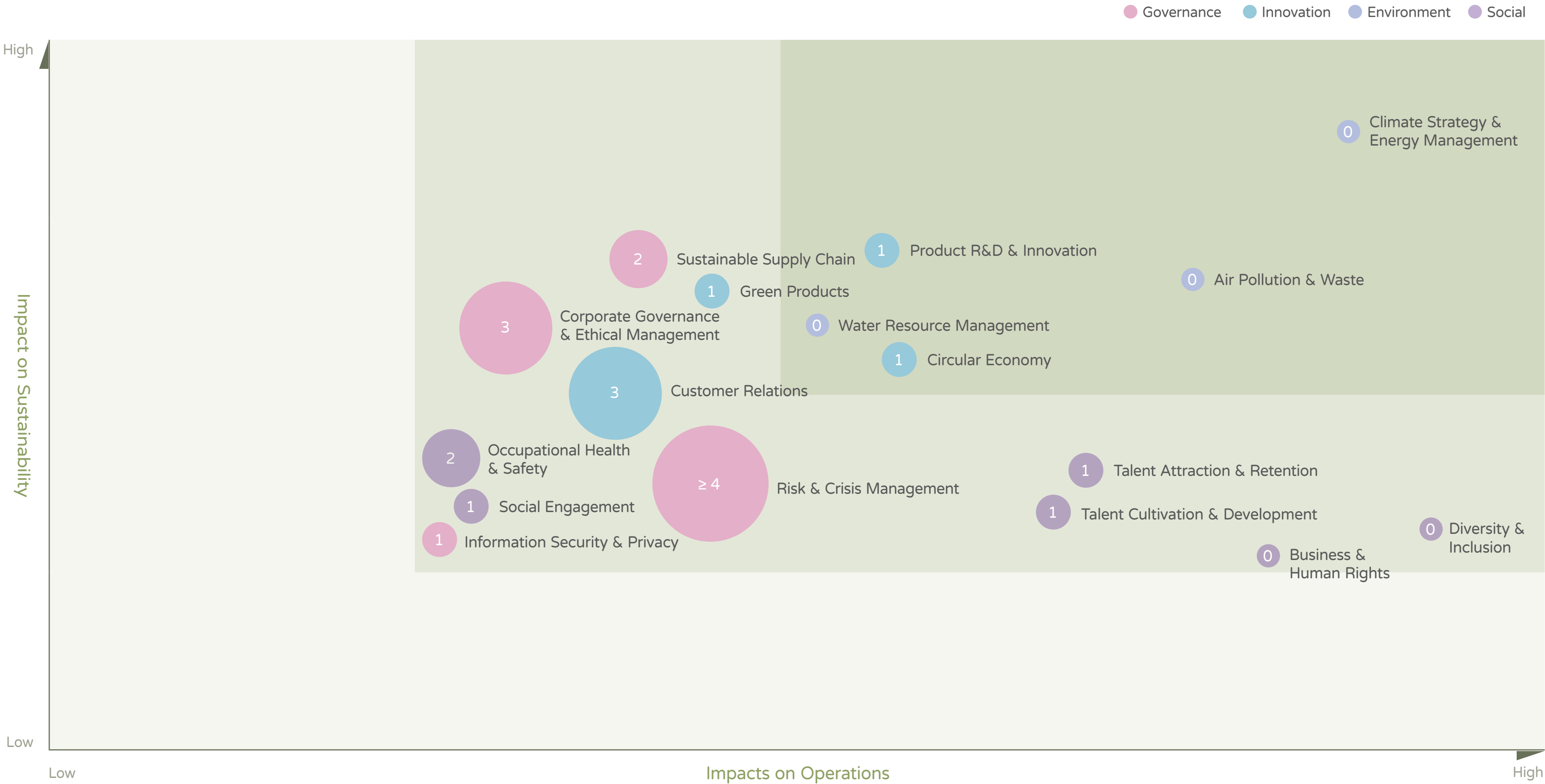
Value Chain	ESG Topic	Input/Output of Operations			Well-Being Changes (Outcome)	Impacts	Subjects	Impact Indicators	Impact Type				Currency Value (KNTD)			Impact Level
				IRIS									2022	2023	2024	
Company operation	Air Pollution & Waste	Output	Air pollution	–	Changes in air pollution levels in the atmosphere	Human health and ecological quality	Environment	Environmental Externality : Social cost generated by air pollution	(-)	Direct	Short-term	Regional	340	246	268	●○○○○○
		Output	Waste	<a href="#">OI6192</a>	Air pollution from waste incineration	Human health and ecological quality	Environment	Environmental Externality : Social cost generated by waste disposal	(-)	Direct	Short-term	Regional	5,770	3,958	6,032	●○○○○○
					GHG emissions from waste incineration and burial	Social cost of carbon	Environment		(-)	Direct	Long-term	Global				
	Occupational Health & Safety	Output	Occupational accidents	<a href="#">OI3757</a>	Physical and mental impacts on workers & medical expenses	Quality of life & Consumption of social	Internal employees	Social Externality : Social cost generated by occupational	(-)	Direct	Short-term	Regional	1,193	3,009	2,197	●○○○○○
		Input	Expenses for health promotion	<a href="#">OI4061</a>	Potential health risks from work	Work-life balance	Internal employees	Social Externality : Medical costs avoided from health promotion	(+) Direct		Short-term	Regional	10,981	13,875	15,378	●●○○○○
		Output	Number of employees with health risks	<a href="#">OI4061</a>												
	Talent Cultivation & Development	Input	Training hours and funding	<a href="#">OI7877</a>	Increases professional skills & employability	Professional knowledge and skills	Internal employees	Social Externality : Future income generated from employee training	(+)	Direct	Long-term	Regional	215,267	372,539	433,501	●●●○○○
	Social Engagement	Input	Resources invested in social engagement	<a href="#">OI1619</a>	Foster local community relations and improve quality of life	Local community relations	Society	Social Externality : Value of social investment	(+)	Direct	Long-term	Regional	–	–	398,525	●●●○○○
Products and services	Customer Relations	Output	Product sales (amount)	<a href="#">PI1775</a>	Increases output value by driving supply demand across industry chain	Socio-economic development	Customer	Social Externality : Output value for customers driven by product sales	(+)	Indirect	Short-term	Regional	571,055,005	529,721,394	694,911,693	●●●●●●
	Green Products / Circular Economy	Output	GHG emissions derived from product use	<a href="#">PD9427</a>	Global warming from rising GHG levels	Social cost of carbon	Environment	Environmental Externality : Social cost of carbon derived from product usage	(-)	Indirect	Long-term	Global	–	–	9,578,976	●●●●○○
		Output	GHG emissions derived from end-of-life product disposal	<a href="#">PD9427</a>	Global warming from rising GHG levels	Social cost of carbon	Environment	Environmental Externality : Social cost of carbon derived from end-of-life product disposal	(-)	Indirect	Long-term	Global	–	–	26,666	●●○○○○
		Input	Renewable raw material usage	<a href="#">OI4328</a>	Mitigates environmental impacts from raw material extraction	Social cost of carbon	Environment	Environmental Externality : Using recycled materials in products to avoid social cost of carbon	(+)	Indirect	Long-term	Global	–	–	552,484	●●●○○○
		Input	Energy-efficient product	<a href="#">PI7623</a>	Reduces GHG emissions with energy efficient products	Social cost of carbon	Environment	Environmental Externality : Energy-saving benefits of products to avoid social cost of carbon	(+)	Indirect	Long-term	Global	–	–	3,116,993	●●●●○○

