

Wistron Sustainable Products Program

Wistron systematically integrates sustainable design principles into product development with the objective of achieving low-carbon, circular, and safe product lifecycle management while maintaining high levels of performance and reliability. Through this approach, Wistron seeks to meet and exceed the requirements and market expectations associated with international regulations and standards, including the EU Ecodesign for Sustainable Products Regulation (ESPR), Digital Product Passport (DPP), EPEAT, TCO Certification, and ENERGY STAR.

Green Product Innovation Management Strategy

Drawing on sustainability-related concepts, criteria and economic activities derived from the EU Taxonomy and the Taiwan Sustainable Economic Activities Reference Criteria for Computers and Peripheral Equipment, Wistron has established a green product innovation strategy centered on the environmental objectives of Climate Change Mitigation and Transition to a Circular Economy. Wistron has developed five core strategies for green product design and development, covering sustainable materials, product lifetime extension, energy efficiency enhancement, circular packaging, and environmental information management. Wistron defines sustainable products as products that generate clear, measurable, and substantial positive environmental benefits and meet at least one of the following criteria.

Indicator	Product Category	Product-level Sustainability Performance	EU Taxonomy	Taiwan Sustainable Taxonomy	Industry Standards / Wistron-defined Criteria (Component-level)	Verification Standards / Evidence
Recycled and Renewable Material Application	Servers	- Recycled materials account for more than 35% of total product weight.	-	-	- 90% recycled steel used in product metal components.	- The recycled content of selected materials is disclosed in accordance with ISO 14021 requirements.
	Notebook Computers	- Recycled materials account for more than 16.5% of total product weight.	-	- Products comply with EPEAT requirements.	- Recycled materials are incorporated into selected product models,	- The recycled content of selected materials is

					including metal enclosures made with 80% recycled aluminum and keyboard components containing 85% recycled plastic.	disclosed in accordance with ISO 14021 requirements.
	Rugged Handheld Devices	- Post-consumer recycled materials account for more than 18% of total product weight.	-		- Post-consumer recycled (PCR) materials account for at least 25% of total recycled material content in selected products.	- The recycled content of selected materials is disclosed in accordance with ISO 14021 requirements.
Hazardous Substance Substitution and Control	All products	- Wistron proactively implements environmental hazardous substance requirements exceeding the scope of the EU RoHS Directive. - PFAS are prohibited from being intentionally added to plastic parts and coatings. - PVC and elemental chlorine bleaching are prohibited in packaging materials. - The intentional addition of PFAS and heavy metals is prohibited.	- 2.4. Design for dismantling (aligned with criteria 2.4.3) - 2.6. Proactive substitution of hazardous substances (aligned with all criteria except 2.6.3)	-	- These measures are implemented in accordance with Wistron's Hazardous Substance Management Specification (700-R014) and RoHS (Directive 2011/65/EU).	-

Durability and Modular Design	Notebook computer enclosures and key components, such as batteries, displays, and storage devices	- Easy disassembly without specialized tools to reduce damage during repair and recycling. - Modular component sharing and simplified product architecture to reduce material consumption. - In line with WEEE targets for Large Household Appliances, achieving a minimum reuse and recovery rate of 80% and a recycling rate of 85%.	- 2.1. Design for long lifetime (aligned with all criteria) - 2.2. Design for repair and guarantee (aligned with criterion 2.2.2) - 2.3. Design for reuse and remanufacturing (aligned with all criteria) - 2.4. Design for dismantling (aligned with criteria 2.4.2) - 2.7. Information to customer (aligned with criterion 2.7.3)	-	- Compliance with WEEE requirements. - The design approach is supported by Wistron's Mechanical Design Specification (814-R008) and Green Product Design Guidelines and Review Procedures (717-R008).	-
Energy Efficiency and Digital Energy-Saving Features	All products	- Product energy efficiency meets or exceeds the latest ENERGY STAR® requirements and applicable international energy-efficiency standards. - Firmware and software support low-power operating modes, default energy-saving settings, and user-facing energy consumption dashboards, enhancing overall energy efficiency and user engagement.	-	- Products comply with ENERGY STAR.	-	- ENERGY STAR

Circular Packaging and Low-Carbon Logistics	Servers	- Cross-stage reuse rates of at least 95% for production testing and shipping packaging. - Packaging contains at least 50% recycled or renewable materials.	-	-	- Packaging materials incorporating at least 30% recycled plastic in selected applications.	-
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- **Recycled and Renewable Material Application:** Wistron incorporates 90% recycled steel in the metal components of selected server products or ensures that recycled materials account for at least 35% of total product weight. For notebook computers, selected models use metal enclosures made from 90% recycled aluminum and keyboard components containing 85% recycled plastic. Wistron also applies recycled materials to rugged handheld devices, with Post-Consumer Recycled (PCR) material content ranging from approximately 30% to 75%, and has expanded such applications to commercial equipment product categories.
- **Hazardous Substance Substitution and Control:** Wistron promotes PFAS reduction by prohibiting the intentional addition of PFAS in plastic parts and coatings, while also advancing the recovery of rare-earth magnets and critical minerals. In addition, PVC and elemental chlorine bleaching are prohibited in packaging materials, and the intentional addition of PFAS and heavy metals is prohibited.
- **Durability and Modular Design:** Enclosures and key components, such as batteries, displays, and storage devices, are designed for easy disassembly without the use of specialized tools, reducing the risk of damage while improving repairability and recycling efficiency. Wistron also promotes modular component sharing and simplified product designs to reduce material consumption, helping customers streamline repair processes and extend product lifetimes.
- **Energy Efficiency and Digital Energy-Saving Features:** Products are designed to meet or exceed the latest ENERGY STAR® requirements and applicable international energy-efficiency standards. Firmware and software support low-power operating modes, default power-saving settings, and user-facing energy consumption visualization tools, enhancing overall energy performance and user engagement.
- **Circular Packaging and Low-Carbon Logistics:** Wistron adopts modular packaging designs and targets a cross-stage reuse rate of at least 95% for packaging used in product testing and shipment, reducing single-use resource consumption. In addition, packaging contains at least 50% recycled or renewable materials.

