

Human Rights Policy

Respect for human rights is one of Wistron's core values. Wistron insists on following the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization 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, to formulate and update human rights policies. On the basis of the principles of protect, 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.

Wistron's human rights policy applies to the direct operating activities, products and services of all companies within the Wistron Group, and extends to stakeholders in the value chain, including employees, customers, suppliers, partners and joint ventures. Based on Wistron's human rights policy, we also formulated a code of conduct for the supply chains and require their strict compliance.

Human Rights Management Principles

1. Wistron respects the human rights in our global operations bases and the human rights of all stakeholders related to our operations, and abides by the laws and regulations where the operations bases are located and recognized international standards, such as no forced labor, prohibition of child labor, non-discrimination, respect for freedom of association, respect for privacy, providing fair and reasonable remuneration and working conditions, as well as a safe and healthy working environment. To ensure the fulfillment of human rights, Wistron established a human rights due diligence management cycle in order to continuously improve human rights issues and measures.
2. Wistron actively take on the obligation to protect human rights, such as the periodic assessment of human rights risks and adoption of improvement actions to mitigate the negative impact, to ensure the human rights of all stakeholders.
3. Regarding human rights remediation measures, Wistron provides employees with multiple communication channels and ensures the effectiveness of relevant complaint mechanisms. When there is a potential or confirmed human rights incident, we will immediately conduct investigation, remediation, and improvement actions in accordance with relevant internal management procedures.
4. Regarding the fulfillment of human rights, Wistron promotes the respect for human rights and freedoms through education, training and advocacy measures. Wistron also actively discloses the outcome of human rights actions on Wistron's official website and sustainability report, to accepts the supervision and feedback of all stakeholders.

Organization and Governance

For the potential human rights issues in global operations and processes, Wistron "ESG Committee" will set relevant goals and management guidelines, and regularly report to the Board on the implementation of the relevant programs.

Regarding the human rights issues related to Wistron's operations and employees, Wistron "CSR Management System Implementation Committee", which is under the supervision of Wistron "ESG Committee", requires top executives of all production sites to set up their own CSR Committee, to ensure the implementation of Wistron's CSR management system. All sites have to plan and implement internal audits annually in accordance with the spirit of continuous improvement, and check the status of compliance with requirement of the management system, and report their performance to Wistron "ESG Committee".

Regarding the human rights issues related to the community and the environment, Wistron constantly communicate with the group of local communities and residents, and manage to reduce the impact of operation and production activities on the local community, such as actively collect water data, regular monitoring of water quality and water use, from time to time to promote water conservation activities to achieve the purpose of water resources protection and ensure that there will be no obvious environmental impact on the water resources and the ecological environment of the water source.

In terms of human rights issues of suppliers, Wistron has been a member of the Responsible Business Alliance (RBA) since 2010, and actively move toward RBA's vision and goals. Wistron supports and encourages our first-tier suppliers to follow the same guidelines to ensure the safety of working conditions, the workers are respected, the business activities complying with environmental regulations, and the business ethics are followed in the supply chain.

Human Rights Due Diligence

Wistron established human rights management procedures (please refer to the picture below) in 2020 to ensure that all global operations follow human rights management policies in the day-to-day work of all executives and employees. Items 1 to 4 were completed in 2020. The remaining items 5 to 8 will be gradually implemented in 2021.

With regard to the business scope of the Company (e.g., employees, direct activities, and products and services), Wistron plans to execute a comprehensive human rights due diligence management cycle for global operations each year starting from 2022. This measure is aimed to create a consistent culture and code of conduct for the Group to effectively manage and reduce human rights risks and respond to the Company's policies and the expectations of stakeholders.