Note: For more details on the sustainability impact pathways and the assessment methodology, please refer to the [Wistron ESG website](#).

Determining Material Topics

Based on the screening principles outlined in Step 3 above, each issue was evaluated and ranked according to its level and breadth of impact. Ultimately, 17 material topics were identified and signed off by the Board of Directors. Of these, 28 align with GRI-specific topics, and 1 is Wistron-defined topic. In accordance with reporting requirements, internal data, information, and management approaches were collected and disclosed accordingly.

Wistron Materiality Matrix





Wistron Material topics Ranking

Ranking	2024 Material Issues	Changes from 2023	Impact to Organizational Operations	Level of Stakeholder Concerns	Sustainability Impact (Non-monetary)	Sustainability Impact (Monetary)	Six Sustainability Strategies (ESG 6-Pillar)	Senior Manager Compensation	Results
1	Circular Economy	↑	●●	●	●●	●●	●	●●●	11
1	Talent Attraction & Retention	↑	●●	●	●	●●●	●	●●●	11
3	Green Products	↑	●	●	●●	●●	●	●●●	10
4	Climate Strategy & Energy Management	↓	●●●	-	●●●	●●	●	●●●	12
5	Sustainable Supply Chain	↓	-	●●	●●	●●●	●	●●●	11
6	Product R&D and Innovation	↓	●●	●	●●	●●●	-	-	8
6	Customer Relations	↓	-	●●	●●	●●●	-	●	8
6	Air Pollution and Waste	-	●●●	-	●●	●	-	●●	8
9	Occupational Health & Safety	↓	-	●●	●	●	-	●●●	7
10	Water Resource Management	↑	●	-	●●	●	-	●●	6
10	Talent Cultivation & Development	↑	●●	●	●	●●	-	-	6
12	Corporate Governance & Ethical Management	↓	-	●●	●●	●●●	-	-	7
13	Social Engagement	↓	-	●	●	●●	-	-	4
14	Risk & Crisis Management	↓	-	●●●	●	-	-	-	4
14	Diversity & Inclusion	↓	●●●	-	-	-	●	-	4
14	Business & Human Rights	↑	●●●	-	-	●	-	-	4
17	Information Security & Privacy	↓	-	●	●	-	-	-	2

