

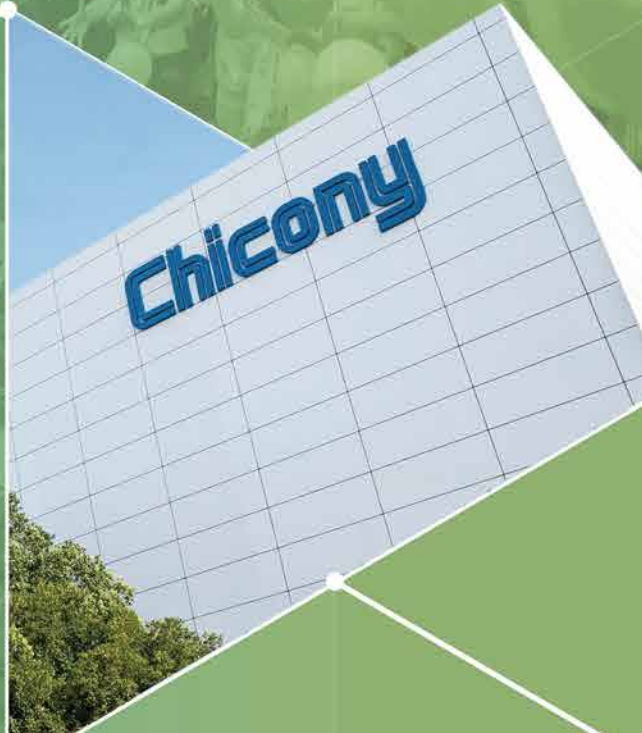
Chicony

2025

Sustainability
Report



Chicony



Content

0

SUSTAINABLE CHICONY

ABOUT THE REPORT	04
MESSAGE FROM THE PRESIDENT	06
CHICONY SUSTAINABLE STRATEGY BLUEPRINT	08
2025 KEY SUSTAINABILITY PERFORMANCE	09
STAKEHOLDERS AND MATERIAL TOPICS	10
MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD	15

1

TRANSPARENT GOVERNANCE

1.1 BUSINESS OVERVIEW	20
1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	24
1.3 SUSTAINABLE GOVERNANCE	28
1.4 RISK MANAGEMENT	30
1.5 ETHICAL MANAGEMENT AND COMPLIANCE	31
1.6 INFORMATION AND PRIVACY SECURITY	33

2

SMART AND GREEN MANUFACTURING

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	40
2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	42
2.3 BIODIVERSITY	48
2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	53
2.5 MINIMIZE ENVIRONMENTAL IMPACT	60
2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION	66

3

VALUE CHAIN INTEGRATION

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	73
3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	83
3.3 CUSTOMER RELATIONSHIP MANAGEMENT	87
3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	90
3.5 CONTRIBUTING TO SOCIAL WELL-BEING	92

4

SUSTAINABLE TALENT DEVELOPMENT

4.1 DIVERSITY, EQUITY, AND INCLUSION	100
4.2 COMPENSATION AND BENEFITS	108
4.3 TALENT CULTIVATION AND DEVELOPMENT	111
4.4 EMPLOYEE COMMUNICATION	117
4.5 WORKPLACE SAFETY AND HEALTH	120

5

APPENDIX

5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATION	131
5.2 MATERIAL TOPICS CORRESPONDING TABLE	131
5.3 GRI STANDARD INDEX	133
5.4 SASB INDEX	137
5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	138
5.6 GHG INVENTORY AND ASSURANCE STATUS	142
5.7 ASSURANCE STATEMENT	143



**0 SUSTAINABLE
CHICONY**

**1 TRANSPARENT
GOVERNANCE**

**2 SMART AND GREEN
MANUFACTURING**

**3 VALUE CHAIN
INTEGRATION**

**4 SUSTAINABLE TALENT
DEVELOPMENT**

5 APPENDIX

0 SUSTAINABLE CHICONY

ABOUT THE REPORT	04
MESSAGE FROM THE PRESIDENT	06
CHICONY SUSTAINABLE STRATEGY BLUEPRINT	08
2025 KEY SUSTAINABILITY PERFORMANCE	09
STAKEHOLDERS AND MATERIAL TOPICS	10
MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD	15



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

ABOUT THE REPORT	MESSAGE FROM THE PRESIDENT	CHICONY SUSTAINABLE STRATEGY BLUEPRINT	2025 KEY SUSTAINABILITY PERFORMANCE	STAKEHOLDERS AND MATERIAL TOPICS	MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD
------------------	----------------------------	--	-------------------------------------	----------------------------------	--

About the Report

Chicony Electronics Corporation publishes an annual sustainability report every June, which discloses the Company's sustainable management philosophy and objectives to stakeholders, along with its achievements in the areas of Environment, Social, and Governance (ESG). This report, published in June 2026, presents Chicony's sustainability performance from January 1 to December 31, 2025.

Scope of Disclosure

Covers 99% of Chicony Electronics consolidated operating revenue.

● Scope and Boundaries for 2025

Performance Disclosure		Unit	Abbreviation
Financial Performance	Sustainability Performance		
-		Chicony Electronics Corporation and its various locations; Chicony Power Technology Co., Ltd. and its various locations; and XAVI Technologies Corporation and its various locations	Chicony Group
		Chicony Electronics Corporation and its various locations	Chicony, Chicony Electronics, CEC, the Company
		Taipei Headquarters	HQ
Manufacturing Sites		Chicony Electronics (Dongguan) Co., Ltd. (Area: 569,367 ft²)	CEM2
		Maorui Electronics (Dongguan) Co., Ltd. (Area: 731,773 ft²)	MR
		Chicony Electronics (Suzhou) Co., Ltd. (Area: 1,517,107 ft²)	CEM3
		Chicony Electronics (Chongqing) Co., Ltd. (Area: 419,515 ft²)	CEM5
		Chicony Electronics (Thailand) Co., Ltd. (Area: 1,062,570 ft²)	CET
		Chicony Electronics CEZ s.r.o. (Area: 31,463 ft²)	
		Yangmei Warehouse, Taichung Office, Kaohsiung Office, American subsidiary (CAI) and Japan subsidiary (CEJ)	Other Locations
		Chicony Power Technology Co., Ltd. and its various locations	Chicony Power, CP
(Note)		XAVI Technologies Corporation and its various locations	XAVI

Note:

1. For the complete sustainability performance of the subsidiaries, Chicony Power Technology Co., Ltd. and XAVI Technologies Corporation, please refer to their sustainability reports. Some sustainability performance metrics are disclosed in this report.

2. MR initiated its relocation plan in the second half of 2025 and completed the relocation to CEM2 in January 2026. The legal entities remain separate, but both are located at the same address and within the same factory area.

3. CET completed and put into operation its second factory in Thailand in 2025. It is located within the same factory area as the first factory in Thailand, but at a different address.



Principles of Disclosure

1. Sustainability Performance

- The 2021 edition of the Global Reporting Initiative (GRI) Sustainability Reporting Standards was adopted in accordance with the relevant option. The report has undergone third-party verification in accordance with Type 1 moderate assurance under the AA1000 AS v3 Assurance Standard. (Refer to Section “👉 5.8 Assurance Statement.”)
- Sustainability Accounting Standards Board (SASB) - Hardware
- Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, ISO 26000 Guidance on Social Responsibility
- Task Force on Climate-related Financial Disclosures (TCFD) framework
- Task Force on Nature-related Financial Disclosure (TNFD) framework

2. Financial Performance

According to the public information certified by PricewaterhouseCoopers Taiwan, unless otherwise specified, all monetary units are expressed in New Taiwan Dollars (NTD).

	2022	2023	2024	2025
RMB	4.4228	4.3939	4.4566	4.3294
THB	0.8507	0.8954	0.9117	0.9475
USD	29.8512	31.1765	32.1265	31.1324

Data Discrepancies

Chapter 2	Data Corrections: Cumulative number of patents granted
Chapter 4	Definition Adjustments: Occupational injury incident statistics

Contact Information

Contact: Chicony Electronics Corporation, Corporate Sustainability Development Committee
Address: No. 69, Sec. 2, Guangfu Rd., Sanchong Dist., New Taipei City 241561, Taiwan (R.O.C.)
Tel: +886-6626-6788 #17602
Email: CSR@Chicony.com
Corporate Official Website: [👉 https://www.chicony.com/chicony/tw](https://www.chicony.com/chicony/tw)
Corporate Sustainability Website: [👉 https://esg.chicony.com/chicony/en](https://esg.chicony.com/chicony/en)



0 SUSTAINABLE CHICONY

ABOUT THE REPORT

MESSAGE FROM THE PRESIDENT

1 TRANSPARENT GOVERNANCE

CHICONY SUSTAINABLE STRATEGY BLUEPRINT

2 SMART AND GREEN MANUFACTURING

2025 KEY SUSTAINABILITY PERFORMANCE

3 VALUE CHAIN INTEGRATION

STAKEHOLDERS AND MATERIAL TOPICS

4 SUSTAINABLE TALENT DEVELOPMENT

MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD

5 APPENDIX

Message from the President

Driving Resilient Growth at the Intersection of AI and Sustainability

The year 2025 marked a transition for generative AI from a phase of technological breakthroughs to one of practical application. Amid geopolitical uncertainties, the pressures arising from the EU's Carbon Border Adjustment Mechanism (CBAM), and the growing global emphasis on natural capital under the Taskforce on Nature-related Financial Disclosures (TNFD), corporate competition has evolved beyond pure profitability into a comprehensive arena of "resilience-driven competitiveness."

Over the past year, Chicony Electronics not only maintained a steady footing amid volatile supply chain conditions, but also proactively leveraged AI to enable sustainability, converting environment challenges into a compounding driver of long-term growth. In 2025, we remained firmly committed to our core strategy of the Twin Transition, achieving significant results that exceeded expectations.



🔄 Sustainability Transformation: Environmental Performance Beyond Targets

In 2025, the proportion of renewable electricity usage (RE) reached 61%, significantly exceeding the original target of RE38. Approximately 20% of this was procured through direct renewable energy purchasing, ensuring the integrity and stability of energy sources, while due diligence on solar power plants continued. Regarding greenhouse gas (GHG) management, we have completed inventories covering Scopes 1 through 3 across the Company. Compared with the 2020 baseline, carbon emissions for Scopes 1 and 2 were reduced by 66%, while Scope 3 emissions were reduced by 53%, both substantially surpassing the originally established targets.

In December 2025, we published our first report aligned with the TCFD and TNFD frameworks, disclosing the proportional financial impacts of climate and nature-related issues on the Company. In parallel, we advanced our implementation of the IFRS S1/S2 sustainability disclosure standards. We have completed qualitative analyses and identified key sustainability topics, laying a comprehensive foundation for future quantitative financial disclosures. In addition, all four major manufacturing sites obtained UL 2799A Zero Waste to Landfill Platinum Validation, further advancing our transition toward a circular economy.

🔄 Digital Transformation: A Governance Revolution Empowered by AI

As AI continues to permeate CEC's product lines—from intelligent facial recognition and motion detection in video imaging devices to automation across manufacturing processes—we are also extending its application into the domain of corporate governance. We are currently planning to leverage AI technologies to support sustainability information auditing, utilizing automated anomaly detection to ensure the highest level of ESG data quality. In addition, to enhance supply chain transparency, we have completed the design of a "Responsible Minerals Management Platform," which is scheduled to be launched in 2026. This platform will further strengthen the traceability and governance of critical raw material sources.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
------------------------------	---------------------------------	--	----------------------------------	---	-------------------

ABOUT THE REPORT

MESSAGE FROM THE PRESIDENT

CHICONY SUSTAINABLE STRATEGY BLUEPRINT

2025 KEY SUSTAINABILITY PERFORMANCE

STAKEHOLDERS AND MATERIAL TOPICS

MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD

Organizational Transformation and Human Capital: A People-Centric Value

The ESG Sustainability Office has completed its first year of operation, delivering notable achievements. In October 2025, our new ESG website was launched, significantly enhancing stakeholder engagement, with over 50 effective interactions completed by year-end. We also conducted customer satisfaction surveys covering more than 80% of total revenue, and, for the first time, carried out employee satisfaction interviews integrating both quantitative and qualitative approaches.

CEC recognizes that its employees are its most valuable assets. This year, in addition to quantitative analysis, we conducted in-depth qualitative interviews with more than 30 employees to better understand their needs and implement targeted improvements to internal policies. These initiatives include the adoption of comprehensive flexible working hours, as well as maintaining average compensation and childbirth subsidies above industry levels (ranging from NT\$66,000 for the first child to NT\$128,000 for the fourth child). Furthermore, in preparation for the European Union's "Corporate Sustainability Due Diligence Directive" (CSDDD), CEC completed its first group-wide Human Rights Due Diligence (HRDD) assessment in 2025, marking an important first step toward safeguarding labor rights.

Stable Performance and External Recognition

Despite global economic adjustments in 2025, CEC delivered solid performance, reporting consolidated annual revenue of NT\$95.66 billion, net income after tax of NT\$6.54 billion, and earnings per share (EPS) of NT\$9.05. In terms of external recognition, we were ranked No. 30 in the Large Manufacturing Category of the CommonWealth Excellence in Corporate Social Responsibility Award for another consecutive year. We also received the TCSA Sustainability Report Silver Award, the Top 100 Sustainability Exemplars Award, and the Climate Leadership Award.

In the internationally recognized CDP assessments, we maintained an A- (Leadership Level) rating in the Climate Change questionnaire, improved our Water Security rating from B to A- (Leadership Level), and elevated our Supplier Engagement Rating (SER) from A- to the highest level of A.

In addition, CEC continued to be included as a component stock of the Taiwan Sustainability Index and the "FTSE4Good Emerging Markets Index," demonstrating that our resilience has become a preferred long-term choice in the investment community.

Future Outlook: Creating Brilliance Together

Looking ahead to 2026, CEC will uphold its commitment to integrity and proactively address challenges arising from plant consolidation and resource optimization. We firmly believe that sustainability is a continuously evolving journey. CEC will work hand in hand with its stakeholders to shine and create shared value in the new digital era led by AI.



President
Roger Lu



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
ABOUT THE REPORT	MESSAGE FROM THE PRESIDENT	CHICONY SUSTAINABLE STRATEGY BLUEPRINT	2025 KEY SUSTAINABILITY PERFORMANCE	STAKEHOLDERS AND MATERIAL TOPICS	MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD

Chicony Sustainable Strategy Blueprint

Transparent Governance: Brightening the Future



Refining our corporate governance framework to ensure decision-making transparency and foster proactive stakeholder engagement, we actively participate in sustainability initiatives, openly report our ESG performance, and build a reputation as a responsible and sustainable enterprise.



Value Chain Integration: Creating a Shared Future



Integrating value co-creation and circular economy development into our strategy through cross-departmental collaboration and close engagement with our supply chain, customers, and society, we are committed to enhancing overall sustainability capabilities, jointly creating long-term benefits, and realizing our sustainable development vision.



Sustainability Vision

Become a global sustainability leader in the electronics manufacturing industry.



Smart and Green Manufacturing: Forging a Low-Carbon Future

Integrating AI and IoT technologies enables us to optimize production, achieve precise energy efficiency through data insights, and drive carbon reduction projects. Our commitment, guided by a lifecycle perspective, is to innovate and manufacture greener, energy-efficient products that lessen our environmental burden.



Sustainable Talent Development: Shaping the Future

Valuing human rights, we strive to improve employee workplace happiness, create a healthy and balanced work environment, and develop key talent to address future challenges and drive the Company's sustainability objectives.





0 SUSTAINABLE CHICONY 1 TRANSPARENT GOVERNANCE 2 SMART AND GREEN MANUFACTURING 3 VALUE CHAIN INTEGRATION 4 SUSTAINABLE TALENT DEVELOPMENT 5 APPENDIX

ABOUT THE REPORT

MESSAGE FROM THE PRESIDENT

CHICONY SUSTAINABLE STRATEGY BLUEPRINT

2025 KEY SUSTAINABILITY PERFORMANCE

STAKEHOLDERS AND MATERIAL TOPICS

MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD

2025 Key Sustainability Performance



Transparent Governance: Brightening the Future

1. Recorded zero legal cases related to integrity and ethical conduct.
2. Establish a brand-new ESG website to enhance communication with stakeholders
3. Develop personal data protection policies to strengthen



Smart and Green Manufacturing: Forging a Low-Carbon Future

1. Scope 1 and 2 GHG emissions have decreased by 64% compared to 2020 and by 26% compared to 2024.
2. The renewable electricity share reached 61% (RE61).
3. Completed GHG inventory and third-party verification covering 100% of entities within the consolidated financial reporting scope.
4. More than 80% of our input devices and video modules/lenses use environmentally friendly packaging materials; more than 50% of our products use recycled plastics.



Sustainable talent development: Shaping the Future

1. 100% return-to-work rate following parental leave.
2. Increased the scale of childbirth incentive subsidies.
3. ESG-related training reach 760 participants, totaling 1,417 hours.



Value Chain Integration: Creating a Shared Future

1. 2 on-line supplier conferences covered 85% of our suppliers.
2. Completed 498 document-based audits and 426 on-site audits.
3. The proportion of locally sourced suppliers exceeded 70%.

Sustainability Recognition



2025 CDP Climate Change Leadership Level (A-)



2025 CDP Water Security Leadership Level (A-)



2025 CDP Supplier Engagement Leadership Level (A)



2025 TCSA Sustainability Report – Silver Award



2025 TCSA Top 100 Model Award



2025 TCSA Climate Leadership Award



2025 CommonWealth Magazine Excellence in Corporate Social Responsibility- No.30 in Group of Large Scale-Manufacturing Company



Constituent of FTSE4Good/ TIP Taiwan ESG Index



June 2025
Constituent of FTSE4Good Emerging Market Index
FTSE Emerging Market ESG Index



ABOUT THE REPORT

MESSAGE FROM THE PRESIDENT

CHICONY SUSTAINABLE STRATEGY BLUEPRINT

2025 KEY SUSTAINABILITY PERFORMANCE

STAKEHOLDERS AND MATERIAL TOPICS

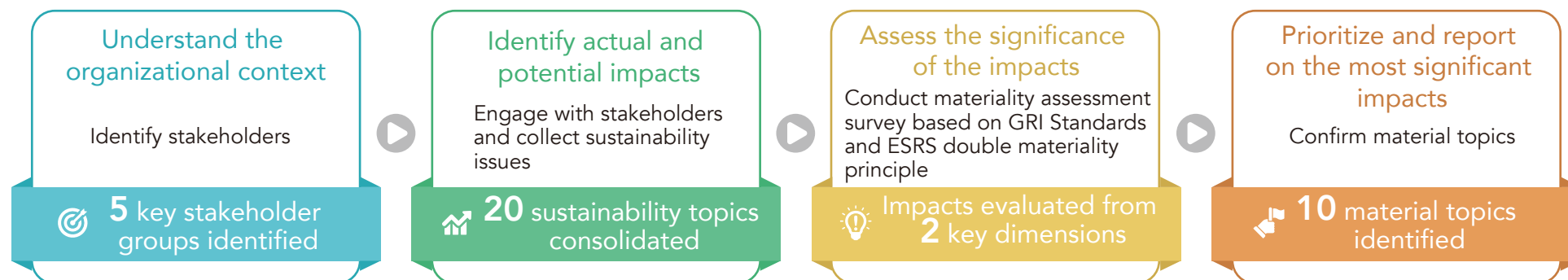
MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD

Stakeholders and Material Topics

Stakeholder expectations of the Company significantly influence the organization's ability to achieve sustainability goals. Therefore, effective communication with stakeholders, obtaining their feedback, and promptly adjusting sustainability practices to meet stakeholder expectations are our key priorities.

In 2024, Chicony launched a project to align with IFRS Sustainability Disclosure Standard S1, “General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1)”. For the first time, we identified stakeholders and material topics based on the consolidated financial reporting scope (covering Chicony, Chicony Power, and XAVI), and used this as the basis for our disclosures.

Material Topic Identification Process



Stakeholder Identification (Steps 1 & 2)

In accordance with the AA1000 Stakeholder Engagement Standard (AA1000SES), which encompasses 5 key principles—Responsibility, Influence, Tension, Diverse Perspectives, and Dependency—we distributed identification questionnaires to colleagues across various units of the Chicony Group in 2024. A total of 96 questionnaires were issued, comprising 32 from Chicony, 33 from Chicony Power, and 31 from XAVI. From 11 categories of stakeholders, we identified five primary stakeholders: Customers, Employees/ Unions (referred to as “Employees” in 2023), Regulatory Authorities, Shareholders/ Investors, and Suppliers/ Distributors/ Retailers (referred to as “Supply Chain” in 2023). The five primary stakeholders remain consistent with the scope covered in 2023, with only improved clarification of their titles and coverage.



0 SUSTAINABLE CHICONY **1 TRANSPARENT GOVERNANCE** **2 SMART AND GREEN MANUFACTURING** **3 VALUE CHAIN INTEGRATION** **4 SUSTAINABLE TALENT DEVELOPMENT** **5 APPENDIX**

ABOUT THE REPORT MESSAGE FROM THE PRESIDENT CHICONY SUSTAINABLE STRATEGY BLUEPRINT 2025 KEY SUSTAINABILITY PERFORMANCE **STAKEHOLDERS AND MATERIAL TOPICS** MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD

We conduct stakeholder materiality surveys periodically. Following the update of material issues and their results in 2024, the same framework remains in effect for 2025. We plan to redistribute the survey in 2026:

Customers	Employees/ Unions	Regulatory Authorities	Shareholders/ Investors	Suppliers/ Distributors/ Retailers
Chicony adheres to a customer-first principle by delivering high-quality products and services, building trust in the brand among distributors and consumers. Issues of Concern • Climate and Natural Strategy Energy and Carbon • Emission Man-agement • Green Innovative Products • Human Rights and Labor Relations • Occupational Safety and Health • Sustainable Supply Chain • Information and Privacy Security • Customer Rela-tionship Manage-ment Regular Supplier evaluations (annual/quarterly/monthly), RBA audits (annual/bien-nial), Sustainability Report (annual), Annual Report (annual), Customer Satisfaction Surveys (annual) Ad hoc Audits, business meetings, technical seminars, international exhibitions, customer satisfaction surveys, and the Company's ESG website	Employees and unions are Chicony's most important stakeholders. We prioritize employee well-being, foster a friendly work environment, build team cohesion, and protect employee rights. Issues of Concern • Human Rights and Labor Relations • Occupational Safety and Health • Talent Cultivation and Development • Diverse and Inclusive Workplace Regular Employee forums (annual), employee satisfaction surveys (annual), labor-management meetings (quarterly), factory labor representa-tive meetings (monthly/weekly) Ad hoc Notice boards, grievance mailboxes, training programs, complaint hotlines, and policy communication meetings	Chicony complies with laws and regulations, aligns with gov-ernment policies, and responds to regulatory au-thorities' high expectations to jointly drive in-dustrial ad-vancement. Issues of Concern • Climate and Natural Strategy • Energy and Carbon Emission Man-agement • Air Polution Man-agement • Water Resource Management • Waste Management • Information and Privacy Security • Human Rights and Labor Relations • Occupational Safety and Health • Government Poli-cies and Social Engagement • Ethical Manage-ment and Compli-ance • Sustainable Gov-ernance Ad hoc Official documents, policy communication meetings, on-site inspections, investor mailbox, and the Company's ESG website	Chicony complies with laws and regulations, aligns with gov-ernment policies, and responds to regulatory au-thorities' high expectations to jointly drive in-dustrial ad-vancement. Chicony actively fosters sustained growth in profita-bility and return on investment while demon-strating excel-lence in sustain-able governance, thereby enhanc-ing long-term benefits for shareholders and investors. Issues of Concern • Climate and Natural Strategy • Energy and Carbon Emission Man-agement • Green Innovative Products • Operational Per-formance • Sustainable Gov-ernance • Risk Management Regular Shareholders' meeting (annually), board meetings (4-5 times/year), Annual Report (annually), Sustainability Report (shared during investor conferences), quarterly financial reports; Ad hoc Market Observation Post System (MOPS), company's official website, the Company's ESG website	Building a mutu-ally beneficial value chain is the foundation for our continuous inno-vation in products and services, achieving sus-tainable devel-opment, and cre-ating a win-win situation. Issues of Concern • Climate and Natural Strategy • Energy and Carbon Emission Man-agement • Green Innovative Product • Occupational Safety and Health • Sustainable Supply Chain • Ethical Manage-ment and Compli-ance Regular Annual supplier conference, annual supplier audits Ad hoc Supplier conference, grievance mailboxes, grievance channels, supplier guidance, technical seminars
• Recognized as an "Outstanding Support Award" from customer Lenovo • Recognized as an "Outstanding Support Award" from customer LCFC • Recognized as an "Outstanding Supplier" by Huaqin Technology	• Achieved a 100% return-to-work rate following parental leave • Increased the scale of childbirth incentive subsidies • ESG-related training totaled 760 participant-sessions in 2025, with a cumulative duration of 1,417 hours	• No legal cases related to unethical conduct (e.g., bribery, corruption, collusion) occurred in 2025. • Participated in four public investor conferences • Held one shareholders' meeting and 11 investor conferences	• Included in the TWSE Taiwan Mid-Cap 100 Index, Taiwan Sus-tainability Index, and Corporate Governance 100 Index in 2025. • 2025 consolidated revenue reached NT\$95.66 billion; net income after tax was NT\$6.585 billion; EPS was NT\$9.05. • Ranked 30th in Com-monWealth Magazine's "Top Corporate Citizens – Large Enterprise Category"	• 2 online supplier conferences were held, with a total supplier attendance rate of 85% • The proportion of local suppliers was close to 70%

Material Topic Identification (Step 2, 3, and 4)

We adhere to the GRI 2021 Sustainability Reporting Standards and reference the European Sustainability Reporting Standards (ESRS) published under the European Union's Corporate Sustainability Reporting Directive (CSRD), applying the principle of Double Materiality. Through a three-step process of "identification, assessment, and confirmation," we identify material topics, thereby determining the scope of disclosures in our sustainability report. This process also enables us to respond to and review the sustainability performance of Chicony. In accordance with the recommendations of IFRS S1, we will reassess our significant topics in the event of major changes or developments, including significant changes in the value chain, operational activities, or corporate structure, as well as substantial changes in exposure to sustainability-related risks and opportunities. If no such changes occur, we will evaluate annually whether any special adjustments are necessary. ZQ

1. Identification

Based on the "Chicony Sustainable Strategy Blueprint," as well as internal management goals, stakeholder communication, external sustainability regulations and standards (detailed below), legal requirements, value chain considerations, and industry characteristics, a total of 20 sustainability topics have been identified.

