



Wistron Human Rights Policy

Respect for human rights is one of Wistron's core values. Wistron formulates and revises Human Rights Policy by following the same standards as the *UN Universal Declaration of Human Rights (UDHR)*, the *UN Global Compact (UNGC)*, the *UN Guiding Principles on Business and Human Rights (UNGPs)*, the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*, the *OECD Guidelines for Multinational Enterprises*, and local laws and regulations in all countries where Wistron conducts business. On the basis of the principles of protection, respect, and remedy, Wistron takes actions in line with the *Responsible Business Alliance (RBA) Code of Conduct* and places a high priority on human rights issues.

Scope

Wistron Human Rights Policy applies to all Wistron operations, products, and solutions. We further extend the same standards to stakeholders in our value chain, including employees, clients, suppliers, partners, and joint ventures. Wistron requires our suppliers' adherence to Wistron Suppliers Code of Conduct based on Wistron Human Rights Policy.

Guiding Principles

- Comply with local laws and regulations where Wistron operates and global authoritative standards.
- Regularly assess human rights risks and conduct appropriate remediation actions.
- Provide an independent grievance mechanism, investigate allegations promptly, and take action to mitigate negative impacts on human rights protection.
- Continuously improve the human rights protection measures of all employees and disclose all results transparently.
- Provide fair and reasonable salary and working conditions, and enable a healthy, safe, and secure work environment.
- Ensure fair employment, especially for women and minority groups, and refuse to tolerate discrimination of any kind.
- Forbid child labor and forced labor.
- Provide smooth communication channels and respect employees' freedom of association and right to collective bargaining.

Chairman

A handwritten signature in black ink, appearing to be 'Li', is written over a horizontal line.