



Wistron ITS 2022 ESG Report

About this Report

Welcome to the ESG report by Wistron Information Technology Services (Wistron ITS). This report is published both in Chinese and English. This report covers the sustainable strategies of Wistron ITS on Environment, Social Engagement, and Governance (ESG). We hope this transparent disclosure of data will allow stakeholders that care about Wistron ITS to better understand our ESG performance and results during 2022.

Report Time and Period

The corporate sustainability report of Wistron ITS is published once a year. This report covers the period of January 1 to December 31, 2022.

Scope and Boundary

The boundary and scope of disclosure for this report are as follows:

- Wistron ITS Taiwan Offices
- Wistron ITS China Offices

The scope of the data in this report covers the economic, environmental, and social performance of Wistron ITS. The methods of calculation are detailed in each chapter. The financial data in this report were compiled in accordance with the International Financial Reporting Standards (IFRS), with the currency applied to be NTD. They are based on the consolidated fiscal reports audited and co-signed by KPMG Taiwan and conform to the data reported in Wistron ITS' public annual reports. There are no significant changes in the

organization and supply chain during the period of this report, and no information has been restated.

Standards of Compilation and Guarantee

This report follows the guidelines of the following standards:

Issuing Unit	Compliance standards
Global Sustainability Standards Board (GSSB)	GRI Standards - General Disclosures
Taiwan Stock Exchange Corp.	<ul style="list-style-type: none"> • Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies • Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies
Sustainability Accounting Standards Board (SASB)	IT Service
United Nations	Sustainable Development Goals (SDGs)
Financial Stability Board (FSB)	Task Force on Climate-related Financial Disclosures (TCFD)

Report Outline

This report integrates data and information provided by various departments, makes reference to domestic and international trends in sustainability, investigates issues of concern to stakeholders, and through stakeholder communication and systematic analysis, derives materialities related to the Company's business. These are then submitted to the ESG Office to review for accuracy and compiled into a formal report.

Report Contact Information

Should there be any questions, comments, or suggestions regarding this report, feel free to let us know through the following channels:

Wistron ITS ESG Service Development Department

Jenny Tung, +886-2-7745-8888, ext. 8946, ESGoffice@wistronits.com

Address: 32F, No. 93, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City 221, Taiwan

Honors in Sustainability

Top 5% of TPEX listed companies in Taiwan in the 9th evaluation.



Top 5% of the small mid-cap companies in Taiwan in the 9th evaluation.



Key Performances

Aspects	Performance Index	Key Performances
Governance	Corporate Governance Evaluation	<p>Top 5% of TPEX listed companies in Taiwan in the 9th evaluation.</p> <p>Top 5% of the small mid-cap companies in Taiwan in the 9th evaluation.</p> <p>No anti-competitive or anti-trust violations in the past three years.</p>
Economy	Total Revenue	The total revenue of Wistron ITS in 2022 was NT\$7,948,900,000 (with a 22% growth in both operating income and net income after tax).
	Earnings per Share	NT\$8.33
Environment	Energy Management	Electricity consumption per capita decreased by 8% compared to the same period last year.
	Reduction of GHG	Unit turnover greenhouse gas emissions of 0.101 thousand metric tons of CO2e per billion NTD, a 39% decrease compared to the same period last year.
Society	Ratio of local supervisors	Taiwan supervisory staff at the departmental level and above are 100% from Taiwan.
	Starting salary for new graduates	<p>The starting salary for new graduates in Taiwan is 2.2x that of the legal minimum salary.</p> <p>The starting salary for fresh graduates in China is 5.4x that of the legal minimum salary.</p>
	Human Rights Policy	Declaration of the Human Rights Policy

緯創軟體



A Message from the Chairman & CEO

In 2022, the world experienced unprecedented challenges, from the Ukrainian war, global inflation, and the pandemic to drastic changes in the global economy and the international situation. However, Wistron ITS made every effort to organizational transformation, innovative infrastructure, and optimization of the operation system and managed once again to deliver a great outcome, with annual revenue, profits, and earnings per share all reaching record highs.

Wistron ITS has been deeply involved in the information service field for many years. With 30 years of profound industry experience, we have actively invested in the research of mainstream technologies and perfected the cross-region integration and global delivery of cross-country project management processes. Not only do we provide high-quality, reliable, and innovative services, but Wistron ITS also works with our clients to develop promising professional fields and markets and through scientific thinking and digital management, offer enhancements to business management and assist our clients in achieving success.



Based on the strength of our information technology, Wistron ITS has obtained the 'Certificate of Registration as a Technological Service Organization' in the Artificial Intelligence category from the Industrial Development Bureau of the Ministry of Economic Affairs in 2022. We will continue the cultivation and development of AI talents and promote the introduction of AI technology and expand the scope of services. In addition, we are also following the industry trend to seize green business opportunities, and in 2022, we have actively worked in the field of new energy and have obtained fruitful results. The number of clients and revenue from green energy and new energy smart vehicles have both doubled, which is one of the key factors driving the Company's growth.

With our commitment to sustainable management, Wistron ITS not only actively improves its operations to excel but also pays close attention to ESG-related issues. We established ESG Committee in 2022 to improve our strategic planning and value practices in all aspects of environmental, social, and corporate governance.

In regards to the environment, Wistron ITS will aim to be carbon neutral in response to climate change and our clients' initiatives to achieve 100% carbon neutrality in their supply chains by 2030. On the social front, Wistron ITS is committed to building a happy workplace. In addition to establishing a human rights policy, fulfilling corporate

social responsibilities, and implementing human rights protection, we are also actively practicing equal employment, promoting the empowerment of women in key roles, and providing platforms and opportunities for value creation. As of the end of 2022, the percentage of female executives among all executives at Wistron ITS is 55%, and the percentage of female employees among all employees is 37%. In the future, we will continue to follow our core values to create a diverse and inclusive working environment with respect.

In terms of corporate governance, Wistron ITS has been working on enhancing the functions and diversity of the Board of Directors, improving stakeholder communication, gradually improving systems and regulations, protecting shareholders' rights and interests, and pursuing sustainable operations, in order to ensure the implementation of corporate governance spirit. At the same time, in 2022, we have convened a Risk Management Team comprised of middle and senior executives to enhance risk identification and assessment and improve the operational resilience of the business. In addition, the Company has been ranked among the top 5% of listed companies in corporate governance ratings for three consecutive years, indicating that Wistron ITS has been recognized for its efforts in implementing corporate governance.

Looking ahead to 2023, Wistron ITS, as a leading global information outsourcing services brand, will face the various challenges of IT technology development head on and move forward to the next 5-year development blueprint, WITS 3.0. We will uphold the core value of 'Delivery Excellence Client Success' and continue to develop strategies from aspects such as 'talent', 'IT infrastructure', and 'mastering mainstream technology' to enhance the value of services and strengthen the long-term competitiveness of the Company. At the same time, we will do our utmost to promote sustainable corporate development, aim to achieve symbiosis with the environment, create social care, sincerely respond to the needs of our stakeholders, and join hands with our clients worldwide to achieve our vision for the future and achieve a better world.

Ching

Wistron Information Technology & Services Inc.
Ching Hsiao, Chairman & CEO





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The Road to Sustainable Governance



Sustainability Commitment and Significance




Wistron ITS upholds the core value of 'Delivery Excellence Client Success' and strives to promote sustainable development of the company, hoping to 'achieve a better world hand in hand with clients by putting people and clients first, using IT technology at the core'.



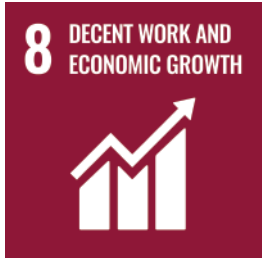
In response to the development trend of international sustainability standards and the direction of government regulations and policies, Wistron ITS continues to communicate and negotiate with important stakeholders such as clients, employees, shareholders, suppliers, and the general public and echoes international sustainability standards such as the United Nations Sustainable Development Goals (SDGs) and GRI Standards (GRI). We will continue to strengthen our environmental (E), social (S), and governance (G) action plans in the hope of creating more sustainable value for society and stakeholders.

Response to UN Sustainable Development Goals

Wistron ITS has examined the relevance of SDGs to our operations in order to implement sustainable corporate development and align with the United Nations Sustainable Development Goals. We have developed a three-pronged action plan encompassing the environmental (E), social (S), and governance (G) aspects.

Aspects	Corresponding SDGs	Wistron ITS' Action Plan	Impacted Stakeholders
Environment	 7 AFFORDABLE AND CLEAN ENERGY Affordable and Clean Energy	Feasibility assessment of installing solar panels on office buildings	Employees
		Adjustment and optimization of the daily air conditioning shut-off time	Employees
	 6 CLEAN WATER AND SANITATION Clean Water and Sanitation	Each business unit to check the use of water-saving devices	Employees
		Replacement of water-saving devices and adjustment of water flow from taps in each business unit	Employees

Aspects	Corresponding SDGs	Wistron ITS' Action Plan	Impacted Stakeholders
Environment	 15 LIFE ON LAND Life on Land	Wetland conservation activities	Community
		Tree planting activities	Community
Society	 3 GOOD HEALTH AND WELL-BEING Good Health and Well-being	Refer to adjustments of employee health check categories	Employees
		Offering consultation/seminars post-employee health checks	Employees
	 4 QUALITY EDUCATION Quality Education	Sign at least two WITS-specific industry-academia cooperation projects	Community
		Organized digital education learning camps for 1-2 sessions and 20 participants in computer application courses	Community
 10 REDUCED INEQUALITIES Reduced Inequalities	Declaration of the Human Rights Policy	Employees	

Aspects	Corresponding SDGs	Wistron ITS' Action Plan	Impacted Stakeholders
Society	 Gender Equality	At least two female directors	Shareholders/ Board of Directors
Governance	 Responsible Consumption and Production	Maintain the content of Supplier Commitment	Suppliers
		Optimize supplier audit mechanism	Suppliers
		Adjusting supplier ESG questionnaire content	Suppliers
	 Decent Work and Economic Growth	Human rights policy and due diligence training	Employees

The Structure and Operation of Sustainable Governance

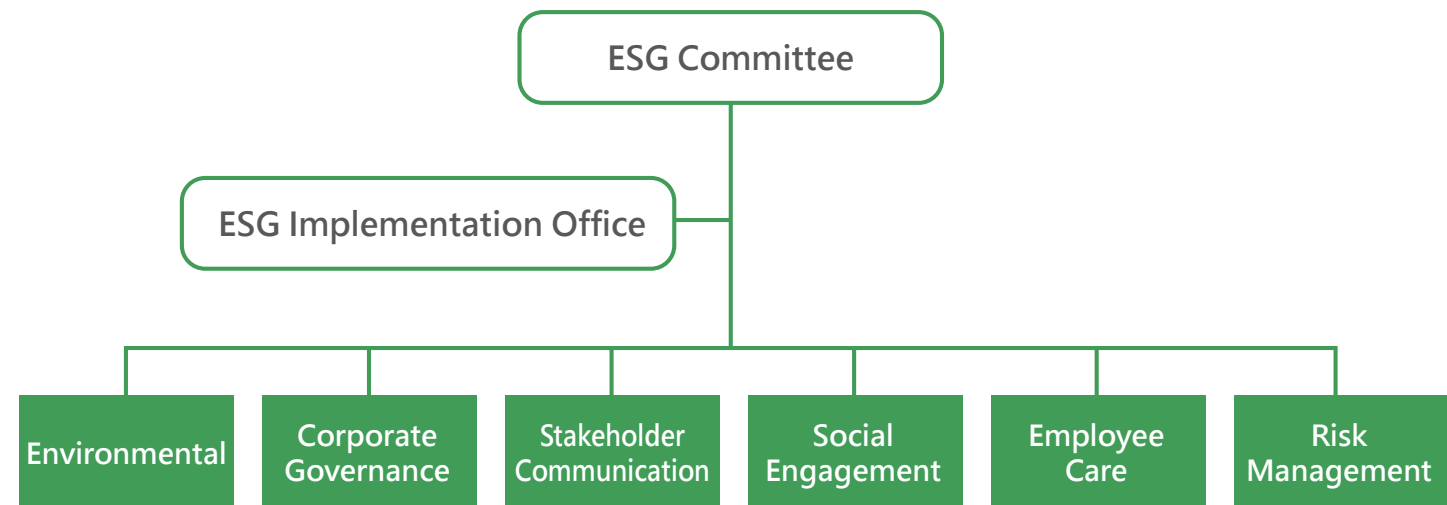
In order to fulfill our corporate sustainability social responsibility and follow the global developmental trend, actively respond to stakeholder requirements, and achieve the Company's goals in sustainable operation, the Board of Directors of Wistron ITS adopted the 'Code of Practice for Corporate Social Responsibility' in May 2016, and further rename it as 'Code of Sustainable Development'. We have committed our company to actively practice corporate social responsibility, enhance national economic contributions, improve the quality of life of employees, communities, and society through corporate citizenship, and promote a corporate competitive advantage. In order to establish an integrated sustainable development blueprint, Wistron ITS established the ESG Committee in June 2022 as the highest corporate sustainability and social responsibility management unit of the Company. This committee sets management structures and goals related to environmental, social, and corporate governance to ensure the development and implementation of corporate sustainability strategies.

ESG Committee Operation Mechanism

In order to achieve the goal of sustainable management, Wistron ITS established the 'ESG Committee', chaired by the Chairman/CEO. The committee is comprised on directors and managerial staff. Six task groups have been established thereunder: Environmental Team, Corporate Governance Team, Stakeholders Communication Team, Social Engagement Team, Employee Care Team, and Risk Management Team, with the heads of the departments serving as the head of the teams and responsible for the planning and management of ESG strategies.

The ESG Office is under the supervision of the ESG Committee and is in charge of consolidating the reports of each team, ensuring the implementation and execution of the Company's sustainable development. The Committee shall hold meetings quarterly, with the Board of Directors in charge of reviewing its strategies and progression, as well as offering suggestions for the teams to adjust to.

ESG Committee Structure



Stakeholder and Materiality Analysis

Wistron ITS follows the Global Reporting Initiative Standards (GRI Standards) and the AA 1000 Stakeholder Engagement Standards frameworks to establish a process for identifying key corporate sustainability issues as a basis for the disclosure of corporate sustainability reports.

Materiality Identification Process

Step 1: Identify Stakeholders

Based on the five principles of the Stakeholder Engagement Standards: Influence, Tension, Dependency, Responsibility, and Diverse Perspectives, eight categories of key stakeholders related to the operations of the Company were identified: clients, employees, suppliers, shareholders, the government, non-profit organizations and communities, media, as well as the board of directors.

Step 2: Collect Sustainability Issues

Based on the GRI guidelines, this report continues to communicate with internal and external stakeholders and at the same time, refers to international sustainability guidelines such as SDGs, SASB, and TCFD; it analyzes industry trends and collects sustainability issues related to the Company's operations, and compiles 21 potential

sustainability issues in line with the company's sustainability development strategy and stakeholder concerns.

Step 3: Conduct Materiality Analysis

Through a questionnaire survey, Wistron ITS invited eight categories of stakeholders to rate 21 sustainability issues on a scale of 1 to 5 according to their level of concern. Based on the results of the questionnaire, the issues were evaluated and ranked by considering factors such as revenue, cost, customer satisfaction, employee recognition, goodwill, legal compliance, and risk, and a matrix of the materialities was drawn.

Step 4: Determine the Scope and Boundary of Material Topics

The results of the ranking of the 21 sustainability issues were used to identify the scope and boundaries of impacts related to Wistron ITS' activities and services in order to fully evaluate the value chain covered by Wistron ITS.

Step 5: Review and Discussion

Based on the results of the analysis of materialities, the ESG Office ranked five major issues for 2022 and revealed the strategy and management approach for the materialities and the performance of materiality management highlights

Communication with Stakeholders

Stakeholder	Meaning to WITS	Main Concerns	Communication Channel and Frequency	Corresponding Chapters
Customer	Wistron ITS strives to be a long-term and trustworthy partner for our clients and to build a stable relationship with them. The sustainability of client relationships is the key to the continued growth of Wistron ITS.	Customer Services Customer Privacy Talent Recruitment Sustainable Supplier Management	<ul style="list-style-type: none"> Regular business review meetings with clients, client satisfaction surveys, and responses to client audits and client questionnaire feedback 	Customer Privacy Customer Services Information Security Cultivate and Recruit Software Talent Sustainable Supplier Management
Employees	Employees are the most important partners of the company, as well as the basis of the continuous progression of the Company. Wistron ITS aims to establish a diverse, equal, and healthy work environment, where our employees have a stage to shine and continue to grow with the company, so both parties may create better values.	Labor/Management Relations Employee Development Human Rights Talent Retention Employee Care	<ul style="list-style-type: none"> Employee Welfare Committee Operation Briefings Employer-Employee Meeting Supervisor and Employee Training Supervisory Coaching and Communication Employee Health Care Performance Communication 	Sustainable Talent Development Human Rights Policy Cultivate and Recruit Software Talent Employee Learning and Career Development Employee Health and Workplace Safety Friendly Workplace



Stakeholder	Meaning to WITS	Main Concerns	Communication Channel and Frequency	Corresponding Chapters
Suppliers	Wistron ITS wishes to establish solid partnerships with our suppliers and ensure that the services offered by the suppliers are in line with the operational value of Wistron ITS. Through the sustainable management of suppliers, we hope to jointly achieve the sustainable development of both Wistron ITS and our suppliers and create better benefits for our clients together.	Sustainable Supplier Management Information Security Customer Privacy Ethical Management and Compliance Economic Performance	<ul style="list-style-type: none"> Supplier Meeting 	Sustainable Supplier Management Information Security Governance Operational Performance
Shareholders/ Investors	Shareholders are the key force behind Wistron ITS' steady growth. Wistron ITS uses its capital appropriately and enhances the transparency of our operations and financial information to maximize shareholders' interests.	Economic Performance Ethical Management and Compliance Customer Services Information Security Talent Recruitment Human Rights	<ul style="list-style-type: none"> Corporate Fiscal Report Annual Report Shareholders Meeting Investor Conference Investor Meeting Market Observation Post System Important Information ESG Report Company Website 	Operational Performance Governance Customer Services Information Security Innovation and Service Sustainable Talent Development Friendly Workplace
Government/ Responsible Authorities	Wistron ITS actively aligns with national development policies, complies with government regulations, and maintains good communication with the authorities to create local employment opportunities and tax revenue sources.	Ethical Management and Compliance Labor/Management Relations Legal Compliance	<ul style="list-style-type: none"> Official Documentation Market Observation Post System Regulatory Explanation Sessions Information Sessions Seminars 	Governance Environmental Management and Regulation Compliance Friendly Workplace

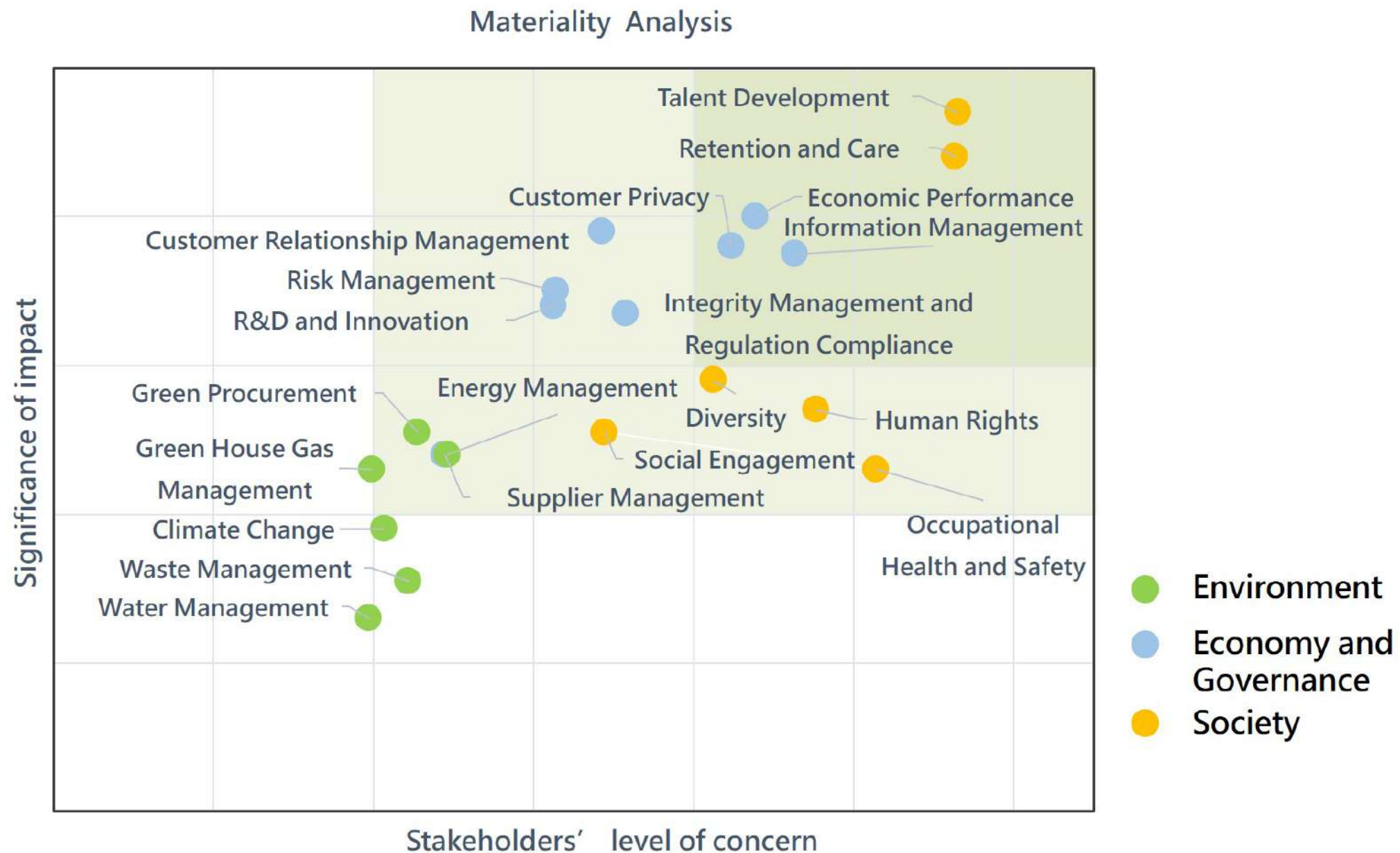


Stakeholder	Meaning to WITS	Main Concerns	Communication Channel and Frequency	Corresponding Chapters
Non-profit Organizations/ Community	Building long-term partnerships with non-profit organizations and maintaining good engagement with the local community, we aim to give back to the community with Wistron ITS' digital capabilities at its core and impart the company's sustainable impact.	Social Engagement Occupational Health and Safety	<ul style="list-style-type: none"> • Project Meeting • Charitable Activities • External Communication Email 	Social Engagement Employee Health and Workplace Safety
Media	Wistron ITS maintains good communication with the media and continues to convey the Company's brand image and strategic goals to the public, which allows more stakeholders to better understand us.	Economic Performance Customer Privacy Ethical Management and Compliance Labor/Management Relations	<ul style="list-style-type: none"> • Investor Conference • Press Conferences • Press release 	Operational Performance Governance Information Security Friendly Workplace
Board of Directors	The Board of Directors is the highest governance unit of Wistron ITS, pursuing the maximization of shareholders' rights and the sustainable operation of the Company.	Economic Performance Research, Development & Invocation	<ul style="list-style-type: none"> • Board of Directors • Functional committees 	Economic Performance Governance Innovation and Service

Materiality Analysis

We followed the GRI Guidelines and the AA 1000 Accountability Principle: 2018 to establish the methodology for analyzing materialities and to identify materialities related to Wistron ITS through concern surveys and the Company's sustainable management policy.