- (1) International sustainability standards: GRI, SASB, TCFD, TNFD, IFRS
- (2) International initiatives: SDGs, RBA, RE100
- (3) International rankings: CDP, S&P Global, MSCI, Sustainalytics, FTSE4Good

2.Assessment

(1) Impact on Chicony's Operations

Positive impacts were assessed based on "increased revenue and enhanced brand reputation," while negative impacts were assessed based on "increased costs and diminished brand reputation." A total of 13 questionnaires were distributed to key ESG members within the Group.

(2) Impact on Sustainable Development

A comprehensive list of potential positive and negative impacts of sustainability issues on the economy, environment, and human rights was compiled. A total of 363 questionnaires were distributed among five major stakeholders, including 174 questionnaires to Chicony, 100 questionnaires to Chicony Power, and 74 questionnaires to XAVI.

Impact on Chicony's Operations



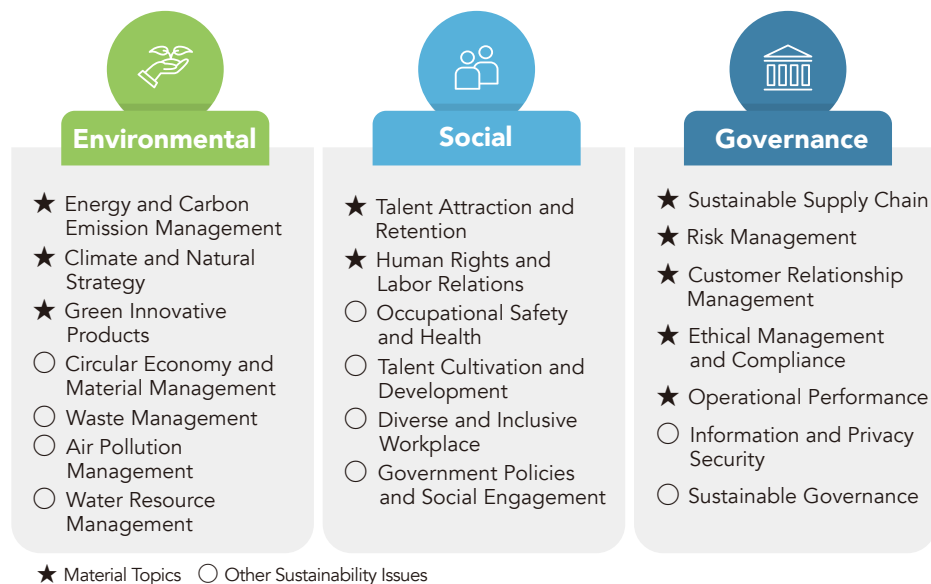
Impact on Sustainable Development



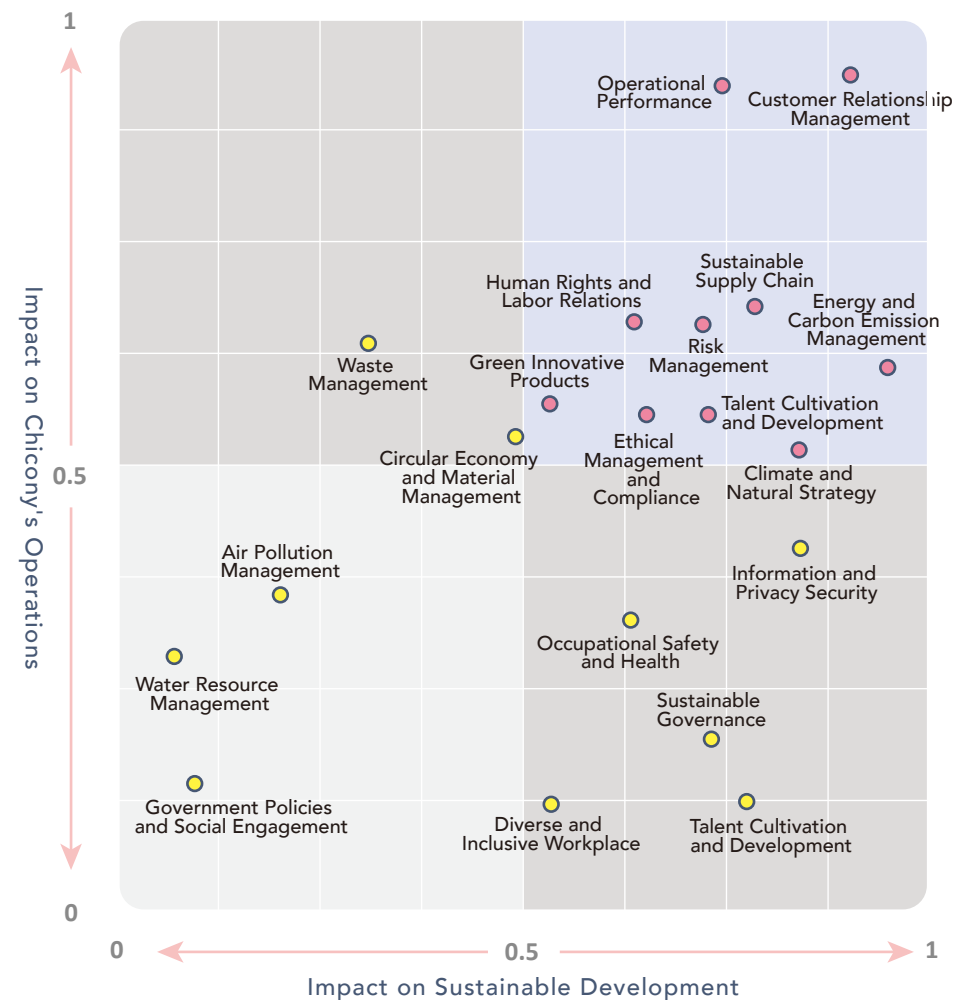
3. Confirmation

To concentrate resources and more precisely address sustainability risks, we have identified ten material sustainability issues this year through analysis, representing a reduction of two material topics compared to last year. These issues were approved by the Corporate Sustainable Development Committee in May 2025 and confirmed in a report to the Board of Directors (BOD) as material topics for Chicony. This will serve as the foundation for the sustainability report and will also inform the IFRS analysis of financial impacts. Furthermore, based on the significance and strategy of these major topics, we will articulate our management policies and objectives, using this framework for long-term tracking.

20 Sustainability Issues and 10 Material Topics



Chicony Material Topic Matrix





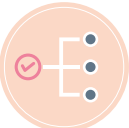
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
------------------------------	---------------------------------	--	----------------------------------	---	-------------------

ABOUT THE REPORT	MESSAGE FROM THE PRESIDENT	CHICONY SUSTAINABLE STRATEGY BLUEPRINT	2025 KEY SUSTAINABILITY PERFORMANCE	STAKEHOLDERS AND MATERIAL TOPICS	MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD
------------------	----------------------------	--	-------------------------------------	----------------------------------	--

Contact and Whistleblowing Channels

The Company offers channels for reporting a range of issues. Any illegal activities or actions that contravene the principles of ethical corporate management may be reported either anonymously or with identification. All related reports will be treated with strict confidentiality to prevent any unfair treatment, retaliation, or threats against the whistleblower. If a report is confirmed to be valid and meets the criteria for reward distribution, appropriate compensation will be provided.

● Reporting Channels and Handling for Various Issues

	Legal Compliance & Anti-Corruption	Labor & Human Rights	Customers & Products	Environment
 Reporting Channels	1. CEO Mailbox 2. Annual Employee Forum 3. Chicony official ESG website 4. Prevention Management Procedures for Illegal Infringement of Duties	1. CEO Mailbox 2. Annual Employee Forum 3. Chicony official ESG website 4. Prevention Management Procedures for Illegal Infringement of Duties 5. Measures for the Prevention of Sexual Harassment in the Workplace, Grievance Procedures, and Disciplinary Management Regulations	1. CEO Mailbox 2. Annual Employee Forum 3. Chicony official ESG website	1. CEO Mailbox 2. Annual Employee Forum 3. Chicony official ESG website
 Handling Procedure	Upon receiving a report, the accepting unit will forward it to the appropriate department based on the content of the complaints. For instance, corruption cases will be referred to the Audit Office, sexual harassment cases will be directed to the Human Resources Department, product issues will be handled by the Sales Department, and environmental pollution cases will be sent to the Plant Administrative Management Department.	Personnel responsible for handling cases are obligated to maintain confidentiality. Complainants and relevant personnel have a duty to provide truthful responses and relevant information. The acceptance of reports, the investigation process, and the investigation results must be preserved in written or electronic documents.	In the event of a violation of internal company regulations, disciplinary actions will be determined based on the nature of the violation. If the matter involves illegal activities, the Legal Affairs Division will provide professional legal advice for subsequent handling.	For confirmed cases, the relevant unit must review and propose corrective measures.
 2025 Summary	CEO Mailbox - A total of two employee-related and two non-employee-related corruption complaints were received. Investigations into these matters were concluded in 2025, with all cases resulting in no disciplinary action required. Consequently, no cases escalated to the level of legal proceedings. - A total of one non-corruption complaint involving an employee and zero non-employee-related cases were recorded. Investigations determined that no disciplinary action was necessary for these instances; notably, the employee-related matter was addressed and rectified immediately. - All findings were reported regularly to the President and the BOD in accordance with company policy. Taipei Headquarters Employee Engagement - Of the 56 suggestions received, 34 were successfully adopted. 21 items were not implemented due to operational constraints or feasibility challenges, while 1 item remains under review as of the reporting deadline. - These suggestions primarily addressed workplace amenities and daily needs, including facility maintenance, cafeteria services, parking, restrooms, elevators, and year-end festivities. In 2025, by integrating feedback from these forums with our inaugural Employee Satisfaction Survey, Chicony transitioned to a comprehensive flexible work policy, allowing employees to clock in as late as 9:30 a.m.			

Note: The CEO Mailbox is applicable to all vendors engaged in transactions with the Company, including their directors, supervisors, shareholders, managers, employees, individuals with substantial control, and other stakeholders.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
ABOUT THE REPORT	MESSAGE FROM THE PRESIDENT	CHICONY SUSTAINABLE STRATEGY BLUEPRINT	2025 KEY SUSTAINABILITY PERFORMANCE	STAKEHOLDERS AND MATERIAL TOPICS	MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD



Moving Towards Sustainability and Financial Linkage: IFRS, TCFD & TNFD

Establishing Quantitative Sustainability Management and Integrating Climate and Nature Disclosures

As global sustainability disclosure frameworks increasingly align with financial reporting standards, the management of climate and nature-related issues is evolving from qualitative disclosure toward rigorous quantitative analysis and financial linkage. In 2025, in accordance with the spirit of international sustainability disclosure standards, Chicony Electronics launched its IFRS Sustainability Project. Beyond initiating a comprehensive inventory and quantification of sustainability topics, the Company has deepened its analysis of the risks and opportunities inherent in our operational transformation, building upon our established climate and nature risk assessments.

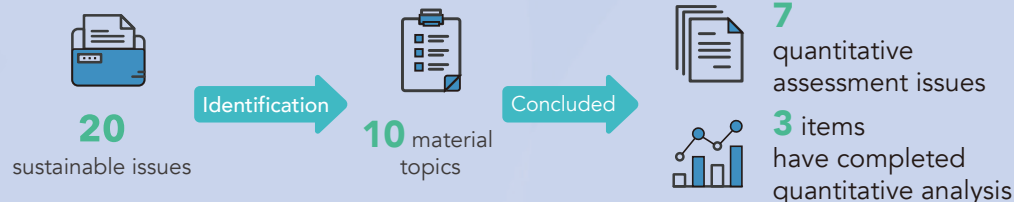
Through cross-functional data integration and operational analysis, Chicony identified seven material sustainability topics requiring quantitative assessment. To date, three of these topics have been quantitatively analyzed through existing climate and nature disclosure frameworks, laying a definitive foundation for the Company's quantitative management system.

IFRS Integrated Framework for Sustainability Disclosure

IFRS Sustainability Project



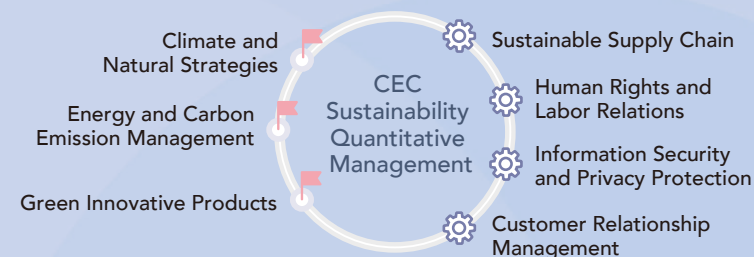
2025 IFRS Sustainability Project Officially Launched



Throughout this IFRS project, Chicony evaluated the direct correlations between business operations and sustainability. The identified seven material topics—spanning climate transition, product innovation, supply chain management, and corporate governance—are being systematically linked to operational management. Furthermore, the Company plans to strengthen internal data governance and reporting mechanisms in phased stages. While three topics have completed quantitative analysis, the remaining areas will be advanced as data maturity and availability continue to evolve.

At present, three of these topics have been quantitatively analyzed through existing climate and nature disclosure projects. The remaining topics will be progressively advanced toward quantitative assessment as data maturity continues to improve.

Seven Key Quantifiable Sustainability Issues



Note: Quantification completed Continuing quantification

Integrating Climate- and Nature-related Financial Disclosures

Throughout this IFRS project, Chicony evaluated the direct correlations between business operations and sustainability. The identified seven material topics—spanning climate transition, product innovation, supply chain management, and corporate governance—are being systematically linked to operational management. Furthermore, the Company plans to strengthen internal data governance and reporting mechanisms in phased stages. While three topics have completed quantitative analysis, the remaining areas will be advanced as data maturity and availability continue to evolve.

Important Notice: All quantitative financial data, projected impacts, and anticipated benefits disclosed herein are forward-looking statements and estimates based on current information and specific scenario assumptions. Actual results may differ materially from expectations due to market fluctuations, regulatory changes, or technological advancements. For detailed methodologies and scenario assumptions, please refer to the [2024 Chicony Electronics Climate and Nature-related Financial Disclosures Report](#).

Natural and Financial Quantification Process



Quantified Results of Climate and Nature-Related Risk and Opportunity

	Risk/Opportunity Item	Impact on Consolidated Revenue	Direction of Financial Impact
Risk	Introduction of sustainable product design standards	Revenue share of 0.67% (high-exposure products)	▼ Decrease in operating revenue
	Automation and intelligent transition	Approximately 0.098% per annum (cash outflows from investing activities during 2025-2026)	▲ Increase in capital expenditures (CAPEX)
	Renewable energy cost volatility	Additional costs accounting for 0.001-0.011%	▲ Increase in cost of goods sold (COGS)
	Recycled material cost volatility	Expected impact accounting for 1.67%	▲ Increase in cost of goods sold (COGS)
Opportunity	Meeting the green product requirements of downstream customers	(Note: Involves business-sensitive information and is therefore not disclosed)	+ Growth in operating revenue + Goodwill
	Enhancing the efficiency of re-source utilization in production facilities	Equivalent to approximately 0.30% per annum (reduction in operating expenses)	- Decrease in cost of goods sold (COGS) - Decrease in operating expenses
	Collaborate with downstream customers to recycle products	Averaging approximately 0.017% per annum (recovery value)	- Decrease in cost of goods sold (COGS) + Increase in non-operating revenue

Note:

- The quantified financial impacts presented in this table are estimated based on the Company's consolidated revenue for 2024.
- The figures shown represent the expected impacts or benefits under the selected scenario, "Ahead of the game," and do not reflect historical actual results.
- Direction of financial impact: ▲ Increase (pressure / cash outflow); ▼ Decrease (loss); + Increase (benefit / revenue); - Decrease (savings / expense reduction).
- CAPEX: Capital expenditures; COGS: Cost of goods sold; OPEX: Operating expenses.

0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

ABOUT THE REPORT

MESSAGE FROM THE PRESIDENT

CHICONY SUSTAINABLE STRATEGY BLUEPRINT

2025 KEY SUSTAINABILITY PERFORMANCE

STAKEHOLDERS AND MATERIAL TOPICS

MOVING TOWARDS SUSTAINABILITY AND FINANCIAL LINKAGE: IFRS, TCFD & TNFD

Concrete Actions Taken to Address the Climate and Nature Issue

Chicony translates quantitative analysis into executive action, ensuring that sustainability insights directly inform operational decision-making.

Renewable Power Plant Due Diligence

Following our initial 2024 due diligence of renewable power plants in Thailand, we expanded the scope in 2025 to include Mainland China, performing rigorous due diligence on the provenance and reliability of our renewable electricity sources.



Restoration of Mangrove Forests and Wetlands

Building on our 2024 partnership with local organizations in Thailand for mangrove restoration near our facilities, employees in Taiwan took collaborative action in 2025 to support the restoration and cultivation of the Wugu Wetlands.





1

TRANSPARENT GOVERNANCE

1.1 BUSINESS OVERVIEW	20
1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	24
1.3 SUSTAINABLE GOVERNANCE	28
1.4 RISK MANAGEMENT	30
1.5 ETHICAL MANAGEMENT AND COMPLIANCE	31
1.6 INFORMATION AND PRIVACY SECURITY	33



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

Target and Progress



Ethical Management and Compliance Risk Management

Action Plan

- Identify sustainable risks, establish responsible units, and regularly monitor execution results.
- Continue to promote information security initiatives and enhance information security protection measures.
- Conduct ethical corporate management training, facilitate smooth whistleblower channels, and establish anti-corruption.
- Establish management procedures that comply with international information security standards to verify various information security projects and their outcomes.

Key Metrics

Information Security Incidents

Social Engineering Drills

ISO27001

Corporate Governance Evaluation

2025 Target

0

< 7 %

Maintain the HQ certificate

Top 20 %

2025 Implement Status

1

9 %

Maintain the HQ certificate

Top 20 %



2026 Target

0

< 7 %

Maintain the HQ certificate

Top 20 %

Mid-/Long-Term Goal

0

< 5 %

All new production sites have obtained ISO 27001

Top 5 %
Become a model for sustainable performance in the industry.

Policy/Commitment

- Continuously improve the corporate governance system.
- Establish a comprehensive three-line defense for risk governance.
- Uphold integrity as the highest standard of business ethics.
- Strengthen the Company's information security to protect the confidentiality of information related to customers, employees, and suppliers.

Responsible Units

- Auditing Office
- President's Office
- Computer Center
- Administration Department
- ESG Sustainability Office

Note:

- As the social engineering exercise did not meet the target, the Company will strengthen awareness and training programs, implement phishing simulation exercises, and conduct retraining and ongoing improvement tracking for high-risk personnel.
- Regarding the information security incident on January 2, which involved a Distributed Denial-of-Service (DDoS) attack, the Company executed immediate response measures in accordance with its incident response SOP. Following the conclusion of the attack, a comprehensive review and firewall enhancements were carried out. The Company also plans to implement a dedicated DDoS protection mechanism in 2026 to further strengthen its defenses.



Operational Performance

- Continue to expand production capacity and invest in high-value-added products.
- Hold investor conferences and shareholder meetings on a regular basis.

Product Status

Maintain leadership in key products

Maintain leadership in key products



Maintain leadership in key products

Maintain leadership in key products

- Continue to expand production capacity and invest in high-value-added products.
- Actively communicate operational performance with external stakeholders.
- Sales Department
- Investor Relations Division
- Financial and Administrative Department

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

1.1 Business Overview

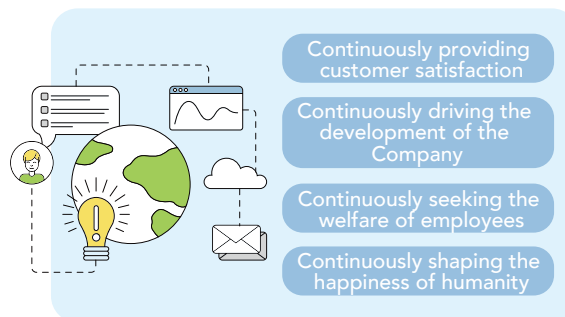
Chicony was founded in February 1983, and was listed on the Taiwan Stock Exchange in 1999 (stock code: 2385). With over 40 years of experience, the Company has established a presence across Asia (Taiwan, Mainland China, Thailand, Japan), Europe (Czech Republic), and the Americas (United States). Its subsidiaries, Chicony Power and XAVI, are also publicly listed companies in Taiwan. We adhere to the business principle of “No Quality, No Sales,” providing our customers with the highest quality service while continuously generating revenue growth to meet the expectations of our stakeholders.

We base our business development on computer peripheral products and consumer video imaging products. Our four major product lines include input devices, portable keyboard modules, video imaging products, and camera lens modules. Among these, keyboards, webcams, and laptop camera modules have emerged as leading products in global manufacturing. We sell our finished products to downstream assembly plants or brand manufacturers that are leaders in the technology industry.

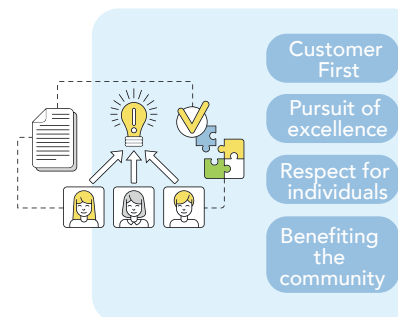
Operational Sites



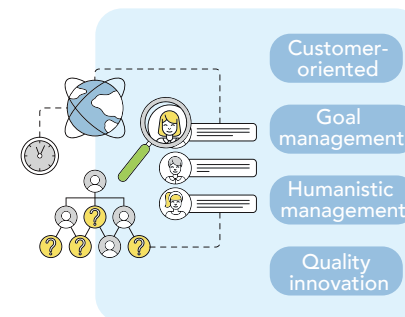
Management Philosophy



Corporate Culture



Management Approach



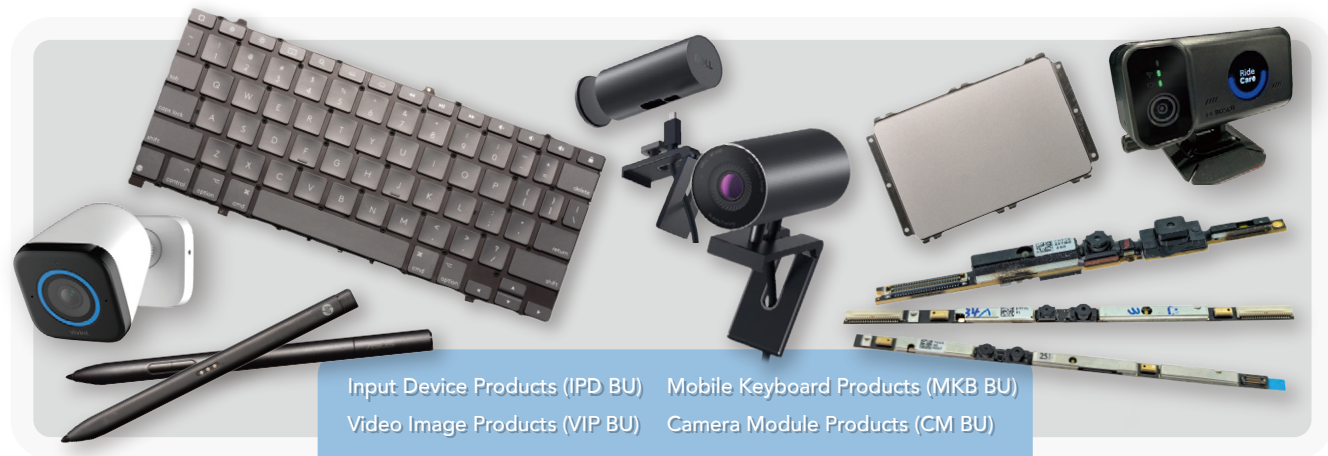
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

Operational Overview

Chicony has long-established leadership in its three core business segments—keyboards, imaging, and power supplies—backed by a diversified product portfolio. As the global economy demonstrates resilience in 2026, the notebook market is entering a substantial replacement cycle driven by AI PCs, with penetration expected to exceed 50%. This trend is projected to fuel shipments of high-end backlit keyboards and premium gaming peripherals in the retail market. In the imaging segment, the Company continues to pioneer Edge AI vision solutions, integrating Vision-Language Models (VLM) to empower cameras with advanced comprehension and response capabilities for security, fleet management, and healthcare applications. Meanwhile, its subsidiary, Chicony Power, maintains its pivotal role in the notebook power supply industry while aggressively penetrating AI data center infrastructure through a "virtual vertical integration" strategy. Another subsidiary, XAVi Technologies, is focusing on AIoT and defense-sector innovations, which are poised to become new engines of revenue growth.