Note :

1. ● Represents impact level

2. Prioritize the number of dimensions and then rank them according to the results of the six evaluation items

Wistron Materiality & Corresponding Disclosure Items

2024 Material Issues	GRI Topics	SASB Topics	Chapter / Section
Circular Economy	Materials (301)/ Waste (306)	TC-ES-410a.1/ TC-ES-440a.1	<a href="#">2.2.2 Green Products</a> <a href="#">2.2.4 Circular Economy</a> <a href="#">3.4.3 Waste Management</a>
Green Products	Energy (302) / Customer Health and Safety (416) / Marketing and Labeling (417)	TC-ES-440a.1	<a href="#">2.2.2 Green Products</a> <a href="#">2.2.3 Product Life Cycle Assessment</a> <a href="#">5.2.3 Legal Compliance</a>
Talent Attraction & Retention	Market Presence (202) / Employment (401)	-	<a href="#">4.1.1 Global Talent Recruitment</a> <a href="#">4.1.3 Talent Retention</a> <a href="#">4.4.1 Employee Care and Benefits</a>
Climate Strategy & Energy Management	Economic Performance (201) / Energy (302) / Emissions (305)	-	<a href="#">2.2.2 Green Products</a> <a href="#">3.2.1 Climate and Nature Governance Strategies</a> <a href="#">3.3.1 Energy Usage</a> <a href="#">3.3.2 Greenhouse Gas Emissions</a> <a href="#">3.3.3 Reduction Actions and Results</a> <a href="#">3.4.2 Air Pollution Control</a>
Sustainable Supply Chain	Procurement Practices (204) / Supplier Environmental Assessment (308) / Supplier Social Assessment (414)	TC-ES-320a.2/ TC-ES-320a.3/TC-ES-440a.1	<a href="#">5.4.2 Supply Chain Sustainability Management</a>
Product R&D and Innovation	Energy (302)	-	<a href="#">2.1.1 Product Design and Development</a> <a href="#">2.2.2 Green Products</a>
Customer Relations	Customer Privacy (418)	-	<a href="#">5.3.2 Information Security/Cybersecurity &amp; Privacy Protection</a>
Air Pollution and Waste	Emissions (305) / Waste (306)	TC-ES-150a.1	<a href="#">3.4.2 Air Pollution Control</a> <a href="#">3.4.3 Waste Management</a>



Wistron Materiality & Corresponding Disclosure Items

2024 Material Issues	GRI Topics	SASB Topics	Chapter / Section
Water Resource Management	Water and Effluents (303)	TC-ES-140a.1	<a href="#">3.2.1 Climate and Nature Governance Strategies</a> <a href="#">3.4.1 Water Resource Management</a>
Talent Cultivation & Development	Training and Education (404)	-	<a href="#">4.1.3 Talent Retention</a> <a href="#">4.2.1 Global Talent Development Policy</a> <a href="#">4.2.2 Key Strategic Talent Development</a>
Occupational Health & Safety	Occupational Health and Safety (403)	TC-ES-310a.1/ TC-ES-320a.1	<a href="#">4.4.1 Employee Care and Benefits</a> <a href="#">4.4.2 Occupational Health and Safety</a>
Corporate Governance & Ethical Management	Economic Performance (201) Anti-corruption (205) Anti-competitive Behavior (206) Public Policy (415)	-	<a href="#">3.2.1 Climate and Nature Governance Strategies</a> <a href="#">4.5.1 Social Investment</a> <a href="#">5.1.2 Products and Services</a> <a href="#">5.2.1 Functions of Board of Directors</a> <a href="#">5.2.2 Ethical Management</a> <a href="#">5.5.1 Operational Achievements and Future Outlook</a>
Risk & Crisis Management	Wistron's own topics	-	<a href="#">5.3.1 Enterprise Risk Management</a>
Diversity & Inclusion	Market Presence (202) Diversity and Equal Opportunity (405) Non-discrimination (406)	-	<a href="#">4.1.1 Global Talent Recruitment</a> <a href="#">4.1.2 Diversity and Inclusion</a> <a href="#">4.1.3 Talent Retention</a> <a href="#">4.3.2 Human Rights Risks and Material Issues</a> <a href="#">5.2.1 Functions of Board of Directors</a>
Information Security & Privacy	Training and Education (404) / Customer Privacy (418)	-	<a href="#">5.3.2 Information Security &amp; Privacy Protection</a>
Social Engagement	Indirect Economic Impacts (203) / Local Communities (413)	-	<a href="#">4.5.1 Social Investment</a> <a href="#">4.5.2 Social Influence</a>
Business & Human Rights	Labor/Management Relations (402) / Non-discrimination (406) / Freedom of Association and Collective Bargaining (407) / Child Labor (408) / Forced or Compulsory Labor (409) / Security Practices (410)	-	<a href="#">4.3.2 Human Rights Risks and Material Issues</a> <a href="#">4.3.4 Open Communication Channels</a>

