

Wistron Corporation Directors Qualification Criteria

According to the standards of the Dow Jones Sustainability Index (DJSI), the independence qualifications and industry experience of Wistron's directors are listed as follows:

Name	Independent/ Executive* ¹	Independence criteria									Other mandates* ²	Industry Experience by GICS* ³
		1	2	3	4	5	6	7	8	9		
Simon Lin	Executive			V	V	V	V		V	V	2	Information Technology
Jeff Lin	Executive			V	V	V	V		V	V	1	Information Technology
Haydn Hsieh	Independent	V	V	V	V		V	V	V	V	3	Information Technology
Philip Peng	Independent	V	V	V	V		V		V	V	4	Information Technology
Frank Juang	Independent	V	V	V	V	V	V	V	V	V	1	Financials and Information Technology
Jack Chen	Independent	V	V	V	V	V	V	V	V	V	4	Information Technology
S. J. Paul Chien	Independent	V	V	V	V	V	V	V	V	V	2	Information Technology
Peipei Yu	Independent	V	V	V	V	V	V	V	V	V	4	Financials
Mei-Ling Chen	Independent	V	V	V	V	V	V	V	V	V	2	-

Note 1: Wistron measures the independence of directors who are non-executive and meeting at least 4 of the 9 criteria (of which at least 2 of the 3 first criteria) listed below:

1. The director must not have been employed by the company in an executive capacity within the last year.
2. The director must not accept or have a "Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of \$60,000 during the current fiscal year", other than those permitted by SEC Rule 4200 Definitions, including i) payments arising solely from investments in the company's securities; or ii) payments under non-discretionary charitable contribution matching programs. Payments that do not meet these two criteria are disallowed.
3. The director must not be a "Family Member of an individual who is [...] employed by the company or by any parent or subsidiary of the company as an executive officer."
4. The director must not be (and must not be affiliated with a company that is) an adviser or consultant to the company or a member of the company's senior management.
5. The director must not be affiliated with a significant customer or supplier of the company.
6. The director must have no personal services contract(s) with the company or a member of the company's senior management.
7. The director must not be affiliated with a not-for-profit entity that receives significant contributions from the company.
8. The director must not have been a partner or employee of the company's outside auditor during the past year.
9. The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.

Note 2: Other mandates of each director means the number of other external directorships in publicly listed companies, not including private limited companies, educational institutes, and non-profit organization.

Note 3: The GICS Level 1 sectors: Energy, Materials, Industrials, Consumer Discretionary, Consumer Staples, Healthcare, Financials, Information Technology, Communication Services, Utilities, and Real Estate.