



The Road to Sustainable Governance



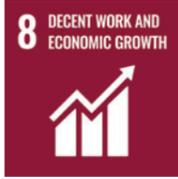
Vision and Objective of Sustainable Development

The core values of Wistron ITS are 'Respect Clients', 'Integrity', 'Innovation' and 'Excellence'. Our vision is to adapt to the needs of the international market, to stand firm in Asia, and to become the leading global IT service provider. In response to the international environment and industry development, government regulations and policies, Wistron ITS has been communicating and cooperating with key stakeholders such as customers, employees, shareholders, government, suppliers and the general public on the path to sustainable development. We have adopted the five strategic axes of 'Sustainable Governance', 'Friendly Workplace', 'Social Engagement', 'Environment for All' and 'Digital Innovation' as the direction for sustainable development, and have aligned these with the United Nations' Sustainable Development Goals (SDGs). We will continue to deepen our environmental (E), social (S), economic and governance (G) initiatives in the hope of creating more sustainable values for society and stakeholders.

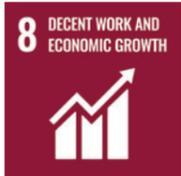
Vision and Objective of Sustainable Development

Aspects	Sustainable Development Goals (SDGs)	2030 Goals(Long-Term)	2025 Goals(Mid-Term)	2022 Goals(Short-Term)	Attainment progress
Environment Environment Friendly	  	<ul style="list-style-type: none"> • Carbon neutral by 2030 • Continuously improve water consumption intensity, waste use intensity and electricity consumption. 	<ul style="list-style-type: none"> • Using 2020 as the base year, both the average annual water usage and the waste use intensity shall be reduced by 1% every year. • Using 2020 as the base year, both the average annual reduction in electricity consumption and the average reduction in greenhouse gas emissions shall be 2% every year. 	<ul style="list-style-type: none"> • Complete company-wide greenhouse gas inventory (Scope 1, 2, 3) and set carbon reduction targets. • Set targets for water usage, electricity usage and waste reduction. 	Achieved



Aspects	Sustainable Development Goals (SDGs)	2030 Goals(Long-Term)	2025 Goals(Mid-Term)	2022 Goals(Short-Term)	Attainment progress
Social Friendly Workplace and Social Engagement	  	<ul style="list-style-type: none"> Establish a variety of comprehensive career development training programs for our employees to facilitate qualitative and quantitative talent development and to ensure the establishment of a career ladder. Establish an international cooperation mechanism to increase the input of overseas students returning to their home countries to contribute to local projects. 	<ul style="list-style-type: none"> Identify internal high-performing or high-potential talents, and tailor 'personal development plans' to suit different professional backgrounds, resulting in a continuous increase of 30% in the number of staff trained. Continue to strengthen our industry-academia relationships and multiply our cooperation programs to promote outstanding students. 	<ul style="list-style-type: none"> Established and implemented the WITS Career Training System Chart, resulting in a 30% increase in the number of staff trained compared to the previous year. Establish roots in local campuses and recruit outstanding students. Sign and establish at least two WITS-specific industry-academia cooperation projects 	Ongoing
Governance Sustainable Governance	 	<ul style="list-style-type: none"> Continued to be at the top 5% of companies listed in the Corporate Governance Review Maintained 100% of new employees signing the Code of Ethical Conduct. Our Integrity Management Course trained 3,000 staff members. 	<ul style="list-style-type: none"> Continued to be at the top 5% of companies listed in the Corporate Governance Review Maintained 100% of new employees signing the Code of Ethical Conduct. Our Integrity Management Course trained 1500 staff members. 	<ul style="list-style-type: none"> Continued to be at the top 5% of companies listed in the Corporate Governance Review Maintained 100% of new employees signing the Code of Ethical Conduct. Our Integrity Management Course trained 500 staff members. 	Ongoing