R&D Investment, Infrastructure Improvements and Internal Training

- **R&D Resources:** Wistron invests in R&D to overcome the technical limitations of recycled materials in high-performance applications through material engineering, formulation optimization, and structural design validation, while gradually expanding the application of post-consumer recycled (PCR) materials. Total R&D investment reached NT\$ 31.4 billion in 2025. Specifically, NT\$ 3.0 billion to NT\$ 3.5 billion was dedicated to R&D for introducing recycled materials into products. To encourage innovation, Wistron established the Invention Reward Regulation to strengthen R&D competitiveness and support the development of green technology-related patents. For 2025 achievements, please refer to the [Product Design and Development](#) section on Wistron's ESG website.
- **Infrastructure Improvements:** In 2025, Wistron invested NT\$ 800 million in CAPEX for renewable energy deployment and approximately NT\$0.5-1.0 million in CAPEX for process optimization projects across global manufacturing sites, including hardware and software upgrades and energy-saving measures. In January 2023, Wistron launched its self-developed Product Environmental Impact Assessment System, which automatically integrates internal data sources and transforms time-intensive manual calculations into efficient digital analyses. The system enables rapid generation of product carbon footprint data and identification of emission hotspots, supporting R&D teams in developing low-carbon and environmentally friendly products and ensuring that product lifecycle management aligns with sustainability principles.
- **Internal Training:** Wistron continues to cultivate sustainability talent through a comprehensive learning framework covering the Six Sustainability Strategies. Relevant training programs include Sustainable Supply Base, Green Products, Recycling, and Decarbonization, supporting R&D teams in strengthening their capabilities in low-carbon material applications and enhancing their familiarity with sustainability-related systems and tools. In 2025, Wistron completed 6 training courses, with a total of 1,736 participant attendances and 2,363 training hours.

Executive Performance Targets and Incentive Mechanisms

Green Products and Recycling are two key pillars of Wistron's Six Sustainability Strategies. Wistron considers sustainable product innovation a key driver of its sustainability transformation and has achieved measurable sustainability outcomes across multiple product categories while continuing to expand its sustainable product portfolio and sales. Performance indicators related to Green Products and Recycling are incorporated into the short-term and long-term incentive compensation mechanisms of the president & CEO, business unit managers, and executive officers. These indicators include increasing revenue generated from products containing recycled or renewable materials, increasing the shipment of recycled plastics, and commercializing battery recycling solutions. To support continued growth in revenue from sustainable product, Wistron has established a specific, time-bound and quantified annual target to increase revenue from green products by 3% year over year, using the prior year's revenue as the baseline. The target is incorporated into executive performance indicators and cascaded throughout business groups based on product characteristics and market needs. Responsibilities and performance expectations are integrated into sales and product-related functions to support portfolio growth and revenue contribution. By aligning management objectives, R&D activities and sales-related performance mechanisms, Wistron promotes cross-functional collaboration and translates

sustainable product innovation into measurable business performance.

Sustainability Performance Indicators			President & CEO	Business Unit Managers (Including main BG head)	Executive Officers (including heads of the ESG 6-pillar working groups)
Governance	Sustainable Supply Chain	Strengthen decarbonization efforts across the supply chain to increase carbon reductions	3%	15%	10%
Environmental	Green Products/ Product Development and Innovation	Increase revenue generated from products containing recycled or renewable materials	4%	15-20%	25%
	Circular Economy	Increase the shipment of recycled plastics and commercialize battery recycling solutions	1%	30%	5%
	Climate Strategy and Energy Management	Reduce electricity intensity	–	10-15%	10%
		Increase use of renewable energy	10%*		
	Water Resource Management	Reduce water usage intensity	–		
Social	Talent Attraction and Retention	Increase employee engagement and reduce turnover rate	1%	10-15%	5%
	Occupational Health and Safety	Reduce occupational injuries and increase employee satisfaction	2%	10-15%	5%

Note: 4% for the President & CEO and 6% for the Chief Sustainability Officer.

Presented on a weighted basis

Conclusion

Through material innovation, modular design, circular packaging, and environmental information management, Wistron has achieved measurable sustainability outcomes across multiple product categories. Wistron continues to advance a low-carbon circular economy through data-driven management and global supply chain collaboration while maintaining compliance, product safety, performance, and competitiveness.