Wistron Double Materiality Analysis

Governance Innovation Environment Social

Material Issues	Organizational Operations Impact (Financial Materiality)					Sustainable Development Impact (Impact Materiality)									
	Revenue	Customer Satisfaction	Operational Risk	Employee Cohesion	Brand Image	Positive: Industrial technology development	Positive: Taxation supports infrastructure	Positive: Higher net income increases financial returns to investors	Negative: Improper data usage leaking customer information	Positive: Green designs generate environmental benefits	Positive: Renewable energy and recycled water usage	Negative: Resource consumption causes impact to human bodies	Negative: Non-renewable energy usage	Negative: GHG emissions lead to extreme weather events	Negative: Procurements lead to environmental impacts
Corporate Governance & Ethical Management															
Risk & Crisis Management															
Sustainable Supply Chain															
Information Security & Privacy															
Customer Relation															
Circular Economy															
Green Products															
Product R&D and Innovation															
Climate Strategy & Energy Management															
Air Pollution & Waste															
Water Resource Management															
Talent Attraction & Retention															
Talent Cultivation & Development															
Occupational Health & Safety															
Diversity & Inclusion															
Social Engagement															
Business & Human Rights															

Note : ● Material impact of ESG on organizational operations or sustainable development



Material Topics and Their Relationship to the Value Chain

● Governance   ● Innovation   ● Environment   ● Social

Dimension	Material Topics	Importance to Wistron	Internal		Upstream			Upstream
			Wistron	Subsidiary	Parts	Consumable	Equipment	Customers
Governance	Corporate Governance & Ethical Management	Integrity management forms the cornerstone of corporate sustainability. Wistron adheres to both domestic and international regulations, upholding high standards of self-discipline to honor the trust of our shareholders and maintain the highest standards of ethical conduct in all business dealings, thereby promoting a fair and just business environment	●	●				
	Risk & Crisis Management	Wistron has a risk management mechanism in place and enforces risk control, adaptation, and process inspection procedures to strengthen operational resilience in response to the changing market environment	●	●	●	●	●	
	Sustainable Supply Chain	To address our customer's demand, we've horizontally integrated the industrial chain, leveraging our procurement influence to assist suppliers to improve in five major aspects, including labor, health and safety, environment, ethics, and management			●	●	●	●
	Information Security & Privacy	Identify information security risks, conduct training on information security management-related policies, enhance overall information security, and strengthen the organization's resilience to information security incidents and threats	●	●				●
Innovation Value	Product R&D and Innovation	By integrating sustainability with innovation, Wistron embeds sustainable thinking into the design process, minimizing the environmental impact of its products and leveraging technology to enhance quality of life	●	●				●
	Circular Economy	Provide green recycling services from cradle to cradle, utilize environmentally friendly materials, reduce plastic usage, embody the concept of technical cycle	●	●	●			●
	Green Products	Wistron's product design not only avoids the use of hazardous raw materials but also enhances product performance and simplifies disassembly or recycling, thereby minimizing environmental impact. In addition, we comply with related regulations to ensure product health and safety	●	●	●	●		●
	Customer Relations	Core competitiveness of an enterprise is rooted in sustainable and close partnerships with customers. Wistron further strengthens customer trust with its corporate sustainability and social responsibility management systems	●	●	●	●		●
Note: ● represents the source of impact								

