

Environmental & Energy and Ecological Conservation Policy

Related to ISO 14001, ISO 14064, ISO 50001, QC 080000

Chapter I: General provisions

Article 1 Wistron InfoComm (Czech), s.r.o. ("Wistron") is committed to sustainable development in order to reduce the negative environmental impacts of its daily activities. As a leading global Technology Services Provider (TSP) in the information and communications industry, Wistron assumes responsibility for mitigating environmental impact through continuous improvement of its manufacturing processes, products and services in pursuit of the Sustainable Development Goal. With reference to international standards, this Environmental, Energy and Environmental Protection Policy (hereinafter referred to as the "Policy") is formulated in accordance with the "Code of Conduct" and the "Practical Guidelines for Sustainable Development from the Company's headquarters.

Chapter II: Environmental and Energy

Article 2 Wistron is committed to the climate change initiative and aims to reduce energy consumption and increase the share of renewable energy use. It also supports the improvement and purchase of more energy-efficient equipment and the use of green technologies that reduce air pollutant emissions and works to implement the transition to a low-carbon economy.

Article 3 Wistron implements projects leading to the reduction of greenhouse gas emissions, the reduction of water consumption, recycling and the reduction of the amount of waste produced. In addition, through a series of educational activities and training, it increases the awareness of not only its employees, but also of internal and external stakeholders about the impact of their daily activities on the environment.

Article 4 Wistron focuses on eco-friendly "green" products and services, carefully selecting feedstocks and suppliers to ensure zero use of restricted and prohibited materials and substances.

Article 5 Wistron undertakes to comply with applicable local and international environmental and energy legislation related to the company's activities, as well as its

products and services. It ensures that the necessary information and resources are available so that the expectations of stakeholders in the field of the environment are actively met.

Article 6 In the course of its business activities, Wistron strives to achieve environmental and energy objectives and objectives, which may go beyond the existing regulations.

Article 7 In line with this policy, Wistron will continue to mitigate environmental impacts and continuously improve the functioning and performance of the environmental management system. The company's top management has established an ESG team that is responsible for implementing a management system for the environment, and which is also responsible for raising awareness among employees in this area and applying their knowledge in everyday activities. Through sustainable supply chain management, this policy also applies to suppliers, contractors and other partners.

Article 8 The Sustainability Policy will be included among Wistron's M&A evaluation criteria.

Chapter III: Ecological Conservation

Article 9 Wistron seeks to prevent any deforestation that could lead to the depletion of natural resources and undertakes to maintain, enhance and preserve biodiversity (hereinafter referred to as 'biodiversity').

Article 10 Wistron avoids operating on sites adjacent to areas of significant biodiversity. As part of the operation, design, product development and procurement of raw materials, it carries out risk assessments for biodiversity and subsequently takes measures to prevent, minimize, restore and compensate for impacts on biodiversity and deforestation.

Article 11 Wistron plans to offset environmental impacts through afforestation and reforestation, comply with local regulations, and conduct regular monitoring. Together, it is committed to achieving zero loss to the ecosystem with its customers, suppliers and partners, thereby realizing the goal of positive impact by 2050.

Chapter IV: Supplementary Provisions

Article 12 These principles are implemented only after the approval of the Director-General, and any other amendments also require the approval of the Director-General.

Occupational Health and Safety (OHS) Policy

Related to ISO 45001

Article 1 Wistron InfoComm (Czech), s.r.o. (hereinafter referred to as "Wistron"), as the world's leading provider of ICT technology services, is committed to being a world-class enterprise by ensuring a healthy, accident-free environment, reducing impact and risk to stakeholders through the following commitments and actions. With reference to international standards, this Occupational Health and Safety Policy (hereinafter referred to as the "OHS Policy") is set by the company's headquarters in accordance with the "Code of Conduct" and "Practical Guidelines for Sustainable Development".

Article 2 Wistron undertakes to ensure a safe and healthy working environment for all those who are present on the company's premises with its consent (employees, temporary workers, contractors, visitors and other persons).

