

Wistron Corporation

Stock Ownership Guidelines

Wistron Corporation (“Wistron”) believes that Wistron’s senior management should own and hold shares of Wistron to further align their interests and actions with the interests of Wistron’s shareholders. To meet this objective, Wistron’s Board of Directors (“BOD”) has established this Stock Ownership Guidelines (“Guidelines”) to promote Wistron’s commitment to sound corporate governance.

- Article 1 Stock ownership levels Covered Individuals under the Guidelines are expected to own and hold a specified value of Wistron’s shares. Stock ownership levels should be achieved by each Covered Individuals within the later of
- (i) three years of the adoption of this Guidelines and/or subsequent amendments thereto, or
 - (ii) three years after being first included as a Covered Individual.

Covered Individuals	Minimum value of stock ownership
Chairman and President	The value of the total stock ownership is at least 10 times the annual basic salary
Managerial Officers	The value of the total stock ownership is at least 5 times the annual basic salary

Note: The term “annual basic salary” means annual base salary and fixed allowance.

Article 2 Compliance

Shares of stock that count toward satisfaction of applicable level under the Guidelines include the following:

1. Common stocks owned outright by the Covered Individual, those held jointly with his/her spouse, and/or those held by his/her spouse, minor children, and held by him/her under others’ names;
2. Unvested restricted stocks for employees;
3. Vested stock option;
4. Treasury shares for employees to subscribe; and
5. Common stocks of employee stock ownership trust.

Once a Covered Individual’s stock ownership satisfies the applicable level under the Guidelines, such minimum level of stock ownership is expected to be maintained for as long as the Covered Individual is subject to the Guidelines.

The Compensation Committee will evaluate the ownership status of Covered Individuals every year, based on the average stock price of three months prior to the evaluation date.

In case of a Covered Individual’s financial hardship, the stock ownership requirements may be waived until the hardship no longer applies or such appropriate time as the the Chairman shall agree.

The interpretation of the Guidelines shall be determined by the Compensation Committee.

Article 3 The Guidelines shall take effect after having been discussed and approved by Wistron's Compensation Committee and BOD.

The Guideline is enacted on May 6, 2022.

The 1st amendment was made on August 12, 2024.