Aspects	Sustainable Development Goals (SDGs)	2030 Goals(Long-Term)	2025 Goals(Mid-Term)	2022 Goals(Short-Term)	Attainment progress
Innovation Digital Innovation	 	<ul style="list-style-type: none"> Continued to pass ISO27001 Information Security Management System Certification and achieved zero information security incidents. The company's confidential and personal information protection regulations are effectively implemented, and all employees and new employees have completed education and training. 	<ul style="list-style-type: none"> Continued to pass ISO27001 Information Security Management System Certification. The company's confidential and personal information protection regulations are effectively implemented, and all non-onsite staff members have completed education and training. 	<ul style="list-style-type: none"> Continued to pass ISO27001 Information Security Management System Certification. Surveyed and optimized the company's confidentiality and personal information protection standards, and planned related education and training content. 	Ongoing

Note: 1.Water consumption intensity is water consumption per unit revenue
2.Waste intensity is waste production per unit revenue

Response to UN Sustainable Development Goals

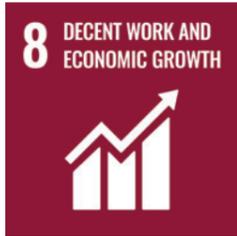
In 2015, the United Nations passed the Sustainable Development Goals (SDGs). Wistron ITS recognizes and supports the SDGs and comprehensively examines the relevance of the SDGs to Wistron ITS's operations, focusing on and responding to the following:

	SDGs	Wistron ITS SDGs Corresponding Action Plan	Corresponding Chapters
E Environment Friendly	 Goal 7: Affordable Clean Energy	Wistron ITS has long promoted electricity conservation, making good use of natural lighting in the office environment and using energy-efficient lighting fixtures to save energy and reduce carbon emissions.	Energy Management
	 Goal 12: Responsible Consumption and Production	Wistron ITS has implemented energy management, greenhouse gas emissions management, water resource management and waste management, as well as recycling measures. The company promotes the reduction and reuse of plastics and is gradually moving towards a paperless workplace.	Energy Management Greenhouse Gas Emissions Management Water Resource Management Waste Management
	 Goal 13: Climate Action	Each year, Wistron ITS identifies its greenhouse gas emissions, identifies and ranks the relevant risks through a climate change risk matrix, evaluates the possible impact of key risk factors on Wistron ITS' operations, and takes stock of strategies to address them.	Risk Management Greenhouse Gas Emissions Management



	SDGs	Wistron ITS SDGs Corresponding Action Plan	Corresponding Chapters
	 Goal 14: Protect Marine Ecology	Wistron ITS advocates for environmentally friendly actions, organizes trail/beach cleanup activities, and raises funds for tree planting.	Social Engagement
	 Goal 15: Protect Terrestrial Ecology		
S Friendly Workplace and Social Engagement	 Goal 3: Good Health and Well-being	Internally, Wistron ITS has set up a Talent Recruitment and Employee Service Center to care for its employees and provide annual health check-ups, with dedicated staff responsible for labor safety and hygiene management. Externally, Wistron ITS regularly organizes Social Participation and Care activities, such as blood donation, charity sales, and sponsorship of underprivileged students.	Employee Health and Workplace Safety Social Engagement
	 Goal 4: Quality Education	Wistron ITS has established a comprehensive education and training framework, offering training courses for different job levels with external lecturers. This is to help employees develop their potential and find the best job fit. We also leveraged our professional expertise to offer programming lessons to schoolchildren in rural areas.	Employee Cultivation and Career Development Cultivate and Recruit Software Talent Social Engagement



	SDGs	Wistron ITS SDGs Corresponding Action Plan	Corresponding Chapters
	 Goal 5: Gender equality	There are breast-feeding rooms at Wistron ITS and the ratio of men to women in supervisory positions is equal. The relevant rules and regulations are based on the principles of respecting human rights and preventing sexual harassment and discrimination.	Sustainable Talent Development Friendly Workplace
G Sustainable Governance	 Goal 8: Employment and Economic Growth	Wistron ITS is committed to the sustainable growth of operational performance, providing a compensation and benefits system that is superior to the Labor Standards Act, creating an inclusive and friendly workplace environment, and providing employee consultation through the Talent Recruitment and Employee Service Center and the 8855 hotline.	Operational Performance Innovation and Service Friendly Workplace
	 Goal 9: Resilient construction, sustainable industry and innovation	Wistron will combine the experience of working with our clients, to brainstorm and propose innovative solutions to strengthen the capacity of a digital transformation.	Innovation and Service