This year, Wistron ITS has invited 255 stakeholders to participate in the identification and review of materialities. From a total of 21 operational sustainability-related issues, we identified five materialities and used them as the basis for writing and disclosing this ESG Report, taking stock of the Company's current status of sustainability governance.





Materialities Boundaries

● : Direct Impact ○ : Indirect Impact

Aspects	Materiality	What This Means for Wistron ITS	Corresponding GRI	Value Chain					Corresponding chapters
				Inside the Boundary		Outside the Boundary			
				Company operations	Employees	Suppliers	Customer	Community	
Economy	Economic Performance	The financial performance of the operation has a direct impact on the company's internal and shareholders'/ investors' economic interests.	Economic Performance (201)	●	●	●	●		Economic Performance
Society	Talent Attraction and Retention	Employees are important assets of a company. Wistron ITS provides a friendly workplace environment and continues to bring in high-potential talent so that employees can continue to grow and create value within the organization.	N/A	●	●	○	●		Cultivate and Recruit Software Talent
	Talent Cultivation and Development	Wistron ITS offers diverse learning channels and training courses to encourage employees to participate in self-improvement and enhance competitiveness.	Training and Education (404)	●	●	○	○		Employee Learning and Career Development
Information Services	Information Management	The robust Information Security management measures of Wistron ITS deter any illegal cyber-crimes and reduce information security risks.	N/A	●	●	●	●		Information Security
	Customer Privacy	Maintain client's private information to build a stronger trust relationship with them.	Customer Privacy (418)	●	●	●	●		Customer Privacy



Strategy for Materialities

Aspects	Materiality	Management approach	2022 Highlights
Economy	Economic Performance	Becoming a global leader in international information technology services is Wistron ITS's vision. We are committed to providing world-class software and information outsourcing services to our clients, reducing their operating costs and improving service quality for their maximum benefit.	The total revenue of Wistron ITS in 2022 was NT\$7,948,900,000, with profit per share being NTD8.33.
Society	Talent Attraction and Retention	Wistron ITS is committed to offering competitive salaries, incentives, and development programs to attract and retain high-potential talents.	Remuneration and benefits superior to the legal requirement.
	Talent Cultivation and Development	Through the three training systems of new employee training, functional specialties, and management skills training, we help employees plan their career development.	Establish WITS College to offer themed courses and skill share resources, providing employees with an environment for continued learning and growth.
Information Services	Information Management	Effective control of internal Information Security through 'ISO 27001 Information Security Management'.	Maintain ISO 27001 standard.
	Customer Privacy	We manage our business through internal regulations such as the "Rules Governing the Management of Confidential Information," "Rules Governing the Management of Financial and Non-Financial Information," and "Rules Governing the Protection of Personal Information.	Maintain strict control of client and supplier information through internal regulations.

A close-up photograph of a business meeting. In the foreground, a person's hand is on a laptop trackpad. To the right, another person's hand with blue and pink nail polish holds a folder. In the background, a person in a white shirt and dark tie is visible. The scene is set on a wooden desk with a laptop and a folder with colorful tabs.

Operation and Governance

Company Profile

Wistron ITS is a leading global IT Technology service provider in the world. In the Asian-Pacific region as well as in the US, we boast a total of 17 offices, including Taipei, Hsinchu, Taichung, Tainan, Wuhan, Beijing, Dalian, Shanghai, Zhuhai, Guangzhou, Shenzhen, Chengdu, Hangzhou, Hong Kong, Tokyo, Osaka, and California. Our clients include Fortune 500 world-renowned companies as well as industry leaders both domestically and internationally. Wistron ITS aims to be our clients' long-term, trust-worthy partner.

The professional services Wistron ITS provides include: software R&D, development services, software testing services, system maintenance & operation services, business process outsourcing services, and product globalization services.

Wistron ITS boasts a wide range of technical resources to meet the different needs of our clients. We adopt an offshore development work model with cross-regional integration and global delivery to enhance the efficiency and quality of project development. To ensure the quality of our projects and services, we have obtained CMMI level 5 certification, as well as ISO 9001 quality control system, ISO 27001

information security management system, ISO 20000 information technology service management system, ISO 22301 business continuity management system, and other international certifications. We use the most stringent standards for software development, quality control, and information security management.

WITS Quick Facts

- Founded in 1992
- World Leading Provider of Multinational Information Services.
- Core Value: 'Delivery Excellence Client Success'
- Vision: Promote digital innovation, strengthen the talent pipeline, implement sustainable management, and with our clients, jointly achieve success and create a better world together.
- The company is headquartered in Taiwan, and has global operations with offices in China, Japan, and the United States.
- As of 2022, there are over 8,800 employees worldwide.

Main Services

The main services of Wistron ITS include software R&D services, software testing services, system maintenance & operation services, business process outsourcing services, and product globalization services. We have a wide range of technical resources to meet the different needs of our clients. We adopt an offshore development work model with cross-regional integration and global delivery to enhance the efficiency and quality of project development.

Software Development Services

For 30 years, Wistron ITS has been providing software development services to clients in various industries. Based on our deep understanding of the relevant industries and comprehensive mastery of IT technologies, we cover a wide range of servers, operating systems, middleware, development languages, etc. We provide software development services according to clients' needs under a scientific development process, including product pre-research, requirement development, design, software development, testing and delivery, deployment, product recurring computing, and other services. We are involved in banking, insurance, securities, communications, manufacturing, healthcare, and IT industries.

Software Testing Service

Wistron ITS's software testing services are designed to meet the needs of our clients to improve the quality of their products. We

provide a one-stop solution to our clients' testing needs, including test consulting, test process system building, test tool procurement and training, test project outsourcing, performance testing, automation testing, and knowledge base building.

System Maintenance & Operation Service

We help clients in various industries to meet the challenges of increasingly complex IT infrastructure and application system maintenance and operation. We utilize the latest technologies such as cloud computing, big data and artificial intelligence and industry experience to build a unified system maintenance and operation management platform for clients and provide professional system maintenance and operation services, including infrastructure (servers, storage, network equipment, server room equipment, etc.) maintenance and operation, operating system and middleware (web service, database, etc.) maintenance and operation, application system maintenance and operation, etc. Our services greatly reduce the difficulty of maintenance and operation the clients' systems and effectively improve their availability and security.

Business Process Outsourcing Services

For international markets such as Japan, Europe, America, Taiwan, and China, Wistron ITS provides multi-lingual and multi-category business process outsourcing services, including IT, finance, communication, internet, manufacturing, personal consumption goods, and financial services. We use automated technology,

optimized processes, smart tools, and highly skilled professionals with a thorough understanding of the industry to speed up delivery cycles. In addition, the use of a unified project management process, methodology tools, frameworks and metrics, and proven industry standards to be handled by the delivery center not only provides cost efficiency and quality assurance of project delivery, but also helps clients improve operational efficiency and core competitiveness.

Product Globalization Services

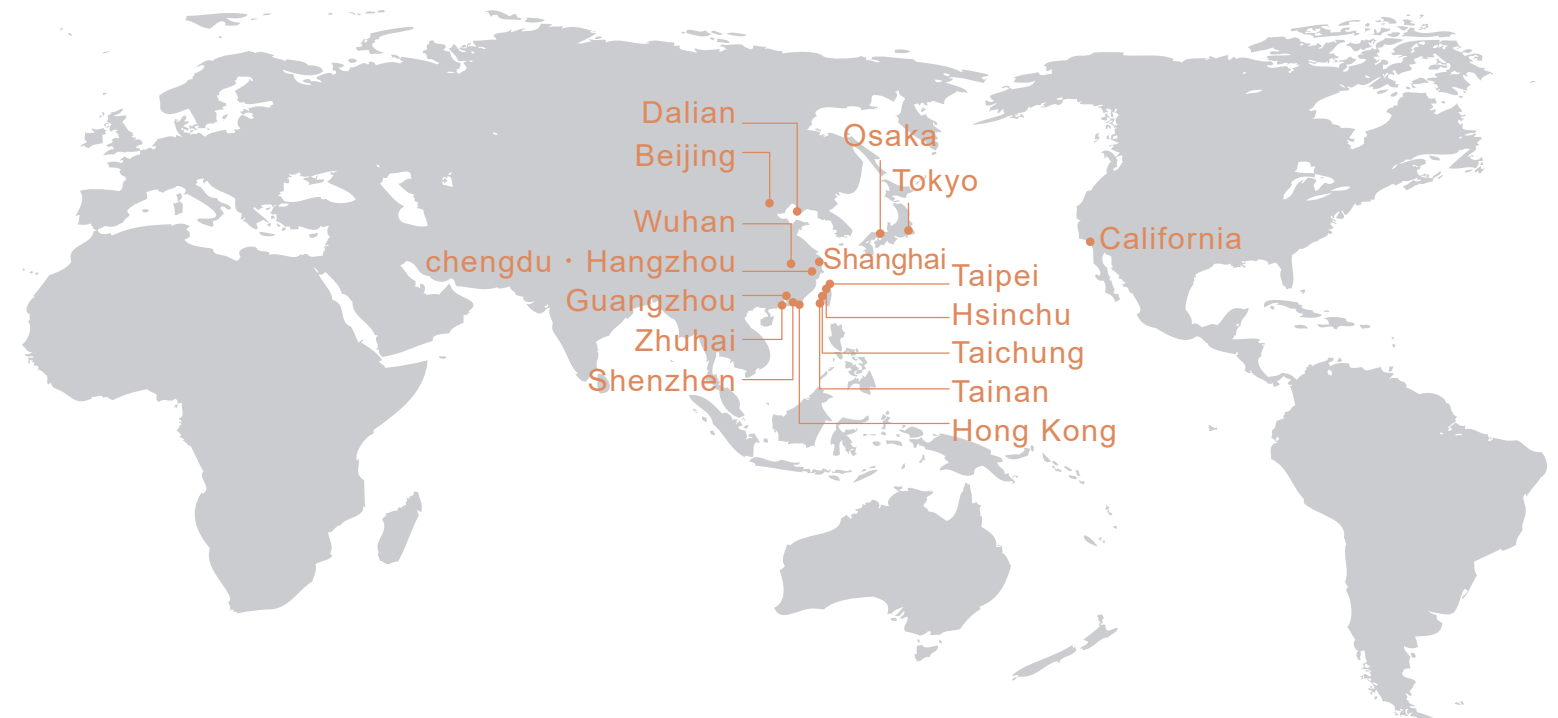
Wistron ITS has been providing globalization services for more than 20 years to many of the world's top 500 companies, providing services in almost all major languages in Asia, Europe, and the Americas, including industries such as IT, automation, marketing, medical, entertainment, and Internet, providing engineering, translation, typesetting, testing, and multimedia services, and ranks among the top 30 localization providers in Asia.

Excellent Delivery Capability

The quality and quantity of delivery is the key to information services. Wistron ITS has 17 offices and three R&D centers around the world, and we combine innovative technologies, R&D capabilities, and global delivery capabilities and advantages to provide services to customers. The company specializes in the flexible application of manpower and resources in multiple delivery centers in Taiwan, China, Japan, and the U.S. By utilizing global delivery models, we ensure the efficiency and quality of delivery.

Global Locations

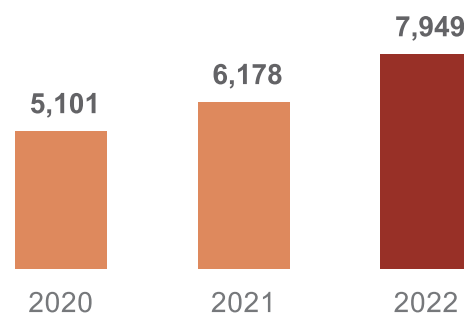
Wistron ITS's 17 global offices are located in Taiwan, China, Japan, and the U.S. We have achieved solid operational results under a professional division of labor. For more information, please refer to Wistron ITS' s website (URL: www.wistronits.com)



Economic Performance

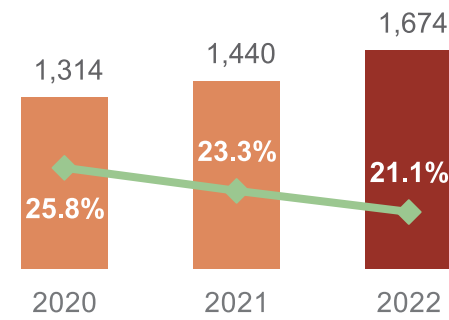
Operating Income

(Unit: NTD\$ Million)



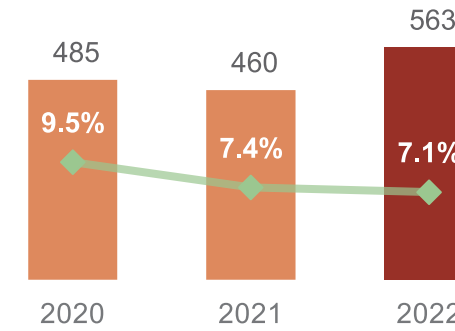
Gross Profit and Gross Margin

(Unit: NTD\$ Million)



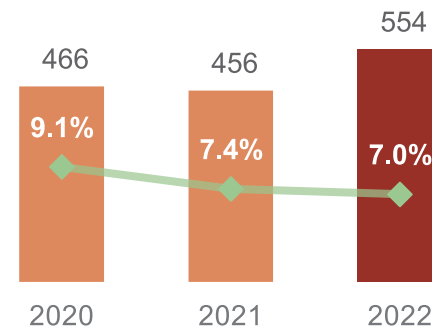
Operating Profit and Profit Margin

(Unit: NTD\$ Million)



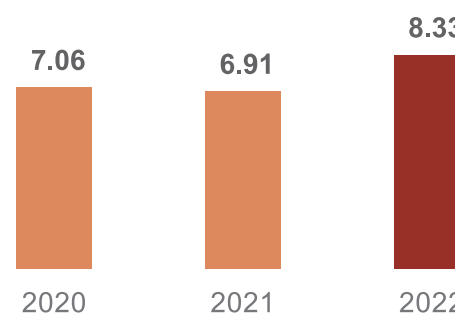
Net Income and Net Margin After Tax

(Unit: NTD\$ Million)

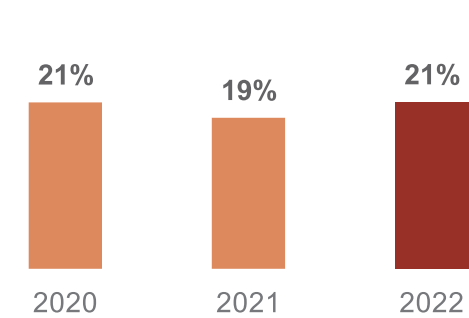


Basic Earnings per Share (EPS)

(Unit: NTD\$)



Return on Equity (ROE)





In 2022, Wistron ITS' consolidated revenue grew at a rapid pace, posting an impressive 29% annual growth rate and setting a new record high. Earnings performance was driven by revenue, with operating income and net income after tax both growing 22%, setting a new record along with basic earnings per share. The Company will continue to strengthen its core competencies, enhance customer satisfaction with high-quality delivery services, and maintain healthy profit growth. And create long-term value for shareholders. The relevant financial information is disclosed in the following "Financial Performance Snapshot".

Financial Performance Snapshot					Unit: NT\$ million
Items	2022		2021		
Operating Income	7,949	100%	6,178	100%	
Operating Margin	1,674	21%	1,440	23%	
Operating Expenses	-1,111	14%	-980	16%	
Operating Profit	563	7%	460	7%	
Net Profit Before Tax	633	8%	515	8%	
Consolidated Net Income After Tax (incl. Minority Equity)	554	7%	456	7%	
Basic Earnings per Share (EPS)	8.33		6.91		



Liabilities and Shareholders Equity to Total Assets					Unit: NT\$ million	
Items	2022		2021			
Total Assets	4,562	100%	4,017	100%		
Total Liability	1,763	39%	1,559	39%		
Shareholders' Equity	2,799	61%	2,458	61%		

Profitability Analysis				Unit: NT\$ million	
Items		2022	2021		
Profitability	Return on Assets (%)	13.05%	12.00%		
	Return on Shareholders' Rights (%)	21.09%	19.01%		
	Ratio of Net Income Before Tax to Paid-in Capital (%)	94.28%	76.98%		
	Net Profit Rate (%)	6.97%	7.38%		
	Earnings per Share (NTD)	8.33	6.91		

(Note) For related financial information, please refer to the Company's website homepage/Investor Services (URL:www.wistronits.com).

Government Subsidies

Based in the Greater China region, Wistron ITS has the global delivery capability to provide cross-domain integrated offshore outsourcing services to more than 30 of the world's top 500 companies. In order to promote the growth of foreign trade, the Chinese government provides incentives for export trade development. The Company is committed to expanding the scale of its foreign sales services and has received foreign trade-related subsidies. At the same time, the Company has deepened its R&D capabilities and established an international information technology service base in Wuhan, China, as an R&D and development center, and obtained R&D subsidies from the Wuhan government for the technology development center so as to gather dynamic energy from various regions in China and continue to provide professional and high-quality services. In addition, the Company has been actively strengthening the development of human resources, emphasizing and supporting the cultivation of human resources during the epidemic period, and has been awarded the Talent Retention Incentive Grant by the Hong Kong Government. Overall, in the fiscal year 2022, Wistron ITS received a total of NT\$66,632,000 in subsidies from the government and other related entities.

Product (Service) Sales Status

Wistron ITS' revenue growth momentum in 2022 will focus on stable revenue from leading high-tech and Internet companies in China, strong demand for green energy and smart vehicles to drive high growth for customers in the new energy industry, and business opportunities for digital transformation and smart manufacturing in Taiwan's technology manufacturing industry. Driven by the twin engines of technology and new energy, demand in the Greater China market has been strong, posting new highs quarter after quarter and boosting overall revenue performance.

Product (Service) Sales

Year Region	2022		2021	
	Sales Amount	Proportion (%)	Sales Amount	Proportion (%)
China	5,322	67%	3,870	63%
Taiwan	1,356	17%	1,016	16%
Japan	701	9%	710	12%
Other Countries	570	7%	582	9%
Total	7,949	100%	6,178	100%

Unit: NT\$ million

Participation in External Organizations

Wistron ITS participates in and has joined cross-industry and cross-domain groups and organizations to help businesses grow sustainably.