Article 3 Wistron undertakes to comply with applicable international and local laws, regulations and standards related to OHS, including other requirements issued in addition to applicable legislation.

Article 4 Wistron commits to actively working towards zero accidents and setting short, medium and long-term goals, based on the actual results of risk assessments, to ensure the highest possible level of OHS.

Article 5 Wistron establishes and implements an OHS management system through the conduct of regular audits, risk assessments, new projects and other activities that lead to continuous improvement of performance.

Article 6 Wistron carefully sets its priorities based on a continuous OHS risk assessment and subsequently develops and implements specific action plans for significant risks. It regularly reports on OHS results to senior management.

Article 7 To strengthen the active participation of workers and their representatives in consultations, negotiations and decision-making on OHS matters, effective and accessible communication channels have been established at Wistron.



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Article 8 Through training, information sharing and practical exercises, Wistron provides all stakeholders with a full overview of its rights and obligations in the field of OHS, with the aim of minimizing risks and their potential impacts.

Article 9 This policy shall enter into force upon approval by the Director-General and any amendments shall also require the approval of the Director-General.

Quality policy

Related to ISO 9001

Article 1 Wistron InfoComm (Czech), s.r.o. ("Wistron") establishes a policy for a quality management system that complies with the ISO 9001:2015 standard and is focused on the production of fit-for-purpose servers and racks for data centers that are manufactured under the most economical conditions to achieve customer satisfaction and on-time delivery.

Article 2 The aim is to ensure the efficiency and profitability of the company by constantly striving to maintain and improve the quality and reliability of its products and services. All changes and improvements are in accordance with Wistron's global regulations and all local regulations and standards.

Article 3 No exceptions to these regulations are permitted without the permission of Wistron's Chief Executive Officer.

Article 4 Wistron undertakes to regularly maintain and continuously improve the quality system.

Article 5 Deliver flawless, competitive products and services to our customers in a timely manner.

Information Security Policy

Related to ISO 27001

Article 1 As a leading global supplier of services and technology to the information and communications industry, Wistron is committed to protecting its products and services from unauthorized access, modification, use and disclosure, as well as losses that may cause natural disasters. The Company is committed to managing information security in such a way as to ensure the confidentiality, integrity and availability of the Company's critical information assets that it creates, processes and maintains, thereby meeting the requirements of applicable laws, contractual requirements and regulations required to manage information security and to gain the trust of its customers as well as fulfill its obligations to shareholders. We are committed to providing complete and accessible information in a timely manner.

Article 2 In order to achieve the necessary level of information protection, we have applied reasonable and appropriate measures that will protect information assets and provide an appropriate degree of certainty, especially to our customers, partners, all company employees, shareholders, administrative bodies and other interested parties.

Article 3 The Company shall regularly train and promote the education of employees at various levels in the field of information security, as well as according to individual employee roles, in order to strengthen the expertise and increase the security awareness of all employees and thus meet the requirements of information security regulations.

Article 4 All employees of the Company must pay attention to all possible risks in the area of information security and report them immediately to the Information Security Committee in accordance with the established procedures for reporting security risks.

Article 5 The Company establishes international standards and frameworks for information security management, adapts to international trends and keeps pace with the times.

Article 6 Within the framework of supplier relationships, the Company's suppliers are required to comply with the Company's information security policies and regulations and to sign the necessary confidentiality or personal data protection agreements with the Company.

Article 7 In accordance with the Information Security Policy, Wistron InfoComm (Czech), s.r.o. undertakes to operate, maintain and continuously improve the information security management system in the context of business activities, company risks and applicable requirements of the ISMS (*Information Security Management System*) in order to ensure the sustainable operation of the company and to minimize losses by preventing and reducing the impact of security events Information.

Article 8 In order to achieve the set objectives of the ISMS, the company management plans, monitors and reviews all key processes and activities with an impact on information security and declares its security policy to ensure the improvement of information security and protection with due responsibility and diligence.

Article 9 Wistron InfoComm (Czech), s.r.o. undertakes to regularly maintain and continuously improve the information security system.