The Structure and Operation of Sustainable Governance

In order to fulfill our corporate sustainability responsibility and contribute to economic, environmental, and social progress for sustainable development, the Board of Directors of Wistron ITS adopted the "Code of Practice for Sustainable Corporate Development" in May 2016. We have committed our company to actively practice corporate social responsibility while engaging in business operations in line with international development trends, and to enhance national economic contributions, improve the quality of life of employees, communities, and society through corporate citizenship, and promote a corporate responsibility-based competitive advantage. Wistron ITS established a Corporate Sustainability and Social Responsibility Promotion Committee as the overseeing governance body on such matters, and in October 2021 renamed it the ESG Implementation Office.

ESG Implementation Office Operational Mechanism

The chairman of the committee is the chairman and CEO, and the committee members are the managers of business groups, business units, and supporting units. Under this committee, the Sustainable Environment, Social Inclusion, Sustainable Governance, and Sustainable Innovation Teams are established. Each team assigns the head of each department to be responsible for ESG implementation and management, specific action plans, and conducts annual implementation risk assessments, quarterly communication of implementation results, consolidates ESG information disclosure, and the compilation of the corporate sustainability reports.

The ESG Implementation Office plans, promotes and formulates the direction of Wistron ITS' sustainable development, sets short-, medium- and long-term goals, prepares relevant management guidelines, and tracks the effectiveness of implementation to ensure the execution and implementation of the company's sustainable development, based on the content submitted by the teams. The CEO will report regularly (at least once a year) to the Board of Directors, who will review the progress of the strategy and implementation and make recommendations for improvements and adjustments.

ESG Implementation Office Structure





Stakeholder and Key Issue Analysis

Wistron ITS uses the Global Sustainability Reporting Standards (GRI Standards) and the AA 1000 Stakeholder Engagement Standards as a framework to establish a process for identifying key corporate sustainability topics as a basis for the disclosure of corporate sustainability reports.

Key Issue Analysis Procedure

Step 1: Identify Stakeholders (Sustainability)

The identification of stakeholders is mainly conducted by the Wistron ITS ESG Promotion Office. Our five principles for identifying the criteria for stakeholder engagement include dependency, responsibility, influence, multiple perspectives, and impact. The list of stakeholders is divided into eight groups: clients, employees, shareholders/ investment institutions, suppliers, government entities, non-profit organizations/ communities, media, and others.

Step 2: Record Sustainability Issues (Sustainability)

Using the GRI criteria indicators as the basis for consideration, Wistron ITS has continued to address the issues that have been communicated internally and externally in previous years, taking into account the sustainability development goals (SDGs), issues of concern to the Responsible Business Alliance (RBA), the Sustainability Accounting Standards Board (SASB), and the rating agencies: such as DJSI, CDP, TCFD, etc., and analyzed the industry trends to collect relevant

sustainability issues, along with Wistron ITS' corporate sustainability strategy and stakeholder communication issues, and compiled 21 potential sustainability issues.

Step 3: Conduct Key Issue Analysis (Significance)

In accordance with the substantive analysis process, Wistron ITS' stakeholders were asked to analyze the impact of each topic on the company in terms of the level of concern, coupled with the factors in the senior management's consideration of revenue, cost, customer satisfaction, employee recognition, reputation, compliance, and risk. Each were given a score of 1 to 5 on a scale from low to high. Based on the results, the 21 topics were evaluated and ranked for significance, and a significance analysis matrix was drawn by considering the 'level of stakeholder concern' and the 'level of impact on Wistron ITS' operations'.

Step 4: Determine the Scope and Boundary of Material Topics (Comprehensiveness)

Based on the 21 ranked aspects of consideration and based on whether the impacts related to Wistron ITS' activities, services, and relationships occur within or outside the organization, the value chain encompassed by Wistron ITS is assessed in its entirety.

Step 5: Review and Discussion (Sustainability)

Based on the results of the significance analysis, the ESG Implementation Office discussed and decided on the priority sustainability issues to be revealed. A total of six issues corresponding to the GRI Standards themes are included in the key issues for 2021.