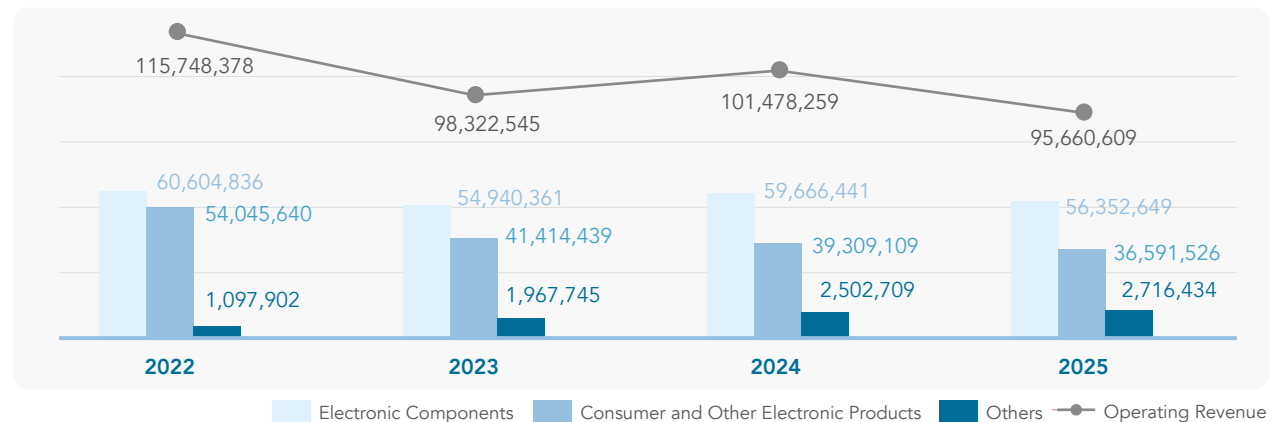
The Company is proactively navigating 2026 challenges, including component price volatility and global supply chain de-risking. By integrating Group resources, Chicony remains committed to R&D for its niche products in keyboards, power supplies, and imaging. With steady expansion in non-PC sectors such as gaming, servers, smart homes, and satellite communications, resources will be strategically concentrated on high-value-added applications to offset the impact of minor fluctuations in notebook shipment volumes. For 2026, Chicony estimates a total sales volume of approximately 180.2 million units for computer peripherals, digital imaging, and electronic products. Its subsidiaries, Chicony Power and XAVi, project sales volumes of approximately 136 million and 6.5 million units, respectively.

Main Products



Main Product Revenue

Unit: NT\$1,000



Note: For product production and sales volume, please refer to the Annual Report.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

Economic Value Distribution

Unit: NT\$1,000

	2022	2023	2024	2025
Direct Economic Value (Operating Revenue)	115,748,378	98,322,545	101,478,259	95,660,609
Distributed Economic Value (Sum of 1-5)	108,985,013	94,558,374	96,413,010	94,112,905
• Payments to Capital Providers (Interest Expenses and Cash Dividends)	5,536,684	6,779,534	6,962,712	8,615,277
• Operating Costs	95,172,451	79,294,233	81,008,683	78,416,164
• Employee Salaries and Benefits	5,701,773	5,544,408	5,924,956	5,379,133
• Payments to Governments	2,564,839	2,932,310	2,504,657	1,696,018
(1) Taiwan	1,298,220	1,417,737	1,328,094	1,208,056
(2) Mainland China (RMB1,000)	261,788	322,195	242,444	93,795
(3) Thailand (THB1,000)	2,399	2,682	37,924	38,102
(4) Other Regions	106,742	96,479	61,512	45,785
• Community Investment	9,266	7,889	12,002	6,314
Retained Economic Value (Retained Earnings)	6,763,365	3,764,171	5,065,249	1,547,704

Note:

1. Consolidated Financial Statement Data

2. In accordance with GRI standards, payments to the government include various types of taxes and fines but exclude deferred taxes.

3. Other regions include Hong Kong, the Czech Republic, Japan, and the USA.

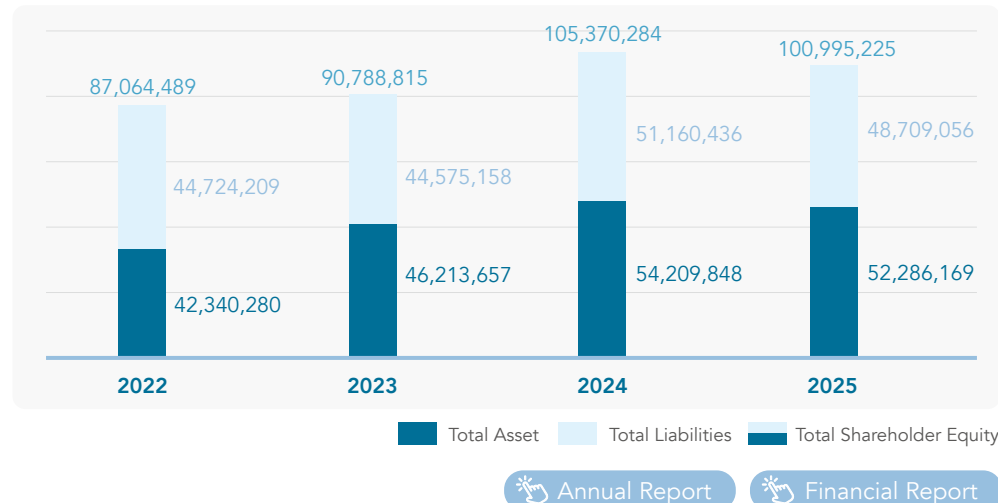
Operational and Financial Performance

A sound financial structure is key to the sustainable operation of the Company and serves as a strong support for the ongoing implementation of various sustainability projects. Each department prepares its operating budget and capital expenditure budget annually. Following approval from the highest level of management, the operational status is reported during board meetings and various operational review meetings. This process facilitates real-time monitoring of operational performance and the progress and results of budget execution.

The Company hires an independent certified public accountant (CPA) to regularly audit the Company's financial status and internal controls. Furthermore, in accordance with the Corporate Governance Best Practice Principles, we evaluate the independence and suitability of the appointed CPAs annually by referencing the Audit Quality Indicators (AQIs). Each year, the accounting firm issues a "Communication Letter with Governance Body," which includes the statement of roles and responsibilities of the lead accountant and the independence declaration of the auditing accountant. Chicony regularly conducts inspections through its shareholder services unit to confirm that the CPA does not hold any shares in the Company and is not concurrently serving in any position within the organization. The independence of the CPA is assessed, and the results of this assessment are reported to the Board of Directors (BOD).

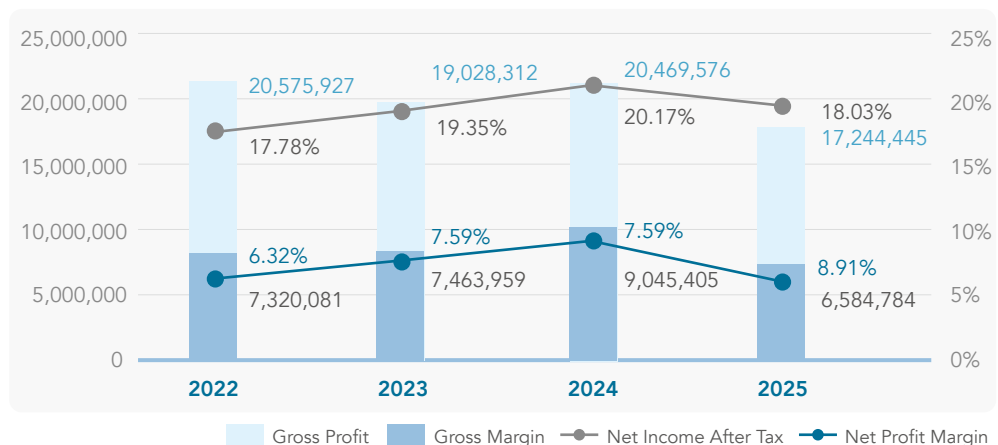
Financial Summary

Unit: NT\$1,000



Operational Performance

Unit: NT\$1,000



Note: Consolidated financial statement data; net income after tax attributable to the owners of the parent company.

Tax Governance

The tax governance unit of the Company is coordinated and planned by the Finance Management Department of HQ. In response to the trends in tax governance, we adhere to relevant internal promotion regulations, transparently disclose information as required, and implement the principles of corporate tax management. All relevant tax payment situations are verified by an accounting firm and reflected in the financial statements.

1. Tax Policy

The tax governance unit of the Company is coordinated and planned by the Finance Management Department of HQ. In response to the trends in tax governance, we adhere to relevant internal promotion regulations, transparently disclose information as required, and implement the principles of corporate tax management. All relevant tax payment situations are verified by an accounting firm and reflected in the financial statements.

2. Tax Management Principles

- (1) Compliance with Laws: Adhere to the tax laws of various countries, including, but not limited to, regulations concerning tax reporting, payment, documentation management, and information disclosure.
- (2) Honest Tax Practices: Uphold the principles of honesty and integrity, accurately calculate and timely pay all taxes owed, and refrain from any form of tax evasion or avoidance.
- (3) Risk Management: Regularly assess tax-related risks, and proactively identify, evaluate, and respond to potential tax risks.
- (4) Professional Services: Engage qualified tax consultants to provide advisory and filing services to ensure accuracy and compliance in the Group's tax matters.
- (5) Transparency of Information: Maintain transparency in tax-related information, foster good communication with tax authorities in various countries, and actively cooperate with tax audits.

Tax Expense

	2022	2023	2024	2025
Net Profit Before Tax (NT\$ million)	11,197	11,273	13,296	9,125
Income Tax Expense (NT\$ million)	2,181	2,273	2,592	1,470
Income Taxes Paid (NT\$ million)	2,014	2,522	2,140	1,697
Effective Tax Rate (%)	19.5%	20.2%	19.5%	16.11%
Cash Tax Rate (%)	18.0%	22.4%	16.1%	18.60%

Notes:

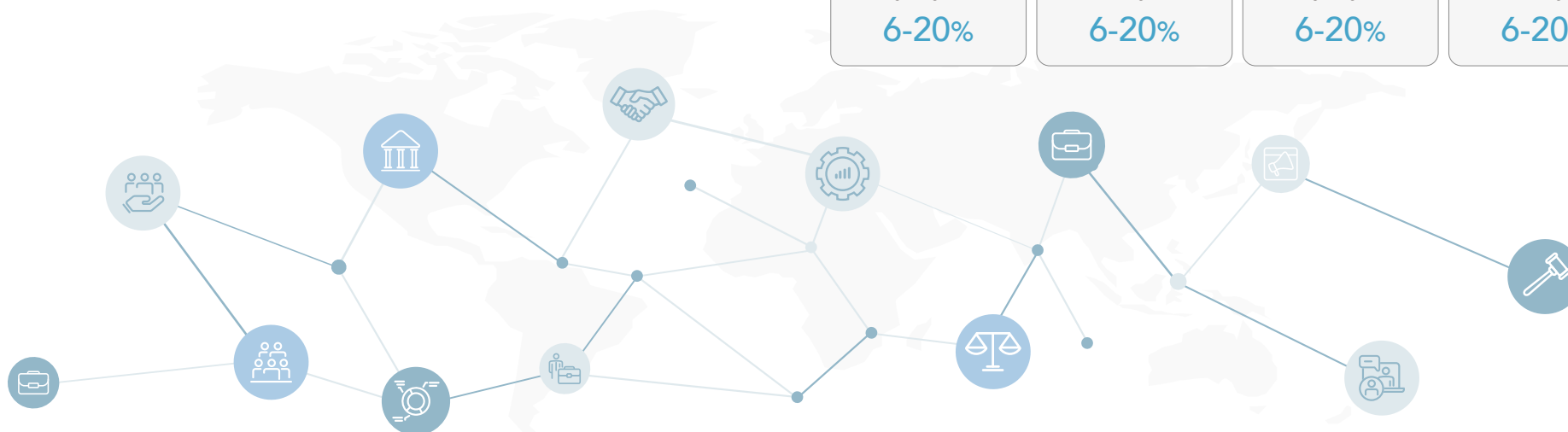
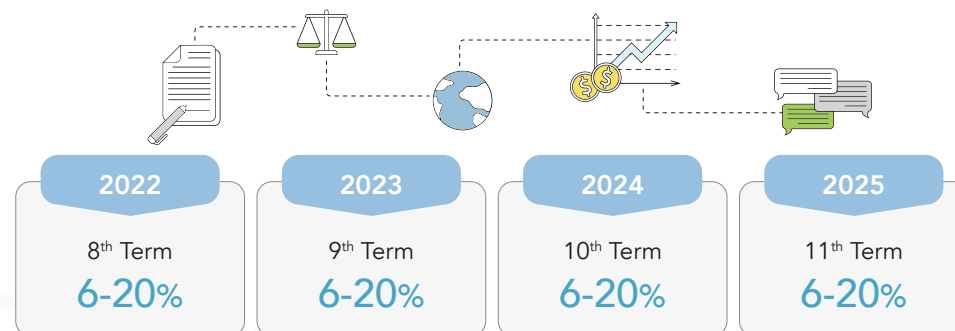
1. Effective Tax Rate = Income Tax Expense ÷ Net Profit Before Tax x 100%

2. Cash Tax Rate = Income Taxes Paid ÷ Net Profit Before Tax x 100%

1.2 Corporate Governance Structure and Operations

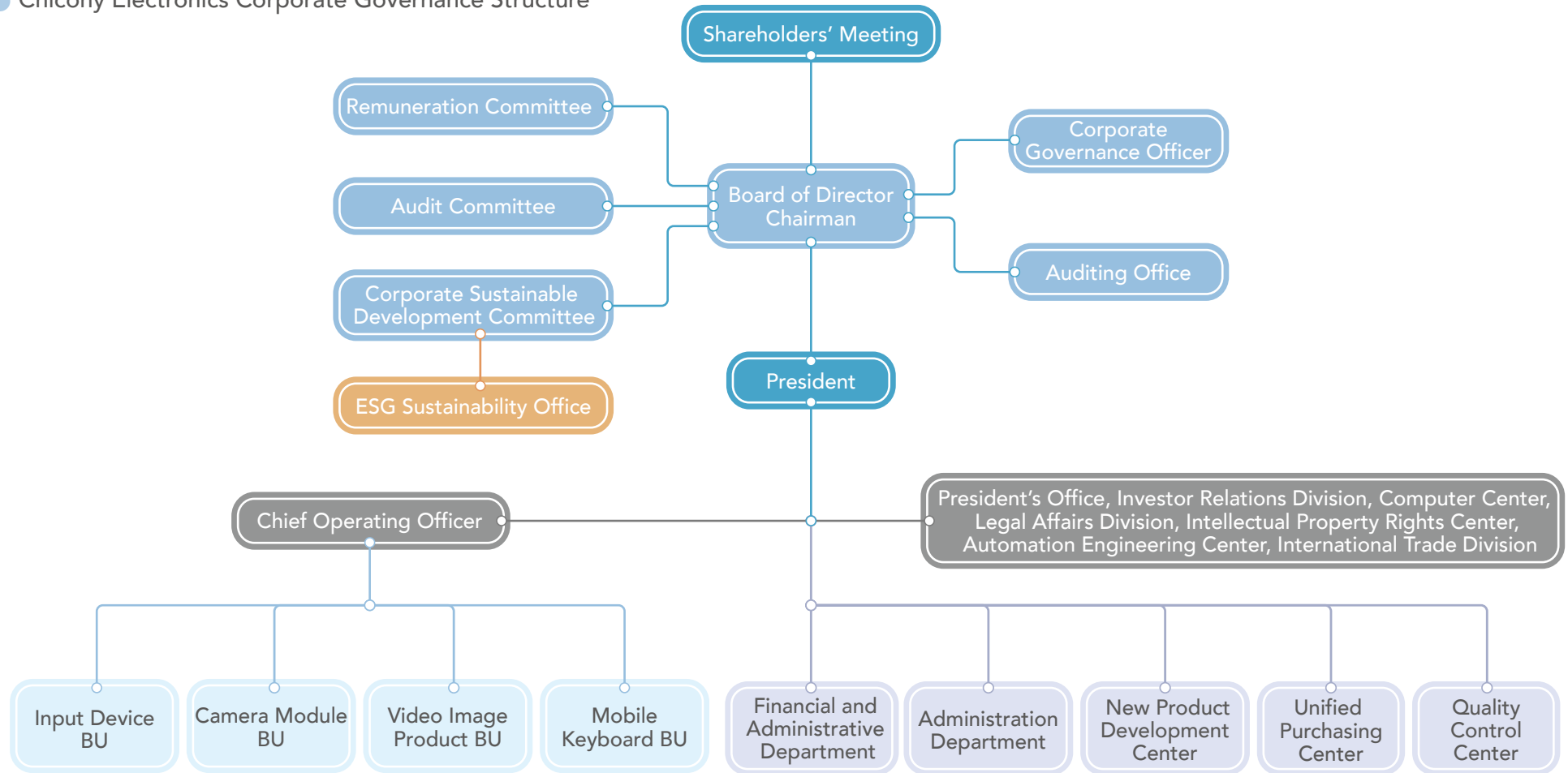
The highest governance body of the Company is the Board of Directors (BOD), which oversees three functional committees: the Audit Committee, the Remuneration Committee, and the Corporate Sustainable Development Committee. The BOD is supported by a comprehensive governance structure that enables the Company to effectively manage its business strategies and operational performance, respond to various risk changes, and create sustainable value.

Historical Corporate Governance Evaluation Results





● Chicony Electronics Corporate Governance Structure



Notes
 1. Data as of March 31, 2026
 2. For the scope of each department's responsibilities, please refer to the Company's annual report.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

Board Composition and Selection

Chicony's Board election system complies with legal requirements. In accordance with the ["Company's Articles of Incorporation"](#), it adopts a candidate nomination system. Candidate qualifications are evaluated based on the ["Corporate Governance Best Practice Principles"](#), considering core values, professional knowledge, and skills, to ensure the board possesses eight key competencies. Directors are elected at the shareholders' meeting in accordance with the ["Rules for Election of Directors"](#), while also aligning with the ["Company's Board Diversity Policy"](#).

In 2025, the Company completed the reelection of its BOD. The 15th Board comprises a total of eight directors, including two female directors, representing 25% of the Board—an increase of one seat, or 12.5 percentage points, compared to the previous term. Directors aged 50 and above account for 100% of the Board. The board included one director with employee status (executive director), four non-executive directors without employee status, and three independent directors. The Chairman is a non-executive director who is not the same individual as the President, nor are they spouses or relatives within the first degree of kinship. (For further details, please refer to the ["Company's annual report"](#).)

Functional Committee



Audit Committee

Composed of three independent directors, this committee assists the BOD in overseeing the quality and integrity of the Company's processes related to accounting, auditing, financial reporting, and financial controls.

[Audit Committee Organization Charter](#)



Remuneration Committee

Composed of three independent directors, responsible for evaluating and auditing the Company's internal compensation system to ensure compliance with relevant regulations and its effectiveness in attracting and retaining outstanding talent.

[Remuneration Committee Organization Charter](#)



Corporate Sustainable Development Committee

The Chairman serves as the convener, accompanied by five other committee members, who are committed to addressing various sustainability issues that concern stakeholders and ensuring the Company's consistent compliance with relevant international standards.

[Corporate Sustainable Development Organization Charter](#)

Note: For detailed execution status of each functional committee, please refer to the Company's [Annual Report](#).

Composition of the 15th BOD and Functional Committees

	Board	Audit Committee	Remuneration Committee	Corporate Sustainable Development Committee
Non-Executive Director	4	0	0	1
Executive Director	1	0	0	1
Independent Director	3	3	3	3
Others	0	0	0	1

Note: "Others" refers to the Company's Corporate Governance Officers.

	Board	Audit Committee	Remuneration Committee	Corporate Sustainable Development Committee
Male	6	2	2	4
Female	2	1	1	2

	Board	Audit Committee	Remuneration Committee	Corporate Sustainable Development Committee
51-60	1	1	1	2
61-70	5	2	2	4
71-75	2	0	0	0



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

● Attendance Rate of the 14th and 15th BOD and Functional Committees

	Board	Audit Committee	Remuneration Committee	Corporate Sustainable Development Committee
14 th Number of Meetings / Average Attendance Rate	3 100%	4 100%	1 100%	1 100%
15 th Number of Meetings / Average Attendance Rate	3 100%	3 100%	2 100%	1 100%
2025 Number of Meetings / Average Attendance Rate	6 100%	7 100%	3 100%	2 100%

Note: Average attendance rate includes actual attendance and proxy attendance. For detailed information, please refer to annual report.

Board Operations

In 2025, five board meetings were held, with an average attendance rate of 100% among directors. All voting proposals are governed by the "Board Meeting Rules of Procedure", which include provisions to avoid conflicts of interest. If a proposal pertains to the interests of a director or the corporation they represent, the director must disclose significant details of their interest during the board meeting. If the proposal may adversely affect the interests of the Company, the director must refrain from participating in the discussion and voting. Furthermore, they are prohibited from delegating their voting rights to other directors to ensure maximum benefit for stakeholders.

Continuing Education for the BOD

To ensure that the functions of the BOD align with the Company's development needs and respond to external trends, all directors enhance their overall knowledge annually through various professional development channels. In 2025, the total number of continuing education hours for all board members reached 48 hours, averaging 6 hours per member, thereby complying with the recommended standards established by regulations.

Board Performance Evaluation System

To assess the operational efficiency of the BOD, the Company has established the "Board Performance Evaluation Guidelines". Each year, evaluations are conducted for the BOD and various functional committees across five major dimensions, and for individual directors across six major dimensions. This includes an assessment of directors' performance concerning sustainability and climate risks, and we will continue to plan external performance evaluations. (For detailed assessment results, please refer to "Annual Report".)

Compensation Policy for Directors and Managers

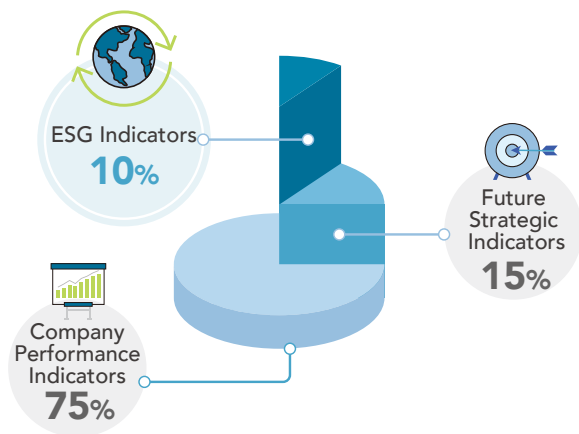
The compensation policy for the Company's directors and managers is grounded in corporate governance principles. In accordance with the "Remuneration Committee Charter", the Remuneration Committee conducts quarterly reviews, considering the compensation levels of industry peers. This ensures that compensation accurately reflects the contributions of directors and managers to the Company, as well as the Company's performance, risk management, and achievement of its objectives. The results are submitted to the BOD for resolution and reported at the shareholders' meeting. The Company's pre-tax profit for the current period, after deducting employee and director compensation, shall allocate no less than 11% for employee compensation and no more than 1% for director compensation. In 2025, director and employee remuneration accounted for 0.73% of pre-tax profit.

The salary structure of managers is highly correlated with both company performance and individual performance indicators. Compensation comprises fixed cash remuneration, variable stock options, and incentive measures such as profit-sharing and equity participation. Managers do not receive recruitment bonuses; however, employees below the level of department head are eligible for varying recruitment bonuses based on the circumstances surrounding their recommendations for new hires. If there are no violations of the law, there is no mechanism for recovering salary compensation. Retirement benefits for managers are the same as those for general employees. Since 2022, the Company has incorporated ESG indicators into the performance evaluations of directors, managers, and all employees to encourage active participation in advancing ESG initiatives.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

● Managerial Performance Evaluation Dimensions



Note: The Company's "Managers" refer to the President, Vice President, and Assistant Vice Presidents or equivalent managerial level.

Shareholders' equity

Chicony ensures that all shareholders are treated equally, with one share corresponding to one vote. We adopt a cumulative voting system favorable to minority shareholders. Each proposal is voted on individually, and the voting results are disclosed immediately. Shareholders may exercise their voting rights and participate in corporate decision-making through the shareholders' meeting. Chicony has also established an Investor Relations Division to enhance communication with shareholders.

△ 1.3 Sustainable Governance

In 2021, in accordance with the Company's ["Corporate Governance Best Practice Principles"](#), we established a functional committee under the BOD, named the Corporate Sustainable

Development Committee. Subsequently, we developed the ["Organizational Regulations of the Corporate Sustainable Development Committee"](#), the ["Sustainable Development Best Practice Principles"](#), the ["Sustainability Report Preparation and Reporting Management Guidelines"](#), and the Corporate Sustainable Development Committee Performance Self-Assessment Questionnaire.

Key Reinforcements in the Company's Sustainable Governance in 2025

- Established the Corporate Value Enhancement Plan and completed the required filing procedures.
- Continued to strengthen the internal control system for sustainability, completing two sustainability-related internal control audits.
- Formulated policies and operational procedures related to personal data protection and privacy management, and clearly defined the responsibilities of relevant departments.
- Completed the assignment of responsibilities across departments for risk management.
- Launched a new ESG website to comprehensively enhance communication channels with stakeholders, with dedicated personnel assigned for response and management.

Sustainable Management Framework

1. BOD

The highest level of sustainable governance within the Company encompasses multiple functional committees and business units that report on various ESG issues at each board meeting. These issues include corporate governance, financial management, industry strategy, greenhouse gas emissions, climate change, ethical corporate management, information security, and employee compensation.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

2. Corporate Sustainable Development Committee

Since its establishment in 2021, the committee has convened once a year. Starting from 2024, to strengthen the operation of sustainability issues, it met twice a year. The content and results of the meetings are reported to the BOD. The content of the 2025 report encompasses the progress of various sustainability projects. The discussion items include:

	First Meeting on May 7	Second Meeting on November 12
Reporting Items	- A Implementation status of the resolutions discussed in the November 2024 Corporate Sustainable Development Committee meeting - B Corporate sustainability key achievements report from November 2024 to April 2025 - C Report on promoting sustainable supply chain and establishing a sustainable supply chain management framework - D Progress report on climate- and nature-related financial disclosures - E Expected completion report of key corporate sustainability initiatives from May 2025 to October 2025	- A Implementation status of the resolutions discussed in the May 2025 Corporate Sustainable Development Committee meeting - B Corporate sustainability key achievements report from May 2025 to November 2025 - C Report on the implementation of the 2025 risk management policy - D Report on the implementation status of integrity management in 2025 - E Expected completion report of key corporate sustainability initiatives for 2026
Discussion Items	- A Submission of the Company's 2024 "Stakeholder Communication Status" report - B Submission of the Company's 2024 "Sustainability Report" - C Revision of the Company's "Guidelines for Sustainable Development Practices" - D Revision of the Company's "Sustainability Report Preparation and Submission Management Measures"	- A Submission of the IFRS S1/S2 project progress report in response to FSC requirements - B Submission of the progress report on the implementation of climate- and nature-related financial disclosures (TCFD & TNFD) - C Submission of the Phase I Internal Carbon Pricing (ICP) project results report, with plans to initiate Phase II pilot implementation and incorporate ICP into monthly financial management reporting - D Report on the postponement of renewable electricity initiatives at Taiwan sites to 2028

3. ESG Sustainability Office

In 2024, the "ESG Sustainability Office" was established as the dedicated unit responsible for promoting sustainability issues, directly reporting to the Corporate Sustainable Development Committee. The Chief Governance Officer serves as the Chief Sustainability Officer, and the Executive of the Administration Department serves as the Vice Chief Sustainability Officer. Every six months, the office reports the progress of various sustainability projects and plans to the Corporate Sustainable Development Committee. Starting from 2023, it also reports quarterly on GHG, climate change, and nature-related issues to the BOD. The proposals are consolidated and reviewed by the Corporate Sustainable Development Committee, and the annual sustainability report is presented at the first Corporate Sustainability Development Committee meeting.