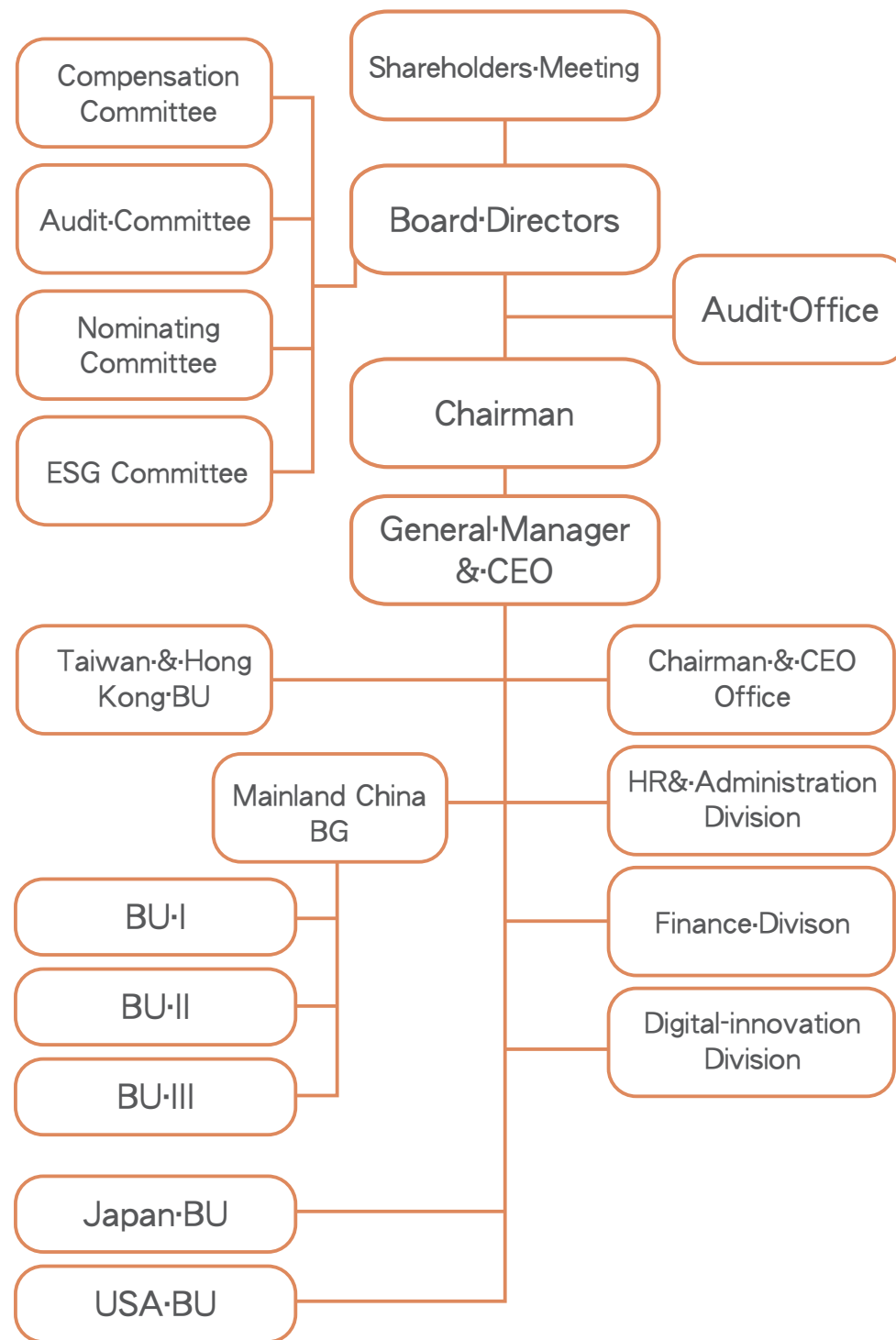
Organizations we joined in Taiwan in 2022 include:

- Taipei Computer Association (TCA)
- Information Service Industry Association of R.O.C. (CISA)
- The American Chamber of Commerce in Taiwan

Governance

Wistron ITS is committed to the principles of establishing an effective corporate governance structure, protecting and respecting shareholders' rights and interests, strengthening the functions of the Board of Directors, and enhancing information transparency. Complying with the domestic legal requirements on company governance and its practical principles, we have established the Board of Directors and its various functional committees, with the Board deciding to establish a post of Head of Governance. We will continue to gradually implement various systems and methods to continuously enhance the quality and effectiveness of corporate governance to ensure the implementation of the spirit of corporate governance and the pursuit of maximizing shareholders' equity and the sustainable operation of the enterprise. Since 2015, Wistron has participated in the "Corporate Governance Assessment for Listed Companies" organized by the Corporate Governance Center of the Taiwan Stock Exchange and has been ranked between 6% and 20% of listed companies for four consecutive years since the following year. We have been ranked in the top 5% of listed companies and the top 5% of the small and medium market capitalization group in the seventh year, and have been ranked in the top 5% of listed companies for three consecutive years since then, and again in the top 5% of small and medium market capitalization group in the ninth year. Thus proving, we are fully devoted in our determination to actively achieve the highest goal of corporate governance.

Company Organization Diagram



Board of Directors Structure and Operations

Board of Directors Selection Process and Results

The Board of Directors is the highest governance body of the Company. Based on the Articles of Incorporation of the Company, the Board of Directors consists of five to nine Directors, each office term amounting to three years, the Nomination Committee shall select and review the candidates for appointment and submit them to the Board of Directors for approval, and the shareholders shall elect the candidates for election as directors. The fourteenth term of the Board of Directors of the Company consists of nine seats, and the term of office will be from May 26, 2022, to May 25, 2025. Please refer to the Company's website for the procedures related to the election of directors.

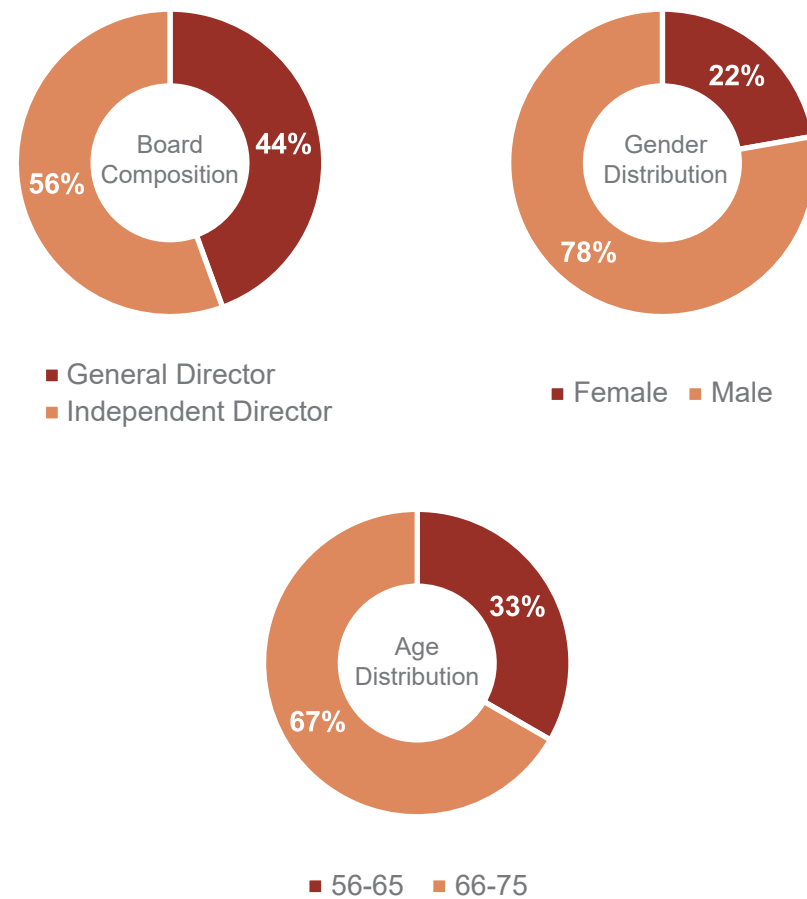
Independence and Diversity of the Board

The 14th Board of Directors of the Company is composed of talents with rich experience and reputation in the industry, including four general directors: Mr. Ching Hsiao, Chairman and Chief Executive Officer, Mr. Frank Lin, Mr. Marty Chiou, and Mr. Philip Peng; and five independent directors: Ms. Yen Ling Fang, Ms. Jennifer Hwang, Mr. Chang-Kang Fan, Mr. Allen Tsai, and Mr. Yung-Kuang Chu. Independent Directors amount to 56% of the Board. Their independence is in compliance with the 'Regulations for the

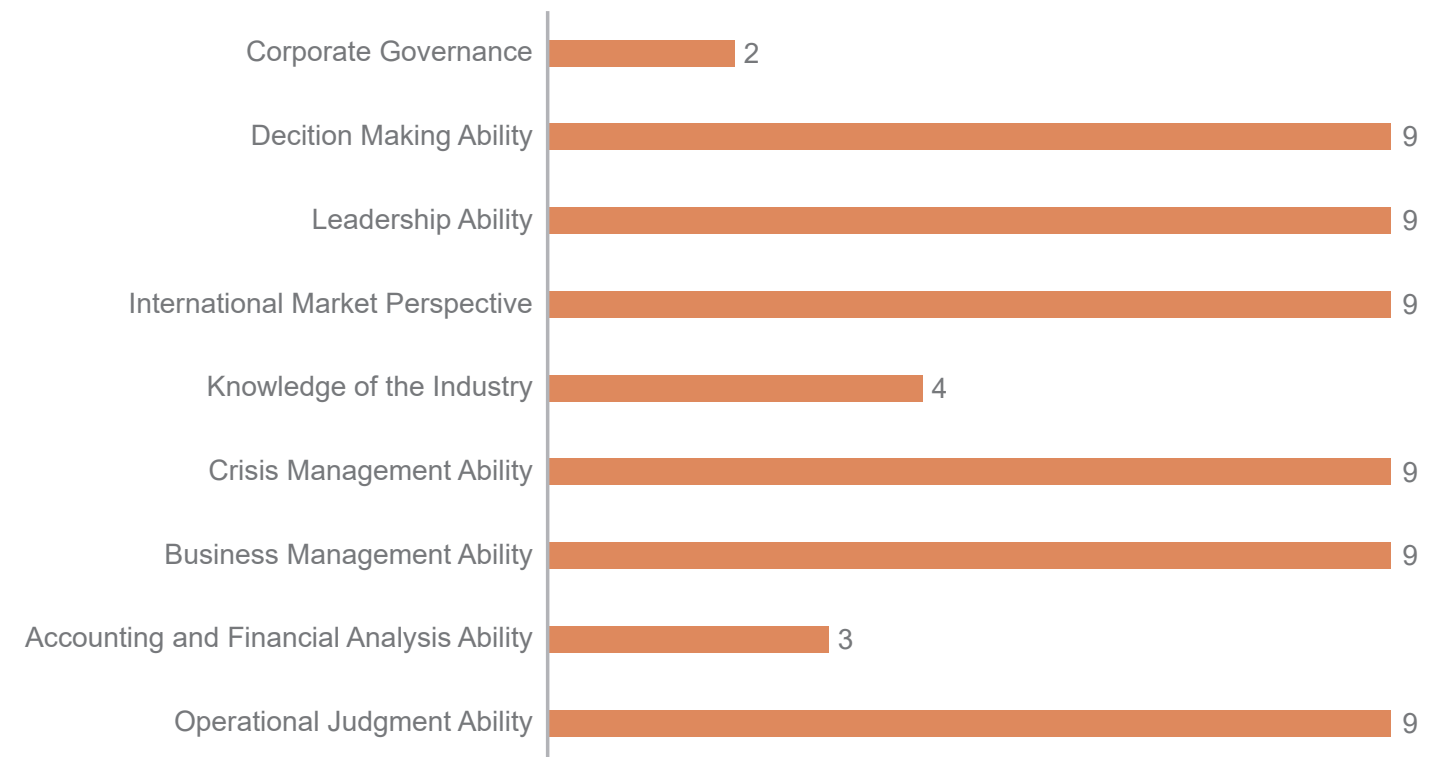
Establishment of Independent Directors and Matters to be Followed by Public Companies'. To ensure that the independent directors can exercise their duties and responsibilities objectively, none of the independent directors of the Company has been elected for a consecutive term of more than nine years.

The Company's 'Code of Corporate Governance Practices' establishes a diversity policy with respect to the structure and membership of the Board of Directors, stipulating that the composition of the Board should assess various diversity aspects with respect to its operations, business model, and development needs, including basic composition (e.g., gender, nationality, age, culture, etc.) as well as professional knowledge and skills (e.g., legal, accounting, industrial, financial, marketing or technology, etc.) and industry experience. In order to actively implement the diversification of the Board of Directors' composition, the Company has taken into account the balance of professionalism and gender and hopes to enhance brainstorming and optimize decision-making through different backgrounds and perspectives.

Board Composition



Diverse Core Items of the Board Composition



Please refer to the Company's website and annual report for information on the diversity and industry expertise of the Board of Directors.

Operation of the Board of Directors

The Board of Directors meets at least once a quarter, with a total of seven meetings in 2022. The Board's primary functions are robust monitoring and enhancing management. Its members are required to supervise the management team's compliance with laws and regulations, enhance information transparency, and provide guidance to the management team on major decisions based on their own experience to avoid erroneous policies that would undermine the company's value in order to establish good ethics and fulfill corporate responsibility to achieve sustainable business operations and protect the interests of shareholders. The management team also reports regularly to the Board of Directors on the Company's operations, development strategies or other important issues, and maintains a smooth and good communication channel with the Board of Directors.

In order to improve the corporate governance mechanism and considering the importance of directors and key employees in exercising their rights and fulfilling their obligations, and to effectively reduce the legal and financial risks borne by directors and the Company, the Company shall purchase Directors' and Supervisors' and Key Employees' Liability Insurance for directors and key employees every year.

The Company regularly arranges continuing education courses for directors each year. In 2022, all directors of the Company completed the continuing education requirements of said year. In order to refine the functions of directors, we encourage directors to pursue continuing education and from time to time provide information on various courses or seminars organized by external organizations, such as courses on ESG-related issues, legal compliance, financial reporting information, risk management, to name a few.



Operations of the Functional Committees

The Company's Board of Directors has four committees, namely the Audit Committee, the Remuneration Committee, the Nomination Committee, and the ESG Committee. Their operations are carried out in accordance with the 'Rules and Regulations of the Audit Committee', 'Rules and Regulations of the Remuneration Committee', 'Rules and Regulations of the Nomination Committee', and 'Rules and Regulations of the ESG Committee', respectively. It is hoped that they can monitor and complement each other with the Board of Directors to enhance the capacity of corporate governance. Information on the operation of each committee for the year 2022 is available on the Company's corporate website and in the annual report.

Committee	Committee Members	Scope of Function	Number of meetings in 2022
Audit Committee	All Independent Directors	Supervise the appropriate expression of the company's financial statements, the selection (and termination) of the certified accountants and their independence and performance, the effective implementation of the company's internal control, and the company's compliance with laws and regulations and the control of the company's existing or potential risks.	6 Meetings
Remuneration Committee	Three Independent Directors	Stipulate and review regularly the remuneration policies, systems, standards and structures, and performance of directors and managers. Regularly evaluate and stipulate the remuneration of directors and managers.	4 Meetings
Nomination Committee	Two Directors and Three Independent Directors	To select and review suitable candidates for directors and managers, to establish and develop the organizational structure and qualifications of the Board of Directors and committees, and to assess the independence of independent directors. To establish and review the directors' continuing education program, etc.	3 Meetings
ESG Committee	Chairman, Four Company Managers and Two Independent Directors	Formulate corporate sustainable development direction and goals, management guidelines, and specific promotion plans, and track their implementation; promote and implement the company's integrity management and risk management.	3 Meetings

Board of Directors and Functional Committee Performance Evaluation

The Company established the 'Board of Directors and Functional Committees Performance Evaluation Method', specifying that the performance evaluation of the Board of Directors, board members, and functional committees shall be performed at least once a year, and the evaluation results shall be reported to the Board of Directors.

The Company has concluded the evaluations related to the operations of the Board of Directors, members of the Board, and all functional committees (the Audit Committee, the Remuneration Committee, the Nomination Committee, and the ESG Committee) for 2022, and the results have been presented at the second Board of Directors' meeting in 2023 as a basis for review and improvement. The Board of Directors, its members, and all functional committees (Audit Committee, Remuneration Committee, Nomination Committee, and ESG Committee) all scored 90 points or more in FY2022, and the aggregated results show that the Board of Directors and its functional committees are functioning well.

Corporate Compliance

Since 2010 (our public offering), the Company has followed the relevant regulations for public offering companies and established various internal practices. Since its listing on the Taiwan Stock Exchange, the Company has also followed up on amendments to

the Companies Act, the Securities and Exchange Act, the Personal Data Protection Act, and other laws and regulations related to corporate governance and operations to appropriately adjust internal operating procedures, norms, and processes. In addition, in order to implement the Company's core values, uphold a high level of professional ethics, the Company aims to incorporate confidentiality obligations, prohibition of infringement into labor contracts, and establish regulations regarding the management of personal data protection, and information security management for all employees. The Company's management team has been closely monitoring any domestic and international policies and regulations that may affect the Company's operations, finances and business, and has established relevant risk management procedures to enhance employees' awareness of compliance through continuous education and training. Looking back at 2022, the Company acted in accordance with the law and therefore did not suffer any significant monetary fines or other non-monetary penalties.

Anti-corruption and Integrity

Wistron ITS is committed to an integrity policy and has established procedures to prevent insider trading, a code of ethical conduct, and a code of ethical business practices, which clearly set forth procedures for the prohibition and prevention of dishonest behavior, such as the avoidance of conflicts of interest, the handling of gifts and business entertainment, political contributions, and donations or sponsorships. The Company has clearly stated the conflict of

interest policy and conflict situations/standards in the aforementioned regulations, requiring the relevant personnel to avoid such and to take the initiative to fully report to their immediate supervisors, the highest level of human resources and administration, or the Board of Directors when they are aware of or face similar situations. In order to manage the Company's business with integrity, the department of human resource and administration is responsible for formulating and supervising the implementation of integrity management policies and corresponding prevention plans and for reporting the annual operations to the Board of Directors on a regular basis every year. The operation of 2022 was reported to the Board of Directors on November 3, 2022, with no anti-corruption and integrity infringements. For more details, please refer to our website and Public Information Bulletin.

Training and Advocacy

To ensure that employees fully understand the relevant regulations, we offer annual ethics training for new employees and supervisors and implement annual training for all employees. All employees have a responsibility to report unethical conduct to the Company through the appropriate channels, and the Company protects its employees from unfair retaliation or treatment when they report or participate in the investigation of incidents.

Externally, before establishing a business relationship with an agent, supplier, customer, or other business counterpart, the Company must

request their compliance with the Company's Integrity Management norms. In the course of engaging in business activities, the Company shall explain to the other party the Company's integrity management policy and related regulations, and shall expressly refuse to offer, promise, demand, or accept, directly or indirectly, any form or name of improper benefits, and upon discovering any dishonest behavior, the Company shall immediately cease to deal with the other party and shall be listed as a rejecting party. Compliance with the anti-corruption policy is also included in the terms and conditions of business contracts, including: clear and reasonable payment, handling of cases involving dishonest behavior, and violation of contract terms prohibiting commission, kickbacks or other benefits.

In addition, Wistron ITS aims to fully communicate our anti-corruption policy and advocate the company's principles and beliefs on integrity in order to ensure that our employees, clients, suppliers, business partners, and other parties with whom we do business understand and support our integrity policy.



Integrity and Ethics Training Enforced					
Target	Methods	Content	Number of Staff/ Achievement Rate		Outcome
			2021	2022	
New Employees	Sign the Code of Ethical Conduct	Party B shall comply with Party A's internal rules and regulations, including but not limited to the various rules, regulations, key points and guidelines (e.g., Code of Ethical Conduct, Integrity Management Principles) established by Party A.	100%	100%	As a result of the advocacy measures and management mechanism, no corruption or ethics violations have occurred.
	New Recruit Integrity Management Training	Promotion of Anti-corruption and Integrity Principles and Reporting Email	100%	100%	
Existing Employees (Note 1)	Integrity Management Training	Corporate governance and risk management, compliance with integrity management laws and regulations, confidentiality of material information, as well as the causes of insider trading, the identification process and examples of transactions	101 people	228 people	
Directors and Management	Signing the Statement of Integrity	Affirming to comply with the Company's Code of Conduct for Integrity, the regulations related to listed companies and other laws and regulations related to integrity management.	100%	100%	
Suppliers (Note 2)	Signing the Suppliers Corporate ESG Self-Assessment Form	We expect our suppliers to jointly observe and practice the following issues: human rights, environmental protection, occupational safety, code of conduct, etc.	7 Suppliers	200 Suppliers	

Note 1: In 2021, we will focus on supervisory staff in Taiwan and China; in 2022, we will provide online courses and designate Taiwan/China team supervisors to attend the courses to participate in the training; in 2023, we will gradually require general staff to attend the courses to ensure that the course penetration rate increases.

Note 2: In 2021, the inventory of suppliers in Taiwan will be the main focus, and in 2022, the inventory of suppliers in China will be included, and the number of supplier commitments will be increased; in 2023, new supplier contract requirements will be signed to ensure that new suppliers in Taiwan and China can jointly commit and implement the same policies.

Communication Channels

The Company has established a 'whistleblower' system to implement the Code of Ethical Conduct and the Code of Business Integrity in order to strengthen its policy of integrity management and to eliminate internal fraud and bribery. The Company accepts reports from internal employees, clients, suppliers, contractors, shareholders, investors and related stakeholders of the Company and its subsidiaries, and encourages the reporting of any illegal or unethical conduct or violations of the Code of Ethical Conduct or the Code of Integrity.

Whistleblowers can report through letters, emails, phone calls, etc. The internal auditing unit plays the role of the window for coordinating the handling of reported complaints by the Company. Upon receipt of the report, the receiving unit will report the case to the Chief Executive Officer for prompt investigation and, if the case is substantiated, it will be dealt with in accordance with the law and the Company's relevant regulations. If the reported case involves a director or a senior executive, or if the case is found to be a material violation or the Company is in danger of being materially damaged, the independent directors will be notified in writing.

The Company handles whistleblowing cases confidentially, with independent channels of investigation, and is committed to protecting whistleblowers from being improperly dealt with as a result of whistleblowing. No material irregularities were identified in 2022.

Whistleblower Hotline Email Address: audit@wistronits.com

Internal controls and internal audits

Wistron ITS has an independent audit department that reports directly to the Board of Directors/Audit Committee. In addition to reporting audit operations to the Audit Committee on a regular basis, the Head of Audit shall attend the Board of Directors' meetings and report to the Chairman and Audit Committee whenever necessary.

The Company has established an accounting system and an internal control system in accordance with laws and regulations. The internal audit unit has set up implementation details for internal audits in accordance with the internal control system, specifying that the internal audit department shall review the appropriateness of the design of the internal control system and the effectiveness of the implementation of general operations, implement and measure the effectiveness of the current control system and procedures and the degree of compliance with them, and submit reports; the scope of its audits shall cover all operations of the Company and its subsidiaries.

At the end of each year, the audit department prepares an annual audit plan based on the company's operation and policy guidelines, and submits it to the audit committee for review and approval by the Board of Directors for implementation, and performs ad hoc audits or reviews as necessary. The effectiveness of the design and implementation of the internal control system, including the accounting system, is evaluated and self-checked by each department annually in order to establish a robust anti-corruption management system. The audit department will then review and assess the self-check report of each department, business unit, and

subsidiary and report its finding to the Board of Directors. This will serve as the main basis of the assessment of the effectiveness of the overall internal control system, as well as the statement of the internal control report.

Management of Intellectual Property Rights

Trademark Rights Management Plan

In response to the expansion of the Company's business and the increase of its business scope, the Company needs to apply for trademarks for its major service categories in order to increase its corporate image and visibility. The logo is related to the overall professional image and identity of the Company to the outside world. In order to maintain the overall image of the Company to the public, the marketing department shall be responsible for visual image design, defining the categories and countries where applications should be made, while the legal department shall be responsible for the registration, application defense, and other operational procedures, as well as managing and maintaining the results and status of trademark rights applications in each country.

