

**Wistron Corporation**  
**Sustainable Development Best Practice Principles**

**Chapter I General Principles**

Article 1 In order to fulfill sustainable development initiatives and to promote economic, environmental, and social advancement for purposes of sustainable development, Wistron Corporation hereby establishes the Principles which advise the best practices for Company to follow regarding sustainable development.

The Company is advised to promulgate its own sustainable development principles in accordance with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies to manage the risks and impact of economic, environmental, and social factors.

Article 2 The Principles apply to the Company's entire operations.

The Principles encourage the Company to actively fulfill sustainable development in the course of business operations so as to follow international development trends, contribute to the economic development of the country, and improve the quality of life of employees, communities, and society by acting as responsible corporate citizens to enhance competitive edges built on sustainable development.

Article 3 In fulfilling sustainable development initiatives, the Company shall, in its corporate management guidelines and business operations, give due consideration to the rights and interests of stakeholders and, while pursuing sustainable operations and profits, also give due consideration to the environment, society, and corporate governance. The Company should be in accordance with the principle of materiality, conduct operations related to the company's corporate governance, environmental and social issues of the risk assessment, and provide for related risk management policies or strategies.

Article 4 To implement sustainable development initiatives, the Company is advised to follow the principles below:

1. Exercise corporate governance.
2. Foster a sustainable environment.
3. Preserve public welfare.
4. Enhance disclosure of sustainable development information.

Article 5 In establishing its policies, systems (or relevant management guidelines), and concrete promotion plans for sustainable development programs, the Company shall take into consideration the correlation between the development of domestic and international sustainable development principles and corporate core business operations, in addition to the effect of the operation of individual companies and of

its respective business groups as a whole on stakeholders. Plans shall be approved by the ESG Committee, and report to the board of directors.

When a shareholder proposes a motion involving sustainable development, the Company's board of directors is advised to review and consider including the motion in the shareholders meeting agenda.

## **Chapter II Exercising Corporate Governance**

Article 6 The Company follows the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies, the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, and the Code of Ethical Conduct for TWSE/GTSM Listed Companies to establish effective corporate governance frameworks and relevant ethical standards so as to enhance corporate governance.

Article 7 The directors of the Company shall exercise the due care of good administrators to urge the company to perform its sustainable development initiatives, review the results of the implementation thereof from time to time, and continually make adjustments so as to ensure the thorough implementation of its sustainable development policies.

The board of directors of the Company is advised to consider all stakeholders' interests and include the following matters in the Company's performance of its corporate social responsibility initiatives:

1. Identifying the Company's sustainable development mission or vision, and declaring its corporate social responsibility policy, systems, or relevant management guidelines.
2. Making sustainable development the guiding principle of the Company's operations and development, and ratifying concrete promotional plans for corporate social responsibility initiatives.
3. Enhancing the timeliness and accuracy of the disclosure of sustainable development information.

The board of directors shall appoint executive-level positions with responsibility for economic, environmental, and social issues resulting from the business operations of the Company. These executives report the status of the handling to the board of directors. The handling procedures and the responsible person for each relevant issue shall be concrete and clear.

Article 8 On a regular basis the Company is advised to organize education and training on the implementation of sustainable development initiatives, including promotion of the matters prescribed in paragraph 2 of the preceding article.

Article 9 In order to fulfill social responsibility initiatives, and to promote economic, environmental, and social advancement for purposes of sustainable development, the Company has established an ESG (Environment, Society, and Governance) Committee. The ESG Committee is chaired by the Vice Chairman of Wistron

Corporation. The ESG committee is responsible for the overall planning of corporate social responsibility, sustainable development direction and goals, related management policies, and monitoring specific implementation plans. This committee submits reports to the board of directors on a periodic basis.

In order to promote and implement the sustainable management of all aspects of the company's operations, set up a corporate sustainable development office to assist the ESG Committee implements the sustainable development strategy.

The Company is advised to adopt reasonable remuneration policies to ensure that remuneration arrangements support the strategic aims of the organization and align with the interests of stakeholders.

The employee performance evaluation system is advised to be aligned with sustainable development policies and that a clear, effective incentive and discipline system be established.

- Article 10 Based on respect for the rights and interests of stakeholders, The Company shall identify stakeholders of the company and establish a designated section for stakeholders on the company website. The Company will also understand the reasonable expectations and demands of stakeholders through proper communication with them and adequately respond to concerns from stakeholders about important sustainable development issues.