Stakeholder Engagement

Stakeholder	Meaning to Wistron ITS	Main Concerns	Communication Methods and Channels	Communication Frequency	Corresponding Chapters
Customer	Wistron ITS strives to be a long-term and trustworthy partner for our customers and to establish long-term mutually beneficial relationships with them. The sustainability of our customers is the key to our continued growth, and the greatest benefit to our customers is the source of Wistron ITS' achievements.	Customer Services Customer Privacy Talent Recruitment Sustainable Supplier Management	<ul style="list-style-type: none"> • Hold regular business review meetings with customers • Customer satisfaction survey and response • Customer audit and customer questionnaire response 	<ul style="list-style-type: none"> • Quarterly or every 6 months • Quarterly or every 6 months • Per client's request 	Customer Services Information Management Talent Cultivation and Career Development Sustainable Supplier Management
Employees	Employees are the most important partners of the company, as well as the basis of sustainable development. Wistron ITS aims to establish a diverse, equal, and healthy work environment, where our employees and grow and develop with the company, and so both parties may achieve higher performance and values.	Labor/Management Relations Employee Development Human Rights Talent Retention Employee Care	<ul style="list-style-type: none"> • Employee Welfare Committee • Operation seminars • Employer-Employee Meeting • Supervisor and Employee Training • Supervisor Coaching and Communication • Employee Health Care • Performance Communication 	<ul style="list-style-type: none"> • Quarterly • Quarterly • Quarterly • Quarterly • Monthly • Annually • Every 6 months 	Sustainable Talent Development Talent Cultivation and Career Development Employee Health and Workplace Safety Friendly Workplace



Stakeholder	Meaning to Wistron ITS	Main Concerns	Communication Methods and Channels	Communication Frequency	Corresponding Chapters
Suppliers	Establishing long-term partnerships with suppliers, the company will assist suppliers in evaluating potential risks and opportunities in line with global sustainability trends, and work together to achieve sustainable development and create greater benefits for our customers.	Sustainable Supplier Management Information Management Customer Privacy Anti-corruption and Integrity Economic Performance	<ul style="list-style-type: none"> • Supplier Meeting 	<ul style="list-style-type: none"> • Annually 	Sustainable Supplier Management Information Management Governance Operational Performance
Shareholder/ Investment Institutions	The support of shareholders is the strength of Wistron ITS' steady growth, and the company's mission is to create maximum benefits for shareholders. We aim to utilize capital appropriately to create a positive cycle, and disclose operational and financial information transparently.	Economic Performance Anti-corruption and Integrity Customer Services Information Management Talent Recruitment Human Rights	<ul style="list-style-type: none"> • Corporate Financial Report • Annual Report • Investor Conference • Shareholders' meeting • Investor Meeting • Market Observation Post System • Important Information • Corporate Sustainability Report • Company Website 	<ul style="list-style-type: none"> • Quarterly/Annually • Quarterly • Regular or as needed • Annually • Regular or as needed • Monthly • As Needed • Annually • As Needed 	Operational Performance Governance Customer Services Information Management Sustainable Talent Development Friendly Workplace
Government/ Competent Authorities	Government and authorities are important supporters of business development. Comply with government regulations, actively cooperate with national policies, maintain good communication channels with the government, and create local employment opportunities and tax revenue sources.	Anti-corruption and Integrity Labor/Management Relations Legal Compliance	<ul style="list-style-type: none"> • Official Documentation • Market Observation Post System • Regulatory Explanation Sessions • Information Sessions • Seminars 	<ul style="list-style-type: none"> • As Needed 	Governance Environmental Management and Regulation Compliance Friendly Workplace