Trade Secret Management Plan

The Company has established the 'Confidential Information Management Regulations' to regulate the classification standards of informational documents, the level of access to each category, and the text to be marked. The Company has also established internal regulations such as the 'Rules for the Management of Financial and Non-Financial Information' and 'Rules for the Protection of Personal Information' for specific matters, which serve as the basis for the handling of confidential information by each unit within the Company.

Employees are required to sign employment contracts and confidentiality agreements and other legally binding documents at the time of employment. During their employment, supervisory personnel and staff who have access to confidential information in their duties are also required to receive regular education and training on the protection of trade secrets in order to raise their awareness of the protection of confidential information and to reduce the risk of leakage of such. In addition, the Human Resources Department and the Information Technology Department will be asked to conduct random checks from time to time to confirm whether the employees have actually fulfilled the confidentiality measures. For example, whether personnel drawers are locked, whether computer screens are covered, whether important documents and information are marked with the appropriate level of confidentiality and covered, whether non-essential personnel is excluded from meetings, and whether the meeting location is soundproof.

Copyright Management Plan

According to the copyright laws of Taiwan, the United States, and Japan, the author of a work acquires original copyright upon completion of the work. In the Employment Agreement between the Company and our employees, it is agreed that the Company will be the author of all creative works performed by the employees in their duties to ensure that the Company obtains the original copyright of the contents of the work performed by the staff in their duties. In the case of co-development with customers, an agreement will be made in advance to determine the ownership of the copyright of the software results.

In China, copyright ownership is also granted under the original acquisition system. However, if a copyright owner registers their copyright in computer software, it is not only beneficial to prove the copyright ownership but also beneficial in applying for recognition as a high-tech enterprise and tax relief. At present, the Beijing administrative unit is responsible for completing the registration of computer software. The relevant departments will register these copyrighted works upon completion in order to protect the Company's interests.

Patent Management Plan

The essence of a patent is to encourage the applicant to disclose the technology. The patent application must first disclose the content of the invention to the patent inspection authority to examine whether it is patentable, with an early publication system 18 months after filing, in which the details of the application must be published before the patent right is obtained. Due to the nature of the Company's industry, software products often contain information that is not suitable for public disclosure, such as software data structure design, data storage location, specially developed algorithms, and confidential client information, etc. Therefore, the software industry should carefully discuss the application for patent rights on a case by case basis.

Risk Management

Risk Management Policies and Procedures

Wistron ITS established an ESG Committee in 2022, and on August 4, 2022, the Board of Directors approved the Company's top guiding principle for risk management, the 'Risk Management Policy, and Procedures'. In order to ensure the sustainable development of the Company and its subsidiaries, the Company not only follows the organizational management system and internal control system at each level to control the risks that should be considered in the operation process but also undertakes to evaluate the potential impact of each risk on the Company's operation through the participation of the Board of Directors and systematic management, so as to implement risk management, achieve the goal of sustainable operation, and protect the rights of stakeholders.

Scope of Risk Management

The Company's risk management includes the four major aspects: the environment (including climate), society, governance, and technology related to the Company's operations; and complies with the relevant laws and regulations to assess, handle and monitor their respective significant risk impacts.

Risk Organization and Operation Responsibilities



The Company's risk organization and operational responsibilities can be briefly summarized as follows:

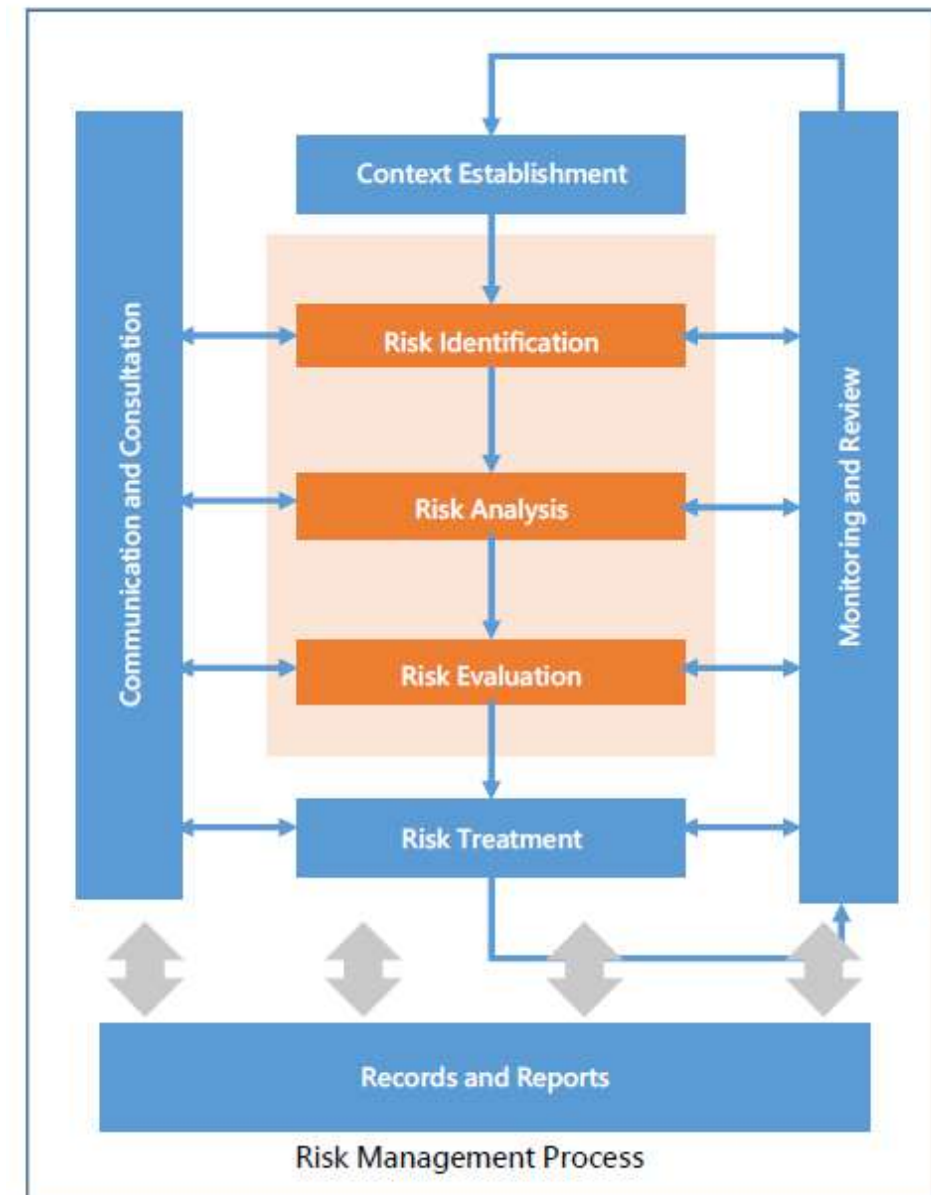
1. The Board of Directors has the highest responsibility for risk management, approving risk management policies and related regulations, overseeing the overall implementation of risk management, and ensuring effective risk control.

2. Under the ESG Committee, a Risk Management Team is in place, whose members are comprised of middle and senior executives from each business unit, to conduct comprehensive assessment and monitoring of overall operational risks and emerging opportunities and to submit risk management reports to the ESG Committee on a regular basis.
3. Under the Company's integrated risk management structure, the CEO leads each level of management to regularly analyze the potential risks of each business activity in management meetings and to propose risk response measures. The top manager of each unit is responsible for risk management, analyzing, monitoring, and reporting the risks associated with their respective units, and implementing risk control mechanisms and procedures.
4. The management of each operating unit and subsidiary is responsible for the internal control system and regularly evaluates its own internal control system, while the auditing unit is responsible for reviewing the implementation.

In summary, the Company has set up a multi-level organizational structure for risk management, from the top responsible unit to each level of the organizational management system, each responsible for different risk management work to ensure effective risk control, and the supervisors of each unit are responsible for risk management.

Risk Management Procedure

In accordance with the international standard ISO 31000 framework, the Company has established a risk management process that includes risk identification, risk analysis, risk assessment and response, and risk reporting and disclosure. The Company's risk management procedures are based on the guideline, and the implementation details and methods used are described as follows:



<p>Confirm the industry and environmental background</p>	<p>Consider external and internal factors to determine the scope of applicability for the risk management policy and establish criteria for risk assessment.</p>	<ul style="list-style-type: none"> External: Global risk assessment report External: Compliance with regulations and market information Internal/External: Stakeholder issue analysis Internal: Significant issues determined by the CEO
<p>Risk Assessment</p>	<ul style="list-style-type: none"> Risk identification <ul style="list-style-type: none"> Conduct brainstorming workshops to collect, identify, and describe risks. Risk Analysis <ul style="list-style-type: none"> Assess the level of risk based on the evaluation of likelihood and severity of operational impact. Risk Evaluation <ul style="list-style-type: none"> Compare the results of risk analysis with risk criteria to determine which risks can be tolerated. 	<ul style="list-style-type: none"> Brainstorming workshops Risk/ Process enumeration method Questionnaire Survey Experience-based estimation method/Business decision judgment Scientific analysis method/Risk stress calculation
<p>Risk Treatment</p>	<p>Assign the designated department with the responsibility of formulating a comprehensive response plan or strategy</p>	<ul style="list-style-type: none"> Strategies and plans
<p>Monitoring and Review</p>	<p>Regularly assess the risk management framework, progress of the plans, and their effectiveness.</p>	<ul style="list-style-type: none"> Audit report Risk management report

- 1.Risk Identification:** Collect and organize all internal and external risks that may affect the achievement of organizational goals. Keeping abreast of major issues of concern by communicating with stakeholders.
- 2.Risk Analysis:** Analysis of risks, including identifying possible causes of risks, assessing the probability of occurrence and impact of risks, and classifying risks to determine their priority.
- 3.Risk Assessment and Countermeasures:** Evaluate the impact of risk on the organization and develop countermeasures to address the risk, including risk transfer, risk reduction, risk mitigation, and risk acceptance.
- 4.Risk Reporting and Disclosure:** Risk reports and disclosures are developed based on the priority of the risk and are reported to decision-makers for their assessment and decision-making.
- 5.Monitoring and Audit:** Monitor the implementation of risk response measures to ensure the effectiveness of the program. Regular risk assessments are conducted, and risks are updated and reassessed to ensure that the program remains consistent with changes in the environment.

By implementing these procedures, we hope to be better able to identify and manage the risks that may affect our business operations.

Risk Management Model



The risk management team assesses the impact and probability of occurrence of potential risks by developing risk management models and ranking them according to their importance and priority for further risk management. The Company's risk management model emphasizes building risk awareness and consensus and encourages executive-level participation to ensure that risk management programs are effectively implemented and controlled. Assessing the likelihood and level of impact of potential risks is part of the risk assessment process, as well as effectively building risk awareness and consensus and identifying risk-level priorities through a rolling survey of risk issues that covers all functional units and involves supervisors at all levels. Through this model, a business or organization can determine which risks need to be prioritized based on risk prioritization in order to effectively control risks, reduce losses, and improve the safety and

sustainability of the business or organization.

As a result of the risk management model, the Company has identified 12 risk issues in four major areas: environmental, social, governance, and technological innovation.



The following table illustrates the risk issues and the corresponding risk descriptions for each issue, and the response to each issue has been prepared by the responsible unit and incorporated into the monitoring and updating measures of the risk management team.

Risk Issue Aspect	Risk Issues	Risk Description
Technology Innovation	Information Security	Failure to ensure the confidentiality, integrity, and availability of information may result in operational disruptions (e.g., dropped orders, declining stock prices, lack of investor confidence, etc.) or disruptions (e.g., network outages, system attacks, virus infections, etc.).
	Technology and Laws	Failure to protect or infringement of trade secrets (e.g., theft of financial data), personal information (e.g., leakage of ID numbers), or intellectual property (e.g., software copyright infringement) may result in the risk of breach of contract, litigation and compensation, and affect the Company's goodwill and customers' trust in the Company.
Environment	Environmental Risk	<p>More and more stakeholders are concerned about environmental issues and the inability to meet client requirements for suppliers' environmental policies and regulations (e.g., waste reduction, water management, greenhouse gas emissions, and commitment to be carbon neutral by 2030).</p> <ol style="list-style-type: none"> 1. We may lose our status as a supplier and long-term partner of our clients, and our revenue will be affected. 2. May affect the Company's eligibility to participate in external evaluations or evaluation results and affect the Company's brand image.
	Transmission of Infectious Diseases	<p>A large-scale infectious disease infection could lead to a cluster of infections within the Company, making internal operations and staff deployment difficult. Failure to propose corresponding measures in a timely manner may result in the following:</p> <ol style="list-style-type: none"> 1. Disruption of the Company's operations, affecting the relationship of trust and cooperation with clients. 2. Affect the progress of the client's project and reduce the willingness to cooperate at a later date.

Risk Issue Aspect	Risk Issues	Risk Description
Society	Human Rights	Failure to properly protect human rights not only affects the Company's reputation but also reduces employee morale and further reduces the attractiveness of outside talent, which may affect the Company's business.
	Talent Attraction and Retention	<ol style="list-style-type: none"> 1. The Company's business may be affected if it is unable to attract suitable and timely recruitment of high-quality personnel. 2. Excessive loss of key personnel may cause business stagnation or management confusion.
	Talent Development	If the talents cannot keep up with the times in terms of technology and management, it will reduce the company's competitive advantage and the growth momentum of new business development.
	Customer Services	<ol style="list-style-type: none"> 1. Failure to grasp the needs of clients, resulting in a mismatch between the services provided and the needs of clients, will not only increase recruitment costs but also affect the partnership with clients and revenue targets. 2. Failure to handle client complaints promptly or even laziness may result in the Company's goodwill being affected and the client's trust in the Company diminishing and switching to other suppliers.

Risk Issue Aspect	Risk Issues	Risk Description
Governance	Accounts Receivable Management	A financial loss arises when a counter-party fails to meet its obligations or contracts, resulting in noncollectable accounts receivable.
	Exchange Rate Risk Management	The Company's exposure to exchange rate risk generated from transactions not denominated in a functional currency, if not properly managed, could erode profitability and further affect shareholders' equity.
	Goeconomics	Due to the impact of the international political and economic situation (pandemic, inflation, trade war, technology war, China-US, and cross-strait conflict, chip ban), the supply chain structure of the industry has been reorganized, globalization has cooled down, and regional economy has risen, if the Company's globalization strategy does not keep pace with the evolution of the industry and adjust its operation strategy immediately, it may miss the business opportunity and affect its competitiveness.
	Corruption and Fraud	The Company's directors, officers, employees, and suppliers engage in corrupt, fraudulent, or illegal acts of dishonesty that result in losses to the Company.

Risk Matrix and Materialities

The risk management team uses a risk matrix to classify potential risks into high, medium, and low-risk levels and assesses the likelihood of potential effects and risks occurring to analyze the possible impact on the business. There were no 'very significant' risks among the 12 risk issues analyzed. According to the stakeholder survey, concerns about 'talent attraction and retention', 'information security', and 'environmental risks' are on the rise. The risk management team will also monitor the situation closely.



Based on the industry characteristics and corporate development, the ESG Committee screens the top three major risk issues that affect the development of the Company and instructs the top managers of each corresponding unit to formulate appropriate response strategies to minimize the impact of potential risks on the Company, as detailed below:

Risk response strategies for major concerns

01	<p>Talent acquisition & retention</p> <ul style="list-style-type: none"> Providing competitive compensation and talent development programs Developing retention plans for key talent Implementing WITS College and Training Development Roadmap, organizing training and technical exchange activities. 	
	<p>Information security</p> <ul style="list-style-type: none"> Adopt ISO 27001:2022 to thoroughly assess our existing information security framework, ensuring the resilience of our operations. Enhance employee awareness of information security and reinforce our security defenses to increase our ability to prevent external intrusions. 	02
03	<p>Accounts receivable management</p> <ul style="list-style-type: none"> Continue to lower payment collection risks by integrating sales, personnel, and other information to establish a business support platform. Risks are also mitigated by improving the overall process of pre-assessment (identifying and strengthening relationships with high-quality customers), management of ongoing projects (improvement of delivery and reconciliation process), and by instituting post-project controls (tracking of overdue and reminders of payment collection risks). 	

The Company will continually evaluate and update our risk management strategies to ensure that they are aligned with business objectives and circumstances in order to leverage the benefits of risk management.

Climate Risk

Wistron ITS focuses on global climate change issues. We have been recognizing our own greenhouse gas emissions annually since 2015 as a basis for energy saving and carbon reduction. Based on the Task Force on Climate-related Financial Disclosures (TCFD), Wistron ITS will take stock of key climate change risks in terms of governance, strategy, and risk management indicators and targets. We also disclosed the progress and results of Wistron ITS' climate change management work according to the TCFD recommendation framework.

Governance	<ul style="list-style-type: none"> Monitoring of Climate-Related Risks and Opportunities Management's Role in Evaluation and Management 	<p>In June 2022, Wistron ITS established the ESG Committee to promote sustainable management and environmental conservation practices. The ESG Committee is the highest level for monitoring climate risks and opportunities in the Company, director of the ESG Committee is the chairman of the Board of Directors and CEO, and the members of the ESG Committee are the board members and managers of the Company. The ESG Committee is responsible for approving sustainable development management policies and setting objectives, as well as coordinating the implementation of risk assessment and countermeasures in various aspects of environmental, social, and corporate governance, including but not limited to the promotion of climate change-related issues. The ESG Committee will be conducting regular performance tracking and reporting the ESG implementation performance and future plans on ESG strategies, including climate-related issues, to the Board of Directors at least once a quarter.</p>
Strategy	<ul style="list-style-type: none"> Short-, Mid- and Long-term Climate Risks and Opportunities Risk and Opportunity Impact on Business, Strategic and Financial Planning Strategic Resilience and Climate Context 	<p>The Company's ESG Task Force will identify the risks and opportunities associated with climate change by following the standardized process of the Company's internal risk management practices.</p> <p>The Company is in the information services industry, and the most significant impact of physical disasters on operations is due to natural disasters and rising temperatures that cause power outages or equipment failures, resulting in increased repair and maintenance costs and interruptions in operations or services. At the same time, policies and regulations as well as customers' requirements for carbon reduction increases the cost of operation.</p> <p>Therefore, the Company has set a greenhouse gas reduction target commitment to effectively control greenhouse gas emissions and take stock of the impact of the regulations and the current status of implementation, and plan in advance for the response. The risk of service interruptions caused by natural disasters and equipment failures is also incorporated into ongoing operational plans and disaster recovery drills.</p>



<p>Risk Management</p>	<ul style="list-style-type: none"> • Climate Risk Identification and Assessment • Climate Risk Management Process • Integration of Climate Risk into Overall Risk Management 	<p>Based on TCFD's recommendations and industry characteristics, the Company has identified the transformation and physical risks of its Taiwan and China locations, established a climate risk inventory, and evaluated the impact potential and degree of impact of climate change risks and opportunities to formulate relevant strategies and take countermeasures.</p> <p>The Company determines and manages significant risks through the results of risk assessments. Management practices include tracking the impact or contribution of each risk and opportunity to the finances, and conducting reviews and improvements.</p> <p>Our climate-related risks are integrated into Wistron ITS' overall risk management plan. Please refer to the aforementioned description of the risk management process for details related to significant risk management.</p>
<p>Objective and Indicator</p>	<ul style="list-style-type: none"> • Climate Risk Assessment Indicators • Greenhouse Gas Emission Inventory • Risk and Opportunity Targets and Performance 	<p>Our company conducts greenhouse gas emission inventory according to ISO14064 and has passed third-party verification. Meanwhile, with a vision of carbon neutrality, the Company is setting short-, medium- and long-term carbon reduction targets and regularly managing greenhouse gas emissions in various areas, for details, please refer to the 'Environment Friendly' chapter.</p>

Climate Risk Identification Process



Based on TCFD's recommendations and industry characteristics, we created a list of climate risks based on 'probability of occurrence' and 'effects of impacts'. The transformation risks include policy and regulatory risks, technology, market, and business reputation, and physical risks include immediate and long-term climate risks. The assessment is then based on the likelihood and magnitude of the impact of climate change risks and opportunities. Responses and improvement measures for the major risks are formulated, and the climate risks and opportunities of Wistron ITS in 2022 were analyzed as follows:

Climate Change Risk Analysis

Risk Item		Potential Financial Impact	Response Measures
Transformation Risk (transformation risks associated with low carbon economy)	Policy and Regulatory Risk	<ul style="list-style-type: none"> International agreements governing the carbon reduction commitments and policies of countries around the world, and Taiwan's implementation of the "Regulations for Implementation of the Greenhouse Gas Reduction and Management Act". 	<ul style="list-style-type: none"> Set greenhouse gas reduction target commitment, effective control of greenhouse gas emissions. Take stock of the impact of regulations and the current status of enforcement, and plan in advance for solutions. Strengthen energy monitoring and management systems to reduce overall electricity consumption by upgrading energy efficiency through equipment replacement and upgrades.
		<ul style="list-style-type: none"> Governments of various countries are discussing carbon, energy or environmental taxes. 	<ul style="list-style-type: none"> Promote and motivate employees to implement energy saving and carbon reduction at all levels of the company.



Risk Item		Potential Financial Impact	Response Measures	
	Reputational Risks	<ul style="list-style-type: none"> Stakeholders and outside groups expect companies to improve environmental performances 	<ul style="list-style-type: none"> Failure to meet the expectations of interested parties, resulting in damage to the company's image 	<ul style="list-style-type: none"> To create a company that respects the rights of individuals and can use technology to improve human life and the environment, and to enhance the willingness of long-term investment of investors.
Physical Risks	Immediate Risks	<ul style="list-style-type: none"> Increase in the frequency of strong typhoons, extreme rainfall or snowfall. 	<ul style="list-style-type: none"> Increased repair and maintenance costs due to power outages or equipment failures caused by typhoons or extreme rainfall or snowfall, as well as operational or service disruptions Disaster and post-disaster response resulted in an increase in operating expenses for Wistron ITS. 	<ul style="list-style-type: none"> Regularly review whether property insurance coverage needs to be adjusted to address the impact of climate change
	Long-term Risks	<ul style="list-style-type: none"> Rise in average temperature 	<ul style="list-style-type: none"> Have to pay higher electricity bills to maintain a constant temperature for equipment. High temperatures may increase repair and maintenance costs 	<ul style="list-style-type: none"> Use of more efficient equipment Strengthen energy monitoring and management systems to reduce overall electricity consumption by upgrading energy efficiency through equipment replacement and upgrades.

