



About this Report

This is the Corporate Sustainability Report in both English and Chinese published by Wistron Information Technology Services (Wistron ITS). This report contains 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 gain a better understanding of our ESG performances and results during 2021.

Scope and Boundary

The scope of this report covers Wistron ITS Taiwan & China:

Wistron ITS Taiwan Offices

Wistron ITS China Offices

The scope of the data in this report covers economic, environmental, and social performance. 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 being 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 were no significant changes in the organization and supply chain in the scope of this report, and no information has been restated.

Report Time and Period

The Corporate Sustainability Report of Wistron ITS is published once a year. The report covers the period of January 1 to December 31, 2021.

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 - Core Options
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 TWSE Listed Companies
Sustainability Accounting Standards Board (SASB)	IT Services
United Nations	Sustainable Development Goals (SDGs)

Report Outline

The information and data in this report were provided by the respective departments. We collected domestic and international economic, environmental, and social sustainability issues, and understand the issues of concern to various stakeholders through multiple channels. The ESG task force consolidated the data, and used the process of discussion and systematic analysis to identify the major themes related to the company. Based on the themes, the ESG task force collected management and performance information and submitted them to the ESG Implementation Office to review the accuracy of the content and compiled a formal report. We hope that a more transparent and complete disclosure

of information will allow our stakeholders to better understand Wistron ITS' performance and achievements in corporate sustainability in 2021.

Report Contact Information

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

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Honors in Sustainability

Recipient of the Sixth Taiwan Mittelstand Award



Top 5% of companies listed in the Corporate Governance Review



Top 5% of Small and Medium Cap Group in Corporate Governance Rating





Key Performances

Aspects	Performance Index	Key Performances
Governance	Corporate Governance Evaluation	Top 5% of companies listed in the 7th Annual Corporate Governance Review Top 5% of Small and Medium Cap Group in the 7th Corporate Governance Rating No anti-competitive or anti-trust violations in the past three years.
Economy	Total Revenue	The total revenue of Wistron ITS in 2021 was NT\$6.178 billion. (A 21% increase compared to the year before)
	Earnings per Share	NT\$6.91
Environment	Energy Consumption	The total energy consumption in 2021 for Taiwan was reduced by 11.4% compared to 2020.
	Reduction of GHG	Total emissions in 2021 for Taiwan decreased by 12.9% compared to 2020.
Society	The male to female mid- to senior level (departmental and up) manager ratio	The ratio was 1:1
	Ratio of local supervisors	99.15%
	Starting salary for new graduates	The starting salary for new graduates in Taiwan is 2.2x that of the legal minimum salary. The starting salary for new graduates in China is 5.05x that of the legal minimum salary.



A Message from the Chairman & CEO

Wistron ITS responded efficiently to the pandemic and the market in 2021 and returned to the path of rapid revenue growth. Demand in the Greater China market continued to be strong and was the main driver of overall revenue growth, while business in Taiwan grew steadily. In China we successfully tapped into our target customer segments, with the contribution from quality customers, revenue grew quarter by quarter and reached a record high in 2021.

Over the years, Wistron ITS has been cultivating the IT service field, and has developed the ability to provide global product services and cross-regional software development management and operation mechanism, as well as mastered the key technology service capabilities, and successfully established a cross-regional integration and global delivery of software engineering development system. In 2021, we were selected as the only information service provider to receive the Sixth Taiwan Mittelstand Award among 160 companies for our outstanding IT services and global software delivery capabilities.

As we are committed to corporate sustainability, apart from focusing on our main business operations and continuing to deliver the best possible performance, we also focused on sustainable development and ESG-related issues. We continue to focus our efforts on the environment, society, and corporate governance. In regards to the environment, we aim to become carbon neutral in response to climate change and our clients' initiatives to achieve 100% carbon neutrality in their supply chains by 2030.



In regards to society, we are focused on creating a happy work environment and promoting social diversity and inclusion. At Wistron ITS, we encourage our female colleagues to excel in their work. We aim to promote and advance their careers. As of the end of 2021, the percentage of female executives among all executives was 46.1% and the percentage of female colleagues among all employees was 34%. These numbers are a testament to the fact that we encourage women to join our company and recognize their performance, which in turn leads to our diverse and inclusive work environment and corporate culture.

In terms of corporate governance, we have actively implemented and strengthened corporate governance in recent years, enhancing the functions and diversity of the Board of Directors, focusing on stakeholder communication, and gradually promoting the improvement of systems and regulations to ensure the implementation of the spirit of corporate governance, the protection of shareholders' rights and interests, and the pursuit of sustainable operation. In 2021, Wistron ITS was ranked among the top 5% of listed companies in the 7th Annual Corporate Governance Review (2020) and among the top 5% of listed companies in the small and medium cap group, making it one of the top corporate governance companies among the 1,730 listed companies. We are fully committed to achieving the highest corporate governance goals.

IT technology and services are Wistron ITS' core competencies. In the past two years, Wistron ITS has started its digital innovation and built an operation support and digital system to support its 20,000 employees, with the aim of promoting and supporting the re-growth of the Company. The initial results have been made, allowing Wistron ITS to provide one-stop services to clients more efficiently and to ensure service quality.

At the same time, the digital employee service platform provides a friendly work environment and smooth workflow, allowing employees to focus on the production of work results and reducing the burden of related administrative matters. This year, we will enter the second phase of digital innovation to enhance operational efficiency through further optimization and development.

Looking ahead in 2022, as the use of emerging technologies will become more and more widespread and technology will enter the daily life of people, the global information service industry will develop strongly and all industries will be in need of software engineering. We are confident in the future of the information service industry and aim for double growth in revenue and profit. While we are working to actively improve our operational performance, we will also strive to protect the environment and care for society, while responding to stakeholder needs with authenticity. We will continue to create positive impacts for society, create an innovative future and a better world.

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

