



Pankaj Mohindroo
Chairman

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15 December, 2020

Mr. Vincent Lee
Vice President – Innovation Business Group
Wistron Infocomm Manufacturing (India) Private Limited
Bengaluru, Karnataka 560058
India

Sub.: ICEA's solidarity with Wistron and deep concern at the recent incidents at the factory

Dear Mr. Vincent Lee,

This is with regard to the most unfortunate incident that occurred at the Wistron factory in Karnataka at the wee hours of Saturday, 12 December, 2020.

As a leading industry association representing electronics manufacturers, that has worked tirelessly on advancing India's objectives to become a global hub for electronics manufacturing, we express deep concern and unflinching solidarity with the Wistron management and its employees. Wistron is a very valued member of ICEA.

We want to assure you that what has occurred at the Wistron factory is neither a reflection of India as a country, nor our culture. We believe in Vasudhaiva Kutumbakam (the world is one family) and the concept of Atithi Devo Bhava (the guest is equivalent to God).

We have the highest respect for Wistron and the work it is undertaking at an unprecedented speed to expand its operations in India. Wistron is a flagship project for India's electronics manufacturing, and remains a top priority installation whose safety and security needs to be guaranteed under all circumstances.

While we understand that in any new factory, there are HR related issues and scope for process improvement as well as screening of employees - none of it justifies acts of vandalism and stealing. There are several peaceful means by which the employees can register their complaints, if any.

As a leading electronics industry association, we fully stand by Wistron and are committed to working closely with the Central government, the State government and security agencies to ensure that such an incident is never repeated in what should be a glorious future for Wistron in India. We are in touch with Mr. Sudipto Gupta, Managing Director, Wistron India, and will put together an elaborate plan not only to ensure all support from the government with regard to safety and security, but also to assist with resumption of operations at the earliest possible date.

We look forward to working with you closely to identify the issues at hand, ensuring justice for those who perpetrated these unacceptable acts, and opening a fresh chapter which is both forward looking and prosperous for Wistron and India as a host country.

With my best regards,

A handwritten signature in blue ink, appearing to read "Pankaj Mohindroo", is written over a faint, geometric network pattern in the background.

Pankaj Mohindroo

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