

Wistron Corporation

Diversity, Equity, and Inclusion (DEI) Policy

Purpose

Wistron Corporation (“Wistron“) is committed to creating diversity and inclusion in the workplace where all employees worldwide can enjoy equal opportunities and receive respect and support in their participation in various business activities. Wistron believes that a diverse, equal, and inclusive working environment can encourage employees to unleash their potential, foster consensus, and collaborate to achieve the vision of Sustainability through Innovation.

Definitions

Diversity: Wistron respects the different backgrounds, characteristics, and thoughts of each individual in the workplace. Everyone is unique, including age, gender, race and culture, nationality, skin color, physical disability, religion, sexual orientation, gender identity and expression, socio-economic background, etc.

Equity: Ensure fair treatment of each employee. The hiring, training, performance evaluation, promotion, compensation, benefits, etc. of individuals shall not be affected by factors such as gender, sexual orientation, gender identity and expression, political affiliation, religion, race, nationality, age, physical disability, pregnancy, marital status, relationship with the union, etc.

Inclusion: When people with different backgrounds, characteristics, and thoughts come together, Wistron embraces each person's uniqueness and promotes activities of inclusion, enabling every employee to showcase their true selves in the workplace and generate a sense of belonging to the organization.

Guiding Principles

Awareness: Provide necessary resources and training to enhance employees' awareness of diversity, equity, and inclusion issues, thereby fostering understanding and respect for everyone's different backgrounds and uniqueness, and promoting a more harmonious team collaboration and communication atmosphere.

Engagement: Encourage employees at all levels, regions, and backgrounds within the company to express their ideas and provide suggestions directly. Wistron believes that the diverse composition of the management and employees enables more comprehensive communication, harnesses the creativity and wisdom of various ethnic groups, and brings more positive impact to the company's stakeholders.

Impact: Incorporate diversity, equity, and inclusion issues into the company's focus on sustainable development, regularly review the progress and effectiveness of relevant work plans, and continuously improve them.

Chairman