Material Topics and Their Relationship to the Value Chain

Governance   Innovation   Environment   Social

Dimension	Material Topics	Importance to Wistron	Internal		Upstream			Upstream
			Wistron	Subsidiary	Parts	Consumable	Equipment	Customers
Environmental Protection	Climate Strategy & Energy Management	In response to the global challenges posed by climate change, Wistron is making strides towards low-carbon transformation targets, actively managing climate-related risks and opportunities to strengthen operational resilience. We have set carbon reduction targets in accordance with international standards and is working to introduce energy saving and carbon reduction measures to minimize carbon footprint and enhance operational competitiveness.	●	●	●	●	●	●
	Water Resource Management	Most of Wistron’s product manufacturing processes are assembly focused and therefore do not require the use of large amounts of water. Water resources management mainly involves day-to-day water conservation, practical water recycling and wastewater management. Water use data is also collected for regular monitoring of water quality and water usage. Water-saving activities are implemented periodically to promote water resource protection.	●	●	●	●	●	
	Air Pollution & Waste	Wistron minimizes air pollution through waste gas treatment equipment and regular sampling, and promotes waste reduction and recycling to reduce overall waste generation.	●	●	●	●	●	
Social Inclusion	Diversity & Inclusion	A culture of diversity and inclusion creates positive impact for the organization. Wistron adopts humanistic core values and welcomes diverse, international talents. We promote gender equality and hire local talents for managerial positions to promote the localization of human resource management.	●	●				
	Talent Attraction & Retention	A high-quality talent pool is a key strategic asset for enterprises. Wistron seeks to create a diverse and best-in-class workplace; provide benefits and diverse health promotion events that exceed regulatory requirements; and encourage a better work-life balance to enhance employee’s performance and inspire pride in employees as Wistron members.	●	●				
	Talent Cultivation & Development	To assist employees to develop in their functions, Wistron provides multiple learning channels and training systems to boost organizational competitiveness in response to market challenges.	●	●				●
	Occupational Health & Safety	Employee health and workplace safety are the foundation for the sustainable development of enterprises. Wistron complies with international standards to create a work environment that allows workers to feel at ease and ensures optimal operational performance.	●	●				
	Business & Human Rights	Implement human rights policies and due diligence process, identify high-impact issues through human rights risk assessment, adopt mitigation and remedial measures, respect and protect the human rights of workers in the upstream and downstream value chains as well as Wistron’s own operations.	●	●	●	●	●	●
	Social Engagement	Wistron focuses on two major aspects in its public welfare efforts: “environment” and “humanities,” and work with public welfare partners who share the same philosophy on diverse projects. Externally, we participate in public initiatives and seek to exert our influence in policymaking.	●	●				
Note: ● represents the source of impact								



Material Topics and Risk Management

● Governance ● Innovation ● Environment ● Social

Risk Type	Description of Risk	Mitigation Measures	Severity	Frequency	Relevant Material Issue
Compliance	Violation of environmental, health, and safety-related regulations (non-compliance with environmental and occupational safety laws)	1. Regular regulatory audits 2. Develop occupational safety, health, and environmental policies and management systems in accordance with international standards, namely ISO 45001 and ISO 14001	3	2	<ul style="list-style-type: none"><li>Corporate Governance &amp; Ethical Management</li><li>Occupational Health &amp; Safety</li></ul>
Strategy	Sustainability-related investment projects result in negative ESG impacts or controversy	Project management teams conduct risk control procedures both before and after investing	3	2	<ul style="list-style-type: none"><li>Corporate Governance &amp; Ethical Management</li><li>Risk &amp; Crisis Management</li></ul>
Compliance	Failure to implement preventive and detective internal controls for legal compliance	Regular review of existing systems and personnel to address and enforce regular audits and encourage personnel to comply with regulations	3	2	<ul style="list-style-type: none"><li>Corporate Governance &amp; Ethical Management</li><li>Risk &amp; Crisis Management</li></ul>
Strategy	Failure to establish a risk mitigation response plan	Develop and implement response plans to reduce risks	2	1	<ul style="list-style-type: none"><li>Risk &amp; Crisis Management</li></ul>
Strategy	Board fails to identify and assess risks; senior managers fail to propose risk mitigation plans	The Audit Committee assists the Board of Directors in fulfilling its risk management responsibilities, with the Board approving the company's risk management policies and related regulations. A Risk Management Team is established under the Audit Committee, comprising heads of each department as members. The Team collaborates with relevant operational units to implement effective risk management	3	2	<ul style="list-style-type: none"><li>Corporate Governance &amp; Ethical Management</li><li>Risk &amp; Crisis Management</li></ul>
Operational	Suppliers fail to implement a comprehensive decarbonization plan	1. Inventory supplier's carbon emissions 2. Review supplier's decarbonization plans 3. Set emission reduction targets for suppliers	3	2	<ul style="list-style-type: none"><li>Sustainable Supply Chain</li><li>Climate Strategy &amp; Energy Management</li></ul>
Operational	Suppliers fail to comply with CSR standards, including work hours affected by COVID-19, overseas labor, human rights concerns, etc.	1. Cnclude CSR review into supplier assessments 2. Regularly conduct supplier SAQ reviews 3. Develop dynamic supplier management system	4	2	<ul style="list-style-type: none"><li>Sustainable Supply Chain</li><li>Business &amp; Human Rights</li></ul>
Operational	Suppliers' employees lack cybersecurity awareness, including sending internal files through personal emails or clicking on suspicious emails in their corporate mailbox	1. Create management systems and training to build a legal-compliance culture 2. Use CSR audits to verify information security processes and risk assessments 3. Implement data classification and protection policies (confidential information protection measures)	3	3	<ul style="list-style-type: none"><li>Sustainable Supply Chain</li><li>Information Security &amp; Privacy</li><li>Risk &amp; Crisis Management</li></ul>
<p>Note:</p> <p>1. Severity: Classified from level 1 to five, which is Insignificant, Minor, Moderate, Major, and Critical based on the degree of potential impact in property loss, business continuity, corporate reputation, environmental and social impact, and human casualties</p> <p>2. Likelihood: Assessed by combining two aspects: probability of occurrence (&lt;1%, 1–20%, 20–50%, 50–90%, &gt;90%) and time horizon (over 10 years, 5–10 years, 1–5 years, 1 year, 6 months). The comprehensive evaluation yields a scale from 1 to 5, corresponding to Very Low, Low, Moderate, High, and Very High.</p> <p>3. The company conducts annual risk assessments from a macro perspective of overall business development. After multiple internal discussions, it was determined that the topics of “green products” and “circular economy” are considered “development opportunities” under our current operating context, rather than potential risk items. Therefore, they were not included in this year’s ERM risk inventory.</p>					