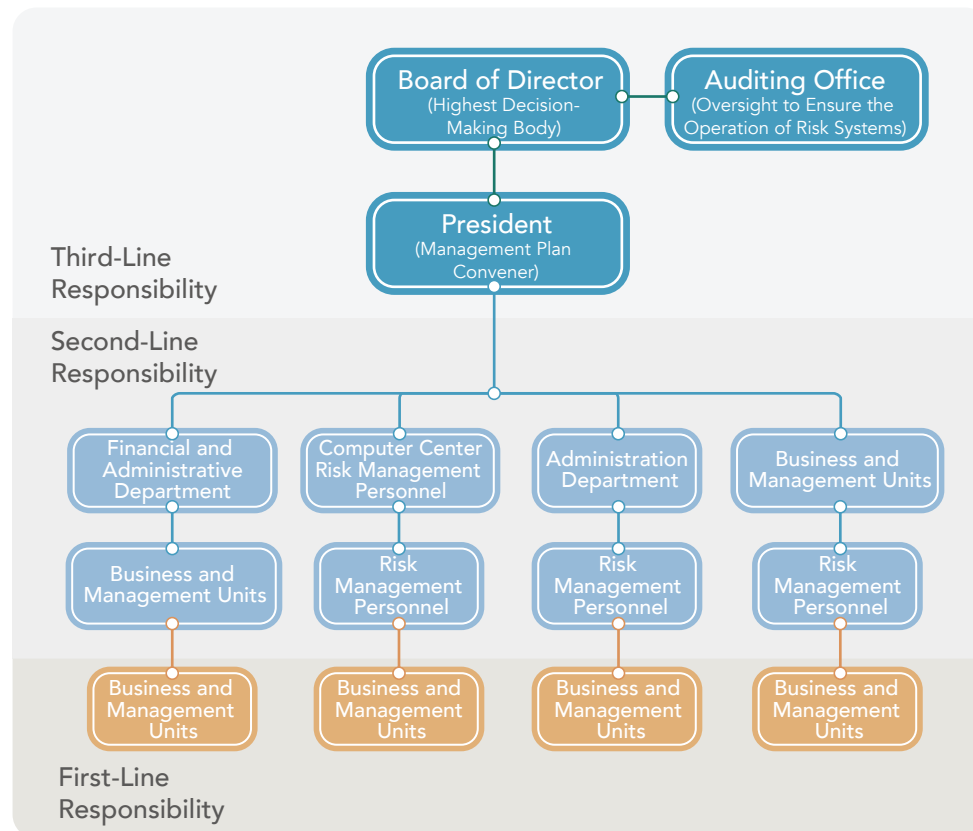




0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

1.4 Risk Management

Chicony has established a **Risk Management Policy**, which was approved by the Audit Committee and the BOD in 2021. In accordance with the three lines of defense in risk management, the Company has established a risk management division framework. The BOD serves as the highest decision-making body, while the President acts as the convener of the risk management plan. The operational status of risk management is reported to the BOD regularly, with the 2025 operational status presented to the Board in November 2025.



Major Risk Identification and Response Measures for 2025

Responsible Unit	Risk Category	Potential Risks	Control Strategy and Response Measures for 2025
Financial and Administrative Department	Financial Risk	Exchange Rate Fluctuation Risk	To hedge the risk of holding foreign currency, forward foreign exchange transactions are used to reduce foreign currency exposure.
Computer Center	Information Risk	Risk of Data Encryption Ransomware	(Please refer to "Section 1.6 on Information Security Management")
Administration Department	Man-made Disaster	Fire	Conduct annual fire prevention awareness and training; regularly report inspection results of fire safety equipment; conduct fire drills and training; perform quarterly infrared scans and improvements on electrical panels at all sites to ensure electrical, construction, and operational safety, thereby reducing the likelihood of fire incidents.
	Natural Disaster	Earthquakes, Heavy Rain, Typhoons	Continue conducting earthquake preparedness and drills; implement preparations and preventive measures for heavy rain and typhoons; strengthen earthquake, flood, typhoon, and power outage countermeasures; establish a response team and operate according to emergency response SOPs.
	Environmental Risk	Environmental Burden	(Refer to "Chapter 2: Smart and Green Manufacturing")
	Occupational Safety and Health Risks	Implementation of a Risk Management System	(Please refer to "Section 4.5 on Workplace Safety and Health".)
Business and Management Units	Operational Risk	(Refer to the Company's "Annual Report")	



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

1.5 Ethical Management and Compliance

1.5.1 Implementation Status of Integrity Management

Ethical corporate management is the foundation of sustainable corporate operations. Chicony has established the "Ethical Corporate Management Best Practice Principles" and Code of Ethical Conduct based on the Responsible Business Alliance (RBA) standards, ISO 37001 Anti-Bribery Management System, and "Chicony Electronics Sustainable Development Best Practice Principles". These serve as guiding principles to promote ethical corporate management and the Core Value of Honesty. Related management regulations and systems have also been formulated, including the Anti-Collusion and Conflict of Interest Management Guidelines, Chicony Electronics Corporation Integrity Declaration and Undertaking, and a whistleblower system for ethical corporate management, all of which apply to the entire Chicony Group.

Chicony's ethical corporate management is led by the Human Resources Department at HQ, which is responsible for policy formulation, promotion, and communication, as well as assessing potential corruption risks. The Plant Administration Department supports implementation and audits at factory sites, while the Audit Office acts as the lead investigation unit. From 2023 to 2025, Chicony reported no incidents of corruption, anti-competitive behavior, antitrust violations, or monopolistic litigation. Furthermore, no significant corruption risks were identified at any of Chicony's global locations.

● Scope of the Ethical Corporate Management Best Practice Principles and Code of Ethical Conduct

Scope of the Ethical Corporate Management Best Practice Principles and Code of Ethical Conduct

- ▶ Prohibition of Corruption and Bribery (Anti-Corruption)
- ▶ Prohibition of Kickbacks and Commissions
- ▶ Prohibition of Illegal Political Donations
- ▶ Prohibition of Improper Charitable Donations or Unreasonable Gifts
- ▶ Prohibition of Improper Benefits
- ▶ Prohibition of Unfair Competition
- ▶ Prohibition of Infringement of Intellectual Property Rights
- ▶ Prevention of Harm to Stakeholders from Products or Services

To effectively implement ethical corporate management and governance, and to enhance employee awareness for controlling fraud risks and preventing related illegal activities, we require external suppliers to sign the Chicony Electronics Corporation Integrity Declaration and Undertaking. Internally, we mandate that all employees sign the same declaration and complete a Conflict of Interest Disclosure Form. Both the control and signing rates reached 100%, and effectiveness assessments and self-checks were conducted.

In December 2025, the Company implemented an online "Chicony Group Learning System" and conducted real-time digital training on integrity management. The course content and assessment questions were designed in accordance with the Company's integrity management-related policies. A total of 238 participants registered for the program, of whom 204 successfully passed the assessment, achieving a pass rate of over 85%.

In 2024, we launched a sustainable supply chain project, in which ethical corporate management guidelines were designated as mandatory reading for raw material suppliers. Confirmation is carried out through the signing of the "Chicony Electronics Corporation Supplier ESG Agreement".

● 2025 Ethical Corporate Management Education and Training Status

Employees			Suppliers		
Sessions	Participants	Hours	Sessions	Participants	Hours
97	2,722	2,728	13	348	348

Notes:
 1. The data scope covers all global locations of Chicony.
 2. Integrity management promotion is carried out through training, with no additional promotional methods; therefore, the promotion situation is the same as the training situation.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

1.5.2 Legal Compliance

Personal Data Protection Policy

In the second half of 2025, Chicony strengthened personal data protection in response to stricter regulations. Relevant measures were established in accordance with Taiwan's Personal Data Protection Act and the EU GDPR, along with related policy communication and organizational arrangements.

1. 🌐 "Personal Data and Privacy Protection Policy"

This Policy serves as the highest governing principle applicable to the Chicony Group. Any subsidiaries may establish additional requirements; however, their relevant policies or internal rules shall not be less stringent than those set forth in this Policy. The scope of protection includes, but is not limited to, personnel of suppliers or customers, visitors (including users of the Company's website), investors, contractual and litigation counterparties, job applicants, and users of products or services.

2. "Personal Data Protection Management Procedures"

These internal management procedures define the scope and definition of personal data, as well as the principles governing its use. They also specify the responsibilities of relevant units, the designated personal data custodians, and the dedicated contact window (🌐 privacy@chicony.com).

3. "Guidelines for Establishing the Personal Data Protection Management Task Force"

The Company's Chief Operating Officer serves as the Management Representative. The Task Force is composed of a Convener (Special Assistant of the General Management Office) and an Executive Secretary. Members include the ESG Sustainability Office, Human Resources Department, Group IT Center, and Legal Office. In the event of any complaint cases, Task Force meetings will be convened as necessary depending on the severity of the case to determine and implement appropriate follow-up actions and response measures.

4. "Personal Data Incident Reporting and Response Procedures"

Relevant procedures for reporting, handling, response, rewards and penalties, and auditing are established.

Legal Compliance

Each risk management unit closely monitors relevant laws and regulations in accordance with its respective responsibilities and has established a legal affairs office. Collectively, they have developed a compliance assessment system for regulations and policies to facilitate the implementation of various standards. The Company follows the Robeco Sam Dow Jones Sustainability Index standards. Penalty events are disclosed when the fine exceeds US\$10,000.

1. 2023, 2024

There were no material violations. In addition, there were 2 and 1 sanctioned incidents, respectively, that were below this threshold; all had been adjusted in accordance with regulations and were compliant with legal requirements.

2. 2025

In alignment with the Group's financial planning, an equity transfer was conducted. Due to an error in the reported filing items, the Company was subject to a penalty of NT\$420,000 imposed by the Financial Supervisory Commission. The issue has since been rectified, and an internal knowledge transfer mechanism has been established to ensure that similar incidents do not result in future penalties.

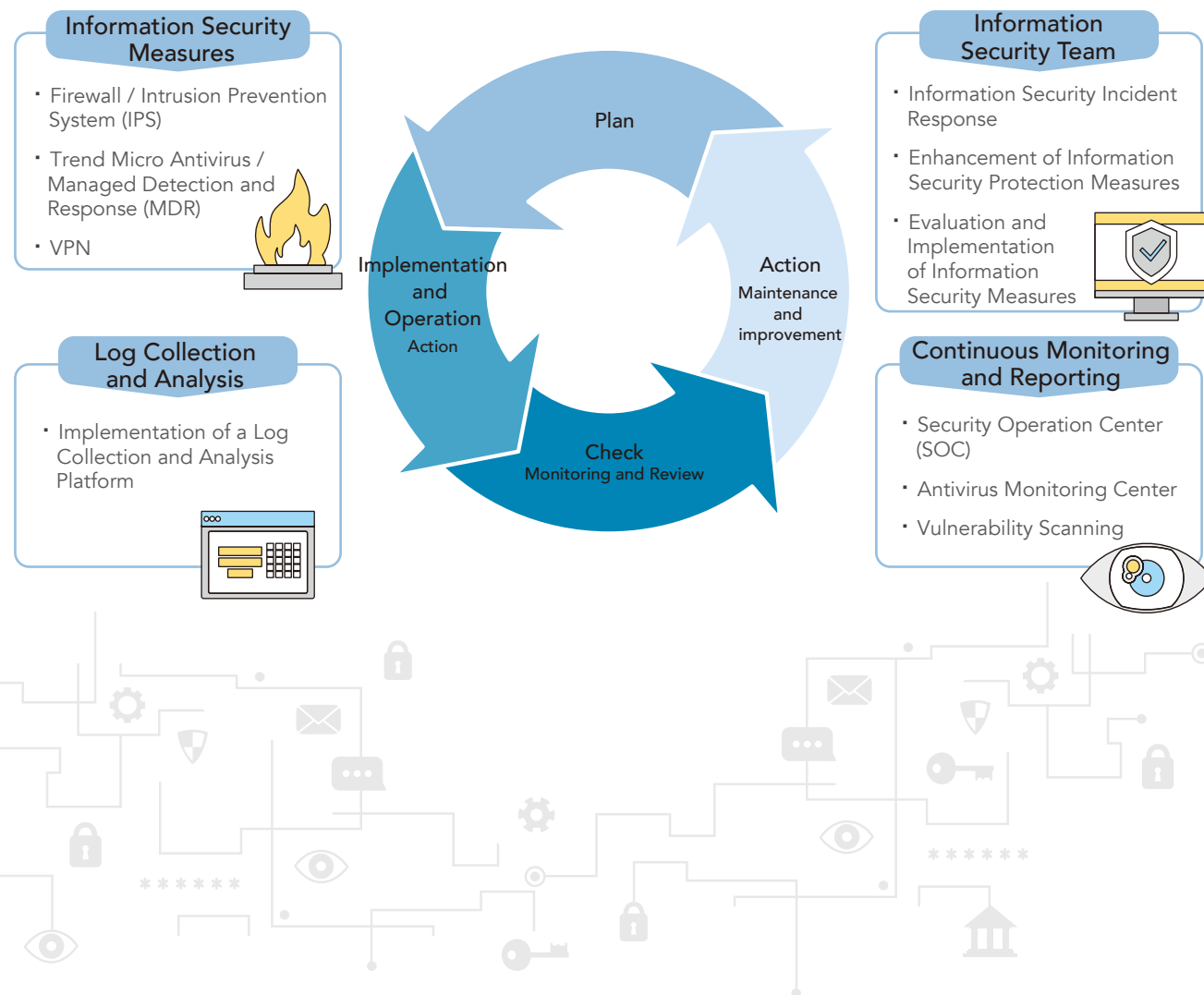
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS 1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY	

1.6 Information and Privacy Security

As cybersecurity threats grow increasingly sophisticated, enterprises must continuously strengthen their protective mechanisms to ensure the security and stability of business operations. In 2017, the Group's IT Center implemented and obtained certification for the "ISO 27001 Information Security Management System," embedding the Plan-Do-Check-Act (PDCA) management cycle to meet the objectives and requirements of the management system. In addition, in response to updates to international standards, the Company successfully completed the transition certification to the ISO/IEC 27001:2022 updated standard in 2025. The current certificate is valid until July 19, 2026.

In 2025, we will continue to advance our information security management toward a Zero Trust architecture, strengthening identity authentication, endpoint and device security, and network segmentation. Guided by the People, Processes, and Technology (PPT) model, we will continue to enhance information security maturity and reinforce cyber resilience through key initiatives, thereby supporting our digital transformation and ensuring the sustainable development of our business operations.

● PDCA Method

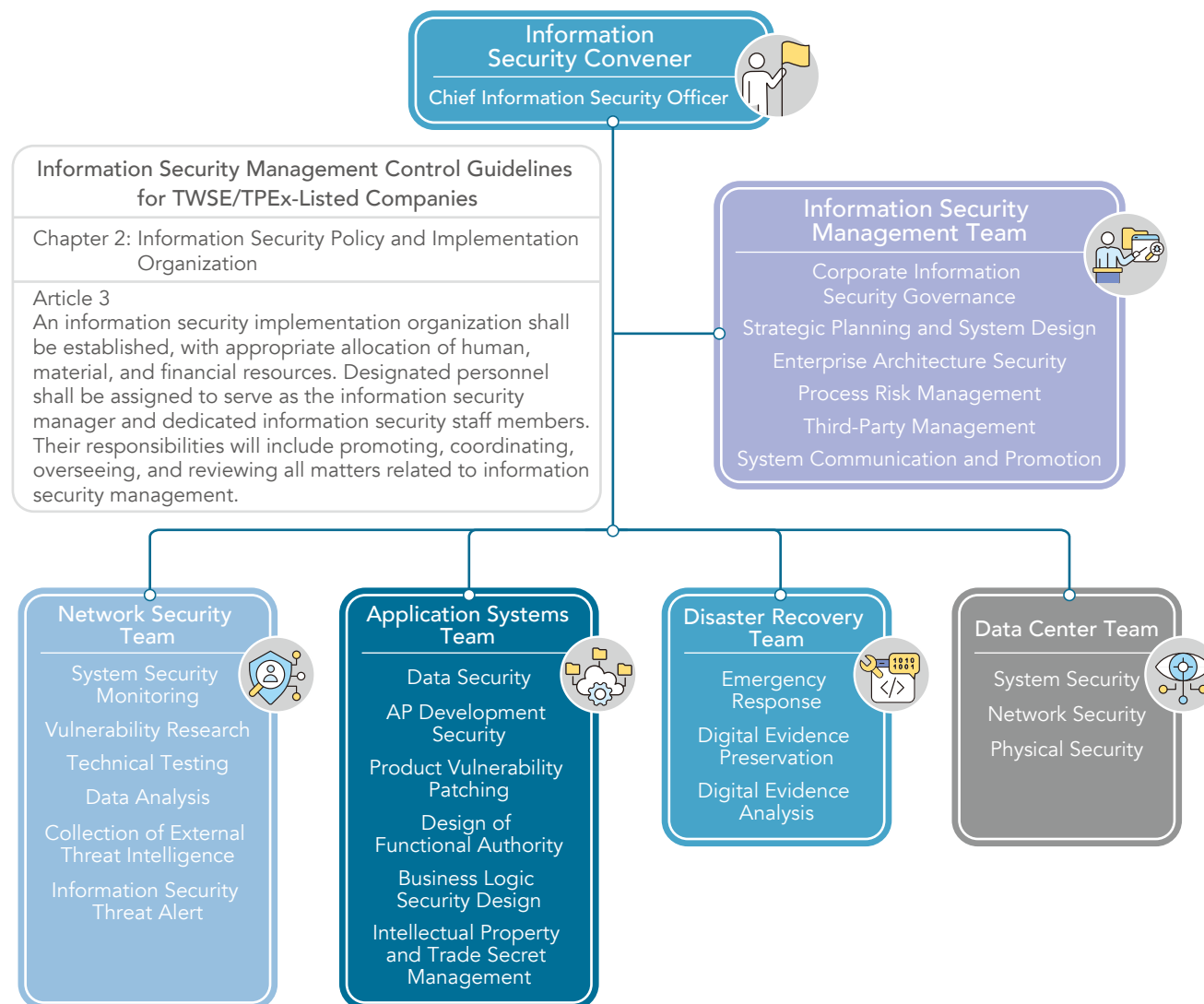


1.6.1 Information Security Organizational Structure

CEC has established an “Information Security Management Committee”, convened by the Chief Information Security Officer (CISO) and composed of supervisors from relevant units. CEC has a total of 35 information security personnel. The Committee convenes regular meetings to review implementation progress and execution status, and reports the results to the Board of Directors annually.

In 2025, we will focus on strengthening the inventory of information assets and risk management mechanisms, enhancing information security training and personnel awareness, implementing access control and account management systems, reinforcing system backup and business continuity management, and optimizing multi-layered information security defense and monitoring mechanisms. Through these efforts, we will continue to improve our overall information security governance framework across institutional, technical, and managerial dimensions, ensuring that our information security practices meet both CEC’s internal operational needs and international standards.

Information Security Organizational Structure

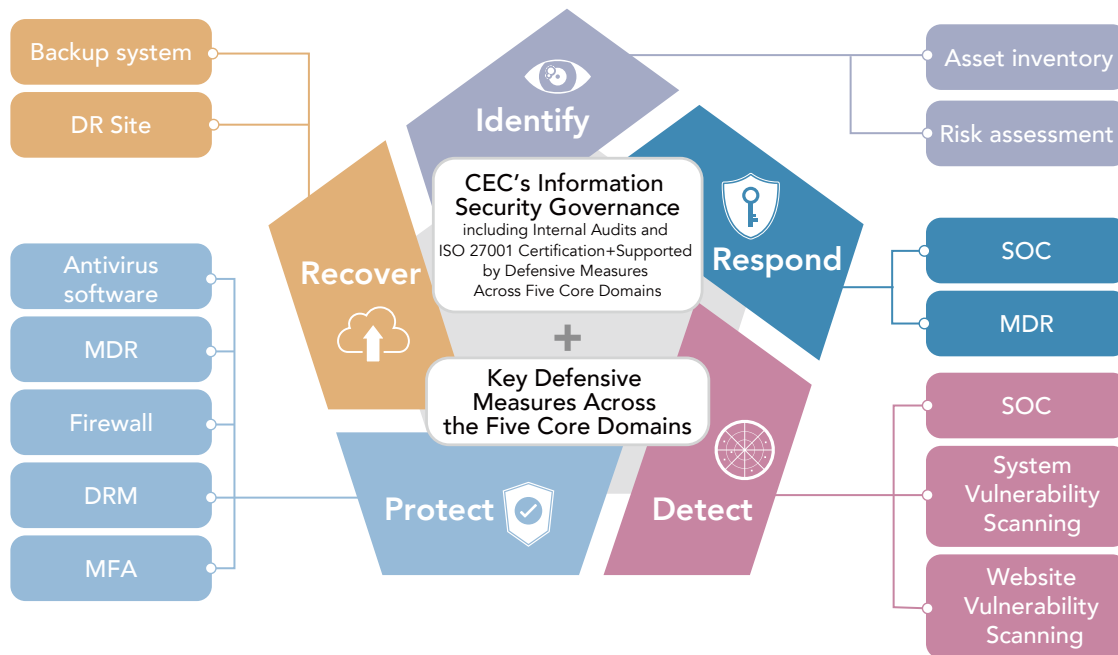


0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

1.6.2 Information Security Management

To ensure the Company's information security and to mitigate potential associated risks, we have established a comprehensive information security management framework in accordance with international standards and best practices. This framework is based on the ISO 27001 Information Security Management System (ISMS) and the five core areas of the National Institute of Standards and Technology (NIST) Cybersecurity Framework, thereby ensuring effective management of cybersecurity risks both internally and externally within the organization.

● Five Core Domains of Information Security and Key Measures



In addition to managing information security in accordance with the ISO 27001 framework, CEC's information security management practices are structured around four key dimensions: institutional and risk management, education and personnel management, technical protection and monitoring, and external collaboration and oversight. Through the parallel advancement of institutional development, risk control, and technical enhancement, we continue to strengthen our overall information security protection capabilities and incident response resilience. The relevant measures are summarized in the table below.

Management Practice	Management Practice
Policy and Risk Management	- Established an information security management system based on the ISO 27001 framework. - Regular information asset inventories, risk assessments, and risk control measures are conducted. - Information security incident reporting and response procedures have been established.
Education, Training and Personnel Management	- Information security training is conducted twice a year, along with annual social engineering simulation exercises. - New employees are required to complete information security training and sign confidentiality agreements. - All employees and outsourced contractors are required to sign confidentiality documents.
Technical Protection and Monitoring	- Multi-layered information security defense and backup mechanisms have been established. - Regular vulnerability scanning and remediation are conducted, and a Managed Detection and Response (MDR) monitoring system has been implemented. - Endpoint devices are protected with antivirus software, and account access rights are strictly controlled.
External Collaboration and Supervision	- External professional vendors are engaged to provide 24/7 monitoring services. - Supervisors oversee the implementation of information security policies. - Participation in the Taiwan Computer Emergency Response Team / Coordination Center (TWCERT/CC), the Information Security Officer Association, and the Taiwan Chief Information Security Officer Alliance enables information security intelligence sharing and strengthens overall information security joint defense and response capabilities.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

1.6.3 Results of Information Security Promotion

Implementation of O365 and MFA

- ✓ CEC implemented Microsoft 365 in 2025 and enforced Multi-Factor Authentication (MFA) to strengthen account authentication security and protect sensitive corporate information.

Official Website Vulnerability Scanning

- ✓ CEC conducts annual vulnerability scans on its official website and implements necessary remediation measures to address security vulnerabilities and prevent potential cyberattacks.

MFA Deployment for VPN Access Across Sites

- ✓ VPN serves as a critical security gateway for employees to remotely access internal systems. MFA was fully enabled for the VPN at Taipei Headquarters in 2024, and deployment across all manufacturing sites was completed in 2025.

Continuous Improvement of Employee Information Security Awareness

- ✓ In 2025, all Taiwan-based employees participated in a one-hour basic information security training session.
- ✓ Two phishing social engineering simulation exercises were conducted, with click rates of 2% and 16%, respectively. Employees who clicked the simulated phishing emails were required to attend additional training and pass a test to ensure their understanding of CEC's information security policies. The 2026 target is to further reduce the overall click rate to below 7%.

Information Security Protection and Offsite Disaster Recovery Drills

- ✓ Backup or monitoring mechanisms and drills have been established for critical information systems. Vulnerability scans are conducted regularly each year, and medium- to high-risk vulnerabilities are remediated accordingly. In 2025, all key systems completed at least two disaster recovery simulation drills.

1.6.4 Information Security Incident Response and Management

CEC attaches great importance to information security incidents. In addition to ensuring timely response and damage control, we actively implement information security management measures to maintain customer trust and ensure the stability of business operations.