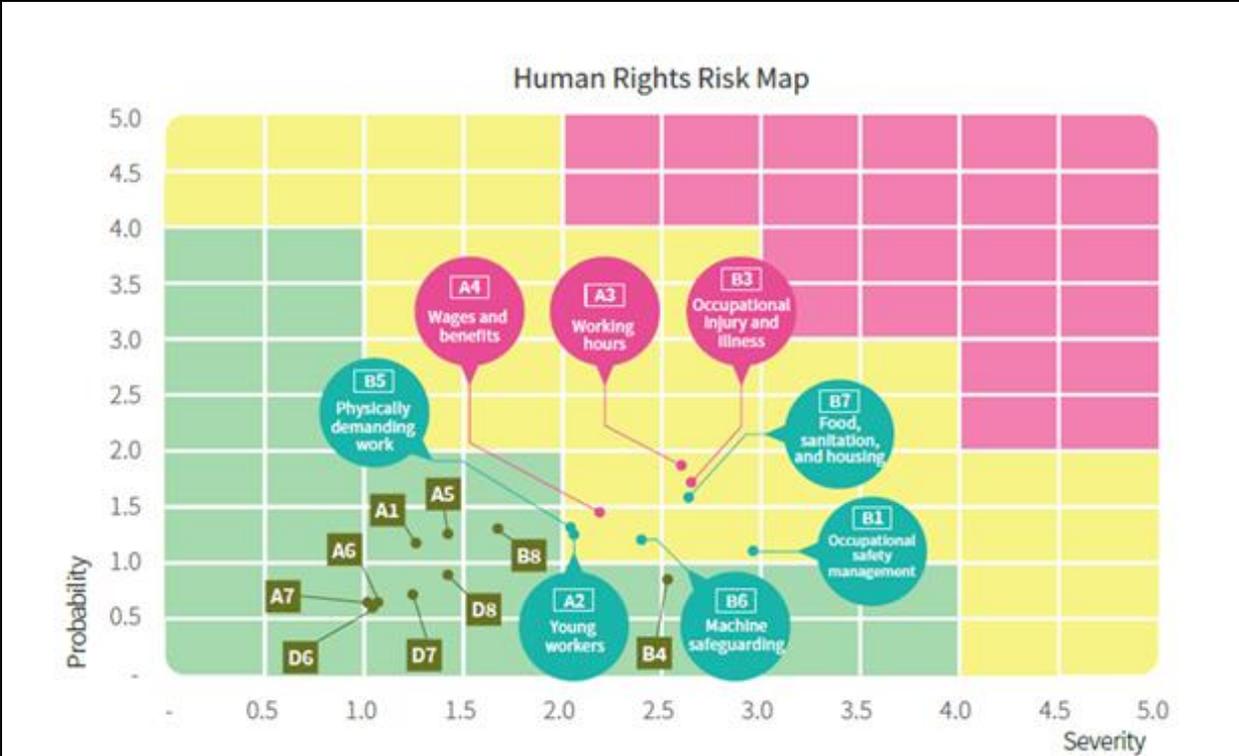
Human Rights Risk Management

As a member of the global electronics supply chain, Wistron has always adhered to all local regulations and international standards. The Company has implemented varying degrees of response measures for human rights issues, including human rights risk identification and assessments, in different operations across the world. We have also begun the RBA Validated Assessment Program (VAP).

Chengdu Plant, Czech Plant, Mexico Plant, and Hsinchu Plant have passed RBA VAP certification. Seven plants include Zhongshan Plant, Kunshan Plant, Chengdu Plant, Chongqing Plant, Hsinchu Plant, Czech Plant, and Mexico Plant have adopted RBA SAQ (Self-Assessment Questionnaire) procedures. They communicate regularly on strategy and work results to ensure that Wistron maintains consistent work framework and compliance standards for global human rights issues.