Climatic Change Opportunity Analysis

Opportunities		Potential Financial Impact	Response Measures
Resource Efficiency	Energy, water resources and waste management	<ul style="list-style-type: none"> Lower Operational Cost 	<ul style="list-style-type: none"> Strengthen energy monitoring and management systems to reduce overall electricity consumption by upgrading energy efficiency through equipment replacement and upgrades, in order to contribute in the global effort of reducing carbon emission.
Energy Source	<p>Use of low-carbon alternative or renewable energy sources</p> <p>Adopt an incentive policy</p>	<ul style="list-style-type: none"> Potential future annual energy cost savings as the cost of alternative energy sources falls Reduce the risk of greenhouse gas emissions and therefore reduce sensitivity to changes in the price of carbon trading. 	<ul style="list-style-type: none"> Progressively assess the use of renewable energy when the market supply and demand are mature.

Information Security

Wistron ITS' core business is information services, and we understand the importance of implementing information security. In December 2008, Wistron ITS obtained the international standard ISO/IEC27001:2005 for information security management systems, which was transitioned to ISO/IEC27001:2013 certification in 2013. Wistron ITS' continuous efforts in the field of information security management and its determination to improve the performance of information security are thus demonstrated.

Wistron ITS also follows the management model of the 'Plan-Do-Check-Act Cycle' to improve audit deficiencies. We regularly conduct internal audits of information security to review the implementation of information security to ensure that the company implements the ISO 27001 management mechanism, and we also perform the re-certification process every three years to continuously maintain the effective certification of ISO 27001.

Information Security Objectives and Implementation

Items	Goal	Short-Term Goal	Mid-Term Goal	Long-Term Goal
Information Security	Maintain ISO27001 information security management system	Obtain the new ISO27001:2022 External Audit certification	Certification through External Audits	Certification through External Audits

2022 Specific Results

- Over 9 million external scans and probes were successfully intercepted in 2022.
- In 2022, we offered more than 5 hours of information security courses with 1,706 participants.
- The number of information security incidents is 0.

Information Security Policy

Purpose of Information Security Policy:

1. Ensuring Information Integrity
2. Safeguarding Corporate Confidentiality
3. Ensure Smooth Company Operations
4. Protecting the Company's Reputation
5. Maintain Credibility in Project Development for Delivery to Client

Vision of Information Security Policy:

1. Enhance Employees' Awareness of Information Security.
2. Avoid Disclosure of Confidential Information.
3. Implementation of Daily System Maintenance.
4. Ensure Zero Down-Time Service.
5. Data Protection Optimization.
6. Improve Business Continuity Plan.

Information Security Governance System and Organizational Operation

To enhance information security governance, the Information Security Management Committee was established in July 2008 with one committee director (information security officer) and 8 committee members. An information security task force was established under the committee and information security audit representatives. The Information Security Task Force is composed of 1 executive secretary, file control, information technology, legal, training, and promotion teams, as well as general administration members.

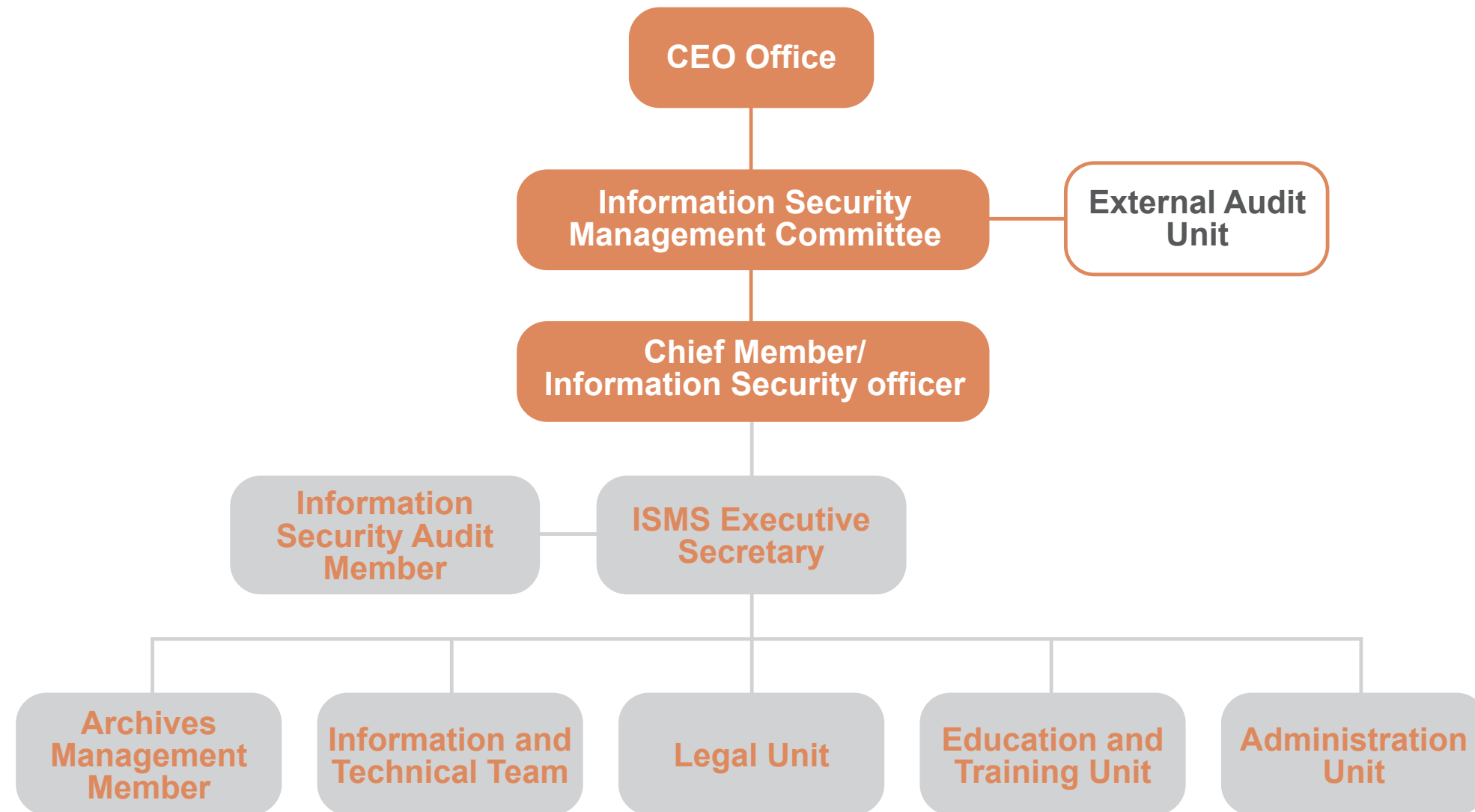
The Information Security Management Committee is responsible for defining the scope of information security management, establishing the framework and system of risk management, supervising the operation of the information security management system, analyzing and evaluating the operational risks faced by the Company, regulating the rights and responsibilities of personnel involved in information security operations, reviewing and monitoring the investigation and handling of major security incidents, performing information security management reviews, and communicating and conveying the importance of information security internally. In 2022, three meetings were held for discussion.



Education and Training on Information Security

All new employees are required to complete a 40-minute information security course. In 2022, external speakers were invited to give courses on Information Security - Social Engineering and Information Security Incident Case Studies. The courses totaled 5 hours, with 1,706 attendees.

Organizational Structure of the Information Security Committee



Information Security Risk Exercises

In order to continue to improve employee awareness of email security, the Company conducts social engineering exercises every year. In early 2022, the Company conducted a social engineering exercise using phishing attacks and randomly selected 922 accounts to participate in the test, of which a certain percentage still clicked on malicious links. The Company will enhance the strength of information security education training and promotion in the future.

In the meantime, in order to ensure that the company's critical applications (Mail Server, SAP ERP Server, BPM Server, OSS) and critical network MPLS-VPN can continue to operate to ensure uninterrupted business operations, the system design and related practices are as follows:

- Specify the Business Impact Analysis (BIA)
- HA (High Availability) Architecture Design
- Conduct annual DR Rehearsals for critical applications and networks.

SAP ERP DR Rehearsal Impact Analysis Requirements were completed in October 2022 with the following drill results:

Key Network Policy	Rehearsal Result
RTO of SAP ERP <=4 hours	1 hour 5 minutes

[Note] SAP ERP Policy content: RTO: Recovery Time Objective

Information Security Risk Remediation

In order to ensure the continuous operation of the above-mentioned critical applications and networks of the Company, the system design, and related protection practices are as follows:

- 1.Enhanced email filtering mechanism: Significantly blocks new types of malicious email attacks.
- 2.Detect potential network threats to reduce risk: detect targeted attacks and strengthen monitoring.
- 3.Maintain the security of key applications: block external malicious attacks and avoid disruption of core applications due to attack events.

Information Security Incident

2No security incidents occurred in 2022, and all scans and probes from external sources were detected and intercepted. In addition, there have been no personally identifiable information (PII) leaks and no victims.

Summary of Information Security Planning and Response Practices

Information Security Planning	Response Practices
<ul style="list-style-type: none"> • Enhancing staff education and training on information security • Implementation of information security-related procedures • Business Continuity Plan (BCP) maintenance and exercise plan scheduling 	<ul style="list-style-type: none"> • Through regular social engineering simulation exercises, we improve the sensitivity of employees to fishing letters and enhance their awareness of information security. • Risk is reduced by following crisis management procedures.
	<ul style="list-style-type: none"> • Ensure the continuity of critical applications to ensure uninterrupted business operations. Disaster recovery drills are arranged on a regular basis.

Customer Privacy

"Strictly observing customer confidentiality and adhering to the principle of good faith" is the commitment Wistron ITS has to customer privacy. In regards to information provided by the clients, the Company has established the 'Confidential Information Management Regulations' to regulate the classification standards of informational documents, the level of access to each category, and the text to be marked. The Company has also established internal regulations such as the 'Rules for the Management of Financial and Non-Financial Information' and 'Rules for the Protection of Personal Information' for specific matters, which serve as the basis for the handling of confidential information by each unit within the Company.

The Company has signed a confidentiality agreement with each of our employees at the time of their arrival, and through training and management, we ensure that each employee is able to maintain confidentiality when dealing with customers. Under the specific control mechanism, there was no violation of customer privacy or loss of customer information that harmed the rights of customers in 2022. At the same time, in order to further strengthen employees' awareness of trade secrets and personal information protection, the Company has set the goal of enhancing relevant education and training.

Items	Goal	Short-Term	Mid-Term	Long-Term
Data/Privacy Protection	Strengthen employees' awareness of business secrets and personal information protection.	Surveyed and optimized the company's confidentiality and personal information protection standards, and planned related education and training content.	The company's confidential and personal information protection regulations are effectively implemented, and all non-onsite staff members have completed education and training.	The company's confidential and personal information protection regulations are effectively implemented, and all employees and new employees have completed education and training.

In addition to the Company's policy and strict internal control mechanism to control all software and hardware containing technical data and information that may involve clients' intellectual property rights and trade secrets, we also sign confidentiality agreements with clients and suppliers to protect the security of clients' confidential information.

The Company has ISO/IEC 27001:2013 international certification for information security, which effectively manages and protects customer privacy and safeguards client rights in accordance with the relevant regulatory requirements. We plan to reintroduce the TIPS system and apply for verification in 2023, in order to further deepen the trust our clients have for the Company.

Innovation and Partnerships



Innovation and Service

Improving Technical Services

In addition to the mainstream technologies, currently, we are also paying attention to new technologies such as AI, big data, cloud computing, IoT, and 5G application.

Keeping with our previous big data strategy, Wistron ITS is continuing its work in the big data field, assisting our clients in digital behavior analysis, digital process optimization, and digital channel expansion in order to help them personalize financial services and realize the idea of data-driven decision-making. Guided by the trends of financial technology, when collaborating with clients to develop systems, we have placed great emphasis on developments in areas such as big data, Open API (application programming interface), and enterprise middle platform construction. Thinking outside of the box, we have been breaking through the existing framework of the financial system, developing innovative application systems at rapid speed, and quickly making modifications according to market feedback data. This has allowed us to ensure that the functions and services we provide can meet the needs of our clients and enhance the power of our digital services.

In addition, as 3D AR/VR (augmented reality/virtual reality), IoT, cloud computing, and AI/ML (machine learning) are trending in the industry, we plan to use our own IP to create real-time 3D visualization application products that integrate AR/VR, with the final goal of industrial automated production.

Research, Development, and Innovation (RD&I)

Wistron ITS has three main Research and Development Centers in Taipei, Wuhan, and Dalian, accumulating great RD&I capabilities in service of our Global 500 clients. Combining our experience collaborating with clients, our teams work together to brainstorm ideas and research technological trends. We have also established reward schemes to encourage project teams to bring out innovative solutions and explore different possibilities. Wistron ITS implements innovation with different strategies according to the aspects listed below:

• **RD&I at the Project Team Level**

As our project teams work and interact with clients on a daily basis, they fully understand the client's industry and needs. Wistron ITS encourages our teams to formulate RD&I plans according to the client's needs and pain points, helping the client gain advantages and create strategic value, which in turn allows Wistron ITS to improve our IT service capabilities and remain competitive. This innovative approach to client understanding not only enhances Wistron ITS' software competitiveness but also creates value for clients in their target markets. For example, we have successfully applied this approach in fields such as visualization, cloud migration, and industrial automation.

• **RD&I at the Innovation Center Level**

Wistron ITS is focused on RD&I in areas such as AI, big data, cloud, financial technology, IoT, 5G application, and AR/VR, conducting our research from a broader enterprise (client) perspective. For example, as 3D AR/VR, IoT, cloud computing, and AI/ML are trending in the industry, we have set goals in various

aspects according to these trends, in order to establish the roles we can play as well as the value and services we can provide. We then formed small teams to construct Proofs of Concept (PoC). In long-term collaborations, we consider our clients' projects and needs and combine them with current trends to build tangible results for our clients in order to seek more business collaboration opportunities at a larger scale. In addition, we are able to leverage the innovative work of our Innovation Centers and add them into the client's ecosystems for discussion. This allows us to substantially modify and complete PoC along with basic implementation plans, and implement them in the client's business ecosystem. We have successfully applied this approach in areas such as IoT, 3D visualization, and multi-cloud integration.

• **RD&I at the Strategic Collaboration Level**

In the future, Wistron ITS will collaborate and interact with various partners and relevant business ecosystems through our Innovation Centers in order to use our own IP to create real-time 3D visualization application products that integrate AR/VR, with the final focus on industrial automated production.

Digital Innovation

In the midst of the digital transformation trend, Wistron ITS has continued to strengthen its internal digital innovation capabilities and goals. Currently, digital innovation is divided into three stages: information digitization, digital upgrade, and digital transformation. The three major directions are data commercialization, business digitization, and digital governance, respectively, for optimization and transformation. The specific objectives are as follows:

Promote information applications:

closely follow the business needs and pain points, assist in sorting out the operation process, choose to develop/import suitable application systems, daily application system maintenance and operation, as well as data value-added application support; adopt the digital transformation method to reconstruct the application system with a platform idea.

Taking care of the information environment:

Maintain the proper operation of software, hardware, systems, networks, and communications, regularly review the information environment in line with the Company's operational status, and flexibly adjust the resources of the infrastructure and reduce the impact of any unexpected events on daily operations.

Strengthen information security:

cross-departmental cooperation to implement the necessary education, training, and promotion to strengthen and internalize employees' awareness of information security and to continuously strengthen the security of information software and hardware systems and network architecture.

Creating Service Value

In addition to our performance, we continue to improve the professionalism and quality of our information services. Since 2005, we have obtained CMMI (Capability Maturity Model Integration) Level 3, ISO 9001, ISO 27001 and TIPS certifications. By optimizing the use of intellectual property and systematically managing the company's intellectual property, it makes the company more competitive and increases clients' trust. In 2017, Wistron ITS further passed ISO20000 Information Technology Service Management System, ISO22301 Business Continuity Management System, and many other ISO series certifications. In addition, Wistron ITS attained CMMI Level 5 certification, the highest level of certification offered by the CMMI Institute in 2020. This achievement illustrates that our capabilities in software development processes, organization, technology research and development, project management, solution delivery, and other areas meet the highest level of global standards. This marks Wistron ITS' software development, quality control, and service management standards as industry leaders.

Customer Services

Emphasis on Service Responsibility and Quality

To enhance the quality of our services, we manage the quality of our services through customer satisfaction surveys and customer interviews. In 2022, there were no violations of laws and regulations in connection with the provision of our services.

Client Satisfaction Management

Client satisfaction is an important indicator of client feedback on the services provided by Wistron ITS. We use clients' satisfaction evaluations and recommendations as the basis for internal operational improvements. At the same time, we are able to adjust the direction of our services in a timely manner in order to achieve maximum benefits for our clients.

In order to enhance client satisfaction, we regularly collect client satisfaction data and suggestions through the "Client Satisfaction Survey", and provide the relevant information and results to internal organizations for analysis, review, and propose follow-up improvement measures to avoid the recurrence of similar problems, so as to maintain clients' trust in the quality of our products and services and aim to become a long-term and trustworthy partner of our clients.

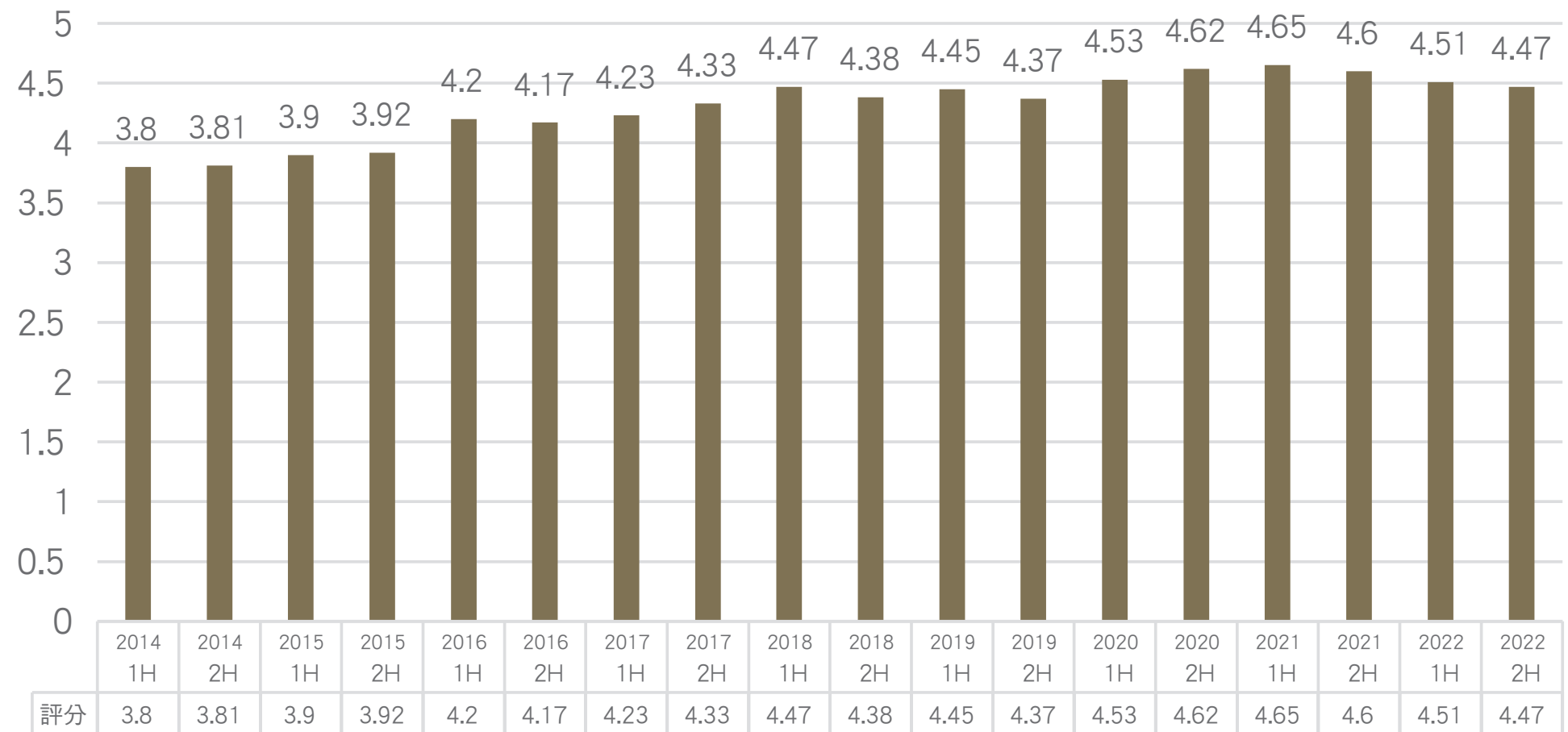
Wistron ITS Client Satisfaction Level	Scores
Very satisfied, praiseworthy	5 points
Satisfied. Keep it up.	4 points
Average. Improvements needed.	3 points
Dissatisfied. Please correct course.	2 points
Very dissatisfied. Correct course immediately	1 points

The Wistron ITS client satisfaction is divided into five levels: very satisfied, praiseworthy (5 points), satisfied, keep it up (4 points), average, to be improved (3 points), dissatisfied, please correct course (2 points), very dissatisfied, correct course immediately (1 point). The main indicators are the overall evaluation, professional ability of staff, service quality, quality of staffing arrangement, cooperative relationship, etc. The contents of the questionnaire are customized according to different operation regions. At present, five different versions of the questionnaire are available according to operating regions. In terms of questionnaire coverage, the second half of 2022 increased by 6.9% compared to the first half of 2022.



Client Satisfaction Survey and Results

For clients with a low client satisfaction level or a rating of ≤ 2 on any question, the top executive in charge of the unit will immediately check with the client to understand the situation, propose an improvement plan in a timely manner and track the effectiveness of the improvement. At the same time, we have set up a client service e-mail address to provide a more immediate communication channel for our clients. In addition, we also conduct client interviews for important clients or major projects to hear our clients' feedback.