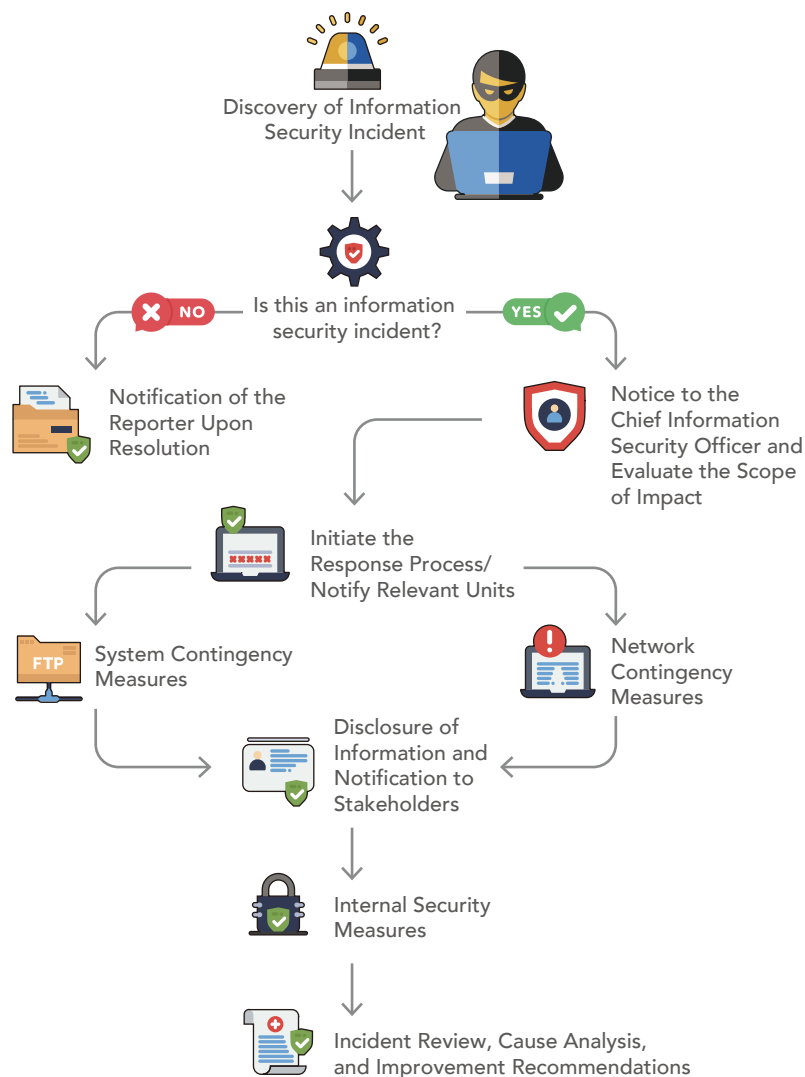
Upon confirmation of an information security incident, CEC immediately reports the incident to the Chief Information Security Officer (CISO), assesses the scope of impact, and activates the Emergency Response System (ERS). The response process comprehensively covers network isolation measures, such as disconnecting affected devices from the network and disabling VPN access, as well as system protection actions, such as password resets and verification of backup restoration. At the same time, relevant data is collected and provided to information security service providers for forensic investigation and evidence preservation.

In terms of information transparency and regulatory compliance, CEC promptly notifies the heads of affected business units and relevant stakeholders. Depending on the nature of the incident, the Legal, Finance (Spokesperson), and Public Relations units jointly assess whether to initiate law enforcement reporting procedures and disclose material information in accordance with applicable regulations, ensuring the timeliness and compliance of external disclosure.

Meanwhile, we continue to strengthen internal information security awareness and reporting discipline. If employees detect abnormal computer behavior or encrypted files, they are required to immediately disconnect from the network, shut down the computer, change passwords, and report the incident to the Helpdesk for assistance. If ransomware messages are received, employees must immediately report the incident to MIS and are strictly prohibited from clicking any attachments or links, thereby preventing further spread of damage.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
1.1 BUSINESS OVERVIEW	1.2 CORPORATE GOVERNANCE STRUCTURE AND OPERATIONS	1.3 SUSTAINABLE GOVERNANCE	1.4 RISK MANAGEMENT	1.5 ETHICAL MANAGEMENT AND COMPLIANCE	1.6 INFORMATION AND PRIVACY SECURITY

Information Security Notification Mechanism



In 2025, Chicony experienced one serious information security incident, primarily caused by external hackers. After the incident, the Company conducted a comprehensive review, analyzed the root cause, and implemented an improvement plan to strengthen future protection capabilities.

Response to Material Information Security Incident in 2025

Cause of Incident

On January 2, 2025, CEC detected abnormal access activity on its official website. In collaboration with an outsourced information security service provider, CEC confirmed that the website was subject to a Distributed Denial-of-Service (DDoS) attack originating from IP addresses across more than 40 countries. The large volume of abnormal traffic temporarily affected website service availability. After assessment, the incident was determined to have affected only external access to the official website, with no intrusion into internal systems, no data leakage, and no impact on CEC's core operations or customer information security.

Subsequent Handling

1. CEC immediately activated the information security incident response mechanism, convened an emergency meeting, and restricted overseas traffic at the firewall level, while prioritizing normal access from Taiwan to reduce operational impact.
2. CEC continuously monitored changes in attack traffic and worked with an outsourced information security vendor to conduct traffic analysis and adjust protection measures, ensuring stable system operations.
3. After the attack concluded, a comprehensive review of the network architecture and firewall rules was conducted, and the mechanisms for detecting and blocking anomalous traffic were enhanced.
4. CEC plans to implement a professional DDoS protection mechanism in 2026 to enhance prevention and mitigation capabilities against large-scale traffic attacks and strengthen overall network resilience.



2

SMART AND GREEN MANUFACTURING

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	40
2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	42
2.3 BIODIVERSITY	48
2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	53
2.5 MINIMIZE ENVIRONMENTAL IMPACT	60
2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION	66



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

Target and Progress



Energy and Carbon Emission Management / Climate and Natural Strategy



Green Innovative Products

Action Plan

- Promoting ISO management systems and operational mechanisms

- TCFD/TNFD Management Mechanisms Implementation

- Promotion of the Chicony Green Octagon

- Comprehensively adopting Environmentally Friendly/ Recyclable Packaging Materials
- Increasing the Use of Recycled Materials
- Set up an innovation R&D reward and protection mechanism

Key Metrics	Scope 1+2 GHG emissions (based on 2020)	Scope 3 GHG emissions (based on 2020)	Renewable electricity usage	Energy savings	Energy savings cases	Waste diversion rate	Water withdrawal intensity (based on 2021)	Cumulative Patents numbers
2025 Target	Reduce 37 % Achievement	Reduce 15 % Achievement	38 % Achievement	90,000 GJ Achievement	80	Each major production site reaches 90 % Achievement	Reduce 20 % Achievement	1,200 Achievement
2025 Implement Status	Reduce 66 % ▼	Reduce 52 % ▼	58 % ▼	96,437 GJ ▼	75 ▼	CEM2, CEM3, CEM5, CET reached 100 % ▼	Reduce 27 % ▼	1,260 ▼
2026 Target	Reduce 48 %	Reduce 17 %	50 %	96,000 GJ	88	Each major production site reaches 90 %	Reduce 26 %	1,358
Mid-/Long-Term Goal	Reduce 96 %	Reduce 30 %	100 %	120,000 GJ	120	Each major production site reaches 90 %	Reduce 50 %	1,750
Policy/Commitment	- RE100 by 2030 - Net zero by 2050				- Chicony Environmental Policy - ISO 50001	- Chicony Environmental Policy - UL2799	Chicony Environmental Policy	- Use of low-carbon materials (packaging materials, plastic components, metal components) - Establishment of an Innovation Research and Development Reward and Protection Mechanism
Responsible Units	- ESG Sustainability Office - Administrative Department							- BU R&D Department - Intellectual Property Rights Center

Note: 1. Due to the expansion of CET and the change in procurement strategy in response to international trends, emissions have increased. We'll optimize inventory management from a holistic perspective and continue to optimize supply chain carbon management.
 2. Due to changes in production capacity and adjustments to product mix, water consumption intensity has increased. We will subsequently optimize process water efficiency through R&D and production processes and strengthen back-end water conservation management.



2.1 Environmental Management System and Historical Overview

2.1.1 Environmental Management System (EMS)

CEC is committed to strictly complying with applicable environmental and energy-related laws and regulations, as well as customer requirements related to our activities, products, and services, with the goal of meeting or exceeding relevant standards. We actively support government environmental policies, continue to improve environmental performance and prevent pollution, and are committed to advancing sustainable development. To ensure the effective implementation of our environmental management policy, CEC promotes relevant initiatives through the joint efforts of the ESG Sustainability Office, the Administration Department, and the administrative departments of each manufacturing site, ensuring the effective operation and continuous improvement of the environmental management system.

Environmental Management Policy

CEC values communication with stakeholders and has established a dedicated stakeholder section on its official website to provide appropriate communication channels. Any environmental-related issues received are processed and addressed according to established procedures to ensure that the issues are appropriately resolved.

Environmental Management Policy

Implementation of International Management Systems



- CEC has implemented and obtained certification for international standards across its global operations, including ISO 14001 Environmental Management System, ISO 14064 Greenhouse Gas Inventory, ISO 50001 Energy Management System, and UL 2799 Zero Waste to Landfill validation. These efforts aim to ensure the effectiveness of environmental and energy management and to minimize the environmental impact of business operations.

Promotion of the Chicony Green Octagon



- In 2023, the "Chicony Green Octagon" project was proposed, which encompasses eight pathways, totaling 8 major objectives and 37 minor objectives. This initiative covers all aspects of CEC's operations, aiming to reduce environmental impact.

Regulatory and Standards Compliance



- Regular legal compliance audits are conducted to ensure that current practices align with the latest environmental and energy regulations, as well as customer requirements.

Internal and External Audits and Verification



- Annual internal audits and external third-party verifications are conducted to ensure the effective operation and continuous improvement of the management systems.

Monitoring Global Environmental Trends



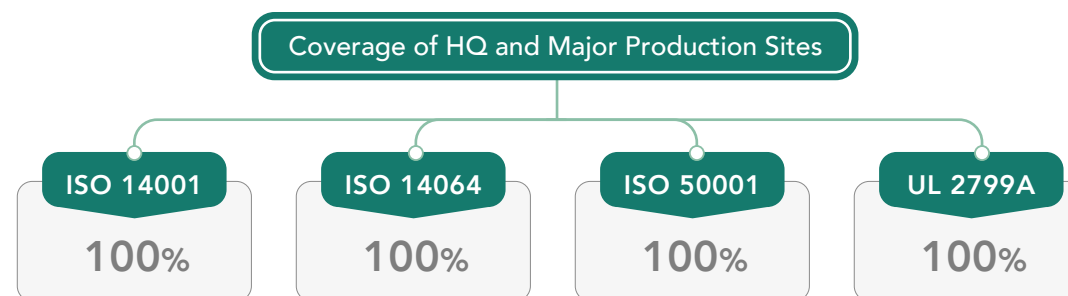
- Chicony continuously monitors international environmental issues and trends and strengthens its management systems to enhance environmental performance and achieve corporate sustainability goals.

Supervisory Mechanisms



- Regular oversight is conducted through meetings of the Board of Directors, the Corporate Sustainable Development Committee, the ESG Sustainability Office's monthly environmental meetings, and monthly meetings of the Administrative Department.

Coverage of the Certification System



Note: UL 2799A was conducted for the primary production sites. In addition, MR underwent relocation in 2025 and was therefore excluded from the proportional calculation.



0 SUSTAINABLE CHICONY 1 TRANSPARENT GOVERNANCE **2 SMART AND GREEN MANUFACTURING** 3 VALUE CHAIN INTEGRATION 4 SUSTAINABLE TALENT DEVELOPMENT 5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

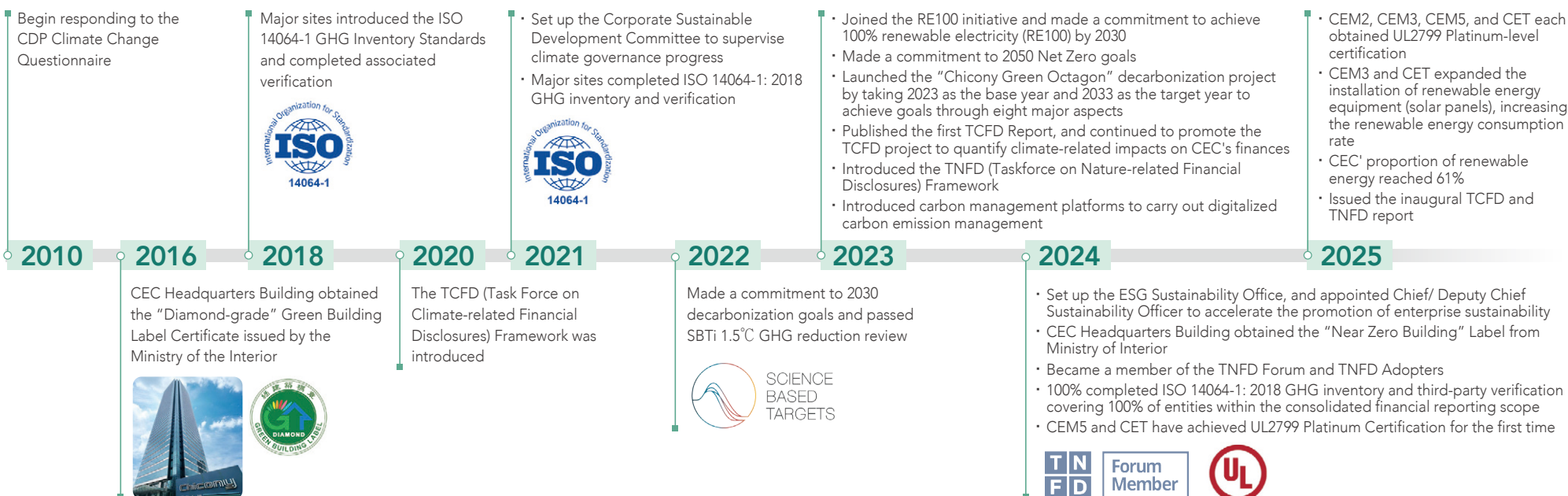
2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

2.1.2 Chicony's Climate and Nature Evolution

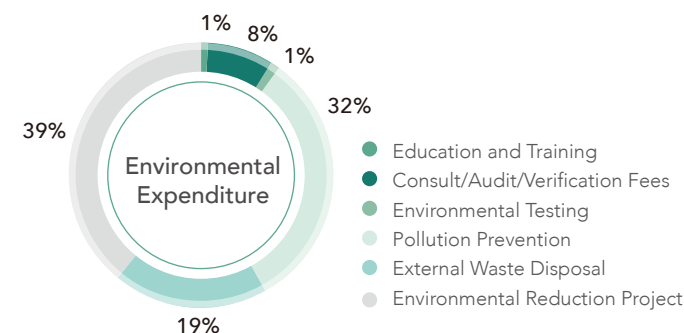


2.1.3 Environmental Expenditure

CEC continues to invest in environmental management. In 2025, our total environmental expenditures amounted to NT\$44,518 thousand, a 33% increase from the previous year. These expenditures covered pollution prevention, waste treatment, environmental impact reduction, environmental monitoring, and related activities. Approximately 40% was allocated to environmental impact reduction initiatives, 32% to pollution prevention, 19% to waste treatment, and 8% to consulting, auditing, testing, and verification, supporting effective environmental management and regulatory compliance.

In addition, we continued to invest in environmental education and training to strengthen employees' environmental awareness, further enhancing our environmental management performance and supporting sustainable development.

2025 Chicony Environmental Expenditure



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

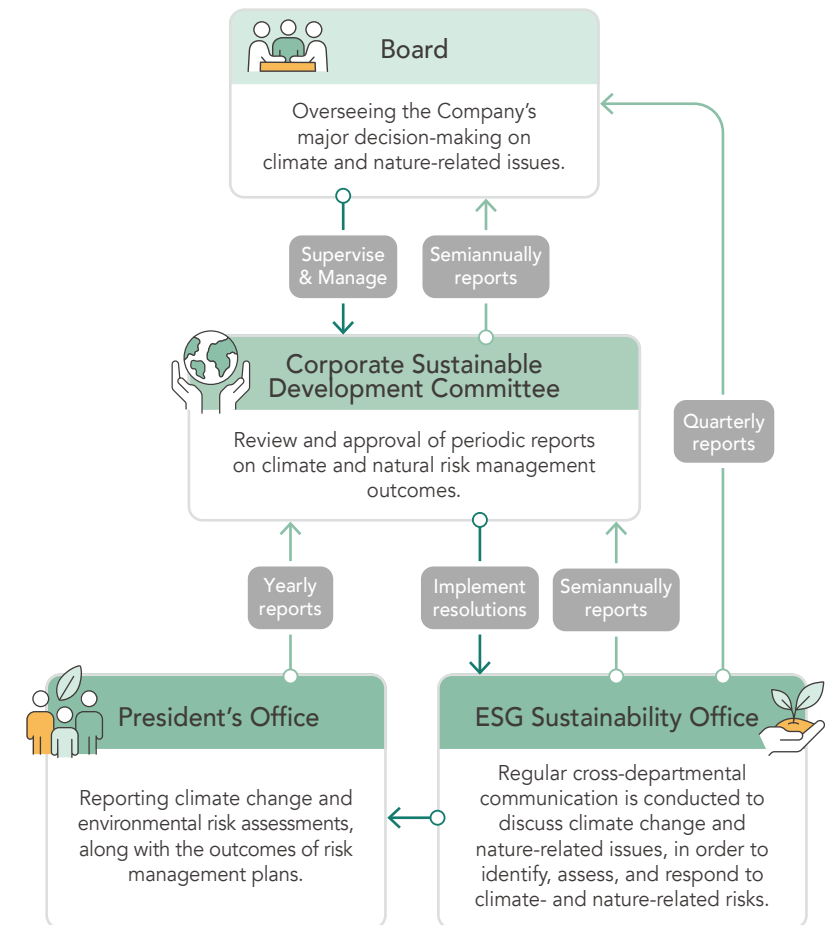
2.2 Climate- and Nature-related Financial Disclosures

Chicony Electronics Corporation adopts “Green Intelligent Manufacturing, Low-Carbon Future” as its strategic blueprint, incorporating climate change as a core topic under natural capital and integrating it into governance and operational decision-making. In alignment with the TCFD and TNFD frameworks, the Company has established a management framework for nature-related risks and opportunities. The Company is committed to achieving net-zero emissions by 2050 and RE100 by 2030. It advances its decarbonization pathway in accordance with the SBTi 1.5°C scenario, combining sustainability and digital transformation to optimize energy use and manufacturing processes. In addition, Company has issued the “Biodiversity and No Deforestation Policy,” and applies the TNFD LEAP approach to assess dependencies and impacts on nature across its operations and value chain. By the end of 2025, the Company completed its first “Task Force on Climate-related & Nature-related Financial Disclosures Report” On the product front, CEC promotes low-carbon design based on a full life cycle perspective. In 2025, the Company launched a “Full Product Carbon Footprint” assessment project to identify carbon emission hotspots, which will serve as a basis for future emission reduction initiatives. Through these efforts, Chicony aims to move toward “no net loss” and “net positive impact,” while strengthening the integrated disclosure of sustainability and financial information.

2.2.1 Climate- and Nature-Related Governance Framework

Chicony Electronics Corporation’s climate and nature governance framework designates the Board of Directors as the highest governing body, responsible for overseeing strategies and decision-making related to climate- and nature-related issues, with four meetings convened annually. At the management level, the Corporate Sustainable Development Committee serves as the primary coordinating body, with the ESG Sustainability Office established under the Committee. The ESG Sustainability Office is led by the Chief Sustainability Officer and Vice Chief Sustainability Officer, who are responsible for execution. The Committee convenes twice a year, and meeting discussions and resolutions are reported to the Board of Directors. The ESG Sustainability Office regularly convenes workshops with various business units to comprehensively assess climate- and nature-related risks and trends. Through project-based cross-functional collaboration, we report progress and corresponding response measures to the Board on a quarterly basis, ensuring that climate- and nature-related risks and opportunities are effectively managed and supervised.

● Chicony Electronics Climate- and Nature-Related Governance Framework



Note: The Company's various types of environmental issues are also incorporated into the climate governance framework for management and reporting.



2.2.2 Climate-and Nature-Related Risk Management Process

CEC has followed TCFD and TNFD recommendations to identify various departments' climate change and natural risks and opportunities; moreover, it has taken effective measures to respond to the extensive issues derived from climate change and natural capital loss. The TNFD's approach, including scoping analysis, as well as dependency and impact assessments—is detailed in 2.3.2 Management of Biodiversity Sensitive Areas and Significant Dependencies & Impacts in the Value Chain. Identified material risks and opportunities are incorporated into the Company's overall risk management framework in accordance with the **Risk Management Policies and Procedures**.

2.2.3 Climate-and Nature-Related Risk Identification

We conduct an in-depth analysis of the potential transition risks, physical risks, and related opportunities arising from climate change and natural capital loss, based on scientific reports published by the Intergovernmental Panel on Climate Change (IPCC), the International Energy Agency (IEA), and the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES). This enables us to gain a comprehensive understanding of the potential impacts on future operations and strategy. For the impacts on Chicony Electronics, refer to the Company's first **"Task Force on Climate-related & Nature-related Financial Disclosures Report."**

Climate-and Nature-related Risk Management Process



Climate-and Nature-Related Risk Identification

	Category	Relevant Value Chain		Category	Relevant Value Chain
Transition Risks	Policy and Legal	CEC Manufacturing Stage / Downstream Customers	Opportunities	Resource Efficiency	CEC Operation
	Technology	CEC Operation		Market	CEC Manufacturing Stage / Energy Supply
	Market	Upstream Suppliers / CEC Manufacturing Stage / Energy Supply		Products/Services	CEC Manufacturing Stage / Energy Supply / Downstream Customers
	Reputation	CEC Operation		Sustainable Use of Natural Resources	CEC Manufacturing Stage / Downstream Customers
Physical Risks	Acute	Upstream Suppliers / CEC Manufacturing Stage / Energy Supply		Ecosystem Protection, Restoration and Regeneration	CEC Operation
	Chronic	CEC Operation			



2.2.4 Scenario Analysis Framework for Climate- and Nature-related Risks and Opportunities

In response to the significant uncertainties associated with climate- and nature-related issues, Chicony adopts scenario analysis as a key risk assessment tool. By establishing underlying assumptions, the Company evaluates response strategies under extreme risk scenarios and assesses potential impacts on both financial and non-financial aspects, incorporating the results into its strategic resilience planning. In the current year, we referenced the official TNFD recommendations and simulated operational impacts based on various scenario assumptions.

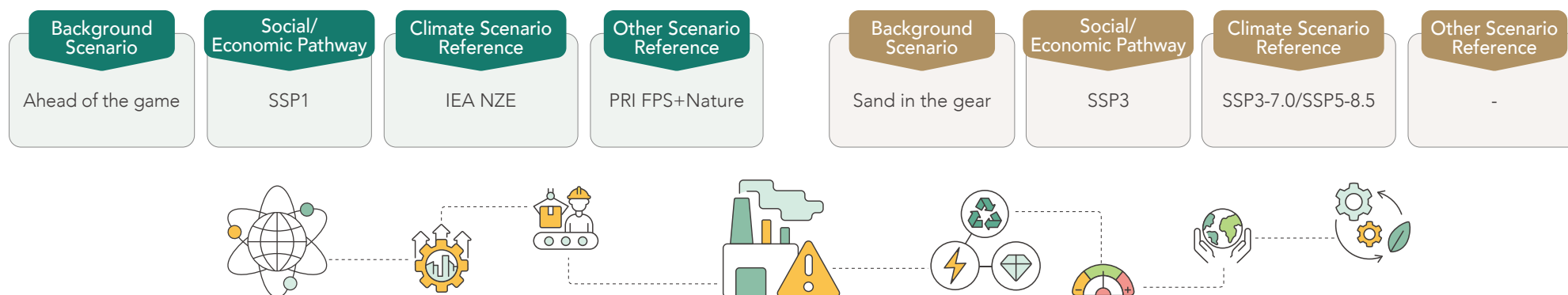
- (1) Core variables: Physical risks (e.g., loss of ecosystem services) and transition risks (e.g., market drivers).
- (2) Four Scenarios: "Ahead of The Game," "Go Fast or Go Home," "Sand in The Gears," and "Back of The List."

Based on internal assessments, our strategic positioning aligns with the "Ahead of the Game" scenario. However, should macroeconomic conditions or policy directions become more conservative, developments may shift toward the "Sand in the Gears" scenario.

Under the "Ahead of the Game" scenario, product design gradually shifts toward low-resource-consumption and low-carbon materials, reducing dependence on fossil fuels and resources from specific regions. As product standards become increasingly harmonized, supply chain flexibility is further enhanced. Market demand for environmentally friendly products continues to grow, and consumers are more willing to pay a premium for sustainable value. Together with the maturation of green technologies and declining technology costs, the competitiveness of low-carbon products is significantly strengthened. Chicony also mitigates geopolitical and resource-related risks through supply chain diversification and market diversification strategies. However, during the transition process, certain critical natural resources may face increased scarcity and price volatility due to rising demand, while regions continue to strengthen regulatory frameworks and nature-related resilience infrastructure in response to environmental risks.

In contrast, under the "Sand in the Gears" scenario, production volume and cost efficiency become the primary considerations, while the adoption of recycled materials remains limited. Trade barriers increase across regions, and countries strengthen self-sufficiency. Rising import costs drive the expansion of local markets and the extraction of local resources, while supply chains gradually shift toward centralized domestic production, leading to higher production scale and concentration. Under this scenario, physical risk impacts intensify, environmental quality continues to deteriorate, and the availability of ecosystem services declines. In the long term, these developments place greater pressure on industrial operational resilience and resource stability.

