

Living Wage Statement

Purpose

The purpose of a living wage is to secure the basic livelihoods of workers so that they can pay for their basic living costs. Qisda takes care of workers and their families by providing food, clothing, housing, transportation, and education. It gives families more security so that their remuneration can stably meet the needs of family lives.

Commitment

Qisda commitment to secure a living income for all our employees, and our critical Tier 1 strategic suppliers' and contractors' employees are also paid a living wage by 2030.

Living Wage Methodology

The living wage of Qisda Company was developed by living wage experts Richard Anker (formerly ILO) and Martha Anker (formerly WHO), who spent over 15 years testing and perfecting the various aspects of the methodology.

- This methodology is a widely accepted and published new methodology to estimate living wages that is both internationally comparable and locally specific as been used to estimate living wage in rural, urban, and peri-urban areas around the world.
- The living wage calculation includes the cost of food, clothing, housing, transportation, and education.

Management Approach

Awareness

- Continue to maintain and delivery Qisda accreditation as a living wage employer by engaging with stakeholders.
- The issue of a living wage is incorporated into sustainable supplier management for investigating living wages of suppliers' workers.

Engagement

- While they paid an hourly wage less than the living wage in local region, Qisda conduct the engagement strategy to suggest the living wage of

suppliers and contractors must be sufficient for the basic needs of workers and their families.

Action

- After the investigation of living wage, the prevailing wage will be compared with the formulated living wage to understand whether the wage is sufficient to support the local standard of living, and if it can maintain the well-being of workers in the entire supply chain of electronics industry.