Material Topics and Risk Management

● Governance   ● Innovation   ● Environment   ● Social

Risk Type	Description of Risk	Mitigation Measures	Severity	Frequency	Relevant Material Issue
Strategy	Decline in product or service capabilities, resulting in client's selecting other agents	1. Regular employee training (on laws, product updates, and OEM requirements) 2. Continue to acquire OEM certification to enhance technical capability 3. Obtain OEM solution partner status to acquire new clients and retain existing ones	3	1	<ul style="list-style-type: none"><li>Product R&amp;D and Innovation</li><li>Customer Relations</li></ul>
Strategy	Failure to meet customer requirements in the cooperation process. For example, transferring production lines, R&D support, etc.	1. Host weekly meetings with customers to confirm all tasks are in progress 2. Regularly communicate with management at customer companies to ask whether any improvements are required 3. Analyze root causes and develop prevention strategies in the event of customer complaints	2	1	<ul style="list-style-type: none"><li>Product R&amp;D and Innovation</li><li>Customer Relations</li></ul>
Compliance	Client-designed products infringe on third-party patents, leading to lawsuits	1. Upon legal notice, liaise directly with client legal teams per contract terms and begin discussions on soliciting related litigation fees and guarantees 2. Provide regular legal training to prevent unintentional legal violations 3. Verify patent violations during quotation process if product requires new technologies	5	2	<ul style="list-style-type: none"><li>Product R&amp;D and Innovation</li><li>Customer Relations</li><li>Information Security &amp; Privacy</li></ul>
Operational	Employees lack awareness of privacy and data protection laws, leading to personal data leaks	1. Establish and publish privacy policies 2. Company-wide awareness campaigns to ensure employees understand and follow privacy regulations 3. Privacy training courses to increase employee knowledge of privacy rights 4. Set up whistleblowing channels (phone/email)	3	2	<ul style="list-style-type: none"><li>Information Security &amp; Privacy</li><li>Talent Cultivation &amp; Development</li></ul>
Operational	Lack of comprehensive information security management systems for third-party vendors	Implement the published and updated "Third-party Information Security Management Guidelines" to strengthen information security management and control among suppliers across various stages, including supplier selection, tiered management, and regular security risk reviews	3	3	<ul style="list-style-type: none"><li>Information Security &amp; Privacy</li><li>Sustainable Supply Chain</li></ul>
Strategy	Lack of clear AI governance framework, structure, management processes, and protection mechanisms	1. Review applicable regulations, international guidelines, adopted standards, and client requirements 2. Enhance AI lifecycle risk management	4	3	<ul style="list-style-type: none"><li>Information Security &amp; Privacy</li></ul>
Operational	Lack of innovative thinking may hinder business growth over the next three to ten years	1. Establish new business and forward-looking units; asses new technologies to adopt; and draft white papers to be reviewed quarterly and updated annually 2. Convert innovative technologies into intellectual property; a dedicated team was established in 2018 to promote related efforts	3	2	<ul style="list-style-type: none"><li>Product R&amp;D and Innovation</li></ul>
Note: 1. Severity: Classified from level 1 to five, which is Insignificant, Minor, Moderate, Major, and Critical based on the degree of potential impact in property loss, business continuity, corporate reputation, environmental and social impact, and human casualties 2. Likelihood: Assessed by combining two aspects: probability of occurrence (<1%, 1–20%, 20–50%, 50–90%, >90%) and time horizon (over 10 years, 5–10 years, 1–5 years, 1 year, 6 months). The comprehensive evaluation yields a scale from 1 to 5, corresponding to Very Low, Low, Moderate, High, and Very High. 3. The company conducts annual risk assessments from a macro perspective of overall business development. After multiple internal discussions, it was determined that the topics of “green products” and “circular economy” are considered “development opportunities” under our current operating context, rather than potential risk items. Therefore, they were not included in this year’s ERM risk inventory.					