(Note) The results of this survey are the overall results of the 2014-2022 client satisfaction survey in Taiwan, China, Japan, and the USA.

Sustainable Supplier Management

Wistron ITS has long been concerned with social responsibility, environmental protection, labor rights, Occupational Health and Safety, and has made reference to the 'Responsible Business Alliance Code of Conduct', the 'Universal Declaration of Human Rights', and the 'UN Guiding Principles on Business and Human Rights' amongst other international initiatives and requirements, to establish a code of conduct for suppliers.

Wistron ITS' current vendor management mechanism is as follows:

- New supplier selection: New suppliers are selected based on internal and procurement-related control processes and procurement practices, as well as respect for human rights and labor rights.
- Supplier assessment: Conduct supplier audits and spot checks from time to time, and include factors such as supplier quality, performance, and information security quality in the assessment scope.
- It is confirmed in the supplier contract that the company should follow the Code of Ethical Conduct, the Code of Ethical Management, the current environmental protection, labor safety, and health laws, and cooperate with the government to promote environmental protection, energy saving, and carbon reduction, and enhance corporate sustainable development policies, to jointly protect the rights and interests of employees and increase profits for clients, in order to create a triple win situation for clients, manufacturers, and employees

Sustainable Assessment of Suppliers

Wistron ITS provides information-related services. We view our suppliers as important partners and hope to build a long-term, stable supply chain through mutual cooperation. The main supply chains of Wistron ITS are information service providers, with local supply being the main focus of the local suppliers. In addition to considering suppliers' technical capabilities, quality, and competitive pricing, we

require our suppliers to comply with the following items:

- Consideration of human rights: No forced labor, no child labor, no use of illegal foreign workers, including wages and labor conditions, and safety and health standards require compliance with the laws and regulations of the country and region where they are employed.
- Endorsement of clean procurement: fair and equitable dealings.
- Ensuring Information Security: The proper handling and secure and prudent management of customer information requires that vendors adopt the same level of information security as Wistron ITS.

The supplier audit management indicators are as follows:

Management Indicators	Description
Management Systems	Whether the supplier has education and training programs, and whether the supplier provides employee training from time to time.
Employee Management	Whether or not there are written labor regulations, and advocate that suppliers should not employ child labor, should not discriminate, and should provide reasonable and lawful humane treatment to workers.
Environment Management	Providing a safe workplace, remind the supplier of their environmental responsibility and requires suppliers to be held accountable as well.
Ethics Management	All suppliers have signed contracts, respect employment ethics, fair trade, and clean business, and comply with confidentiality agreements and anti-corruption.

**Environment
Friendly**



Environmental Management and Regulation Compliance

Wistron ITS is mainly engaged in information services, no physical products have an impact on the environment, but we are still committed to improving the use of resources and reducing the impact of environmental burdens. In addition to formulating waste management strategies and measures, we also promote water and electricity conservation and waste separation and disposal to our employees in the workplace. In 2022, there were no violations of environmental laws and regulations and no environmental violations or huge fines.

Energy Management

As an information service provider, Wistron ITS' main source of energy is electricity, which is 100% generated from the power grid of the power company and does not use renewable energy. Greenhouse gas emissions are mainly from Category 2 (Purchased Electricity).

2022 Internal Energy Consumption Statistics					Unit: GJ
Category	Items	Taiwan	China	Total	
Direct Energy Consumption (Category 1)	Non-Renewable Energy Fuel Type (Unit: GJ)	a. Diesel	0	0	0
		b. Gas	0	0	0
		c. Petrol Fuel	5	0	0
Other Energy Consumption	d. Renewable Energy Fuel Type	0	0	0	
Indirect Energy Consumption (Scope 2)	e. Electricity (kWh) Energy Consumption (Unit: GJ)	177,627	1,035,433	1,213,060	
		639	3,728	4,367	
Total Energy Consumption (Unit: GJ) (=a+b+c+d+e)		644	3,728	4,372	

2022 Energy Consumption Statistics				Unit: GJ
Items	Energy Consumption (Giga-Joule; GJ)			
	Taiwan	China	Total	
a. Non-renewable energy	5	0	5	
b. Electricity (from non-renewable energy)	639	3,728	4,367	
Total Energy Consumption = a + b	644	3,728	4,372	

(Note 1) Energy consumption statistics are based on billing invoices from the power company.

(Note 2) Unit heat value conversion coefficient: Ministry of Economic Affairs, Bureau of Energy: Electricity 860 Kcal/kWh; Gasoline 7,800 Kcal/L; 1 Kcal= 4.187 KJ.

(Note 3) (Electricity/Gasoline) Energy Consumption = (Electricity/Gasoline) Usage x Unit Heat Value Conversion Factor x 4.187x10⁻⁶(GJ/KJ)

Energy Saving Management and Effectiveness

Wistron ITS' electricity consumption management target: 6% reduction in electricity consumption by 2023, with 2020 as the base year.

Wistron ITS continues to implement energy-saving measures within our company and increase the energy usage efficiency of our facilities. These include: using eco-friendly and energy-saving LED lights in all offices, setting the environment control system to turn off all lights during lunch hour, activating motion sensors for lighting after work hours to save electricity, as well as using a high-efficiency central air conditioning system for our office building.

In the future, we will continue to implement various energy-saving measures, increase the energy usage efficiency of our facilities, improve management of electricity usage, reduce unnecessary waste and consumption of energy resources, and lower greenhouse gas emissions so as to achieve the ultimate goal of energy conservation/ carbon reduction and reducing the impact of climate change.

The growth of the IT business and the increase in equipment construction have made it difficult to control the growth of equipment power consumption, but we are still committed to promoting energy-saving measures and improving the energy efficiency of equipment to achieve carbon reduction:

- All offices are equipped with energy-efficient lighting.
- The use of environmental control system with power timing control energy-saving measures to control the lights and air-conditioning switches to reduce unnecessary power wastage.
- Turn off the lights during lunch break.
- Prioritize the procurement of electricity equipment that meets the energy efficiency label.
- Office air-conditioning is set at 25 degrees Celsius to maintain stable power consumption throughout the year

Wistron ITS' total electricity and energy consumption in 2022 rose by a total of 940 GJ, or 23.1% annually, compared to 2021. The consumption in Taiwan increased by 65 GJ, with an annual increase of 11.3%, while the consumption in China increased by 875 GJ, with an annual increase of 25.0%. This is mainly due to the growth of the Company and the expansion of office locations and headcount.

Energy consumption in Taiwan increased by 65 GJ, or 11.3%, in 2022 compared to 2021. In 2021, due to the impact of the COVID-19 pandemic, Taiwan adopted work-from-home epidemic prevention measures, in addition to energy conservation control measures, which resulted in a relative reduction in electricity and energy consumption. In 2022, the pandemic has subsided, and staff returned to office work, which is why energy consumption increased slightly compared to 2021.

Comparison of Electricity Consumption Over the Years

Year	Electricity Consumption (GJ)	Strength of Electricity Consumption
2020	3,961	776.70
2021	4,066	658.14
2022	4,372	549.38

Annual per Capita Electricity Consumption in 2022

	2020	2021	2022
Electricity Consumption (GJ)	3,961	4,066	4,372
Total (People)	1,208	1,333	1,493
Per Capita Electricity Consumption (GJ)	3.28	3.05	2.92
Annual Increase in Electricity Consumption per Capita (GJ)	Base Year	-7.0%	-4.0%

Using 2020 as the basis for tracking, the increase in the number of employees and the expansion of office locations led to an increase of 123GJ in electricity consumption in 2022 compared to 2021. However, in terms of growth in the headcount, per capita electricity consumption decreased from 3.05 GJ/person in 2021 to 2.8 GJ/person in 2022, representing an 8% decrease in per capita electricity consumption.

Greenhouse Gas Emissions Management

Wistron ITS' greenhouse gas emissions management goal: to reduce greenhouse gas emissions by 6% by 2023, using 2020 as the base year.

Wistron ITS has established a phased greenhouse gas inventory task force to compile annual greenhouse gas emission figures. According to the international standard "ISO 14064-1 Greenhouse Gas Inventory", we identified the greenhouse gas emission situation and significant emission sources as shown in the table below. In order to expand the scope of the greenhouse gas emissions inventory, all parent and subsidiary companies of the Company from 2020 onwards, in addition to Scope 1 - Direct Greenhouse Gas Emissions and Scope 2 - Energy Indirect Greenhouse Gas Emissions inventories, added Scope 3 - Other Indirect Greenhouse Gas Emissions to the inventory to better understand the emissions of employee commute and business travels. The Company's 2022 Consolidated Group Greenhouse Gas Inventory has been verified by the third-party organization BSI.

2022 Greenhouse Gas Emissions

Category		Total (metric tons CO2e/year)
Type 1 (Scope 1) Greenhouse Gas Emission (metric tons CO2e/year)	Fixed combustion emissions	-
	Mobile combustion emissions	0.3777
	Production emissions	-
	Fugitive emissions	63.7233
	Land use change and forests	-
Type 2 (Scope 2) (metric tons CO2e/year)	Energy Indirect Emissions (Electricity)	742.3618
	Energy Indirect Emissions (Other)	-
Type 3 (metric tons CO2e/year)	Emissions from upstream transportation and distribution of goods	-
	Emissions from downstream transportation and distribution of goods	-



Category		Total (metric tons CO2e/year)
	Emissions from staff commuting	3,301.6441
	Emissions from client and visitor transportation	-
	Emissions from business travel	201.7938
Type 4 Interconnected greenhouse gas emissions of products used by the organization (metric tons CO2e/year)	Emissions from procured goods	-
	Emissions from capital goods	-
	Emissions from solid and liquid waste treatment	115.4206
	Emissions from asset usage	-
	Emissions from the use of services not described in the above subcategories (counseling, cleaning, maintenance, postal, banking, etc.)	117.3760
Type 5 Emissions of indirect greenhouse gases generated by the use of the organization's products (metric tons CO2e/year)	Emission or removal of product use phase	-
	Emissions from downstream leased assets	-
	Emissions at the end of product life	-
	Emissions from investments	-
Type 6 Emissions of indirect greenhouse gases from other sources (metric tons CO2e/year)	No	-
Total Emission (metric tons CO2e/year)		4,542.697

(Note) The scope of greenhouse gas emissions covers all parent and subsidiary companies

GHG Emissions Over the Years Comparison			
Year	Scope 1 (metric tons CO2e)	Scope 2 (metric tons CO2e)	Unit turnover emissions (kiloton CO2e/ billion NTD)
2020	13.1021	907.3664	0.18
2021	14.6771	1,015.2881	0.166
2022	64.1010	742.3618	0.101

(Note) The scope covers all parent and subsidiary companies

As an information service provider, Wistron ITS' main GHG emissions come from Category 2 (Electricity Operation Use). Wistron ITS reduces greenhouse gas emissions through energy management and promotes training courses for our employees in order to raise awareness of energy conservation among employees to reduce GHG emissions by an average of 2% per year per business unit as a goal. Emissions per unit turnover in 2022 was 0.101 kiloton CO2e per billion NTD, a 39% reduction from 0.166 in 2021. The future plan is set to achieve a carbon-neutral pathway, demonstrating the Company's vision for a better environment.

Water Resource Management

Wistron ITS' water consumption management goal: to reduce water consumption per business unit by 3% by 2023, using 2020 as the base year.

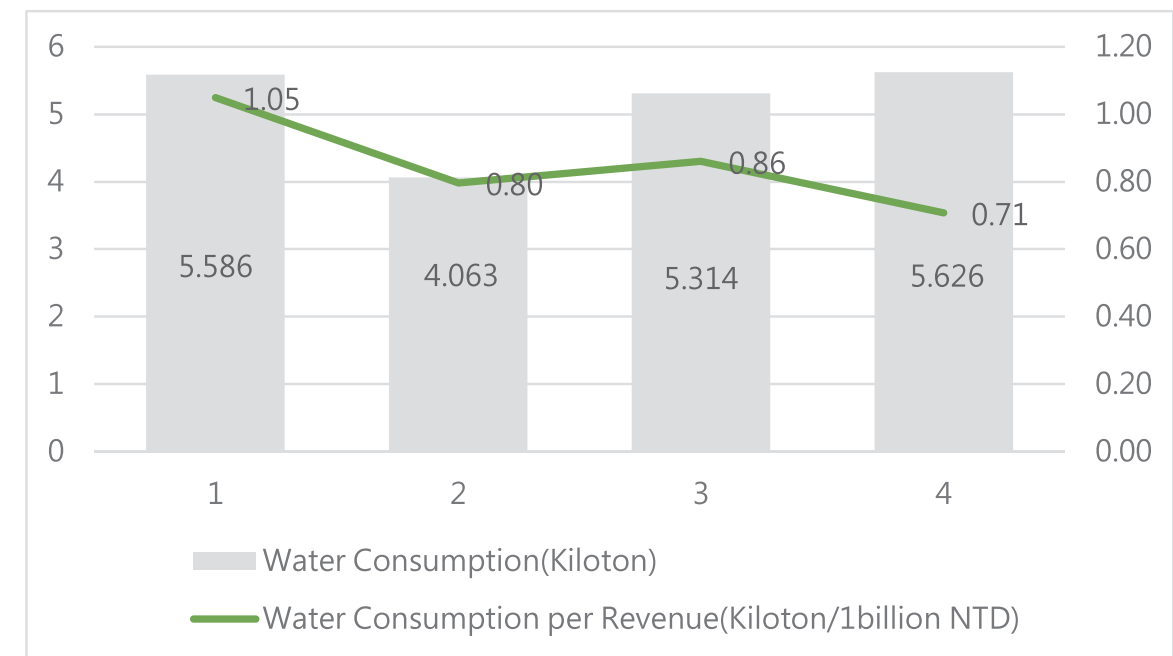
Water conservation and care of water resources is one of the important responsibilities of Wistron ITS. No groundwater or other sources of water are used in the operation except water from the water company. No additional wastewater is generated other than general sewage.

Water Resource Management Measure and Result

Our water usage in Taiwan is mainly affected by the entire office building's communal water usage, of which we share a portion and therefore is more difficult to control. In 2022, due to the COVID-19 pandemic encouraging the washing of hands and general cleaning, we consumed more water than in the previous year. We will continue to actively promote concepts of water conservation and turn off water as we go. The Company has set the mid-term goal of reducing water consumption by 3% on average per unit by 2023, with 2020 as the base year. Specific measures are as follows:

- To educate employees on the concept of water conservation and on the practice of turning off water when appropriate.
- Set up a notification mechanism and contact the maintenance personnel immediately when water supply equipment is found to be damaged to avoid long time wastage of water.
- Regularly inspect and maintain drinking water equipment and replace filter materials to improve the efficiency of water equipment.
- Use automatic sensor water taps, adjust toilet flushing volume, and use sanitation facilities with a water efficiency label, in order to conserve water.

Water Consumption and Intensity Statistics Over the Years



Waste Management

Wistron ITS' waste management goal: to reduce waste per unit turnover by 3% by 2023, using 2020 as the base year.

The Company mainly provides information services and software outsourcing services and mostly generates general office waste and recycling waste. The Company encourages waste sorting and recycling is enforced at our offices, and general waste is delivered to a landfill or incinerator by a professional waste disposal company. Recyclable waste is properly sorted and transferred to a qualified recycling company for disposal to reduce pollution.

2022 Waste Weight Statistics				Unit: metric tons
Items		Taiwan	China	Total
General Waste	Incineration	4.69	24.54	29.23
	Landfill	0	0	
	Other	0	0	
Resource Waste	Reuse	0	0.92	2.60
	Recycled	1.18	0.50	
Hazardous Waste	Direct Disposal by the Organization	0	0	0.03
	Disposal by Waste Disposal Contractors	0	0.03	
Waste Total		5.87	25.99	31.86
Waste Recycling Rate%		20.09%	5.46%	8.16%

(Note) Waste Recycling Rate: Amount of recycled waste/total waste

Waste Management Measures and Results

The Company is focused on source reduction and management of general waste and recycling waste.

We have set a mid-term target of reducing waste volume by 3% per year on average per unit of turnover by 2023, with 2020 as the base year. Specific measures are as follows:

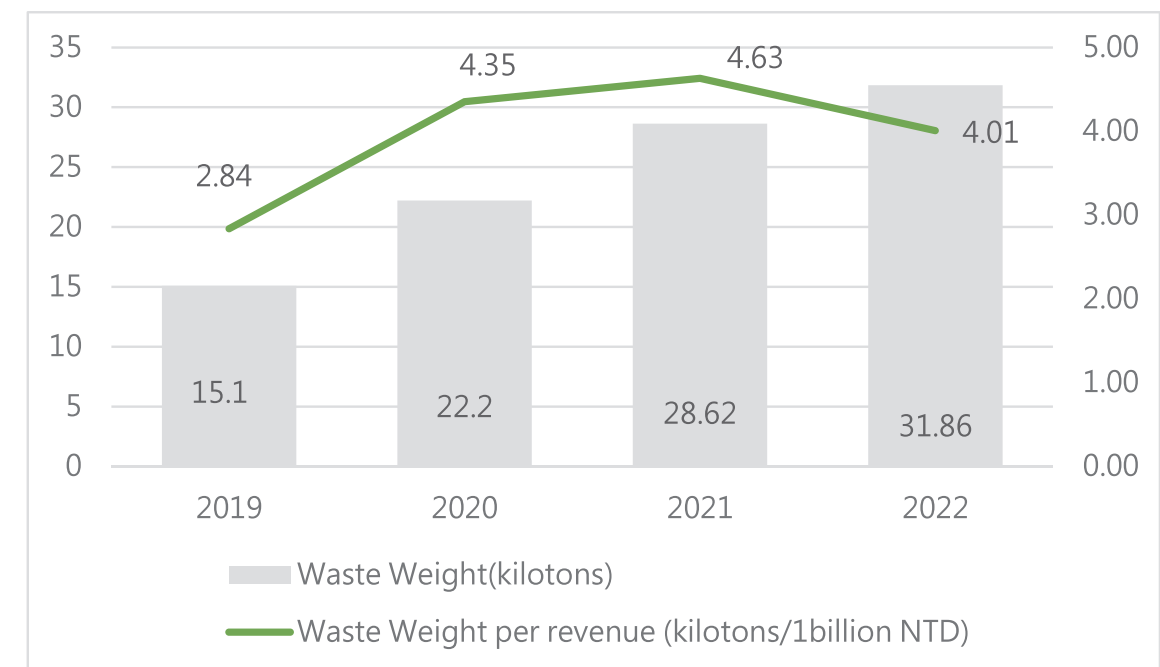
- Promote the concept of domestic waste reduction and recycling to employees. Such as: reduce the amount of disposable products, bring your own tableware and tea utensils, and reduce the use of disposable tableware and paper cups.
- Require our employees to sort garbage and recycle all kinds of resources, and to do environmental protection on the go.

The weight of waste increased from 28.62 metric tons in 2021 to 31.86 metric tons in 2022, with an annual decrease of 0.11 metric tons in Taiwan, an annual decrease rate of 1.8%, and an annual increase of 3.35 metric tons in China, an annual increase rate of 14.8%.

In Taiwan, the gradual reduction of the amount of waste generated was by promoting environmental protection. The main reason for the increase in general waste in China is the expansion of office locations and the increase in the number of employees by approximately 15%.

The amount of household waste is highly correlated with the number of employees, resulting in an increase in waste. In the future, we will continue to promote relevant environmental policies to reduce per capita waste production and increase recycling rates.

Statistics of waste production and intensity over the years



Friendly Workplace and Social Engagement





Sustainable Talent Development

Staff Distribution and Diversity

As of December 31, 2022, the distribution of employees by gender and employment type in each region is presented in the table below, with a male-to-female ratio of 1.7:1, 98.5% of regular manpower, and 1.5% of contract manpower. All employees are entitled to the benefits of the law from the first day of their employment. The distribution of employees by gender and type of employment by region is as follows:

Gender Population Statistics by Region						
Items	Taiwan		China		Total	
	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Male	822	68%	4,163	62%	4,985	63%
Female	386	32%	2,535	38%	2,921	37%
Total	1,208	100%	6,698	100%	7,906	100%

Employment Type Statistics by Region.						
Items	Taiwan		China		Total	
	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Full-Time Employment	1,177	97.4%	6,613	98.7%	7,790	98.5%
Contractual Employment	31	2.6%	85	1.3%	116	1.5%
Total	1,208	100%	6,698	100%	7,906	100%

(Note 1): Contract staff includes: fixed-term contract staff, part-time staff, work-study students, etc.

Keeping up with the Times, Everyone is a Hero

Wistron ITS believes in 'Keeping up with the Times, Everyone is a Hero'. We encourage all of our employees to keep up with the times in terms of customers, expertise, new technologies, and service models. We are committed to providing a working environment that is inclusive and participatory and that brings out the best in individuals. Through fair appointments and promotions, we are able to recruit outstanding employees with different backgrounds and expertise to build our company's competitiveness. The number of employees by management level, gender, and age group in each region is as follows.

As of the end of 2022, Wistron ITS has 7,906 employees, with the majority of them under the age of 30, accounting for 61.5% of the workforce, and the majority of them with an education level of college or higher, accounting for 97.3% of the workforce.

The Company places emphasis on professional management skills in the promotion of managerial positions. The ratio of male to female supervisors is 1:1.2, with 55% of them being female supervisors.

