



Wistron Corporation Human Rights Policy

Article 1 Commitment

Wistron adheres to 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's Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Cooperation and Development's Guidelines for Multinational Enterprises, and the laws and regulations of its locations throughout its business operations. We formulate and update our human rights policies. Based on the principles of protect, respect, and remedy, we take actions consistent with the Responsible Business Alliance's Code of Conduct, demonstrating our concern and commitment to human rights issues.

Article 2 Scope

The Wistron Human Rights Policy (hereinafter referred to as the "Policy") applies to the direct business activities, products and services of all companies and organizations within the Wistron Group, and extends to stakeholders in the value chain, including employees, customers, suppliers, partners and joint ventures. Based on this Policy, Wistron has also formulated a code of conduct for the supply chain and requires suppliers to comply with it.

Article 3 Principles of protect and respect

1. We comply with the laws and regulations of the place where we operate (hereinafter referred to as the "local area") and generally recognize international standards.
2. Maintain a humane working environment, prohibit human trafficking, forced labor and child labor, and employees have the freedom to choose their employment and voluntarily terminate their employment relationship rights.
3. Ensure equal employment opportunities for all employees, treat all groups (such as gender and ethnic minorities) equally, adopt a zero-tolerance policy towards any form of discrimination, and strive to create a workplace environment that respects diversity, is inclusive, and supports everyone.
4. Prohibition of harassment: We are committed to providing employees with a workplace environment free from harassment and adopting a zero-tolerance policy for any form of harassment, such as sexual harassment, stalking and other forms of harassment.

5. Legal working hours, leave and employment system: daily working hours do not exceed the maximum limit of local regulations; the weekly working hours (including overtime) shall not exceed 60 hours (except for emergency or special circumstances); at least 1 day off should be taken every 7 days; provide paid leave in accordance with local regulations and standards; if it is necessary to terminate the employment relationship with some employees due to major business changes, the notice procedure shall be carried out in accordance with the local laws and regulations (in general, the minimum notice period is between 10 to 60 days).
6. Fair and legal wages and benefits: employees' wages and benefits should comply with local laws and regulations, including minimum wages, pay and statutory benefits paid for overtime work; under the same working conditions, wages are not affected by gender factors, nor are they differ due to other personal background factors; not to use wage deductions as a means of disciplinary sanction; provide wage details, so that employees can fully understand the salary structure, payment cycle and other personal rights and interests; regularly review the salaries of employees and provide employees with a reasonable living wage that meets the basic needs of the local community.
7. Safe and healthy working environment: comply with all applicable occupational safety and health laws and regulations to protect the personal safety and health of all employees; minor employees under the age of 18 are not allowed to perform work that may endanger their health or safety, including night duty or overtime; through education and training, advocacy, drills, etc., to ensure that all employees have safety and health awareness; support and assist employees in maintaining physical and mental health and work-life balance.
8. Personal data protection: comply with local laws and regulations and recognized international standards to ensure the personal information of employees, suppliers, customers and other stakeholders' conservation work.
9. Based on privacy protection, provide a channel and environment for internal and external stakeholders to freely communicate their opinions and respect the right of employees to freely associate and negotiate with the Company through union representatives.
10. Responsible procurement: conduct business with suppliers in accordance with business ethics and compliance with local laws and regulations; ensure that the working conditions, working environment and management practices of workers in the supply chain are consistent with the principles of this Policy; avoid the use of conflict minerals and actively promote the process of green procurement.
11. Environmental rights: comply with local environmental protection regulations; use innovative technologies in climate, energy, water resources, pollution prevention and control and other green manufacturing aspects; protect local water and terrestrial ecosystems, reduce negative impacts on the surrounding environment and maintain biodiversity.

Article 4 Principles of remedy and management mechanisms

1. Wistron's human rights governance is led by the Board of Directors as the highest decision-making body. The Corporate Sustainability Office has established a cross-departmental working group to formulate, implement, and promote work objectives for all aspects of human rights management. The Corporate Sustainability Office also regularly reports to the ESG & Information Security Committee on the management policies and progress of relevant projects for each major issue.
2. Implement human rights due diligence, regularly assess human rights risks and take appropriate mitigation and remedial measures.
3. We will continue to improve various human rights protection measures; organize education, training and publicity activities on relevant topics and complaint channels and establish a work awareness and organizational culture that respects human rights.
4. Provide formal complaint channels to investigate and act on reported cases in a timely manner; We will keep the identity of the whistleblower and the content of the report confidential, strive to protect the rights and interests of the whistleblower, and accept anonymous reports.
5. For reported cases that have been filed, in addition to implementing relevant disciplinary measures against the perpetrators of the misconduct, we will proactively provide whistleblowers with relevant consultation and counseling resources to ensure that they receive adequate care and assistance.
6. Fully communicate with stakeholders through diversified and open communication channels (including suggestions for revisions to this Policy), and transparently disclose all items Progress and results of human rights management.

Article 5 Implementation and revision

This Policy shall be implemented upon approval by the Chairman of the Board, and the same shall apply to any amendments

This Policy was formulated on October 23rd, 2020.

The first revision was made on August 22nd, 2025.

Chairman