Material Topics and Risk Management

Governance   Innovation   Environment   Social

Risk Type	Description of Risk	Mitigation Measures	Severity	Frequency	Relevant Material Issue
Compliance	Insufficient supply of renewable energy and certificates. Due to increased production capacity at our sites, Scope 2 emissions have risen. Failure to procure sufficient renewable energy may thus hinder our emission reduction targets or fall short of customer expectations	1. Assess and plan the actual renewable energy demand for each facility 2. Collaborate with third-party providers to purchase required renewable energy	2	3	<ul style="list-style-type: none"><li>Customer Relations</li><li>Climate Strategy &amp; Energy Management</li></ul>
Compliance	Droughts & floods	1. Implement water management and daily water conservation measures 2. Set short-, mid-, and long-term goals and incorporate them into routine performance evaluations to effectively reduce water use per unit of revenue 3. Implement water recycling and wastewater management 4. Conduct scenario simulations and risk assessments for droughts and floods 5. Work with local water suppliers to implement special water supply mechanisms during droughts, in order to maintain plant operations	3	1	<ul style="list-style-type: none"><li>Climate Strategy &amp; Energy Management</li><li>Water Resource Management</li></ul>
Compliance	Improper waste disposal, recycling, or scrapping	1. Implement waste sorting at the source 2. Engage certified professional waste processors for proper handling 3. Declare waste in compliance with related laws and conduct regular audits 4. Require waste transport vehicles to be equipped with GPS tracking systems	3	4	<ul style="list-style-type: none"><li>Air Pollution &amp; Waste</li><li>Sustainable Supply Chain</li></ul>
Operational	Failure to foster a diverse, equitable, and inclusive (DEI) workplace, leading to incidents of discrimination or harassment	1. Dynamically adjust management mechanisms in accordance with legal requirements 2. Implement DEI policies, conduct anti-harassment /DEI training to raise awareness 3. Establish a grievance platform and designate dedicated personnel to handle and follow up with grievances	3	4	<ul style="list-style-type: none"><li>Diversity &amp; Inclusion</li><li>usiness &amp; Human Rights</li><li>Talent Cultivation &amp; Development</li></ul>
Strategy	Lack of employee understanding or alignment with corporate vision and mission, leading to weak adoption of core values	1. Create a dedicated page on our official website to communicate the company's vision, mission, and core values, and provide corresponding employee training Host orientation programs such as the Core Values Workshop and Wi Talk sessions led by the CEO to promote management philosophy and values 2. Organize core value experiences to deepen employees' understanding and alignment 3. Integrate core value indicators into the performance management system to assess employee's behavioral alignment with company values	2	2	<ul style="list-style-type: none"><li>Talent Attraction &amp; Retention</li><li>Talent Cultivation &amp; Development</li></ul>
Operational	Lack of comprehensive employee communication channels	1. Multiple employee communication channels have been established at headquarters and all office/factory sites 2. A global employee portal has been launched to deliver consistent and critical operational information	3	2	<ul style="list-style-type: none"><li>Talent Attraction &amp; Retention</li></ul>
Note: 1. Severity: Classified from level 1 to five, which is Insignificant, Minor, Moderate, Major, and Critical based on the degree of potential impact in property loss, business continuity, corporate reputation, environmental and social impact, and human casualties 2. Likelihood: Assessed by combining two aspects: probability of occurrence (<1%, 1–20%, 20–50%, 50–90%, >90%) and time horizon (over 10 years, 5–10 years, 1–5 years, 1 year, 6 months). The comprehensive evaluation yields a scale from 1 to 5, corresponding to Very Low, Low, Moderate, High, and Very High. 3. The company conducts annual risk assessments from a macro perspective of overall business development. After multiple internal discussions, it was determined that the topics of “green products” and “circular economy” are considered “development opportunities” under our current operating context, rather than potential risk items. Therefore, they were not included in this year’s ERM risk inventory.					