Climate- and Nature-related Risk Scenario

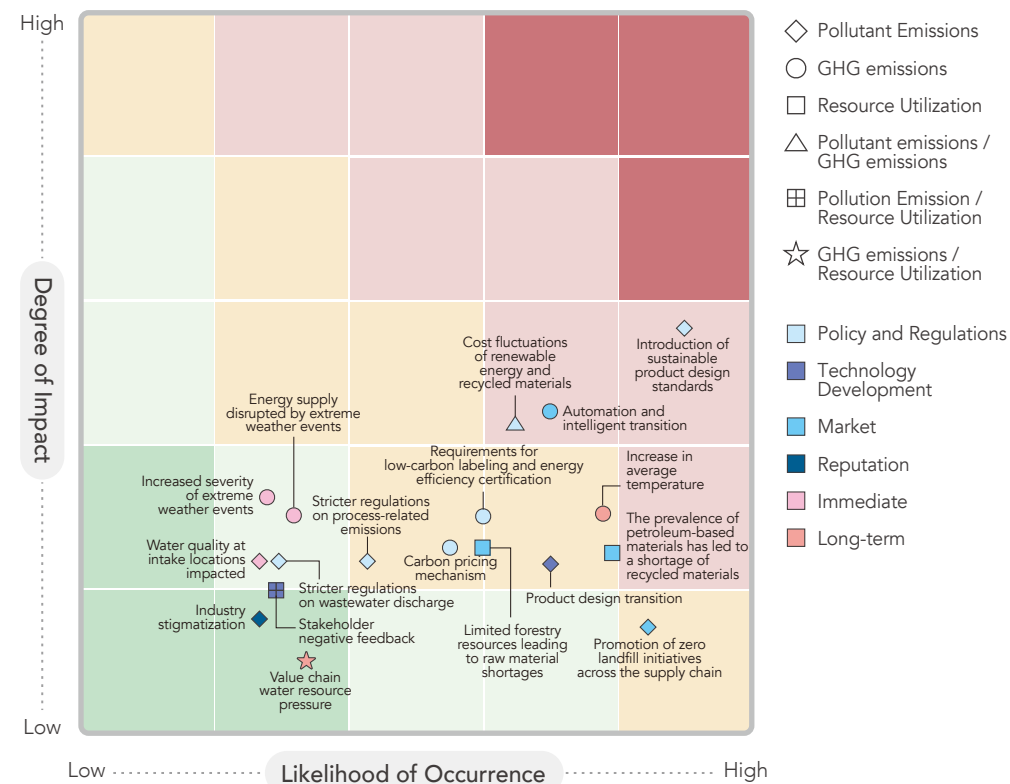


2.2.5 Material Climate and Nature-related Risks and Opportunities

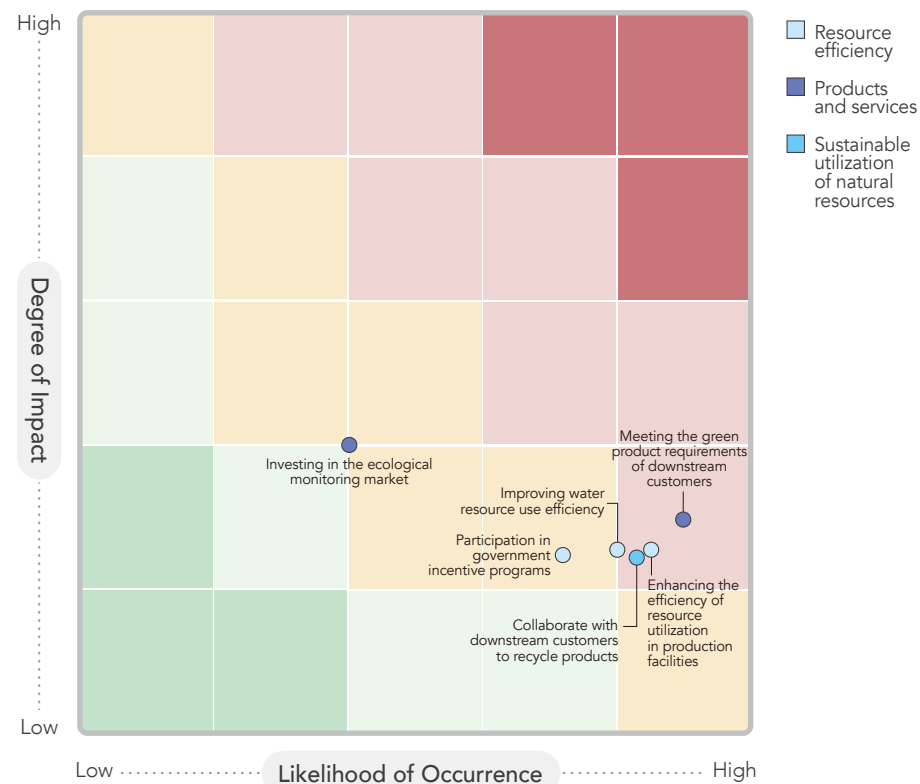
To effectively manage climate- and nature-related risks and opportunities that may arise from our operations, CEC follows Chicony's Risk Management Policy and Procedures and calculates risk values based on "Likelihood of Occurrence × Degree of Impact". Based on this methodology, CEC has developed climate- and nature-related risk and opportunity matrices and identified three material risks and three material opportunities.

CEC has also assessed the impacts of these risks and opportunities on Chicony Electronics' value chain across specific time horizons, and the results serve as the basis for subsequent response strategies and risk management actions. For further details, please refer to CEC's inaugural ["Task Force on Climate-related & Nature-related Financial Disclosures Report."](#)

Climate- and Nature-related Risk Matrix



Climate- and Nature-related Opportunity Matrix





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

● Material Climate and Nature Risk

Climate-and Nature-Related Risk	Impact Driving Factors	Impact on CEC's Operations
 T3 Policy and Legal- Introduction of sustainable product design standards	Pollutant Emissions	• CEC's products must comply with global sustainability regulations, such as the EU Ecodesign Directive. As an OEM for clients, CEC may face potential impacts on its bargaining power if it fails to respond to customer specifications in a timely manner.
 T6 Technology- Automation and intelligent transition	GHG emissions	• To reduce carbon emissions and improve energy and resource efficiency, Chicony Electronics promotes process automation and intelligent transition across its production sites, which requires investment in equipment procurement and increases short-term capital expenditure pressure.
 T9 Market- Cost fluctuations of renewable energy and recycled materials	Pollutant emissions/GHG emissions	• In the future, if CEC increases the use of recycled materials, it will be subject to fluctuations in recycled material prices; additionally, increasing the purchase of renewable energy certificates will also lead to higher electricity expenditures.

● Material Climate and Nature Opportunity

Climate-and Nature-Related Opportunity	Positive Impact on CEC's Operations
 O4 Products/ Services- Meeting the green product requirements of downstream customers	• The reduction in green technology costs enhances the competitiveness of green products. By increasing the use of recycled and regenerative materials, CEC reduces resource dependency while creating new revenue opportunities in the green market.
 O2 Resource Efficiency- Enhancing the efficiency of resource utilization in production facilities	• CEC enhances energy and resource efficiency through the adoption of automated facilities, which not only reduces operating costs but also improves production processes and promotes resource recycling and reuse, thereby helping to reduce resource dependency.
 O6 Sustainable Use of Natural Resources- Collaborate with downstream customers to recycle products	• CEC collaborates with value chain partners to promote recycling programs for end-of-life electronic products (such as computers) and defective product recall initiatives. Recovered components from these programs help reduce manufacturing costs by enabling the reuse of parts.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

● Material Climate and Nature Risk and Opportunity Measures

Material Climate Risk and Opportunity Issue	Measure
 T3 Policy and Legal- Introduction of sustainable product design standards	• Business and R&D units across divisions continuously monitor policy developments and implementation progress in key markets where major customers operate. In addition, regular meetings between the company and its customers help keep track of market trends and dynamics. • R&D units across business divisions continue to invest in the development and durability testing of environmentally friendly materials to proactively address potential customer requirements. In addition, the company is actively planning collaborations with suppliers to develop sustainable raw materials, driving product transformation through innovation. • A product carbon footprint platform has been established to support real-time carbon calculations for products across business groups, enabling compliance with customer requirements for carbon-related product information.
 O4 Products/ Services- Meeting the green product requirements of downstream customers	
 T6 Technology- Automation and intelligent transition	• R&D units across business divisions and the Automation Engineering Center continue to collaborate annually with various manufacturing sites to evaluate and discuss the feasibility of expanding automation across different production processes. • Manufacturing units continue to increase the level of automation and advance new process development, not only to meet customer expectations but also to enhance production efficiency and improve cost control.
 O2 Resource Efficiency- Enhancing the efficiency of resource utilization in production facilities	
 T9 Markets- Cost fluctuations of renewable energy and recycled materials	• Production sites develop annual energy-saving plans through the implementation of energy management systems, aiming to reduce total electricity consumption and mitigate the impact of high electricity costs. • HQ has expanded the purchase of renewable energy certificates and adopted a rolling approach to adjust its procurement strategy. • The procurement team has expanded alternative material sources as a response strategy and initiated early planning for the adoption of new materials.
 O6 Resource Efficiency- Collaborate with downstream customers to recycle products	• Production sites collaborate with downstream customers to recycle or recover electronic waste from defective products or those that have reached the end of their life cycle through resource regeneration or disassembly.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

2.3 Biodiversity

2.3.1 Biodiversity Policies and Initiatives

A 2023 study indicated that humanity has already exceeded six planetary boundaries, including biodiversity loss. The Living Planet Report 2024, published by the World Wide Fund for Nature (WWF), further reported that global wildlife populations have declined by 73% since 1970.

In alignment with the TNFD-recommended LEAP approach, Chicony conducts our analysis through a two-tier assessment framework. At the first level, we examine both our supply chain and owned operating sites, using location-based and industry-level ENCORE analysis to understand the natural sensitivity of surrounding environments, as well as the industry's dependencies and impacts on nature. Based on this analysis, we identify priority locations among suppliers and owned sites. At the second level, we further refine industry-level dependencies and impacts to the site level. For these priority locations, we conduct localized operational activity analyses to assess the interactions between nature-sensitive sites and their surrounding environments. Through ongoing collaboration with upstream suppliers and key business partners, we aim to co-create a sustainable future, progressively achieving "No Net Loss" and advancing toward "Net Positive Impact".

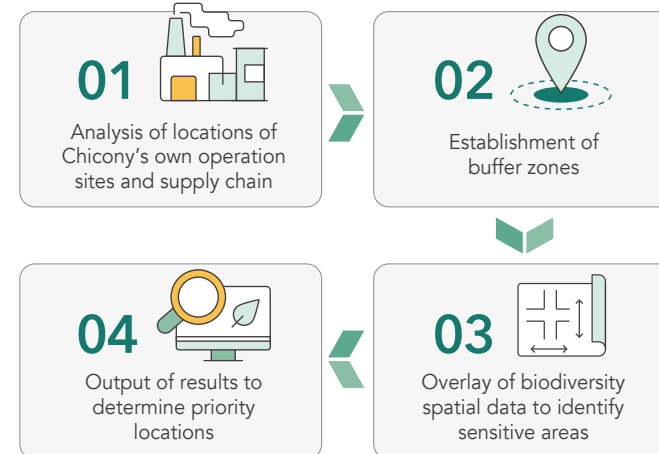
2.3.2 Management of Biodiversity Sensitive Areas and Significant Dependencies & Impacts in the Value Chain

Based on the TNFD LEAP approach released in September 2023, Chicony Electronics has assessed nature-related risks and opportunities. For details on the nature-related risk assessment, please refer to Section 2.2 Climate- and Nature-related Financial Disclosures. We recognize that the relationship between the state of natural capital and our business operations is closely linked to the "location" and "dependencies" of the subjects being analyzed. In addition, both our own operations and the upstream production of raw materials in the electronics industry may have potential impacts on ecosystems. For further details, please refer to CEC's inaugural  "Task Force on Climate-related & Nature-related Financial Disclosures Report."

Locate Analysis

Following the "Locate" stage of the LEAP methodology, we map and consolidate location data for CEC's operating sites and key supplier sites to determine whether our value chain activities are geographically connected to or overlap with ecologically sensitive areas or key natural areas with conservation value. Through this process, we identify priority locations where our interactions with nature require focused attention. The Locate stage is structured into four key steps and covers the top 50 key upstream suppliers in our supply chain, as well as all of our owned operating sites.

Locate Phase Analysis Process



Results of Locate Analysis



1. Within the 2.5 km Indirect Impact Zone

Key suppliers and Chicony's direct operations overlapping with priority biodiversity areas accounted for 14.7%, comprising 2 direct operation sites and 6 supply chain locations.

2. Within the 5 km Potential Impact Range

Key suppliers and Chicony's direct operations overlapping with priority biodiversity areas accounted for 22%, comprising 3 direct operation sites and 10 supply chain locations.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

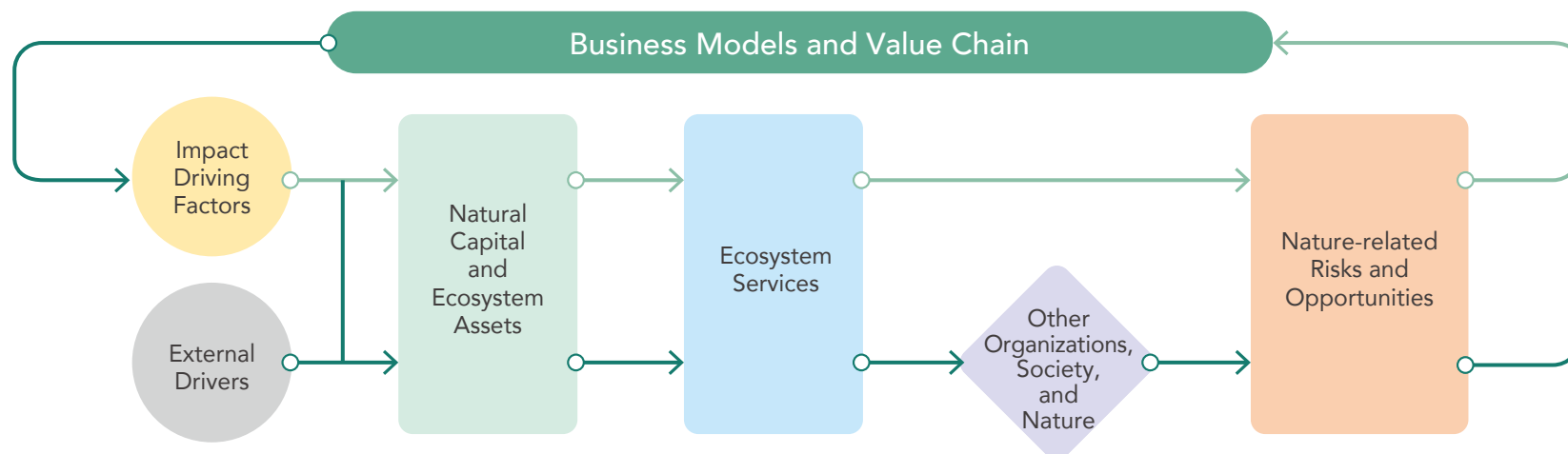
Dependency and Impact Analysis

Building on the priority locations identified in the Locate phase, CEC conducted an “Evaluate” analysis to gain a deeper understanding of the dependencies and impacts associated with our operations and natural capital. By leveraging the ENCORE tool and incorporating procurement weighting factors for key suppliers, we applied an input–output model to systematically identify nature-related hotspots across our value chain. The results indicate that our operations exhibit a high degree of dependency on “water resources” and “air pollution dilution capacity,” while the primary impact drivers are concentrated in pollution generation, resource use, greenhouse gas emissions, and habitat disturbance.

To further strengthen the assessment, we integrated biome analysis and focused on the settlement and paddy-field ecosystems surrounding our operational sites. Drawing on the Natural Capital Protocol, we established comprehensive “dependency pathways” and “impact pathways” across four critical forms of natural capital: species, atmosphere, soil, and water resources. Through these pathways, we systematically translated complex changes in natural capital into clear operational cause-and-effect relationships, enabling a more robust understanding of how ecosystem conditions influence business activities and how our operations, in turn, affect nature.

The outcomes of this phase provide a clearer definition of CEC’s interdependencies with natural resources and serve as a critical quantitative foundation for subsequent materiality assessments. By evaluating both the “likelihood of occurrence” and the “potential financial loss” associated with disruptions to ecosystem services, we developed a material dependency and impact matrix to identify our most significant nature-related dependencies and impacts, thereby enabling the prioritization of key risks and transition opportunities.

● Dependency and Impact Pathways





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

Results of Material Dependency Identification

Based on the identification results, we further assess the potential risks that may arise if the “natural capital” or “ecosystem services” on which our operations depend are disrupted, or if our business activities adversely impact ecosystems. Such risks may include supply chain disruptions, increased operating costs, and regulatory constraints. At the same time, early identification and proactive management of these nature-related issues may enable us to create new business opportunities through technological innovation, enhanced resource efficiency, and the development of sustainable products and solutions.

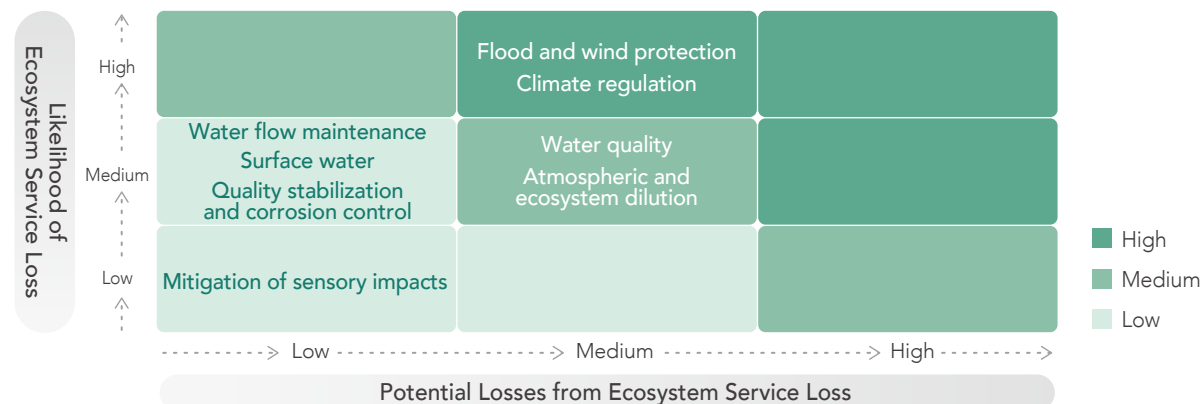
Results of Material Dependency Identification



1. Results of Material Dependency Identification

The ecosystem services on which Chicony's direct operations are highly dependent are primarily concentrated in flood and wind protection, climate regulation, water quality, and atmospheric and ecosystem dilution. Disruptions to these services could result in significant operational impacts.

Materiality Matrix of Dependencies: Direct Operations



Description of Material Dependency Factors

Ecosystem Services	Likelihood of Process Function Loss Due to Disruption of Ecosystem Services	Potential Consequences of Ecosystem Service Loss on Process Functions (Financial Impact)
Flood and wind protection	Environmental development surrounding Chicony's direct operations may result in the loss or degradation of vegetation, thereby reducing soil water retention capacity. During severe storm events, exposed vegetation may further lead to soil erosion, adversely affecting direct operational activities.	The ecosystems surrounding Chicony's direct operations are currently dominated by grassland or woody vegetation. Excessive development could lead to the loss of this ecosystems service, potentially undermining site foundations and further impacting production activities
Atmospheric and ecosystem dilution	Air and water pollutant emissions from Chicony's direct operations may reduce vegetation absorption capacity and affect water intake sources. Deterioration in water or air quality could further disrupt employees' daily work and impair overall direct operations.	Although Chicony's direct operations emit only limited air pollutants and most domestic wastewater is treated through local sewage treatment systems, the loss of relevant local ecosystem services could still adversely affect production operations and give rise to associated risks, including heightened regulatory oversight.
Surface water	All direct operations require industrial water on an annual basis, primarily for domestic use and cooling tower operations. The occurrence of drought events could potentially disrupt direct operations.	As water consumption related to production at Chicony's direct operations is relatively low and water recycling measures are implemented at all sites, such risks are assessed as unlikely to have a material impact on production operations.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

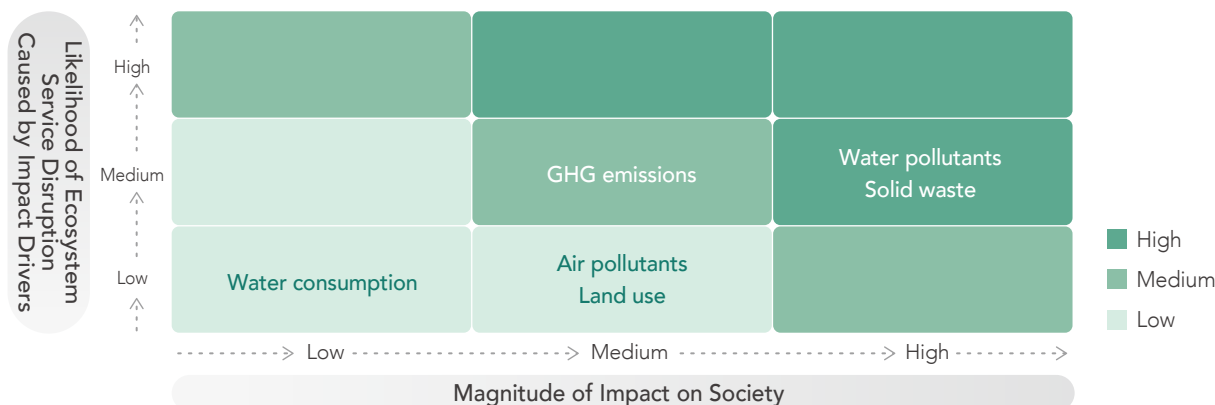
Results of Material Dependency Identification



2. Material Impact Identification Results

The results indicate that CEC's operations are highly dependent on ecosystem services, particularly flood and wind protection, climate regulation, water quality regulation, and ecosystem dilution services. Disruptions to these ecosystem services may have the potential to cause significant impacts on business operations.

Materiality Matrix of Impacts: Direct Operations



Description of Material Impact Drivers

Ecosystem Services	Natural Capital	Impact Driving Factors	Likelihood of Ecosystem Service Disruption Caused by Impact Drivers	Extent of Impact on Society from Ecosystem Service Loss
Flood and wind protection	Local habitats Land use GHG emissions	Land use, GHG emissions	Chicony's direct operations do not involve large-scale land development in their local areas, and GHG emissions are relatively limited; therefore, the level of impact on the local environment is not considered significant. In low-lying areas, the loss of flood and wind protection could lead to potential regional economic impacts and adversely affect	Chicony's direct operations do not involve large-scale land development in their local areas, and GHG emissions are relatively limited; therefore, the level of impact on the local environment is not considered significant. In low-lying areas, the loss of flood and wind protection could lead to potential regional economic impacts and adversely affect
Surface water	Water resources	Water pollutants Solid waste	Wastewater discharged from Chicony's direct operations mainly consists of domestic wastewater. If discharged without proper treatment, it could lead to deterioration of local water quality. If solid waste is disposed of through landfilling and leachate is not properly treated, it may adversely affect the local water environment.	Degradation of water quality could adversely affect water use for surrounding industries and hinder local communities' access to and use of ecosystem services.
Atmospheric and ecosystem dilution	Atmosphere Water, resources	Water pollutants Air pollutants	Certain processes at Chicony's direct operations may generate air pollutant emissions; however, emission volumes are not significant and have limited local impact. Impacts related to water pollutants are as described above.	If atmospheric and ecosystem dilution capacity were to be lost, some direct operations— particularly those located within industrial zones—may also be unable to benefit from this ecosystem service.

For the results of the Assess evaluation, please refer to Toward Sustainability and Financial Linkage: IFRS & TC/TNFD, or the Company's inaugural "Task Force on Climate-related & Nature-related Financial Disclosures Report.".



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

2.3.3 Harnessing Nature for a Nature-Positive Transformation

At the end of 2023, CEC launched our nature-related financial disclosure (TNFD) project. Over the following 18 months, we progressively implemented the TNFD-recommended “Locate,” “Evaluate,” “Assess,” and “Prepare” steps to identify nature-related risks and opportunities, assess potential scenarios and outcomes, and gradually integrate these assessment methodologies into our enterprise-wide risk management framework and processes.

To continuously reduce our impacts on nature, we actively explore collaboration opportunities with value chain partners and stakeholders surrounding our operating sites, with the aim of progressing toward our long-term goals of “No Net Loss” and “Net Positive Impact.”

In 2024, we developed an Environmental and Social Due Diligence Checklist for renewable energy projects and, for the first time, distributed it to renewable power plants located near our Thailand manufacturing site. The assessment covers factors such as project type, whether

the facility is located in biodiversity-sensitive areas, compliance with local regulations, and operation and maintenance practices. Through this preliminary assessment, we seek to better understand whether the renewable electricity we procure is sourced from facilities with relatively lower impacts on the natural environment. In 2025, we expanded the assessment to renewable energy projects in China and continued to strengthen our due diligence practices across the value chain, demonstrating our commitment to responsible renewable energy procurement and nature-positive development.

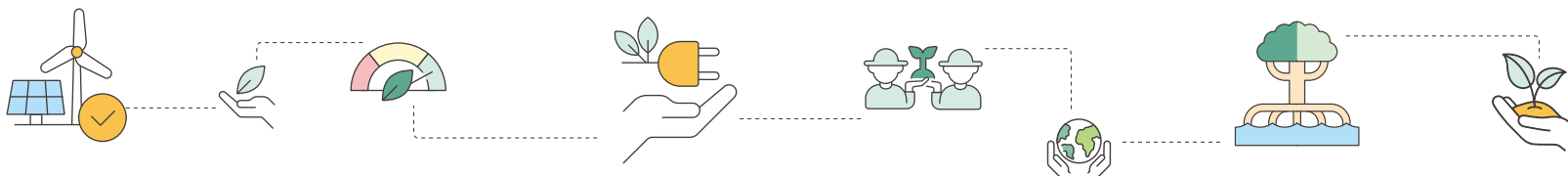
In 2024, we mobilized 10 employees from CET to participate in a mangrove restoration initiative in collaboration with local non-profit organizations and government agencies. The activity was conducted along the coastal area adjacent to the site, where mangrove seedlings were planted in estuarine wetlands to support ecosystem restoration and enhance coastal resilience. Through these restoration efforts, we aim to reduce nature-related risks in the vicinity of our operations over the long term while fostering positive relationships with local communities and stakeholders. In 2025, we further expanded our biodiversity and conservation efforts in Taiwan. For more information, please refer to Section 3.5 Contributing To Social Well Being.