Employee Distribution by Management Level, Gender, and Age by regions								
Age	Team Lead Level or Above		Non-supervisory		Total			
	Male	Female	Male	Female	Male	Female	Total	Proportion
Under 30 years old	2	22	3,069	1,768	3,071	1,790	4,861	61.5%
30 - 50	76	83	1,737	1,016	1,813	1,099	2,912	36.8%
Over 50	17	11	83	22	100	33	133	1.7%
Total	95	116	4,889	2,806	4,984	2,922	7,906	100%
Proportion	45%	55%	64%	36%	63%	37%	100%	

(Note) The above statistics include all of Wistron ITS' branches in Taiwan and China



Education Level of Employees by Regions.										
Educational Level	Sales Personnel		Software and Technical Staff		Recruitment Personnel		Administration Personnel		Total	
	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Ph.D.	-	0.0%	1	0.0%	-	0.0%	2	0.0%	3	0.0%
Masters	8	0.1%	394	5.0%	6	0.1%	30	0.4%	438	5.5%
Bachelors or equivalent	91	1.2%	6,716	87.9%	254	3.2%	194	2.5%	7,255	91.8%
High school or equivalent	8	0.1%	180	2.3%	3	0.0%	19	0.2%	210	2.7%

(Note) The above statistics include all of Wistron ITS' branches in Taiwan and China



Staff Turnover

Our employees are our most valued asset. The total number of new entrants in 2022 was 5,032 across all regions. Due to the characteristics of our information service industry, the majority of our recruits are information technology professionals, with males accounting for 66.4% and females at 33.6%, and new employees under the age of 30 accounting for 74.2%.

When an employee requests to leave the company, no matter what the reason is, we will always be sympathetic and respectful, and take the initiative to understand the reason for their departure so that we can identify opportunities for improvement in the future. The number of departures includes employees who left at their own initiative and for other reasons. The 2022 departures were mostly employees under the age of 30.

Staff Recruits Table												
Age	2020				2021				2022			
	Male		Female		Male		Female		Male		Female	
	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Under 30 years old	1,734	45.8%	1,108	29.7%	3,564	48.6%	2,298	31.3%	2,445	48.6%	1,288	25.6%
30 - 50	581	16.2%	274	7.4%	959	13.1%	494	6.7%	876	17.4%	401	8.0%
Over 50	7	0.7%	8	0.2%	16	0.2%	5	0.1%	18	0.4%	4	0.1%
Total	3,610 (100%)				7,336 (100%)				5,032 (100%)			
Staff Departures Table												
Under 30 years old	1,414	44.51%	827	26.03%	2,309	42.8%	1,637	30.3%	2,056	46.2%	1,078	24.2%
30 - 50	633	19.92%	297	9.35%	989	18.3%	442	8.2%	887	19.9%	409	9.2%
Over 50	6	0.19%	0	0.00%	18	0.3%	4	0.1%	14	0.3%	4	0.1%
Total	3,177 (100%)				5,399 (100%)				4,448 (100%)			

(Note) The above statistics include all of Wistron ITS' branches in Taiwan and China

Employ Local Talent

We're a talent-driven organization and actively employ a wide range of talented people and continue to place emphasis on "nurturing local management talent" as a key objective to realize the concept of localization of talent. Overall, 99% of Wistron ITS' local employees hold supervisory positions in 2022, with 98.9% of local employees at the department level or above. By region, in 2022, 98.4% of local employees held supervisory positions in Taiwan, including 100% of local employees among supervisors at the department level and above. Local employees accounted for 99.3% of the supervisory positions in China, of which 98.4% were at the department level or above. The ratio of local employees in supervisory positions is as follows:

Statistics on Local Employees Holding Supervisory Positions		
Region	Taiwan	China
Percentage of Supervisory Positions	98.4%	99.3%
Percentage of Supervisory Positions of Department Level and Above	100%	98.4%

Friendly Workplace

Wistron ITS places a heavy focus on the quality of life, welfare, and rights of our employees, our communities, and our society. All management policies and personnel rules and regulations are formulated to uphold the principle of fairness and prohibit any form of discrimination and sexual harassment. Relevant policies and management systems are elaborated on in the following sections. We are also constantly reviewing the implementation of issues related to child and underage labor, forced labor, discrimination, sexual harassment, freedom of expression, etc., to ensure that the rights of our employees and human rights issues are taken seriously. There were no incidents of sexual harassment, human rights violations, discrimination, etc. in 2022.

Human Rights and Anti-Discrimination

Wistron ITS adheres to the laws and regulations of each location in which it operates and formulates its human rights policy in accordance with the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, treating all employees with dignity and respect.

Wistron ITS is committed to developing and maintaining a system that promotes the rights of our employees, including their health, safety, and all other work related rights. Wistron ITS is committed to eliminating human rights violations, whether direct, interest-related, or acquiescent and to avoid any form of discrimination in employment relationships, whether in hiring, pay, training, promotion, termination, or resource allocation, without distinction or preference based on race, national or social origin, social class, ancestry, religion, physical disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, age or union affiliation. Rather, it is based on employee ability and contribution to promote equal opportunities for all employees.

Wistron ITS is also committed to eliminating and avoiding any form of discrimination against ourselves and our partners, such as employment agencies, in the hiring process. Whenever possible, Wistron ITS continues to promote our anti-discrimination policy to external parties, including clients, suppliers, and the general public. Wistron ITS released the 'Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures' to protect employees from the threat of sexual harassment and to create a friendly work environment.

Child and Underaged Workers

Wistron ITS prohibits the use of child labor and conducts age-appropriate screening during the recruitment process. The employment of child and underage workers under the age of 18 is prohibited. There were no cases of child labor in 2022.

Forced and Compulsory Labor

Except for standard employment contracts, Wistron ITS does not use financial or other means to limit an employee's employment relationship with Wistron ITS, including the withholding of deposits or identification documents. Employees have the right to terminate their employment contracts at their discretion, subject to legal requirements. There were no incidents of forced and compulsory labor in 2022.

Employment and Salary

Wistron ITS' remuneration and benefits comply with Taiwan's legal requirements, and are no less than the legal basic wage. All employees are covered by statutory insurance and pension plans. Wistron adopts a policy of equal pay for equal work, regardless of race, ethnic or social origin, social class, ancestry, religion, physical disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinion, or age. The remuneration system is based on the concept of total remuneration, which includes salaries, benefits, bonuses, employee compensation, and so on. All employees are required to undergo performance appraisal twice a year, and the results of the appraisal will be used as the basis for bonus, appointment, promotion and personnel management.



In addition, Wistron ITS conducts annual salary surveys in the industry and adjusts salaries and performance bonuses based on changes in the external environment, the company's operations, and individual performance to ensure that salaries are in line with market standards and fairness. The Company is actively increasing the income level of its employees by improving operational efficiency. For short-term or part-time employees, insurance and benefits as mandated by law are provided from the first day of employment. The salary status of each region is as follows.

Ratio of Starting Salary to Basic Salary for New Recruits by Region		
Region	Taiwan	China
Ratio	2.2	5.4

(Note 1) Calculation method: starting salary/statutory basic wage (minimum wage in China)

(Note 2) Based on the average starting salary of employees recruited during the entire year of 2022.

Staff Base Salary					
Employee Gender	Items	Taiwan		China	
		Male	Female	Male	Female
	Sales Representatives	0.9	1	1.1	1
	Software and Technical Staff	1.1	1	1.2	1
	Recruitment Staff	0.9	1	1.1	1
	Administrative Staff	1.5	1	2.5	1

Employee Benefits

Wistron ITS attaches importance to employee health and provides a welfare system to improve work morale and attract talented employees. The welfare system is as follows:

Items	Description
Salary	<ul style="list-style-type: none"> Better than the Labor Law and other related labor regulations
Group Insurance	<ul style="list-style-type: none"> Employees: from the date of employment, are to be covered by the company's fully paid-up insurance, including term life, injury, medical injury, hospitalization and cancer health insurance. Spouse and children: Hospitalization insurance at the Company's full expense.
Work and Leave System	<ul style="list-style-type: none"> Flexible Work Hours. A leave system superior to the Labor Standards Act. Weekly one-day work from home application system.
Welfare Committee	<ul style="list-style-type: none"> Responsible for the planning and implementation of various welfare programs, including marriage, childbirth, funeral, hospitalization and birthday subsidies, and holding Family Day activities every year.
Club Grants	<ul style="list-style-type: none"> Subsidizes employees to set up various arts and sports clubs, such as volunteer club, mountain hiking club, and trekking club, etc., to promote employee communication and physical and mental development.
Retirement scheme	<p>Taiwan:</p> <ul style="list-style-type: none"> The Company contributes 2% of the total salaries and wages of all employees retained under the old system to a pension fund, which is administered by the Labor Pension Fund Supervisory Committee and deposited in an account with the Bank of Taiwan. The pension payment is calculated based on the length of service and average monthly salary for the six months before the retirement date. The employees are subject to the pension plan under the Labor Pension Act and are required to contribute 6% of their monthly salary to a personal pension account at the Bureau of Labor Insurance. <p>China:</p> <ul style="list-style-type: none"> In accordance with local government regulations, each subsidiary contributes a certain percentage of its employees' salaries and wages to a pension fund, which is deposited in a separate account for each employee. Employees who have reached the legal retirement age and have accumulated 15 years of contributory service are entitled to basic pension insurance benefits.

Open lines of communication and listen to staff

Wistron ITS respects the rights of employees and does not prohibit or impede their freedom of association. In order to coordinate employment relations and promote employment cooperation, we not only convene regular meetings of senior executives and key executives; at the same time, the Company also complies with relevant government regulations and holds regular employment meetings in accordance with the 'Regulations for the Implementation of Employment Meetings' to communicate with each other and to resolve problems in accordance with the principle of harmony and honesty. In the event of major operational changes, changes in labor conditions, company organization, personnel, systems, and other issues, a workforce consultation meeting will be convened and communicated when necessary, and a notice period will be given to complete the notification process in accordance with local government regulations to protect employees' rights at work.

We are willing to listen to the concerns of our employees. In order to provide an open channel for employees to express their ideas and opinions, Wistron ITS has set up an "Employee Feedback Mailbox" to allow employees to express their opinions and respond to problems in a confidential manner. By encouraging our employees to express constructive opinions, we hope to bring positive growth to the company.

Various Communication Channels of Wistron ITS Offices		
Communication Channel	Taiwan	China
Employer-Employee Meeting	Y	N
Staff Feedback Mailbox	Y	Y
Staff Service Hotline	Y	Y
Staff Service Center	Y	Y
Company Publication	Y	Y



Parental Leave and Return to Work Status

Wistron ITS respects the rights and interests of expecting employees and provides them with parental leave in accordance with the law, and we proactively inquire about their wishes about returning to work one month before the end date of their parental leave. The number of applications in Taiwan for 2022 is 8, with 37.5% of applications from male employees.

Parental Leave Application and Return to Work Statistics for the Past Three Years in the Taiwan Region

Statistics on the number of people taking parental leave in the relevant year		
	Male	Female
Number of eligible candidates in 2022	19	10

Actual Number of Parental Leave Applicants		
	Male	Female
Number of Applicants for Parental Leave in 2021	3	4
Number of Applicants for Parental Leave in 2022	3	5
Application Rate for Parental Leave in 2022	15.8%	50%

Total number of employees who actually returned to work after taking parental leave		
	Male	Female
Number of Reinstatements in 2021	1	3
Number of Reinstatements in 2022	3	1

Total number of employees returning from parental leave and still working 12 months after their return to work		
	Male	Female
Number of persons who applied for parental leave in 2021 and remained in employment for 12 months after return to duty	1	1

Proportion of staff who were reinstated after taking parental leave and those who stayed in the job		
	Male	Female
Reinstatement rate after taking parental leave in 2021	33%	75%
Retention rate after taking parental leave in 2021 (Note)	100%	33%
Reinstatement rate after taking parental leave in 2022	100%	20%

(Note) Retention rate after parental leave = Total number of employees who have completed parental leave and are still working after 12 months of reinstatement / Total number of employees who have actually returned to work after parental leave

Employee Learning and Career Development

In response to Wistron ITS' commitment to become a sustainable organism, in addition to business growth and profitability, culture building is also an important aspect. Wistron's core competency is information services, which requires a high level of employee quality. The development and training of human resources is the cornerstone of sustainable business operations. Therefore, talent cultivation and talent turnover are important management indicators to enable employees to grow with the company. The contents or practices related to Wistron's talent training and career development are described below:

Development Item	Goal	Short-Term	Mid-Term	Long-Term
Employee Development	We regularly take stock of key positions and talents, establish customized development plans through reserve cadres and employee value-added projects, encourage internal talent flow and rapid promotion, as well as build a diversified talent pipeline.	Established and launched WITS College and career development system, with which the average number of employee training hours increased by 10% compared with the previous year.	Identify internal high-performing or high-potential talents and tailor 'personal development plans' to suit different professional backgrounds.	Establish a variety of comprehensive career development training programs for our star employees to facilitate qualitative and quantitative talent development, achieving an annual promotional rate of 20% and ensuring the establishment of a career ladder.

Comprehensive Education and Training Framework

Wistron ITS is committed to helping employees and the company grow together by designing the WITS College, which provides resources such as issue-based courses, technology sharing, and a social communication platform to establish a complete education and training framework for employees, and create an environment for continuous learning and growth. The framework for staff education and training is divided into the following three major systems:

System	Training Objective	Training Content
New Recruit Training	<ul style="list-style-type: none"> Introduce the history, organization, and future prospects of the company in order to establish new hires' correct understanding and recognition of the company. 	<ul style="list-style-type: none"> Company Organization Human Resources, Information Technology and Finance Information Security Intellectual Property Rights Work Rules and Employee Benefits Code of Ethical Conduct Code of Integrity Teamwork Training Office Live and Environment Guidelines Pre-employment Training
Competency-based Professional Training System	<ul style="list-style-type: none"> To improve the professional knowledge and skills of each functional staff by providing different training courses for different target groups in order to improve the results and performance of their professional work. 	<ul style="list-style-type: none"> Sales and Marketing Staff Trainings Client Management Training Recruitment Training Human Resources, Information Systems, Administrative Support Staff Trainings Finance Personnel Trainings Consultant, Analyst, and Programmer Training and Exchanges Trend knowledge, project management, productivity improvement, quality improvement, and software development tool training



System	Training Objective	Training Content
Management Skills Training	<ul style="list-style-type: none"> • Understand the Company's policies and directions, enforce the Company's rules and regulations, and adhere to and implement the Company's discipline. • Enhance interpersonal communication, coping and cross-functional collaboration skills to develop leadership and management skills in various situations. • Develop decision making and problem solving skills. • Employee development programs, incentive communication, and retention. 	<ul style="list-style-type: none"> • General Management Training • Middle and Senior Management Training

Education and Training Results

Wistron ITS provides its employees with a rich and diverse learning experience. In addition to staff training, the company has developed various internal training programs according to the professional functions and levels of employees, including the 'School of General Studies', 'School of Business', 'School of Information' and 'School of Management'. The 'General Studies' are a series of courses that include three main areas: general trends, work practices, and new knowledge. In addition to inviting renowned lecturers from various professional fields to teach in our company, we also invite speakers from within our company who are experts in their respective fields to share their successful practical experience. In order to create a learning atmosphere, we encourage our employees from all units to take the initiative to participate. In addition to knowledge-based courses, we also hold health promotion seminars for employees, as well as courses on insider trading prevention, integrity management promotion, risk management, information security, and ESG trend-sharing sessions, in which employees and supervisors are invited to participate to better understand the trends and identify with the Company's management philosophy.

In order to train our employees to develop their professional knowledge, skills, and practical applications in various positions, Wistron ITS has designed customized courses in the Business School, such as behavioral interviewing skills, client success management, and project management courses. In IT School, we continue to hold WITS Software Weekend courses. The themes of these sessions mainly focus on software development and technical practice, allowing our engineers to share work experience with employees from other projects in a relaxed environment, as well as learn practical software programming skills from renowned technology consultants in the industry face-to-face. This provides our employees with the opportunity for professional technical exchange and strengthens the ties between the Company and employees.

In order to build Wistron ITS' future talent pipeline and promote employee career development management programs, we have organized the Leadership Training series of courses in the Management School. The courses include spin cycle sharing, goal setting, team communication, subordinate training, career management, etc., which cover all management knowledge and practices for all levels of executives.

Summing up the above, the 2022 education and training outcomes are collated below:

2022 Training Results			
Category		Course Personnel Hours (Hours)	Average Training Hours (Hours/Person)
Employee Type	Direct	26,834	4.9
	Indirect	23,236	8.2
Employee Gender	Male	31,294	6.3
	Female	18,776	6.3

(Note) Average number of training hours = course staff hours/number of staff



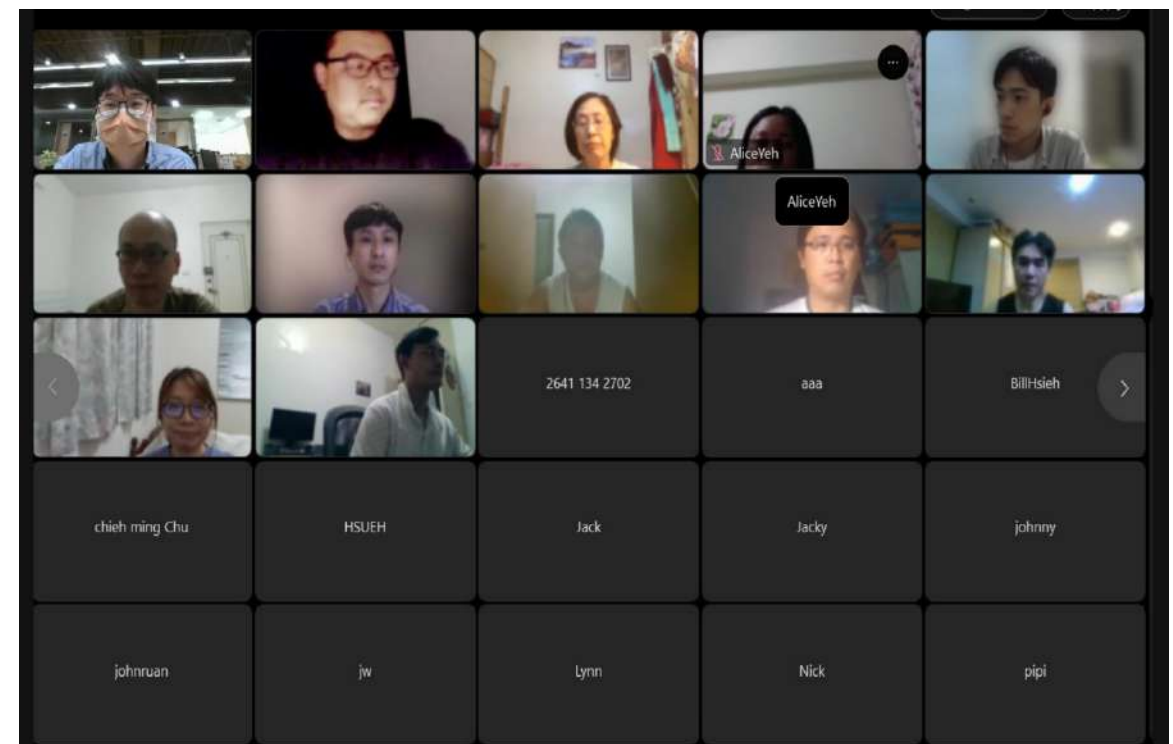
Wistron ITS General Studies Courses

(Risk Management, Information Security, ESG Trends, Health Seminars)





Wistron ITS Software Weekend (Angular, Vue.JS online courses)



Wistron ITS Business School Courses

(Behavioral Interview Skills, Client Success Management Courses)





Wistron ITS Software Technology Exchange Activities

(WITS Labs Developer Social)







Wistron ITS Management School Courses

(Leadership Training, Annual Strategy Consensus Camps)



Cultivate and Recruit Software Talent

Under the trend of global digital transformation, the government and enterprises are rapidly responding to industry changes, actively reforming business models, and the demand for information software talents in the market is rapidly increasing. Wistron ITS' core competency is information services, and we have been seeking professional digital talents for our clients for a long time. The development and cultivation of talents are the cornerstones of Wistron ITS' sustainable operation. Therefore, Wistron ITS has made talent cultivation an important management indicator and expects to invest more resources in software talent cultivation programs in the hope of cultivating more outstanding software talents for Taiwan and enhancing the digital competitiveness of the country and enterprises. The objectives or practices related to the cultivation of talents at Wistron ITS are described as follows:

Development Item	Goal	Short-Term	Mid-Term	Long-Term
Talent Recruitment	Provide the necessary training programs for the functions of various personnel by utilizing local and multinational resources.	Establish roots in local campuses and recruit outstanding students. Sign industry-academia cooperation projects.	Continue to reach out to the campuses and establish training mechanisms for various functions.	Make good use of the advantages of being an international enterprise, establish a multinational cooperation mechanism, and cultivate Wistron ITS talents with international vision and capabilities.

Industry-Academia Cooperation

Wistron ITS has signed a Memorandum of Understanding (MOU) with universities to create a software talent cultivation platform and promote the sustainable development of the IT services industry. Wistron ITS provides its employees with rich and diverse learning experiences. Dedicated industry-academic training classes will be planned to provide students with career development and employment counseling, as well as skills training for internship and employment, in order to connect the school curriculum with practical experience in the industry. This will enhance students' digital learning capabilities, employability, and competitiveness, and help them plan their careers and prepare their core competencies for the workplace in advance, thus realizing the connection between learning and application.

Employee Health and Workplace Safety

Wistron ITS' employees work mainly in information services with low risk of work safety. For employees, Wistron ITS has dedicated staff to manage labor safety and health, implement work environment improvements, and ensure employee safety. In addition, the Company will organize safety and hygiene-related courses from time to time to enhance the awareness of employees on the health and environment.

Environmental Education Promotion and Safety Training

Wistron ITS' Occupational Health and Safety Practices	
Category	Description of Practice
Education and Training	first Aid Training. Training for Workers' Safety.
Consultations	Arrange health talks or doctors' clinics to answer questions about health and wellness. Provide specific practices in the field of staff health advice.
Environmental Cleanliness	Regularly perform comprehensive disinfection and tidy up every year
Develop Emergency Response Plans	Establishing emergency response management operational procedures Set up an emergency response team Establish Emergency First Responders
Disease Prevention and Risk Control	Provide specific practices for staff disease prevention and risk control.
Health and Safety Precautions	Video promotion.