Human Rights Risk Mitigations and Remediations

Wistron implemented a human rights risk assessment in 2020. According to the human rights risk map (please refer to the picture below) created based on the response from employees and suppliers, there were zero high-level human rights risk items and eight medium-level risk items. The top three ranked based on importance were working hours, wages and benefits, and occupational injury and illness. Related mitigation and remediation measures are summarized in the table below.



human rights issues	mitigation measures	remediation measures
working hours	<ol style="list-style-type: none"> Report the investigation results of working hours in the site management meeting every week, and require all departments to schedule employees' leaves in time. Implement the special attendance application system. When an employee's attendance is close to the upper limit, an attendance application will be required in advance. Applying for attendance beyond the limit will not be accepted. 	<ol style="list-style-type: none"> Attendance reports are sent daily. When there is an abnormal situation, HR will actively confirm with the supervisors and assist in solving the problem. The electronic billboard daily announces the number of persons whose attendance hours exceeded the limit.
wages and benefits	<ol style="list-style-type: none"> Implement the compliance with local laws and regularly review and revise relevant internal regulations. 	<ol style="list-style-type: none"> Verify the consistency of payroll report between the agency and Wistron. If any exception found, we will make a request to finance

	<ol style="list-style-type: none"> 2. Before calculating the monthly payroll, check whether the salary items and data of the current month are complete and consistent, to ensure the correctness of the data. 	<p>department for suspending the payment.</p> <ol style="list-style-type: none"> 2. After the completion of monthly payroll, collect the problems reported by employees, agencies, governments, and banks, and proceed to solve them immediately to avoid recurrence. 3. Employees can reflect wages and benefits related issues through the Employee Relationship Promotion Committee, Employee Complaint Hotline, and Employee Opinion Box.
<p>occupational injury and illness</p>	<ol style="list-style-type: none"> 1. Occupational safety education for new recruits is listed as a compulsory course. 2. Conduct special hazards or first aid training courses according to each employees' job content. 3. ESH Officers are required to take annual refresher training courses. 4. Hold drills such as fire safety, confined space, and chemical leaks. 	<ol style="list-style-type: none"> 1. Implement the employee health check plan. 2. Regularly conduct work environment inspections. 3. Set up medical rooms or assigns doctors to work on-site regularly, and provide psychological counseling services. 4. Organize health seminars and invite experts to give speeches and answer employees' questions on health. 5. Form the Worker Safety Committee at each site. If any emergency, incompliance, or near miss incident happened, employees can feel free to report and track the progress of those cases.
<p>Overall Human Rights Risk Mitigations</p>		
<p>education and training</p>	<p>Wistron's global operation bases must comply with "Wistron human rights policy". Every new recruit must complete the "Corporate Social Responsibility and Sustainability" (including human rights topics) curriculum. Related rules and regulations are announced on the internal website for the access of all employees at any time, to ensure that the whole company are aware of and understood.</p>	
<p>employee communication</p>	<p>Wistron respects for the freedom and rights of all employees. We established many open platforms for expressing opinions (please refer to the table below) at all operation sites, in order to fully</p>	

recognize the needs and expectations of employees for working conditions and working environment. All employees can make proposals or ask questions confidentially without fear of retaliation.

Multiple Communication Channels

Communication Channels for Offices and Plants Across the World										
Communication Channel	Hsichih Office, Neihu Headquarters	Hsinchu Plant	Kunshan Plant	Kunshan Opt Plant	Zhongshan Plant	Taizhou Plant	Chongqing Plant	Chengdu Plant	Mexico Plant	Czech Plant
Employee Relationship Promotion Committee	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
President's Mailbox	✓		✓	✓	✓	✓	✓	✓	✓	✓
Employee Opinion Box	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Employee Complaint Hotline	✓	✓	✓	✓	✓	✓	✓	✓		
Employee Seminars	✓	✓	✓	✓	✓	✓	✓	✓		✓
Counselor On-site Interview			✓	✓	✓	✓	✓	✓		✓
WeChat Platform - Wistron WeChat Services			✓	✓	✓	✓	✓	✓		
Company Publications			✓		✓				✓	✓

[Note]: The mark "V" in the table indicates that the communication channel has been established.