

Wistron Living Wage Management Framework

In line with SDG 8: Decent Work and Economic Growth, Wistron aims to advance living wage practices across Wistron's own operations and value chain by 2030, with the goal of ensuring that workers receive remuneration sufficient to meet their basic needs and maintain a decent standard of living.

As part of Wistron's human rights management approach, Wistron has established a structured process for living wage assessment and management. Drawing on the OECD Due Diligence Guidance for Responsible Business Conduct and the United Nations Guiding Principles on Business and Human Rights (UNGPs), this process comprises four key management steps: Establishing Policies and Commitments, Conducting Assessments, Developing Improvement Measures, and Strengthening Engagement and Communication. Through these steps, Wistron monitors employee remuneration against applicable living wage benchmarks, identifies opportunities for improvement, and continues to strengthen fair remuneration practices and human rights protection.

Conducting Assessments

According to the International Labor Organization (ILO), a living wage is defined as “the wage level that is necessary to afford a decent standard of living for workers and their families, taking into account country circumstances and calculated for the work performed during the normal hours of work”.

In line with this definition, Wistron conducts living wage assessments across the value chain by comparing employee remuneration with applicable living wage benchmarks. The assessments cover 27 Wistron operating locations, 211 Tier 1 critical suppliers, and 67 major contractors, providing a basis for understanding whether workers across the value chain receive remuneration sufficient to maintain a decent standard of living.

1. Defining the Assessment Scope

- **Own Operations:** Entry-level direct labor employees across Wistron's operating locations.
- **Suppliers:** Entry-level direct labor employees at Tier 1 critical suppliers across Wistron's global supply chain.
- **Contractors:** Workers from five major contractor categories providing long-term services at Wistron's facilities, including cleaning, security, catering, and facility management, and labor dispatch services.

2. Establishing Living Wage Benchmarks

Living wage benchmarks are generally developed based on local living costs and household needs, with the Anker Methodology widely recognized as a key methodological framework. Wistron's living wage

assessment primarily draws on benchmarks recognized by IDH, the Sustainable Trade Initiative, along with other established international sources. These sources provide a reliable and consistent basis for assessing living wages across Wistron's global operations and value chain. The following databases are used as key references:

- WageIndicator Foundation
- Value Balancing Alliance
- MIT Living Wage Calculator
- Living Wage for US

The living wage benchmarks are determined based on the following principles:

(1) Reference Year:

The assessment is based on 2025 living wage benchmark data from the selected databases.

(2) Household Composition Assumption:

A living wage should be sufficient to support a basic but decent standard of living for a worker and their family. Accordingly, the Typical Family is adopted as the primary household basis for comparison. The Typical Family is determined based on demographic factors such as average household size, labor force participation rates, and fertility rates, in order to reflect a representative household structure in each location.

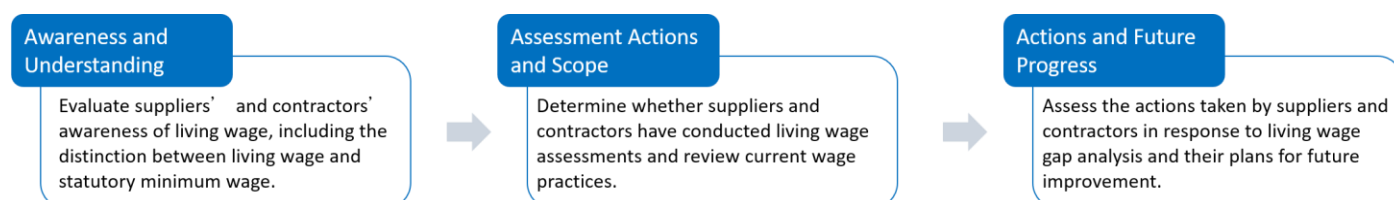
(3) Currency:

Living wage benchmarks and employee wages are compared using the currency in which wages are actually paid at each operating location.

3. Assessing Alignment with Living Wage Benchmarks

Wistron assesses living wage practices across its operations and the supply chain. Within Wistron's operations, remuneration structures are reviewed to determine how employee remuneration aligns with applicable living wage benchmarks.

Across the supply chain, Wistron engages suppliers and contractors through a questionnaire developed with reference to the United Nations Global Compact (UNGC) living wage analysis tool. The questionnaire covers three areas—Awareness and Understanding, Assessment Actions and Scope, and Actions and Future Progress—to assess suppliers' and contractors' awareness of living wage issues, current wage practices, and related management approaches across the supply chain.



To ensure that employees consistently receive remuneration sufficient to maintain a decent standard of living, only fixed remuneration is included when comparing employee wages against the applicable living wage benchmark. The following components are included:

- Basic wage
- Assured cash allowances and bonuses earned during normal working hours
- Fair and reasonable value of in-kind benefits
- Overtime pay and other non-assured or variable payments are excluded

4. Developing Improvement Measures

Based on the assessment results, Wistron will continue to strengthen remuneration practices by regularly reviewing employee remuneration against living wage benchmarks and monitoring progress on related actions. These efforts aim to ensure that remuneration practices better reflect workers' basic living needs while advancing Wistron's commitments to fair remuneration, human rights protection, and living wages.

Wistron will also continue to monitor living wage practices across the supply chain and provide suppliers with relevant knowledge and capacity-building support. Through these efforts, Wistron aims to strengthen suppliers' capacity to manage living wage issues, support decent living standards for supply chain workers, and advance responsible supply chain management.

Appendix: Wistron Living Wage Assessment Locations (Direct Labor in Own Operations)

Country/Region
Taiwan
China
Japan
Vietnam
Malaysia
Philippines
Singapore
India
Brazil
United States
Mexico
Czech Republic