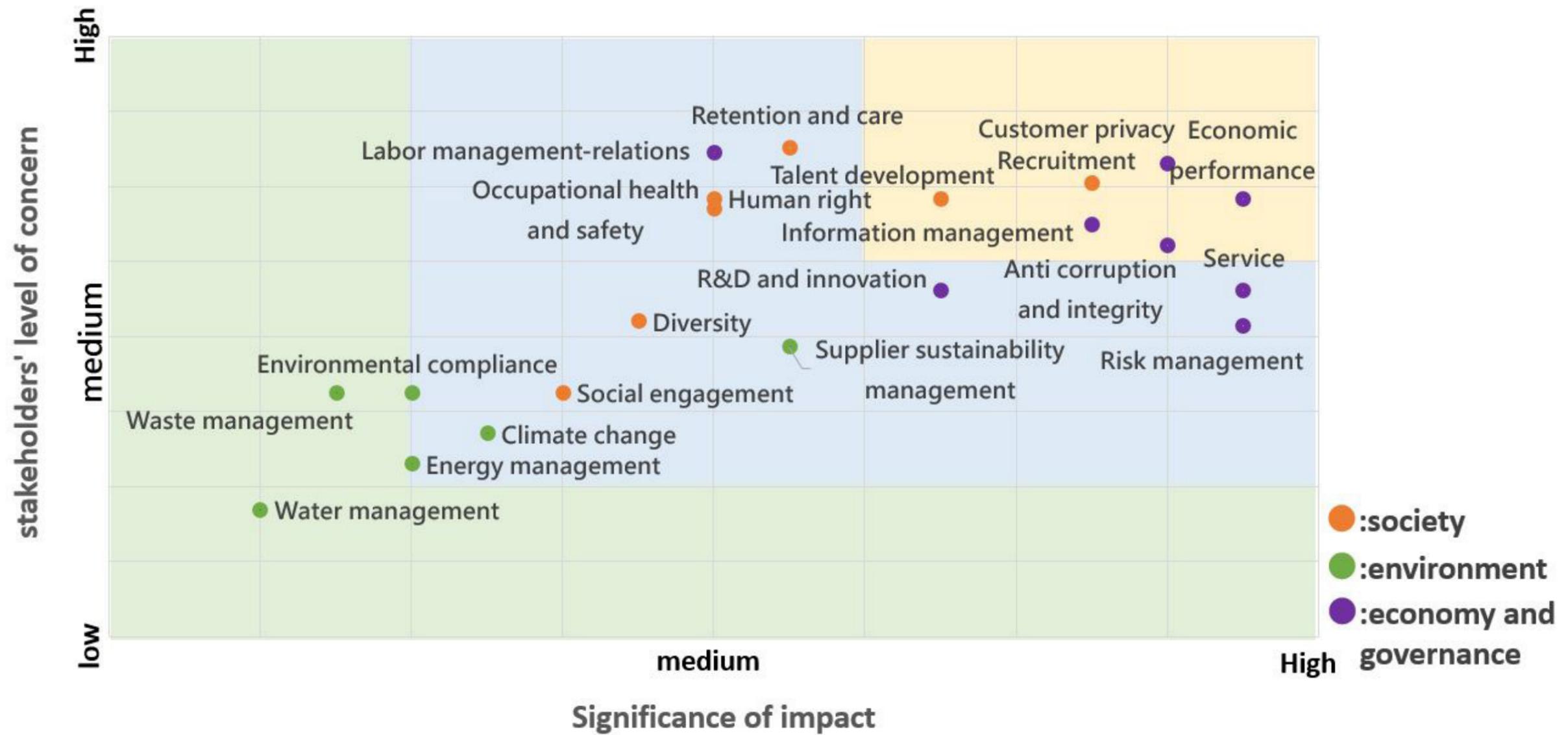


Stakeholder	Meaning to Wistron ITS	Main Concerns	Communication Methods and Channels	Communication Frequency	Corresponding Chapters
Non-profit Organizations /Community	Building long-term partnerships with non-profit organizations and maintaining good engagement with the local community, we aim to give back to the community with Wistron ITS' core digital capabilities 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 	<ul style="list-style-type: none"> • As Needed 	Social Engagement Employee Health and Workplace Safety
Media	Maintain good communication with the media and continue to convey the company's brand image to the public, which helps to promote the company to a wider range of stakeholders.	Economic Performance Customer Privacy Anti-corruption and Integrity Labor/Management Relations	<ul style="list-style-type: none"> • Corporate Presentation • Press Conferences • Press release 	<ul style="list-style-type: none"> • As Needed 	Operational Performance Governance Information Management Friendly Workplace
Directors (including Independent Directors)	The Directors are the core governance unit of Wistron ITS, pursuing the maximization of shareholders' rights and the sustainable operation of the Company.	Economic Performance Research, Development & Innovation	<ul style="list-style-type: none"> • Board of Directors • Functional committees 	<ul style="list-style-type: none"> • As needed in accordance with requirements and organizational procedures. 	Economic Performance Innovation and Service