### **Chapter III Fostering a Sustainable Environment**

- Article 11 The Company shall follow relevant environmental laws, regulations, and international standards to properly protect the environment and shall endeavor to promote a sustainable environment when engaging in business operations and internal management.

- Article 12 The Company is advised to endeavor to utilize all resources more efficiently, use renewable materials and adopt low-toxicity, energy-saving, resource conservation, and recyclable designs which have low impact on the environment to improve sustainability of natural resources.

- Article 13 The Company is advised to establish proper environment management systems based on the characteristics of its industry. Such systems shall include the following tasks:

1. Collecting sufficient and up-to-date information to evaluate the impact of the Company's business operations on the natural environment.
2. Establishing measurable goals for environmental sustainability and examining whether the development of such goals should be maintained and still relevant on a regular basis.
3. Adopting enforcement measures such as concrete plans or action plans and examining the results of its operation on a regular basis.

Article 14 The Company is advised to establish a dedicated unit or assign dedicated personnel for drafting, promoting, and maintaining relevant environment management systems and concrete action plans. The Company should hold environment education courses for its managerial officers and other employees on a periodic basis.

Article 15 The Company is advised to take into account the effect of business operations on ecological efficiency, while promoting and advocating the concept of sustainable consumption. Research and development, procurement, production, operations, and services should be conducted in accordance with the following principles to reduce the impact on the natural environment and human beings from business operations:

1. Reduce resource and energy consumption of its products and services.
2. Reduce emission of pollutants, toxins and waste, and dispose of waste properly.
3. Improve recyclability and reusability of raw materials or products.
4. Maximize the sustainability of renewable resources.
5. Enhance the durability of products.
6. Improve efficiency of products and services.

Article 16 To improve water use efficiency, the Company shall properly and sustainably use water resources and establish relevant management measures.  
The Company shall construct and improve environmental protection treatment facilities to avoid polluting water, air, and land. Best efforts will be used to reduce adverse impact on human health and the environment by adopting the optimum practical pollution prevention and control measures.

Article 17 The Company is advised to assess the current and future potential risks and opportunities of climate change, and take appropriate measures related to climate-related issues.

The Company is advised to adopt standards or guidelines generally used in Taiwan and abroad for corporate greenhouse gas inventory management and to make disclosures thereof, the scope of which shall include the following:

1. Direct greenhouse gas emissions: emissions from operations that are owned or controlled by the company.
2. Indirect greenhouse gas emissions: emissions resulting from the generation of externally purchased or acquired electricity, heating, or steam.
3. Other indirect emissions: emissions from company activities that are not indirect emissions from energy, but originate from the other emission sources owned or controlled by company.

The Company should record statistics on greenhouse gas emissions, water consumption, and total waste weight, and formulate policies for energy saving and carbon reduction, greenhouse gas reduction, water reduction or other waste management. The Company will pursue carbon credits when possible as part of the company's carbon reduction strategy to promote and minimize the impact of business operations on climate change.

## **Chapter IV Preserving Public Welfare**

Article 18 The Company shall comply with relevant laws and regulations, protect the legal rights and interests of employees, and comply with internationally recognized principles of the labor force's human rights. These actions ensure that our human resource policies do not contain differential treatments based on gender, race, socioeconomic status, age, or marital and family status, so as to achieve equality and fairness in employment, hiring conditions, remuneration, benefits, training, evaluation, and promotion opportunities. The Company shall also adopt relevant management policies and processes including:

1. Presenting a corporate policy or statement on human rights.
2. Evaluating the impact of the Company's business operations and internal management on human rights and adopting corresponding handling processes.
3. Reviewing on a regular basis the effectiveness of the corporate policy or statement on human rights.
4. In the event of any infringement of human rights, the Company shall disclose the processes for handling of the matter with respect to the stakeholders involved.

The Company shall provide an effective and appropriate grievance mechanism with respect to matters adversely impacting the rights and interests of the labor force in order to ensure equality and transparency of the grievance process. Channels through which a grievance may be raised shall be clear, convenient, and unobstructed. The company shall respond to any employee's grievance in an appropriate manner.

Article 19 The Company shall provide information for employees so that the employees have knowledge of the labor laws and the rights they enjoy in the countries where the Company has business operations.

Article 20 The Company is advised to provide safe and healthful work environments for employees, including necessary health and first-aid facilities, and shall endeavor to curb dangers to employees' safety and health and prevent occupational accidents. The Company is advised to organize training on safety and health for employees on a regular basis.