Material Topics and Risk Management

Governance Innovation Environment Social

Risk Type	Description of Risk	Mitigation Measures	Severity	Frequency	Relevant Material Issue
Strategy	Intensified demand and competition for talent in Taiwan's tech sector due to global economic shifts, especially for international professionals, leads to greater recruiting challenges	1. Develop industry-academia collaboration programs to cultivate required skills and offer internships, enabling direct employment upon graduation 2. Strengthen employer branding and corporate image to attract suitable talents	3	2	<ul style="list-style-type: none"><li>Talent Attraction &amp; Retention</li><li>Diversity &amp; Inclusion</li></ul>
Operational	Employees unfamiliar with codes of ethics or conduct, leading to violations such as bribery, discrimination, or harassment	1. Establish and announce ethics policies and codes of conduct and ensure employees are familiar with these guidelines 2. Conduct annual employee training and signing on codes of conduct 3. Establish grievance handling and resolution procedures	3	3	<ul style="list-style-type: none"><li>Talent Attraction &amp; Retention</li><li>Talent Cultivation &amp; Development</li><li>Business &amp; Human Rights</li></ul>
Operational	Training and development programs not aligned with organizational goals	1. Define managerial competencies and provide corresponding training 2. Continuously improve onboarding and compliance training programs 3. Provide courses on industry-specific technologies, digital transformation, and ESG in response to trends 4. Develop training blueprints by business group and job function based on identified needs 5. Continue to develop self-development learning resources	3	3	<ul style="list-style-type: none"><li>Talent Cultivation &amp; Development</li></ul>
Compliance	Failure to implement workplace safety measures as communicated, increasing the risk of incidents	Set up diverse reporting channels : 1. Implement holiday patrol and incident reporting by electrical mechanical personnel and security staff 2. Conduct regular emergency response drills (first aid, fire safety)	3	3	<ul style="list-style-type: none"><li>Occupational Health &amp; Safety</li><li>Talent Cultivation &amp; Development</li></ul>
Compliance	Emergency response procedures not updated in line with international standards or local regulations; OSH plans remain incomplete	1. Provide training on emergency response procedures 2. Establish emergency response management procedures 3. Undergo third-party external audits for validation	2	3	<ul style="list-style-type: none"><li>Occupational Health &amp; Safety</li><li>Corporate Governance &amp; Ethical Management</li></ul>
Compliance	Overtime hours exceed the limit prescribed by labor law (46 hours/month)	HR monitors weekly overtime hours and reminds departments to enforce proper labor management	2	3	<ul style="list-style-type: none"><li>Business &amp; Human Rights</li><li>Corporate Governance &amp; Ethical Management</li></ul>
Note: 1. Severity: Classified from level 1 to five, which is Insignificant, Minor, Moderate, Major, and Critical based on the degree of potential impact in property loss, business continuity, corporate reputation, environmental and social impact, and human casualties 2. Likelihood: Assessed by combining two aspects: probability of occurrence (<1%, 1–20%, 20–50%, 50–90%, >90%) and time horizon (over 10 years, 5–10 years, 1–5 years, 1 year, 6 months). The comprehensive evaluation yields a scale from 1 to 5, corresponding to Very Low, Low, Moderate, High, and Very High. 3. The company conducts annual risk assessments from a macro perspective of overall business development. After multiple internal discussions, it was determined that the topics of “green products” and “circular economy” are considered “development opportunities” under our current operating context, rather than potential risk items. Therefore, they were not included in this year’s ERM risk inventory.					



Material Topics and Risk Management

Governance Innovation Environment Social

Risk Type	Description of Risk	Mitigation Measures	Severity	Frequency	Relevant Material Issue
Compliance	Failure to review recruitment practices in light of regulatory changes; lack of communication and training on legal risks during hiring	1. Standardize recruitment processes and adopt a unified recruitment platform, with SOPs for each stage 2. Regularly review recruitment and hiring policies for legal compliance 3. Provide regular training on common hiring mistakes and legal risks to enhance employer awareness and skills	2	3	<ul style="list-style-type: none"><li>Business &amp; Human Rights</li><li>Talent Attraction &amp; Retention</li><li>Talent Cultivation &amp; Development</li></ul>
Strategy	Social investment at each site not linked to ESG policies	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	1	1	<ul style="list-style-type: none"><li>Social Engagement</li></ul>
Strategy	Lack of well-planned social investment and donation efforts, resulting in missed opportunities to amplify corporate social impact through resource integration	Develop and implement charitable donation and sponsorship guidelines, ensuring adherence and regularly reviewing execution results	1	1	<ul style="list-style-type: none"><li>Social Engagement</li></ul>

Note:

- Severity: Classified from level 1 to five, which is Insignificant, Minor, Moderate, Major, and Critical based on the degree of potential impact in property loss, business continuity, corporate reputation, environmental and social impact, and human casualties
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