

Wistron's Commitment to Living Wage

Wistron is fully dedicated to supporting Goal 8 of the sustainable development goals (SDG 8): Decent work and economic growth.

The Company believes that every worker has a right to a living wage that is sufficient to meet basic needs and provide some discretionary income.

The Company also strives to work on living wages by regularly reviewing employee salaries and compensation in each location, and plans to extend it to employees of critical tier 1 suppliers and main contractors in the future.

The Company is committed to complying with all applicable laws, conventions and regulations. Additionally, we abide by the following global guidance and methodology:

- [The benefits of International Labour Standards \(ilo.org\)](https://www.ilo.org/)
- The Anker Methodology for estimating a Living Wage

Our Commitment

- By 2028, 100% of our employees will be paid above the local living wage benchmark.
- By 2030, at least 80% of our critical tier 1 suppliers will pay wage that meet the local living wage benchmark.
- By 2030, at least 80% of our main contractors will pay wage that meet the local living wage benchmark.

Our Approach

The salaries provided by Wistron comply with local legal requirements and are higher than the statutory minimum wage. By 2025, the Company plans to complete living wage surveys for over 75% of our employees, critical tier 1 suppliers, and main contractors, identify countries and regions where there are gaps, and develop specific improvement plans accordingly. Consequently, we aim to complete living wage surveys and the establishment of databases by 2028.

Survey Status for 2021-2022:

- Completed the living wage survey for employees at 11 of our own operating locations.
- Completed the living wage survey for 563 critical tier 1 suppliers.
- Completed the living wage survey for 18 main contractors in Taiwan, and we plan to gradually expand the surveys to overseas locations.

Next steps and mitigation measures:

- From 2023 to 2025, we will complete living wage surveys for more than 75% of our employees, critical tier 1 suppliers, and main contractors, identify countries and regions where there are gaps, and develop specific improvement plans accordingly.
- From 2025 to 2028, we aim to complete living wage surveys and the establishment of databases for all of our employees, critical tier 1 suppliers, and main contractors.



President & CEO, Wistron Corporation