Engagement with Nearby Power Plant Operators on Site Conditions



Mangrove Restoration Activities





0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

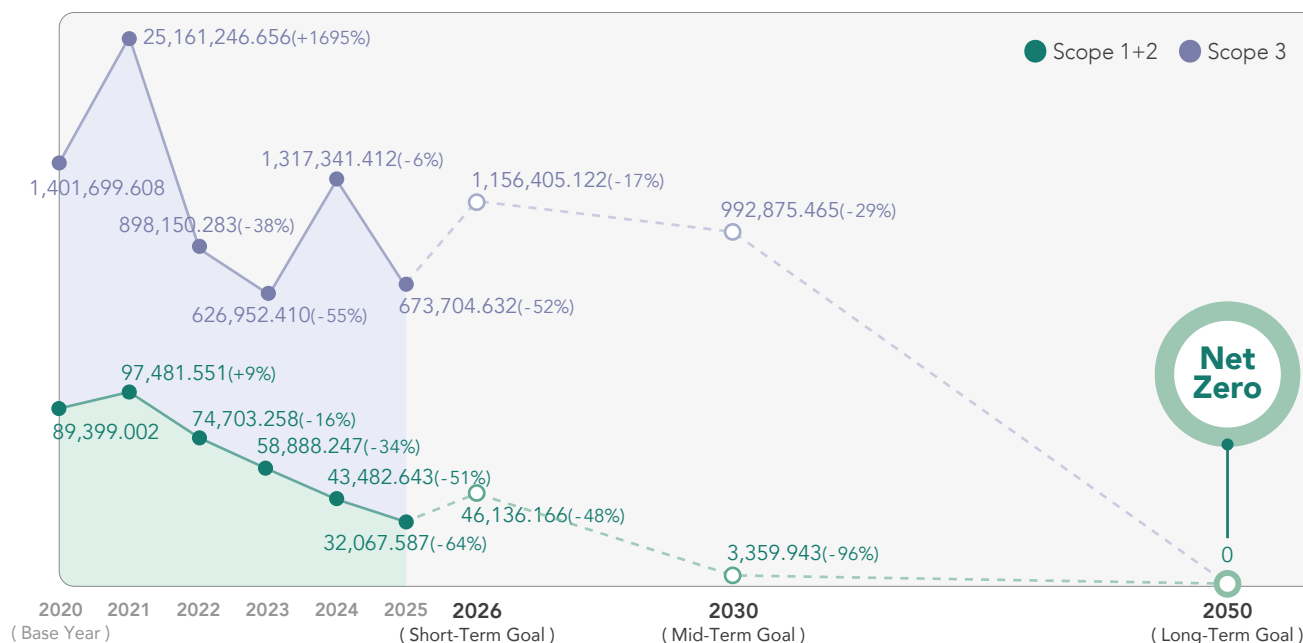
2.4 Greenhouse Gas and Energy Management

2.4.1 Net Zero Emission Action Strategy

CEC obtained SBTi certification for its carbon reduction targets in 2022, and in 2023 committed to achieving RE100 by 2030 and net zero by 2050. Integrating these three commitments and referencing the SBTi methodology, we have planned a mid-term carbon reduction pathway under the 1.5°C GHG reduction scenario, selecting 2020 as the base year.

Chicony Net Zero Pathway

Unit: tCO_{2e}



Note:

1. The difference compared to the base year is indicated in parentheses.

2. Scope of Data: HQ, Major Production Bases. Excluding subsidiaries Chicony Power and XAVI, and integrating the Company's SBTi, RE100, and net zero targets.

2.4.2 GHG Management Performance

CEC conducts greenhouse gas inventories for each site annually in accordance with the ISO 14064-1 Greenhouse Gas Inventory Standard and the GHG Protocol methodology, and completes verification through independent third-party verification bodies.

In 2025, the inventory covered CEC's Headquarters, domestic and overseas office locations, covering the Chicony Electronics CEZ s.r.o., Yangmei warehouse, Taichung office, Kaohsiung office, Chicony America Group Inc., and Chicony Electronics Japan, Inc., as well as all manufacturing sites (including the CEM3, CEM2, CEM5, MR, and CET). The data scope covers 100% of Chicony's consolidated financial reporting boundary. A group-level verification approach was adopted to standardize inventory methodologies and verification procedures across all sites.

CEC's Scope 1 GHG emissions primarily arise from natural gas combustion in factory boilers, company vehicle use, and fugitive emissions from refrigerants. Scope 2 emissions are derived from purchased electricity. Considering the operational characteristics of each manufacturing site and industry requirements, CEC conducted inventory and verification for 10 Scope 3 categories, with emissions mainly from Purchased Goods and Services and Use of Sold Products. No biogenic emissions were identified within the inventory boundary.



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

In 2025, CEC's company-wide GHG emissions, including Scope 1, Scope 2, and Scope 3, amounted to 705,772.219 tCO₂e, representing a reduction of 655,051.84 tCO₂e from 1,360,824.055 tCO₂e in 2024.

Direct and energy indirect GHG emissions, including Scope 1 and Scope 2, totaled 32,067.587 tCO₂e, representing a 30% decrease from 43,482.643 tCO₂e in 2024. The decrease was mainly attributable to CEC's active response to the 2030 RE100 target following its participation in the RE100 initiative. In 2025, CEC used a total of 70,905.39 MWh of renewable electricity, an increase of 11,609.40 MWh compared with 2024, resulting in approximately 37,183.79 tCO₂e of emission reductions from renewable energy. At the same time, CEC continued to implement energy-saving and carbon-reduction initiatives, as well as fossil fuel replacement projects, thereby improving energy efficiency in the production process.

In 2025, other indirect GHG emissions, or Scope 3 emissions, amounted to 673,704.632 tCO₂e, representing a significant decrease compared with 2024. This was mainly due to CEC's continued enhancement of data governance across business units. For certain sites, raw material calculations improved from estimation-based approaches to actual measured production-side usage data, resulting in significant changes in the inventory results. Emissions from Purchased Goods and Services totaled 239,596.663 tCO₂e, accounting for 36% of total Scope 3 emissions. Meanwhile, as more products were included under the Use of Sold Products category, related emissions increased to 361,128.030 tCO₂e, accounting for 54% of total Scope 3 emissions.

Looking ahead, Chicony will continue to optimize product design and improve energy-use efficiency to further reduce downstream emissions during the product use phase. At the same time, CEC will strengthen carbon management mechanisms on the procurement side, including introducing supplier carbon emissions data disclosure mechanisms, implementing full raw material carbon footprint calculations, evaluating low-carbon material substitution options, and integrating regional procurement strategies. Through these actions, CEC aims to reduce transportation- and supply chain-related carbon footprints and advance the development of a more sustainable supply chain.

GHG Emissions (Scope 1 Category)

Unit: tCO₂e

	CO ₂	CH ₄	N ₂ O	HFCs	NF ₃	PFCs	SF ₆	Total
2024	2,555.482	2,828.188	15.155	11.467	0	0	0	5,957.669
2025	1,874.663	2,279.124	14.513	2,177.916	0	0	0	6,346.215

GHG Emissions (Scope 1 & 2)

Unit: tCO₂e

	2022	2023	2024	2025
Scope 1 (Cat.1) Direct GHG Emission	7,555.208	6,827.888	5,957.669	6,346.215
Scope2 (Cat.2) Market Base Indirect emissions from the generation of purchased energy	67,148.049	52,060.360	37,524.974	25,721.371
Scope2 (Cat.2) Location Base Indirect emissions from the generation of purchased energy	N/A		66,842.061	58,297.752
Scope1+2 Market Base	74,703.258	58,888.247	43,482.643	32,067.587
Scope1+2 Location Base	N/A		72,799.730	64,643.967
Emission Intensity-Market Base	1.09	1.00	0.70	0.53

Note:

- The statistical method employed is the operational control method, and the GWP value is based on the 2023 IPCC AR6 report.
- The source of the power coefficient is based on the publicly announced power emission coefficients from various locations. Other relevant coefficients are derived from local operators, government sources, and data published by the Intergovernmental Panel on Climate Change (IPCC).
- Scope of Data: All Production and Operation Bases. The subsidiary companies, Chicony Power and XAVI, can refer to the sustainability reports of the two subsidiaries for their data. The coverage of the disclosed data based on consolidated revenue calculations is 100%. The coverage rate of the verification is 100%.
- Emission intensity = total emissions ÷ consolidated revenue, unit: tCO₂e/NT\$ million.



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

Other indirect emissions (Scope3)

		2022	2023	2024	2025
Category 3 Indirect GHG Emissions from Transportation	Upstream Transportation and Distribution (4)	9,541.072	10,617.751	13,915.497	7,610.257
	Business Travel (6)	190.408	603.027	980.305	1,541.421
	Employee Commuting(7)	2,605.204	1,420.538	2,247.233	2,905.883
	Downstream Transportation and Distribution (9)	22,441.985	11,001.680	17,108.972	32,275.317
Category 4 Indirect GHG Emissions from Products Used by Organization	Purchased Goods and Services (1)	449,068.360	283,407.128	1,005,689.865	239,596.663
	Capital Goods (2)	6,920.226	3,601.773	2,864.387	11,294.869
	Fuel- and Energy-related Activities (3)	6,397.792	5,775.200	11,983.628	5,869.123
	Waste Generated in Operations (5)	935.381	688.161	804.810	4,750.058
	Upstream Leased Assets (8)	1,111.309	955.604	822.485	823.064
Category 5 Indirect GHG Emissions Associated with the Use of Products from the Organization	Use of Sold Products (11)	389,194.337	299,245.820	255,154.305	361,128.030
	Downstream Leased Assets (13)	9,559.131	7,366.914	5,769.925	5,909.945
Total		897,965.205	624,683.596	1,317,341.412	673,704.632

Note:

- The statistical method employed is the operational control method, and the GWP value is based on the 2023 IPCC AR6.
- 2022-2023 Scope of Data: HQ, Major Production Bases. The coverage of the disclosed data based on consolidated revenue calculations is 99%. The coverage rate of the verification is 99%.
- 2024-2025 Scope of Data: All Production and Operation Bases. The subsidiary companies, Chicony Power and XAVI, can refer to the sustainability reports of the two subsidiaries for their data. The coverage of the disclosed data based on consolidated revenue calculations is 100%. The coverage rate of the verification is 100%.
- The numbers in parentheses are categorized based on the Scope 3 evaluation tool of the GHG Protocol.
- Starting in 2025, categories 10 (processing of sold products) and 12 (end-of-life treatment of sold products) were excluded, as CEC is not a seller of end-user products and the materiality assessment did not meet the significance threshold.
- Starting in 2025, the raw material calculation methodology for designated manufacturing sites was refined from estimation-based calculations to actual production usage data. To maintain consistency, historical data will remain based on the original verified estimation methodology, while more accurate measured data will be used for future performance tracking. The base year will remain unchanged to preserve comparability.

ISO 14064 & ISO 14067 Carbon Management System

To support CEC's net-zero transition strategy, we initiated the development of a carbon management system in 2023. In 2024, we formally implemented an ISO 14064-compliant greenhouse gas management system and established an ISO 14067 product carbon footprint management framework. Through a systematic and digitalized approach, we integrate greenhouse gas emissions and product carbon footprint data into a centralized management platform, streamlining internal management processes and enhancing the efficiency, accuracy, and consistency of data collection and management.



Starting in 2025, we fully integrated the ISO 14064 greenhouse gas management system into our day-to-day operational management processes and applied it across major operating sites for greenhouse gas inventory management and emissions data governance. This approach strengthens the timeliness, consistency, transparency, and traceability of emissions information, providing a robust foundation for decarbonization planning, performance tracking, and target management.

In addition, to foster a stronger carbon management culture and enhance employees' awareness of environmental issues, we regularly disclose greenhouse gas emissions profiles and key environmental performance indicators of major operating sites through our internal



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

digital display platform. By visualizing carbon management performance, we promote cross-functional transparency, strengthen employee engagement, and further embed low-carbon thinking into daily business decision-making.

Looking ahead, we will launch the “Product Carbon Footprint Factor Database and Carbon Hotspot Analysis Project” in 2026. Building upon our existing ISO 14067 product carbon footprint management framework, this initiative will further enhance the completeness of key emission factors across all materials and systematically identify major carbon hotspots throughout our products.

Through carbon hotspot analysis, we will prioritize high-emission materials and product designs as key focus areas for product redesign, low-carbon material substitution, process optimization, and supply chain decarbonization engagement. This will enable CEC to progressively transition from “carbon inventory and disclosure” to “data-driven product decarbonization decision-making,” strengthening product-level emission reduction performance and accelerating our low-carbon transformation journey.

Carbon Pricing

CEC adopts a pragmatic and science-based decarbonization pathway, implementing three key steps—inventory, reduction, and offsetting—to progressively achieve our 2050 Net Zero commitment. In addition to these three steps, we have introduced an internal carbon pricing mechanism to internalize transition costs and enhance the comparability of operational and investment decision-making.

In 2023, Chicony first referenced the Network for Greening the Financial System (NGFS) projections. Under the "Orderly Transition" scenario of the Integrated Assessment Models (IAMs), the carbon cost was estimated at NTD 4,722.97 per tonne (USD 154.64/tCO₂e) to evaluate regulatory impacts and the financial viability of mitigation initiatives. In 2025, Chicony refined its ICP by calculating the implicit costs from historical energy-saving projects while considering regional carbon price trends and global shadow price trajectories. Consequently, the internal carbon price was set at NTD 1,100/tCO₂e, with a projected annual escalation to NTD 2,600/tCO₂e by 2030. Starting in 2026, the Company will phase

ICP into management accounting reports, enabling business units to proactively navigate the era of carbon pricing. This framework has received formal approval from the Board of Directors.

2.4.3 Energy Management Performance

Since 2022, CEC has implemented the ISO 50001 Energy Management System, with Headquarters and major manufacturing sites completing third-party verification. Purchased electricity accounts for the majority of our energy consumption, while fossil fuels are mainly used for emergency generators, forklifts, company vehicles, and dormitory boilers. In 2025, CEC's total energy consumption was 452,055.12 GJ, representing a 15.3% decrease from 2024. Energy intensity also decreased by 13.2% compared with 2024. The reductions were mainly attributable to the expansion of solar power installations, the implementation of energy-saving measures, and changes in production volume, which collectively contributed to a decrease in overall energy consumption compared with the previous year.

2025 Energy Consumption

Unit: GJ

	Taiwan	China	Thailand	Others	Total	Percentage
Non-renewable Electricity	11,261.12	104,903.10	47,709.31	703.85	164,577.38	36.5%
Renewable Electricity	-	209,045.04	46,193.95	-	255,238.99	56.5%
Purchased Steam	-	-	-	906.83	906.83	0.2%
Natural Gas	-	22,071.93	-	-	22,071.93	4.9%
Gasoline	416.50	3,725.99	-	-	4,142.49	0.9%
Diesel	38.95	3,449.46	926.14	106.47	4,521.02	1.0%
Total Energy Consumption	11,716.57	134,150.48	48,635.45	1,717.16	196,219.65	100.0%
	11,716.57	343,195.52	94,829.39		451,458.64	



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

Energy Consumption

Unit: GJ

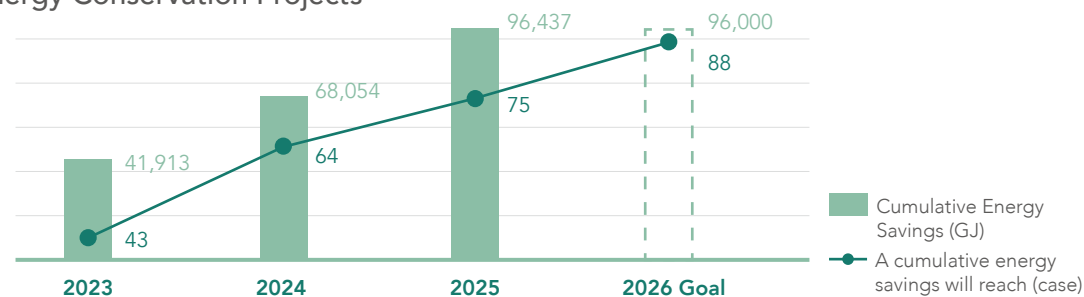
	2022	2023	2024	2025
Total Electricity Consumption	428,994.17	391,807.66	485,305.14	419,816.37
Purchased non-renewable Electricity	370,883.47	222,821.34	271,856.66	164,577.38
Purchased Renewable Electricity (Certificates)	57,923.36	164,190.58	201,371.71	231,477.60
Self-generated Renewable Energy	187.34	4,795.74	12,076.77	23,761.39
Purchased Steam	0	0	906.83	906.83
Liquefied Petroleum Gas (LPG)	830.62	0	0	-
Natural Gas	36,038.18	32,031.49	38,915.69	22,071.93
Gasoline	3,020.83	3,981.25	4,743.95	4,142.49
Diesel	3,331.50	3,097.71	3,836.54	4,521.02
Total	472,215.44	430,918.53	533,708.15	451,458.64
Energy Intensity (GJ/M NTD)	6.88	7.29	8.64	7.31

Note:

1. 2022-2023 Scope of Data: HQ, Major Production Bases.
2. Scope of Data After 2024: All Production and Operation Bases. Energy consumption outside of the organization was not calculated.
3. The heating values were determined by referencing figures announced by the Bureau of Energy.
4. Energy consumption intensity = Total energy consumption ÷ Consolidated revenue (Consolidated group revenue excluding revenues from CP and XAVI); Unit: GJ/NT\$ million.

In 2025, we continued to improve energy efficiency through the optimization of energy management systems and equipment, achieving significant energy-saving results. A total of 11 energy management projects were implemented, generating energy savings of 28,383.31 GJ. The projects involved an investment of approximately NT\$20,610.45 thousand, creating economic benefits of NT\$18,832.53 thousand and reducing greenhouse gas emissions by 4,166.76 tCO₂e. Since the launch of the “Chicony Green Octagon” initiative in 2023, CEC has completed a total of 75 energy management projects, achieving cumulative energy savings of 96,437.41 GJ compared with the 2022 baseline year. Looking ahead, we aim to complete a cumulative total of 88 energy management projects by the end of 2026, with cumulative energy savings expected to reach 96,000 GJ.

Energy Conservation Projects



All Chicony's sites have long been committed to implementing various energy-saving and carbon-reduction measures, effectively reducing energy consumption, lowering carbon emissions, and saving on energy costs.



Energy Conservation Highlights Case Study of CEM2

At the CEM2, the rooftop cooling tower No. 6 of Plant A was integrated into the operation of cooling tower No. 7. Through load consolidation and optimized single-tower control, the initiative reduced energy consumption from fans and water pumps while maintaining backup functionality. This improvement enhanced equipment efficiency and strengthened overall energy management performance.

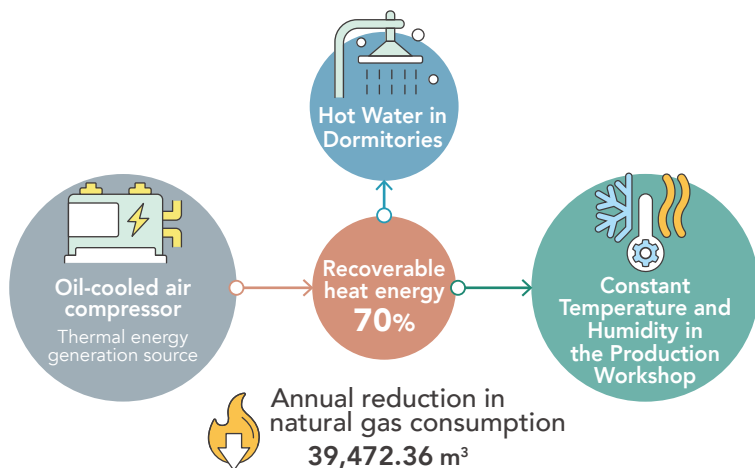
- ✓ Annual energy savings : 278.26 GJ
- ✓ Carbon reduction benefits : 34.16 tCO₂e



Energy Conservation Highlights Case Study of CEM3

The centrifugal compressor and production lines adopted compressed air heat recovery technology to reduce the demand of natural gas used for hot water in production areas and living quarters. A highlight of this project is the collaboration with an ESCO under a performance-based contract, which reduced the initial investment cost by compensating the service provider based on the agreed energy savings.

✓ Annual energy savings : 1329,90 GJ ✓ Carbon reduction benefits : 74.75 tCO_{2e}



The air compressor achieves a waste heat recovery rate of up to 70%.



Energy Conservation Highlights Case Study of CEM5

At the CEM5, all existing 45W ceiling lights were fully replaced with 20W energy-efficient lighting. While maintaining the original lighting layout and usage patterns, high-energy-consuming fixtures were directly substituted with lower-wattage alternatives, resulting in improved energy efficiency. The electricity consumption per lighting fixture was reduced by approximately 55%, resulting in an immediate decrease in overall lighting electricity demand and related electricity costs. At the same time, greenhouse gas emissions associated with electricity use were reduced, achieving energy-saving benefits through equipment replacement and delivering long-term, stable carbon reduction performance.

✓ Annual energy savings: 778.79 GJ ✓ Carbon reduction benefits: 120.74 tCO_{2e}



Actual conditions at the plant site after the replacement



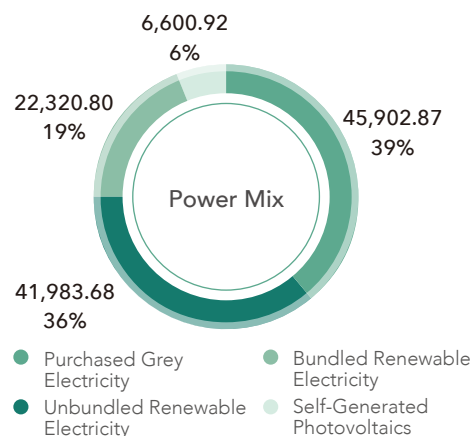
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

2.4.4 Electricity Usage and RE100 Progress

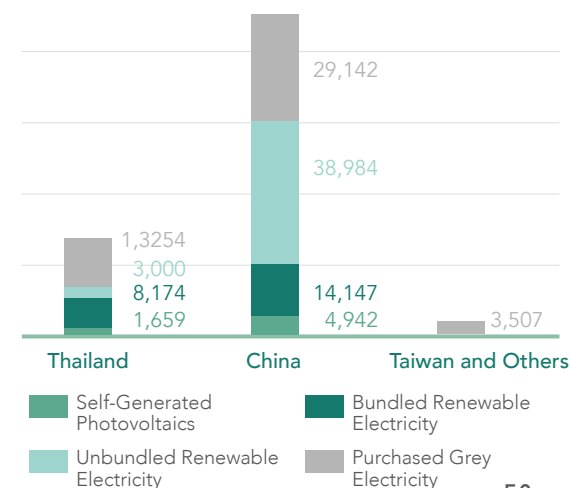
In 2023, the Chicony Group announced its participation in the global renewable electricity initiative “RE100” and committed to achieving 100% renewable electricity consumption across the Group by 2030. To achieve this goal, we continue to expand renewable electricity use through on-site solar photovoltaic (PV) installations, Power Purchase Agreements (“PPAs”), and the procurement of Energy Attribute Certificates (“EACs”).

In 2025, CEC’s total electricity consumption amounted to 116,808.264 MWh, of which 70,905.39 MWh was sourced from renewable electricity. This represents a 19.58% increase compared with 59,295.99 MWh in 2024. As a result, renewable electricity accounted for 61% of total electricity consumption, enabling us to achieve our RE50 target ahead of schedule and make steady progress toward our 2030 RE100 commitment. The Chicony Group’s renewable electricity portfolio consisted of 6,600.92 MWh (6%) generated from on-site solar PV systems and 64,304.48 MWh (55%) sourced through renewable energy certificates (“I-REC” and “GEC”). Among the certificate-based procurement, bundled certificates (including direct renewable electricity procurement with bundled certificates) accounted for 22,320.80 MWh (19%), while unbundled certificates accounted for 41,983.68 MWh (36%). In addition, CEC achieved an overall renewable electricity ratio of 58%, achieving our RE50 target ahead of the 2026 milestone. We will continue accelerating our transition toward our RE100 goal by 2030.”