Significant Issues Analysis

We define the content of our reports in accordance with the four principles of the GRI Standards: stakeholder inclusiveness, sustainability context, significance and comprehensiveness. Through the four steps of collecting sustainability issues, investigating the level of concern, analyzing significant issues, and review and discussion, we perform significance analysis as the basis for compiling and disclosing this corporate sustainability report, and take stock of the company's current status of sustainability development.





Boundaries of Material Issues

● : Direct Impact ○ : Indirect Impact

Aspects	Significant Issue	The significance and impact of significant issues on WITS	Corresponding GRI Subject	Value Chain (Boundary Identification)					Corresponding chapters
				Internal		External			
				Company operation	Employees	Supplier/ Contractor	Customer	Social/ 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)	●	●	●	●		Operational Performance
	Anti-corruption and Integrity	Establish a good corporate governance system and implement various ethical policies and risk control mechanisms with suppliers, customers and related stakeholders to maintain the company's sustainable operation and value creation	Anti-corruption (205)	●	●	●	●	○	Governance Risk Management
Society	Employee Development	Providing diversified learning channels and training systems to effectively enhance organizational competitiveness and functional development of employees	Training and Education (404)	●	●	○	○		Talent Cultivation and Career Development
	Talent Recruitment	Employees are an important asset. By continuing to bring in high potential talent and providing a friendly workplace environment for employees to continue to contribute and grow within the organization, the company will retain its competitive advantage.	N/A	●	●	○	●		Sustainable Talent Development Friendly Workplace
Information Services	Customer Privacy	Maintain client's private information to build a stronger trust relationship with them.	Customer Privacy (418)	●	●	●	●		Information Management
	Information Management	Robust data security management measures to deter any illegal cyber-crimes and reduce information security risks.	N/A	●	●	●	●		Information Management



Management Approach of Material Issues

Aspects	Significant Issue	Management Approach	Responsible unit	Assessment Method	Performance result
Economy	Economic Performance	We are committed to providing world-class software services and information outsourcing services to our clients, reducing their operating costs and improving service quality for their maximum benefit, and becoming an international IT service provider.	Finance HQ	The highest decision-making team of the Board of Directors is responsible for overseeing the overall operations of the Company and the results of policy implementation.	In 2021, Wistron ITS' consolidated revenue grew at a rapid pace, posting an impressive 21% annual growth rate and setting a new record high.
	Anti-corruption and Integrity	We manage our employees through our "Code of Ethical Conduct" and "Integrity Management Principles", and strengthen their awareness through training.	HR & Administration HQ	<ul style="list-style-type: none"> Code of Ethical Conduct Signing Rate Integrity Management Trainee Numbers 	No corruption or ethics violations occurred in 2021.
Society	Employee Development	Through the three training systems of new employee training, functional specialties, and management skills training, we help employees plan their career development.	HR & Administration HQ	<ul style="list-style-type: none"> Average employee training hours Construction and statistics of Employee Career Development System 	The average employee training hours was 41 hours in 2021. 30% increase in recruitment in 2021 compared to last year
	Talent Recruitment	We are committed to offering competitive salaries, incentives, and development programs to attract and retain talent.	HR & Administration HQ	The number of employees and the turnover of employees are compiled by the human resources department.	
Information Services	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."	Legal Affairs Office, Digital Innovation Office	Through education and training, strengthen employees' awareness of business secrets and personal information protection.	There were no violations of customer privacy or losses of customer information that harmed the rights of clients in 2021.
	Information Management	Effective control of internal data security through 'ISO 27001 Information Security Management'	Digital Innovation HQ	The 'Information Security Committee' is responsible for information security risks. The Committee conducts annual risk assessment and arranges consultant consultation, technical services and information security education training.	No security incidents occurred in 2021, and all scans and probes from external sources were detected and intercepted.