Health Management and Promotion

Wistron ITS attaches importance to employee health and provides a welfare system to take care of our employees' physical and mental health, improve work morale, and attract talented employees. From time to time, Wistron ITS also organizes related activities with incentives to encourage employees to participate. Health management, welfare benefits, and activities are as follows:

Items	Description
Health Management	<ul style="list-style-type: none"> Employee Health Check: Conducted on an annual basis, with follow-up checks based on the results, enabling employees to keep track of their own health. Healthcare: Providing physical and mental health consultations and organizing health lectures, allowing employees to gain knowledge on basic preventative healthcare.
Promotional Activities	<p>Wistron Software aimed to create a friendly workplace with a series of events in 2022:</p> <ul style="list-style-type: none"> Health Lectures: independent training (resistant band), weight loss and healthy diet, muscle building and fat loss lectures, talks on cardiovascular diseases, healthy physical fitness, and vision care. We provide balance employees with work-life balance through a series of events themed around International Women's Day, 1-hour lights off on Earth Day, Thanksgiving, good book recommendations, aromatherapy application & essential oil DIY sessions, and Christmas sales.





Diverse Social Activities

Wistron ITS provides subsidies for activities, and the FSC also provides subsidies for traveling expenses and club activities to encourage units and employees to organize or participate in various leisure, travel, and club activities. These include mountain hiking, running, trekking, board game, and volunteering clubs.





Emergency Response Plan

Wistron ITS regularly evaluates the risks in the industry on an annual basis. We conduct risk assessments for financial, environmental, and social aspects, track the threat of risks, assess losses in the event of extremely adverse conditions, and adopt risk prevention strategies to avoid any possible losses. In addition, the Company will maintain the safety of personnel and property and plan emergency response plans to deal with unanticipated risks. The related notification process and evacuation policy can make the response to emergencies happen quickly and effectively, prevent the disaster from continuing to expand, and reduce the impact on the office environment.

Social Engagement

Wistron ITS aims to implement sustainable corporate development. Aside from sponsoring charity events, we also encourage our employees to engage in social participation, to care for the community, and to give back to society by taking action. Wistron ITS' social participation activities correspond with the SDGs, with a main focus on "social" and "environmental" aspects. For the social aspect, the emphasis is on humanitarian care, while the environmental aspect focuses on eco-friendly activities. By engaging in these activities, Wistron ITS' employees not only give their service but also gain fulfilling rewards.

Social Investment Statistics 2022						Unit: NTD\$
Items	2017	2018	2019	2020	2021	2022
Charity Sponsorship	NT\$100,000	NT\$150,000	NT\$400,000	NT\$200,000	NT\$440,000	NT\$500,000
Staff Community Charity Activities	1 event	6 events	4 events	7 events	16 events	16 events

(Note 1) The above statistics for 2017 only encompass Taiwan, and 2018-2022 includes both Taiwan and China.

(Note 2) Exchange rate: RMB:4.43



In 2022, our employees actively participated in the following charitable activities:

Response to UN Sustainable Development Goals	Items	Social Charity Results	Location
SDG 3 Good Health and Well-being	During the post-COVID-19 pandemic period, Wistron ITS continued its annual blood drive for charity.	During the post-COVID-19 epidemic period, the inventory of blood banks in Taiwan in October 2022 was insufficient. Wistron ITS organized a blood drive, inviting our employees and neighboring companies at our Taipei headquarters to donate blood in aid of the blood shortage. A total of 82 bags of blood was donated through this event.	Taipei
		Wistron ITS, in conjunction with the employees of the Joy Cafe attached to Taipei's Mackay Hospital, made Wistron ITS' blood donation campaign more effective.	
	Supporting the Down Syndrome Foundation Abrazo Store Through Practical Actions	With the pandemic still in full swing, Wistron ITS employees are not limited by physical visits. Actions were taken so that the Down Syndrome Foundation's No Nag Love shop was patronized, and handmade cookies made by people with Down Syndrome and other mental disabilities were purchased.	Taipei
SDG 4 Quality Education	Supporting the Rainbow Angel Café and providing long term support for hearing-impaired children	Business at the Rainbow Angel Café, which was built to support older hearing-impaired children, has been significantly impacted by the COVID-19 pandemic. Wistron ITS not only donated tables and chairs and ordered their products regularly but also created a special corner in our office for hearing-impaired children to bake sweets and pastries, offering our long-term support for organizations for hearing-impaired people.	Beijing
	Education and Training Activities	A total of 6 training camps were held, and a total of 58 interns were accepted to participate in the recruitment learning program.	Wuhan
	Collaborate with college and undergraduate schools to create job opportunities.	Provide corporate internship and employment opportunities for students from 22 colleges and universities in Wuhan. A total of 12 college students participated in the internship and were transferred to full-time employment status.	Wuhan



Response to UN Sustainable Development Goals	Items	Social Charity Results	Location
SDG 13 Climate action	Energy saving and carbon reduction - lights out for one hour	The lights are turned off in the hallway and non-office areas for 1 hour between 12:00 to 13:00 each 1st day of the month.	Dalian
	Energy saving and carbon reduction - Earth Day	Wistron ITS headquarters calls on all employees at satellite sites to join in the one-hour lights-out energy-saving campaign to promote power management, reduce energy consumption, and raise awareness of the need to take practical action to combat global warming.	Taipei
	Energy saving and carbon reduction - Cycling Love Earth	The CEO of Wistron ITS called on employees to cycle from Songshan to Danshui in response to the Energy Saving and Carbon Reduction - Love the Earth event.	Taipei
SDG 14 Marine ecology	Wistron ITS Wuhan organized the Wetland Protection Station of Caidian Chenhu Wetland in Wuhan City and wetland protection activities.	Through this activity, staff were able to walk into the wetland and better understand the ecology of the wetland. It encourages taking action against wetland pollution and the attendance of wetland lectures and wetland ecology observations.	Wuhan
SDG 15 Terrestrial ecology	Online tree planting and personal carbon reduction activities in response to the reduction of carbon emissions	The cumulative carbon savings from online tree planting activities were 1,781.115kg, with 11 trees indirectly planted and 995.5 m ² of land indirectly protected.	Dalian

Response to UN Sustainable Development Goals	Items	Social Charity Results	Location
SDG 15 Terrestrial ecology	The Great Wall Cleaning Activity	Wistron ITS, along with the Taiwanese Association of Haidian District, Beijing City, jointly arranged the 2022 'Old Town Cleaning Project - Benefits for Mid-Autumn Festival' Great Wall Cleaning Activity. Maybe we cannot clean up the Earth as a whole, but we can clean up a stretch of the mountain and leave only nature for the next visitor to find. The Great Wall Cleaning Event is still ongoing.	Beijing
	Cherish the Three Mountains and Five Parks, Contributing to the Protection of Earth	<p>2022 is the fifth consecutive year of the 10-year tree planting program. Apart from the years of the pandemic, Wistron ITS sponsored saplings at Xiangshan every spring, hoping to contribute to the Green Homestead vision with practical actions.</p> <p>In total, close to 20 smoke trees have been planted in Xiangshan Park. Wistron ITS has sponsored and identified all the saplings, hoping that the green on land will be reflected in the clean air above the city. Wistron ITS has a significant impact on promoting green living as well as environmental protection. In addition, our staff have benefited from getting close to nature and gained better awareness of green living.</p>	Beijing



Appendix

GRI Correspondence Table

GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters
GRI 2: General Disclosures 2021	Organization and Reporting Practice	2-1 Organizational details	Introduction to Wistron ITS, Global Sites
		2-2 Entities included in the organization's sustainability reporting	Scope and Boundary
		2-3 Reporting period, frequency, and contact person	Report time, period, report contact information
		2-4 Restatements of information	Report Time and Period
		2-5 External assurance	No external validation conducted
	Activities and Workers	2-6 Activities, value chain, and other business relationships	Main Services
		2-7 Employees	Sustainable Talent Development
		2-8 Workers who are not employees	Sustainable Talent Development
	Governance	2-9 Governance structure and composition	Board of Directors Structure and Operations
		2-10 Nomination and selection of the highest governance body	Board of Directors nomination and selection
		2-11 Chair of the highest governance body	Board of Directors Structure and Operations
		2-12 Role of the highest governance body in overseeing the management of impacts	The Structure and Operation of Sustainable Governance
		2-13 Delegation of responsibility for managing impacts	The Structure and Operation of Sustainable Governance
		2-14 Role of the highest governance body in sustainability reporting	The Structure and Operation of Sustainable Governance

GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters
		2-15 Conflicts of interest	Anti-corruption and Integrity (grievance channels, internal audits)
		2-16 Communication of critical concerns	The Structure and Operation of Sustainable Governance
		2-17 Collective knowledge of the highest governance body	Board of Directors Structure and Operations
		2-18 Evaluation of the performance of the highest governance body	Board of Directors Performance Evaluation
		2-19 Remuneration policies	Remuneration Policies
		2-20 Process to determine remuneration	Remuneration Policies
		2-21 Annual total compensation ratio	Remuneration Policies
	Strategies, Policies, and Practices	2-22 Statement on sustainable development strategy	A Message from the Chairman & CEO, Sustainability Commitment and Significance
		2-23 Policy commitments	Sustainability Commitment and Significance
		2-24 Embedding policy commitments	Sustainability Commitment and Significance
		2-25 Processes to remediate negative impacts	Risk Management
		2-26 Mechanisms for seeking advice and raising concerns	Stakeholder and Materiality Analysis
		2-27 Compliance with laws and regulations	Legal Compliance
		2-28 Membership of associations	Participation in External Organizations
	Communication with Stakeholders:	2-29 Approach to stakeholder engagement	Stakeholder and Materiality Analysis
		2-30 Collective bargaining agreements	No collective bargaining agreements

GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters
Economy	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance
		202-2 Financial implications and other risks and opportunities due to climate change	Stakeholder and Key IssueMateriality Analysis
		201-3 Defined benefit plan obligations and other retirement plans	Friendly Workplace
	GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Friendly Workplace
		202-2 Proportion of senior management hired from the local community	Sustainable Talent Development
	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supplier Management
	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance
		205-2 Communication and training about anti-corruption policies and procedures	Governance
		205-3 Confirmed incidents of corruption and actions taken	Governance
	GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance
Environment	GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Management and Regulation Compliance
		302-2 Energy consumption outside of the organization	Environmental Management and Regulation Compliance
	GRI 303: Water and Effluents 2016	303-1 Interactions with water as a shared resource	Water Resource Management

GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions Management
		305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions Management
		305-4 GHG emissions intensity	Greenhouse Gas Emissions Management
		305-5 Reduction of GHG emissions	Greenhouse Gas Emissions Management
	GRI 306: Effluents and Waste 2016	306-1 Waste generation and significant waste-related impacts	Waste Management
		306-2 Management of significant waste-related impacts	Waste Management
		306-3 Waste generated	Waste Management
		306-5 Waste directed to disposal	Waste Management
	GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Waste Management
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supplier Management
Society	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainable Talent Development
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Friendly Workplace
		401-3 Parental leave	Friendly Workplace
	GRI 403: Occupational Health and Safety 2016	403-1 Occupational health and safety management system	Employee Health and Workplace Safety
		403-3 Occupational health services	Employee Health and Workplace Safety
		403-5 Worker training on occupational health and safety	Employee Health and Workplace Safety
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainable Talent Development
		404-2 Programs for upgrading employee skills and transition assistance programs	Sustainable Talent Development
		404-3 Percentage of employees receiving regular performance and career development reviews	Sustainable Talent Development

GRI Standards	Name of Standards	Disclosure Content	Corresponding chapters
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainable Talent Development
		405-2 Ratio of basic salary and remuneration of women to men	Friendly Workplace
	GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Friendly Workplace
	GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Friendly Workplace
	GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Friendly Workplace
		412-2 Employee training on human rights policies or procedures	Friendly Workplace
	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supplier Management
	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Privacy

SASB Cross Reference Table

Issues	Title of Standards	Code of Standards	Corresponding chapters
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Energy Management
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Information Security
Information Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	Information Security
	Description of approach to identifying and addressing Information Security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Governance
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	TC-SI-520a.1	Information Security
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Sustainable Talent Development
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Sustainable Talent Development
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	Information Security
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Information Security
Activity Metric	(1) Number of licenses or subscriptions, (2) percentage of cloud-based	TC-SI-000.A	Information Security
	(1) Data processing capacity, (2) percentage outsourced	TC-SI-000.B	Information Security
	(1) Amount of data storage, (2) percentage outsourced	TC-SI-000.C	Information Security

Climate-related Information

Risks and opportunities posed by climate change to the Company and the measures taken by the Company in response

Items	Execution
<p>Describe the Board's and management's oversight and governance of climate-related risks and opportunities.</p>	<p>In June 2022, Wistron ITS established the ESG Committee. The ESG Committee is the highest level of internal oversight of climate risks and opportunities within the Company. The chairman of the committee is the chairman and CEO, while the members are directors and managers of the company. The Committee is responsible for approving sustainable development management policies and setting objectives, as well as coordinating the implementation of risk assessment and countermeasures in various aspects of environmental, social, and corporate governance, including but not limited to the promotion of climate change-related issues, and regularly tracking the effectiveness of the Committee. The Committee will report to the Board of Directors at least once a quarter on the results of the implementation of corporate sustainability, including climate change-related issues and future planning.</p>
<p>Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the Company.</p>	<p>The Company is in the information services industry, and the most significant impact of physical disasters on operations is due to natural disasters and rising temperatures that cause power outages or equipment failures, resulting in increased repair and maintenance costs and interruptions in operations or services. In addition, policies and regulations as well as customers' requirements for carbon reduction also increases the cost of operation. The Company has set a greenhouse gas reduction target commitment to effectively control greenhouse gas emissions and take stock of the impact of the regulations and the current status of implementation, and plan in advance for the response. The risk of service interruptions caused by natural disasters and equipment failures is also incorporated into ongoing operational plans and disaster recovery drills.</p>

Items	Execution
Describe the financial impact of extreme weather events and transformational actions.	The financial impact of extreme climate events and transformation actions include reputation risk due to failure to meet stakeholder expectations; increased responsibility for greenhouse gas emission reduction due to stringent greenhouse gas emission controls; and higher operating costs due to the introduction of carbon and energy taxes in various countries, etc. Please refer to the TCFD section for details and response measures.
Describe how the climate risk identification, assessment, and management process is integrated into the overall risk management system.	The Company determines and manages significant risks through the results of risk assessments. Management practices include tracking the impact or contribution of each risk and opportunity to the finances, and conducting reviews and improvements. Our climate-related risks are integrated into Wistron ITS' overall risk management plan. Please refer to the aforementioned description of the risk management process for details related to significant risk management.
If a situational analysis is used to assess the resilience to climate change risks, the scenario, parameters, assumptions, analysis factors, and key financial impacts used should be described.	N/A
If there is a transformation plan to manage climate-related risks, describe the contents of the plan and the indicators and targets used to identify and manage physical and transformation risks.	N/A
If internal carbon pricing is used as a planning tool, the basis for price setting should be stated.	N/A

Items	Execution
<p>If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning period, the annual progress of achievement, and other information should be stated. If carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits to be offset or the number of renewable energy certificates (RECs) should be stated.</p>	<p>Wistron ITS has set a short-term GHG reduction target of 6% by 2023, based on the 2020 GHG emissions intensity. The target covers categories 1 and 2 emissions of Wistron ITS' locations in Taiwan and China. In 2022, Wistron ITS' GHG emissions intensity was 0.101 thousand metric tons of CO2e per billion NTD, a 39% reduction from 0.166 in 2021.</p>
<p>Greenhouse gas inventory and confirmation of the situation (filled in 1-1).</p>	<p>For details please see the Greenhouse Gas Inventory and Confirmation of the Situation Table</p>

Greenhouse Gas Inventory and Confirmation of the Situation

<p>Basic Information of the Company</p> <p><input type="checkbox"/> Companies with a capital amount of over \$10 billion, steel industry, cement industry</p> <p><input type="checkbox"/> Companies with capitalization over \$5 billion and less than \$10 billion</p> <p><input checked="" type="checkbox"/> Companies with less than \$5 billion in capital</p>	<p>According to the Sustainable Development Pathway for listed companies, at least the following should be disclosed.</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Parent company individual inventory <input checked="" type="checkbox"/> Consolidated financial report subsidiary inventory <input checked="" type="checkbox"/> Parent company individual confirmation <input checked="" type="checkbox"/> Consolidated financial report subsidiary confirmation
--	--

Scope 1	Total Emission (metric tons CO2e)	Intensity (metric tons CO2e/NT\$ million) (Note 2)	Confirmation Organization	Confirmation Conditions
Parent Company (Taiwan)	20.4068	0.0140	BSI	Reasonable Confirmation
China	44.2178	0.0087		
Japan	0.0454	0.00006		
USA	0.0000	0.0000		
Other regions (HK, BVI)	0.0000	0.0000		
Total	64.1010	0.00806		
Scope 2	Total Emission (metric tons CO2e)	Intensity (metric tons CO2e/NT\$ million) (Note 2)	Confirmation Organization	Confirmation Conditions
Parent Company (Taiwan)	90.4121	0.0621	BSI	Reasonable Confirmation
China	590.5074	0.1158		
Japan	45.9513	0.0654		
USA	0.1976	0.0008		
Other regions (HK, BVI)	15.2934	0.0334		
Total	742.3618	0.0934		

Category 3 (Voluntary Disclosure)	Total Emission (metric tons CO2e)	Intensity (metric tons CO2e/NT\$ million) (Note 2)	Confirmation Organization	Confirmation Conditions
Parent Company (Taiwan)	673.0712	0.4620	BSI	Limited Confirmation
China	2,907.7833	0.5704		
Japan	136.7999	0.1946		
USA	3.3152	0.0142		
Other regions (HK, BVI)	15.2649	0.0333		
Total	3,736.2345	0.4700		

Greenhouse Gas Inventory Certificate

bsi. Opinion Statement



Greenhouse Gas Emissions Verification Opinion Statement

This is to verify that: Wistron Information Technology & Services Corporation
32F,
No. 93, Sec. 1, Xintai 5th Rd.
Xizhi Dist.
New Taipei City
221416

緯創軟體股份有限公司
臺灣
新北市
汐止區
新台五路一段 93 號
32 樓
221416

Holds Statement No: GHGEV 766551

Verification opinion statement

As a result of carrying out verification procedures in accordance with ISO 14064-3:2006, it is the opinion of BSI with reasonable assurance that:

- The Greenhouse Gas Emissions with Wistron Information Technology & Services Corporation for the period from 2022-01-01 to 2022-12-31 was verified, including direct greenhouse gas emissions 64,1010 tonnes of CO₂ equivalent and indirect greenhouse gas emissions from imported energy 742,3618 tonnes of CO₂ equivalent.
- No material misstatements for the period from 2022-01-01 to 2022-12-31 Greenhouse Gas Emissions calculation were revealed.
- Data quality was considered acceptable in meeting the principles as set out in ISO 14064-1:2018.

The other selected indirect GHG emissions listed in the attached table on the next page were also reported and thus verified with limited assurance, and data quality was not considered unacceptable in meeting the principles as set out in ISO 14064-1: 2018.

For and on behalf of BSI:

Managing Director BSI Taiwan, Peter Pu

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The British Standards Institution is independent to the above named client and has no financial interest in the above named client. This Opinion Statement has been prepared for the above named client only for the purposes of verifying its statements relating to its carbon emissions more particularly described in the scope. It was not prepared for any other purpose. The British Standards Institution will not, in providing this Opinion Statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used or to any person by whom the Opinion Statement may be read. This Opinion Statement is prepared on the basis of review by The British Standards Institution of information presented to it by the above named client. The review does not extend beyond such information and is solely based on it. In performing such review, The British Standards Institution has assumed that all such information is complete and accurate. Any queries that may arise by virtue of this Opinion Statement or matters relating to it should be addressed to the above named client only.
Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.
BSI Taiwan is a subsidiary of British Standards Institution.

Statement No: GHGEV 766555

Location

The greenhouse gas emissions information reported by the organization for the period from 2022-01-01 to 2022-12-31 is as follows:

EMISSIONS	Notes	tonnes CO ₂ e
Category 1: Direct GHG emissions and removals		64.1010
1.1 Stationary combustion	N/A	-
1.2 Mobile combustion		0.3777
1.3 Industrial processes (anthropogenic systems)	N/A	-
1.4 Fugitive (anthropogenic systems)		63.7233
1.5 Land use, land use change and forestry	N/A	-
Direct emissions in tonnes of CO ₂ e from biomass	N/A	-
Category 2: Indirect GHG emissions from imported energy		742.3618
2.1 Indirect emissions from imported electricity	location-based approach	742.3618
2.2 Indirect emissions from imported energy (steam, heating, cooling and compressed air)		0.0000
Category 3: Indirect GHG emissions from transportation		3,503.4379
3.1 Emissions from upstream transport and distribution for goods	NS	-
3.2 Emissions from Downstream transport and distribution for goods	NS	-
3.3 Emissions from Employee commuting	Estimated based on employee commuting	3,301.6441
3.4 Emissions from Client and visitor transport	NS	-
3.5 Emissions from Business travels	Estimated based on business travel expenses	201.7938
Category 4: indirect GHG emissions from products used by organization		232.7966
4.1 Emissions from Purchased goods	NS	-
4.2 Emissions from Capital goods	NS	-
4.3 Emissions from the disposal of solid and liquid waste	Solid waste mgmt., transportation of recycled waste and waste water mgmt.,	115.4206
4.4 Emissions from the use of assets	NS	-
4.5 Emissions from the use of services that are not described in the above subcategories		117.3760

* NS: Non significant; N/A: Non available.

The total emissions were verified in selected branches and representative offices, including but not limited to the following:

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Statement No: GHGEV 766555

Location

Verification Information

Wistron Information Technology & Services Corporation
32F,
No. 93, Sec. 1, Xintai 5th Rd.
Xizhi Dist.
New Taipei City
221416
緯創軟體股份有限公司
臺灣
新北市
汐止區
新台五路一段 93 號
32 樓
221416

The Greenhouse Gas Emissions with Wistron Information Technology & Services Corporation for the period from 2022-01-01 to 2022-12-31 was verified, including direct greenhouse gas emissions 64,1010 tonnes of CO₂ equivalent and indirect greenhouse gas emissions from imported energy emissions 742,3618 tonnes of CO₂ equivalent.

The 18 branches of Wistron Information Technology & Services Corporation are included.
涵蓋緯創軟體股份有限公司共 18 個據點

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Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.
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