Article 21 The Company is advised to create an environment conducive to the development of employees' careers and establish effective training programs to foster career skills. The Company shall formulate and implement reasonable employee welfare measures (including salary, vacation and other welfares, etc.), and appropriately reflect operating performance or results in employee remuneration, to ensure the recruitment, retention and motivation of human resources in order to achieve the objective of sustainable operations.

Article 22 The Company shall establish a platform to facilitate regular two-way communication between the management and the employees to support employees

obtaining relevant information on and expressing their opinions about the Company's operations, management, and decisions.

Article 23 The Company shall take responsibility for its products and services, while taking marketing ethics seriously. In the process of research and development, procurement, production, operations, and services, the Company shall ensure the transparency and safety of products and services. It further shall establish and disclose policies on consumer rights and interests and enforce these policies in the course of business operations in order to prevent the products or services from adversely impacting the rights, interests, health, or safety of consumers.

Article 24 The Company shall ensure the quality of its products and services by following the laws and regulations of governments and relevant industry standards. The Company shall follow relevant laws, regulations, and international guidelines regarding customer health and safety, customer privacy, marketing and labeling of products and services. The Company shall not deceive, mislead, commit fraud, or engage in any other acts which would betray consumers' trust or damage consumers' rights or interests.

Article 25 The Company is advised to evaluate and manage all types of risks that could cause interruptions in operations, so as to reduce the impact on consumers and society. The Company is advised to provide a clear and effective procedure for accepting consumer complaints and fairly handling consumer complaints in a timely manner. Procedures shall comply with laws and regulations related to the Personal Information Protection Act for respecting consumers' rights of privacy and shall protect personal data provided by consumers.

Article 26 The Company is advised to assess the impact its procurement has on society and on the environment where products and services are sourced, while cooperating with its suppliers to jointly implement corporate social responsibility initiatives. The Company should formulate a suppliers code of conduct, requiring suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health, or labor rights. Prior to engaging in commercial dealings, the Company is advised to assess whether there is any record of a supplier's impact on the environment and society to avoid conducting transactions with those suppliers not in compliance with social responsibility policies. When the Company enters into a contract with any of its major suppliers the content should include terms stipulating mutual compliance with corporate social responsibility policy. The contract may be terminated or rescinded any time if the supplier has violated such policy and has caused significant negative impact on the environment and society of the community where supplier operates.

Article 27 By way of equity investments, commercial activities, non-cash property endowments, volunteering service, other charitable professional services, etc., the Company is advised to invest resources as part of its business plan to address social or environmental issues, or participate in events held by citizen organizations, charities, and local government agencies relating to community development and community education to promote community development.

## **Chapter V Enhancing Disclosure of Corporate Sustainable Development Information**

Article 28 The Company shall disclose information according to relevant laws, regulations, and the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies and shall fully disclose relevant and reliable information relating to sustainable development initiatives to improve information transparency.

Relevant information relating to sustainable development which the Company shall disclose includes:

1. The policy, systems (or relevant management guidelines), and concrete promotion plans for sustainable development initiatives, as resolved by the board of directors.
2. The risks and the impact on the corporate operations and financial condition arising from exercising corporate governance, fostering a sustainable environment, and preserving social public welfare.
3. Goals and measures for realizing the sustainable development initiatives established by the Company and performance during implementation.
4. Major stakeholders and their concerns.
5. Disclosure of information on major suppliers' management and performance with respect to major environmental and social issues.
6. Other information relating to sustainable development initiatives.

Article 29 The Company shall adopt internationally widely recognized standards or guidelines when producing sustainability reports to disclose the status of its implementation of the sustainable development policy. It also is advisable to obtain a third-party assurance or verification for reports to enhance the reliability of the information in the reports. The reports are advised to include:

1. The policy, systems (or relevant management guidelines), and concrete promotion plans for implementing sustainable development initiatives.
2. Major stakeholders and their concerns.
3. Results and a review of the exercising of corporate governance, fostering of a sustainable environment, preservation of public welfare, and promotion of economic development.
4. Future improvements and goals.

## **Chapter VI Supplementary Provisions**

Article 30 The Company shall at all times monitor the development of domestic and foreign sustainable development standards and the change of business environment so as to examine and improve its established sustainable development framework and obtain better results from the implementation of the sustainable development policy.

Article 31 The Principles were enacted on March 22, 2010 upon adoption of board resolution by the board of directors.

The 1<sup>st</sup> amendment was made on August 12, 2016.

The 2<sup>nd</sup> amendment was made on December 19, 2019.

The 3<sup>rd</sup> amendment was made on December 23, 2020.

The 4<sup>th</sup> amendment was made on December 23, 2021.