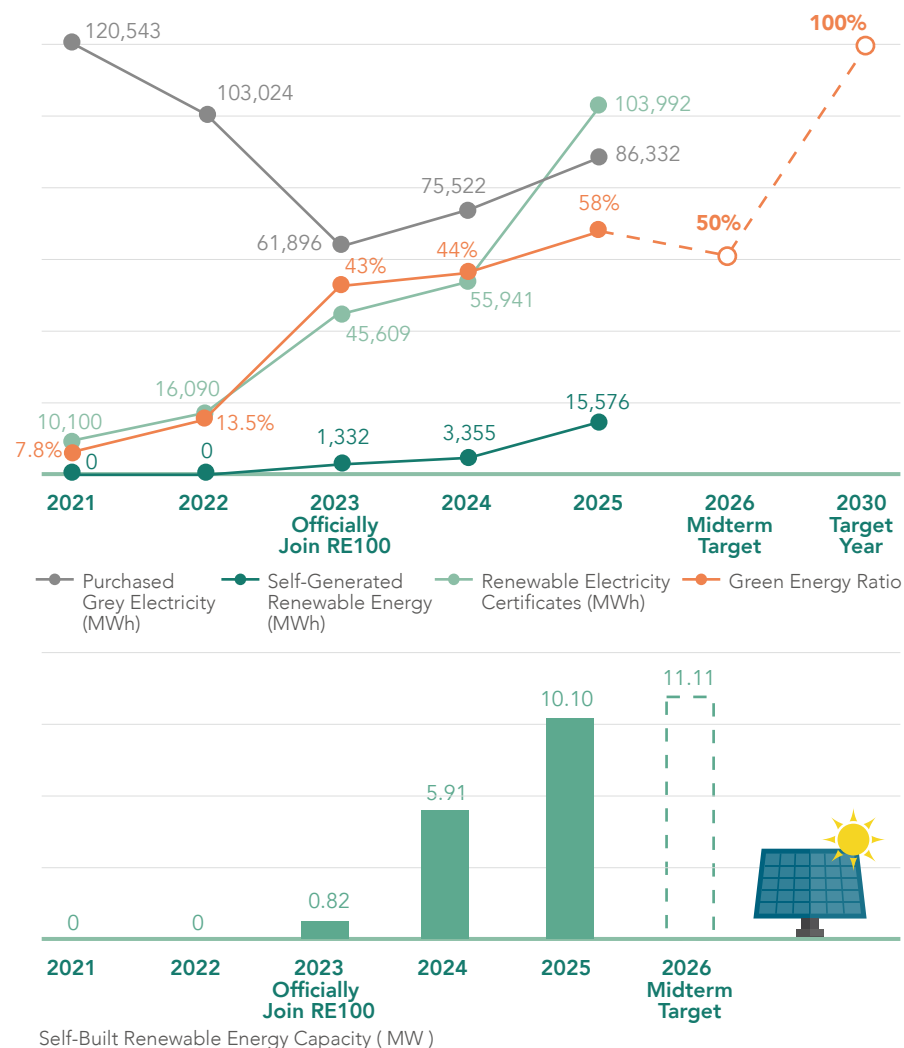
2025 Power Mix



2025 Distribution of Electricity Usage



Chicony Group’s Renewable Electricity Consumption Roadmap



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
------------------------------	---------------------------------	--	----------------------------------	---	-------------------

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

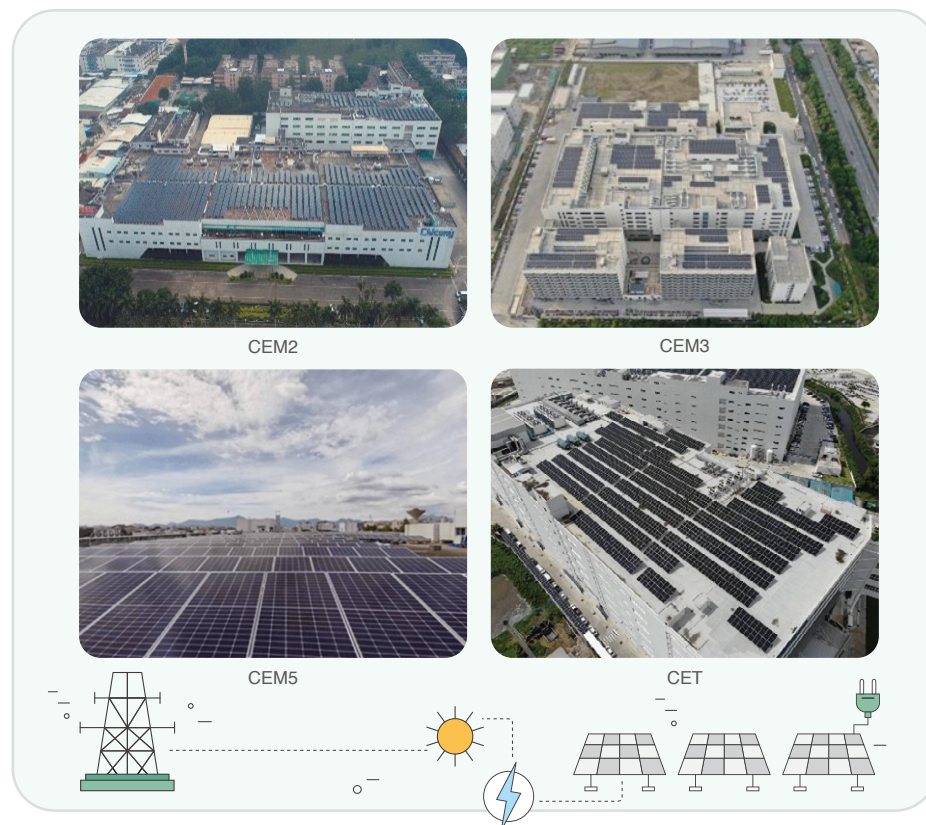
2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

In response of our RE100 commitment, CEC has been actively expanding on-site renewable energy generation capacity since 2023 through various collaboration models with external partners. Rooftop photovoltaic (PV) systems have been progressively installed on factory buildings, parking structures, and other suitable facilities across our operations. To date, renewable energy installations have been planned or deployed at our headquarters and major manufacturing sites. As of the end of 2025, the cumulative installed PV capacity reached 10.10 MW, representing significant growth compared with 2023. Looking ahead, the total installed capacity is expected to increase to 11.11 MW by the end of 2026, further supporting our renewable energy transition and long-term decarbonization goals.

● Rooftops of Solar Panels at Each Factory



2.5 Minimize Environmental Impact

2.5.1 Water Resource Management

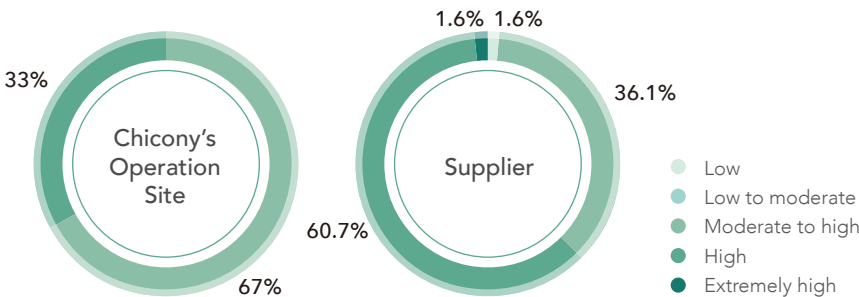
CEC Headquarters and all major manufacturing sites have obtained ISO 14001 Environmental Management System certification. Building upon this foundation, we have established a comprehensive water management framework aligned with the TCFD and TNFD recommendations, encompassing water resource management, water-related risk identification, target setting, and water conservation initiatives. In addition to implementing our “Water Security Policy,” we have established a target of reducing water consumption intensity per million NTD of output value by 5% annually and strengthened our water management mechanisms to proactively mitigate water-related risks. Starting in 2025, we further launched water recycling initiatives aimed at progressively increasing water reuse rates across our manufacturing sites and advancing the sustainable use of water resources.

Water Risk Identification

CEC is committed to enhancing water-use efficiency and water stewardship, reducing the environmental impacts associated with water use, and increasing the utilization of recycled water. To better understand water-related risks across our global operations and value chain, we adopted the World Resources Institute (WRI) water risk assessment tool to evaluate potential water-related risks at our manufacturing sites and the facilities of our top 50 suppliers in 2023. In alignment with the TNFD-recommended water-related physical risk assessment approach, we assessed five key water-related indicators, including “water stress,” “riverine flood risk,” “coastal flood risk,” “untreated connected wastewater,” and “coastal eutrophication potential” Through this assessment, we are able to better identify water-related risk hotspots and strengthen our water resource management and adaptation strategies.



● Water Risk Identification for CEC Bases and the Top 50 Major Suppliers



Note:
1. CEC's operation sites/bases includes HQ, CEM2, MR, CEM3, CEM5, CET and CEZ.
2. The top 50 major suppliers were determined by sequencing the Company's 84 Significant Suppliers from 2023 according to total procurement amount.

In terms of the water stress level indicator, the Company's CEM3 and CET have been assessed as being in high water stress areas. However, as water stress is defined as “the ratio of overall water demand to water supply in the area”, water resources risks are only more likely to occur when a factory is located in a high-water-stress area and belongs to a higher water-consumption industry, which causes the factory to compete with local ecosystems for water resources.

Therefore, further scenario analysis of local water supply changes in the river basins where the factories are located has been conducted based on the Weathernews database, and assessments linked with water consumption indicators of CEM3 and CET have also been performed. Since the water consumption by both CEM3 and CET constitutes far less than 1% of the overall water consumption in the areas where they are located, the likelihood that the two factories will be impacted by local water resources conditions is not high. Chicony Electronics will continue to promote various water conservation measures, including internal water saving practices, reinforced wastewater classification systems, process water consumption reduction, and reuse of recycled/reclaimed water to cope with possible water risks.

● Water Supply in CEM3 and CET Area

	Area's Water Supply under SSP5-8.5 Scenario (10,000 tons/day)	2025 Factory's Water Withdrawal (10,000 tons/day)	Percentage of Area's Overall Water Supply
CEM3	1,099.79	0.171	0.016%
CET	4,508.09	0.043	0.001%

Water Resources Management Performance

Chicony Electronics primarily sources water from municipal water supply, with a small portion from rainwater harvesting and reuse. Water is mainly used for employee domestic use, air-conditioning systems, and equipment operations at manufacturing sites. Except for a limited number of equipment requiring purified water, all other uses rely directly on municipal water. Domestic wastewater is treated through wastewater treatment facilities before being discharged into the municipal sewer system.

In 2025, CEC's total water withdrawal amounted to 1,128.324 million liters, representing a 15.55% increase compared with 2024. Water intensity was 0.0187 million liters per NT\$ million of output value, a 13.45% decrease from 2024, achieving the target set under our “Water Security Policy.” This improvement was mainly attributable to our continued efforts in water pipe leakage inspection and repair, water conservation measures, process water efficiency improvements, and wastewater recycling and reuse. In addition, CEM2, CEM5, CEM3, and CET successively launched water recycling and reuse systems. In alignment with our internal water recycling targets, both the volume of recycled water and the recycling rate continued to increase. Reclaimed rainwater is treated and used for irrigation and cooling towers, while reclaimed process water is reused in production operations.



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

Water Withdrawal and Water Consumption

Unit: Megaliters

	2022	2023	2024	2025
Surface Water	0	0	0	0
Municipal Water	1,586.066	1,288.394	1,335.354	1118.176
Groundwater	0	0	0	0
Rainwater	0.009	0.116	0.653	10.148
Renewable Water	0	0	0	0
Total Water Withdrawal	1,586.074	1,288.510	1,336.007	1,128.324
Total Water Discharge	1,366.173	1,038.962	1,015.230	903.136
Total Water Consumption	219.893	249.548	326.650	225.189
Recycled Water	0.009	38.745	61.067	20.891
Water Recovery Rate	0.0006%	3.01%	4.37%	1.83%
Water Withdrawal Intensity	0.0231	0.0218	0.0216	0.019

Note:

1. Scope of Data: HQ, Major Production Bases. The subsidiary companies, Chicony Power and XAVI, can refer to the sustainability reports of the two subsidiaries for their data. The coverage of the disclosed data based on consolidated revenue calculations is 99%.
2. A factory's water discharge is estimated to be 80% of its water withdrawal.
3. The volume of reclaimed water included the reuse of rainwater, swimming pool water, and process/site reclaimed water, among others. Water Recovery Rate = Recycled Water ÷ (Municipal Water + Recycled Water).
4. Water withdrawal intensity = Total municipal water ÷ Consolidated revenue (Consolidated group revenue excluding revenues from Chicony Power and XAVI); Unit: Megaliters/NT\$1,000,000.
5. CEM3 is the Company's only base located in a high-water-stress area. Its total water withdrawal in 2025 was 622.51 megaliters, and total water consumption was 121.25 megaliters.

Water Resources Reduction Performance

CEC actively promotes water-saving measures across its facilities through regular meetings and the implementation of environmental management systems. In 2025, a total of six water-saving initiatives were completed, resulting in a reduction of 27,902 cubic meters in water consumption compared to 2023. The total investment amounted to NT\$18,183, generating annual water-saving benefits valued at NT\$703,116. The project highlights are summarized below.



Water Conservation Highlights Case Study of CEM3

CEC's CEM3 replaced aging pipelines in May 2025 to reduce unnecessary water waste. Some pipelines were converted to exposed piping to improve subsequent monitoring of water use. According to statistics, the water withdrawal for the residential area from June to December 2025 decreased by 19.88% compared with June to December 2024.

Post-construction photographs:



Annual water savings: 38,677 cubic meters



Water Conservation Highlights Case Study of CET

In 2025, CEC's CET implemented three practical measures to achieve its water-conservation target:

- 1. The water pressure in the site restrooms was adjusted. Without affecting staff's quality of use, instantaneous water flow was effectively reduced, preventing unnecessary resource waste. Annual water savings totaled 7,010.9 cubic meters.
- 2. The CET1 air-handling unit condensate recovery system converted condensate generated by the air-conditioning system into make-up water, reducing the use of municipal water; annual water savings amounted to 3,250.7 cubic meters.
- 3. CET2 established a rainwater harvesting and reuse system, which collected rainwater for landscape irrigation and toilet flushing, reducing tap water consumption by 3,427.5 cubic meters per year.

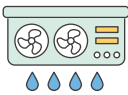
CET1 & CET2 Water Conservation Highlights



Adjustment of Restroom Water Pressure

Annual water savings

7,010.9 cubic meters



CET1 Condensate Recovery

Annual water savings

3,250.7 cubic meters



CET2 Rainwater Harvesting

Annual water savings

3,427.5 cubic meters



Annual water savings: 13,689 cubic meters

Wastewater Discharge Control

CEC takes a rigorous approach to managing the environmental impact of its water usage at all sites. The majority of wastewater discharged from facilities consists of domestic sewage, which is collected via dedicated pipelines and sent to nearby wastewater treatment plants for secondary treatment before discharge. All operations strictly comply with local environmental regulations, with regular monitoring and testing conducted at factory discharge outlets. In 2025, there were no instances of exceeding regulatory discharge limits.

Wastewater Discharge

	CEM2	MR	CEM3	CEM5	Standards in China	CET1	CET2	Standards in Thailand
Water Discharge Volume (ML)	31	0	663	42	-	59	18	-
PH	7.4	7.1	7.5	7.2	6~9	7.8	7.8	5.5~9
COD (mg/l)	108	221	180	129	500	43	59	120
BOD (mg/l)	46	0	98	55	300	13	18	20
SS (mg/l)	39	11	46	85	400	6	26	50
Treatment plants	XiaNi Sewage Works	Niushan Sewage Works	Wujiang Sewage Works	Jiangjin District Shuangfu Street Sewage Works	-	Tontine Environment Engineering Co., Ltd	-	-
Discharge Water	Shek Sheung River (Pearl River)	Lo Wai River (Pearl River)	Xu River (Long River)	Yangtze River	-	Khlong Samnga.	-	-

Note: wastewater standards for the CHINA sites follow the Integrated Wastewater Discharge Standard (GB8978), while the CET complies with the Notification of Ministry of Industry regarding Industrial Effluent Standards B.E. 2560.



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

2.5.2 Waste Management

Waste Management

All CEC sites have established waste management systems in accordance with the ISO 14001 framework, implementing comprehensive controls throughout the entire waste lifecycle—from source reduction to final treatment and disposal. In addition to implementing our “Waste Reduction Policy,” we have established a target of reducing waste intensity by 5% annually per million NTD of revenue and continue to promote waste reduction initiatives across our operations. We incorporate waste reduction considerations at the product design stage by emphasizing material selection and lightweight design to minimize waste generation during manufacturing. During production, we continuously optimize process efficiency, improve material utilization, reduce scrap and defective products, and prudently minimize the use of hazardous substances. At the same time, we ensure that all waste is properly handled in compliance with applicable regulations through the engagement of qualified waste treatment contractors. We also actively promote recycling, reuse, and material resale programs to extend material life cycles and enhance resource circularity.

In 2025, our total waste generation was 5,310.03 metric tons, representing a 14.75% reduction compared with 2024. Waste intensity was 0.088 metric tons per million NTD of revenue, a 12.63% decrease year-on-year. Both hazardous and non-hazardous waste generation declined, achieving the targets established under our “Waste Reduction Policy.” Looking ahead, we will continue to strengthen waste management across our manufacturing operations and mitigate potential environmental impacts associated with business growth and operational improvements. Each manufacturing site maintains strict controls over hazardous waste management and conducts at least one audit of hazardous waste treatment contractors annually. In 2025, no waste management contractors were found to be in violation of applicable laws, regulations, or contractual requirements.

2024-2025 Total Waste Statistics

Unit: Metric Tons

Year	2024	2025
Non-Hazardous Waste	Reuse	494.51
	Recycle	2310.12
	Food waste	422.37
	Landfill	0.00
	Incineration (with Energy Recovery)	1814.31
	Incineration (without Energy Recovery)	0.00
	Subtotal	5,041.31
Hazardous Waste	Temporary Storage	0.87
	Recycle and Reuse	66.81
	Off-site Treatment	125.86
	Subtotal	193.54
	Total Waste	5,234.85
	Total Recyclable / Reusable Waste (rate, %)	3,293.81 (62.9%)
	Waste Density	0.087
	Non-Hazardous Waste Intensity	0.084
	Hazardous Waste Intensity	0.003

Note:

1. Scope of Data: HQ, Major Production Bases. The subsidiary companies, Chicony Power and XAVI, can refer to the sustainability reports of the two subsidiaries for their data. The coverage of the disclosed data based on consolidated revenue calculations is 99%.
2. Total Recyclable / Reusable Waste = Reuse + Recycle + Recyclable and Reusable
3. Total Recyclable / Reusable Waste (Rate) = (Reuse + Recycle + Recyclable and Reusable) ÷ Total Waste
4. (Hazardous and Non-Hazardous) Waste intensity = (Hazardous and Non-Hazardous) Total Waste ÷ Consolidated revenue (Consolidated group revenue excluding revenues from Chicony Power and XAVI); Unit: Metric tons/NT\$1,000,000.
5. In this year, recycled volumes and food waste treatment quantities have been separately classified from incineration data to enhance the completeness of overall waste disclosure.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION
---	---	------------------	--	-----------------------------------	--

2025 Electronic Waste and Scraps Statistics

Unit: Metric Tons

Scrap	Recyclable / Reusable	104.09
	Non-recyclable / Non-reusable	0.00
	Total weight	104.90
Electronic Waste	Recyclable / Reusable	69.79
	Non-recyclable / Non-reusable	0.00
	Total weight	69.79

Note:
1.Scope of Data Covers Major Production Bases.
2. Due to data incompleteness, the recirculation percentage cannot be disclosed for the time being.

Since 2022, CEC has adopted CET as a demonstration site for implementing the UL 2799A “Environmental Claim Validation Procedure (ECVP) for Zero Waste Classification.” By 2025, CEM2, CEM3, CET and CEM5 had all achieved UL 2799A Platinum Certification, with a 100% waste diversion rate. Other major manufacturing sites are expected to obtain certification by 2026, with an anticipated waste diversion rate exceeding 90% (Silver Level standard) across all production sites.

In addition, we continue to promote waste sorting and resource conservation through employee education and awareness programs, reducing general waste generation and strengthening resource circularity. Through collaboration with value chain partners, valuable waste materials and obsolete products are recycled and reused, generating a total recycling value of NT\$28.33 million in 2025. We also promote internal resource reuse by collecting, cleaning, and redistributing retired factory uniforms to employees in need, extending product life cycles while fostering both resource circularity and social value.



Factory personnel provide guidance on waste sorting

2.5.3 Air Pollution Management

Air emissions generated from our manufacturing processes primarily originate from ink printing, dispensing, injection molding, and SMT operations. The main emissions include heat, solder fumes, and certain “volatile organic compounds (VOCs).” In accordance with our internal management procedures, all exhaust gases are centrally collected and treated through air pollution control systems prior to discharge. CEC’s manufacturing sites are equipped with air pollution control equipment achieving removal efficiencies of over 90%, including activated carbon adsorption and electrostatic precipitation technologies, to effectively reduce pollutant emissions and ensure compliance with environmental regulations.

In addition, we conduct comprehensive inventories and strict management of materials containing “VOCs.” To safeguard employee health and safety while minimizing environmental impacts, relevant personnel are required to use appropriate personal protective equipment (PPE), and suitable ventilation and exhaust systems are installed for the storage and use of VOC-containing substances.

All CEC manufacturing sites comply with local environmental regulations, obtain the required air emission permits, and conduct regular air pollutant monitoring. In 2025, estimated air pollutant emissions amounted to 2.68 metric tons of “VOCs” and 0.02 metric tons of particulate matter (“PM”).

Note:
1. The emissions of hazardous air pollutants (HAP), perfluorocarbons (PFC), persistent organic pollutants (POP), and ozone-depleting substances (ODS) are all 0 metric tons.
2. Nitrogen oxides (NOx) and sulfur oxides (SOx) primarily originate from the combustion of diesel in generators. However, generators are only activated in emergency situations, such as during power outages, and are considered non-routine emission sources; therefore, they are not classified as major sources of emissions.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

2.6 Promotion of Green Research, Development and Innovation

At CEC, we view innovation as a key driver of sustainable development. We invest in R&D, strengthen technological capabilities, and integrate ESG principles into our innovation strategy. Throughout product development and manufacturing, we apply a Product Life Cycle (PLC) approach, incorporating environmental considerations from design through end-of-life management while meeting customer expectations for functionality, quality, and durability. Guided by the KISS (Keep It Simple, Stupid) principle, we simplify product architecture, reduce unnecessary components, and avoid overly complex designs. This improves performance, reliability, and resource efficiency by lowering material and energy use. We also adopt high-performance materials and lower-impact manufacturing technologies to balance environmental responsibility with commercial competitiveness. Through these efforts, innovation supports CEC's sustainable growth and creates long-term value.

2.6.1 Green Product Design and Manufacturing Process

CEC integrates ESG principles into innovation and R&D to enhance product value and reduce environmental impacts. For keyboard modules and input devices, we adopt modular design, recycled metals, "PCR plastics," and recycled packaging materials to reduce components, plastic use, and carbon emissions. Low-power backlighting and energy-efficient wireless solutions further improve energy efficiency and battery life. For the Imaging Input Device Division and Lens Module Division, we apply AI image processing and optimize sensing technologies to enhance image quality while reducing power consumption. Lightweight design, halogen-free materials, and environmentally friendly coatings also reduce material use and environmental impacts.

● Product Design Process and Result

Stage	Qualitative Results	Quantitative Results
Analysis and Design	Energy-efficiency and material-reduction principles were implemented at the initial stages of product design; for example, low-power, high-performance ICs were adopted to lower overall energy consumption, and PCB designs were minimized to reduce material usage. While maintaining product performance, these measures effectively reduced the product carbon footprint and resource consumption.	• 100% of the products have completed evaluation, optimizing design to reduce material usage. • Continuing to promote USB 4.0
Material Selection	Utilizing halogen-free and lead-free materials and recycled materials, such as PCR plastics, recycled packaging materials, and recycled aluminum, to reduce the demand for new materials and minimize the environmental impact of the supply chain.	• 100% of products meet the standards. • The proportion of PCR raw materials in input device models reached 100%; the proportion of PCR raw materials in network camera products reached 35%
Manufacturing Process	Optimized production processes to improve efficiency, introduced lead-free soldering to reduce emissions of hazardous substances, and, through clean power, wastewater recycling, and automated testing processes, reduced process energy consumption, labor hours, and human error.	• Automated production was introduced for 100% of imaging products and for certain keyboard products, improving the precision of process control and product yield. • Implemented the use of circulating cooling water and green electricity and reduced water and electricity consumption. In 2025, Chicony Group achieved a renewable electricity usage ratio of 58%
Product Testing	Semi- and fully automated testing processes were introduced to reduce human operational errors and to decrease labor hours and energy consumption during the testing phase.	• Automated testing enhances inspection efficiency and reduces the return rate by 3%
Packaging and Distribution	Select FSC-certified paper and other environmentally friendly materials, use eco-friendly printing inks, reduce the use of plastics and chemicals, design recyclable labels, and enhance the recycling rate of packaging materials. In addition, we planned to reduce carbon emissions through local procurement, selection of green-energy logistics vehicles, and other measures	• The proportion of packaging composed of recycled and recyclable materials for input device models and network camera products reached 100% and 99%, respectively.
Recycling/ External Waste Disposal	By encouraging the recycling and reuse of used products, implementing waste sorting and processing, reintegrating production scrap into manufacturing, and properly handling electronic waste, recovery and reuse rates increased and progress was made toward the zero-waste target.	• Collaborated with two customers on input-device models to establish a recycling mechanism for scrapped and returned products • The recyclability rate of network camera products reached 82%, the recovery rate reached 90%, to reduce general waste generation.
Process Management and Monitoring	Continuously implement the TPMS intelligent monitoring system to accurately grasp energy consumption and environmental data, ensure compliance with green standards, and regularly optimize production conditions.	• Regularly monitor and optimize the production environment on a weekly basis to reduce carbon emissions.

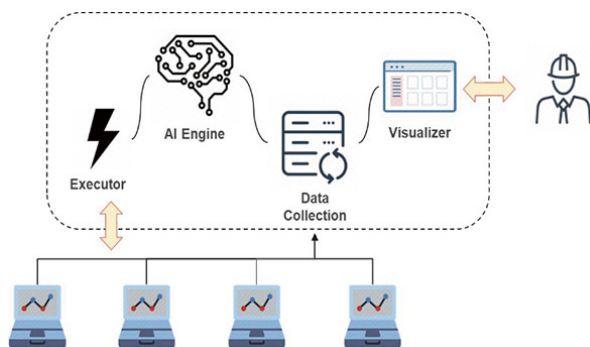
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION



Production Line Highlight Case Study

In response to production line automation and product requirements for yield and operational precision, CEC implemented a cloud-based AI data analysis platform. By integrating data visualization and statistical analysis, the system enables real-time monitoring of production status, yield, and efficiency.

The AI decision-making engine analyzes production data, provides intelligent scheduling and alerts, and helps managers identify issues and optimize processes. IoT devices, real-time video monitoring, historical data comparison, and daily and weekly reports further support production management and continuous efficiency improvement.



Product Highlight Case - Smart Camera

In 2025, CEC will collaborate with clients to jointly develop a new type of network camera, incorporating the concept of sustainable products. Efforts will be made to achieve a balance between environmental protection and performance through aspects such as recyclability, enhanced durability, and energy-efficient design, thereby promoting green innovation.

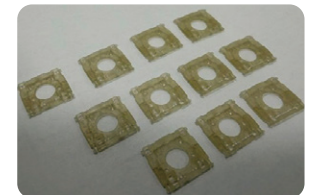


- ✓ The certification recycling rate can reach 87%, and the regeneration rate can reach 90%
- ✓ The circular body and metal casing reduce wear and extend the service life
- ✓ AI Smart Hibernate Mode, Efficient Energy-Saving Design
- ✓ Fully recyclable as a complete unit



Product Highlight Case Study - Backlit Keyboard

CEC incorporates recycled ocean waste materials and natural oyster shell powder into keycaps and scissor-switch components of its keyboard products. This initiative reduces the use of virgin plastics, fossil-based resources, and chemical materials, while promoting resource circularity. The raw materials have passed UL third-party certification, and the finished products have been verified to ensure stable quality with no quality concerns. In addition, the oyster shell material has obtained BOKEN antibacterial certification, enabling a reduction in the use of antibacterial coatings. Furthermore, by eliminating additional surface coating processes, the recyclability and quality of recycled plastics are improved, enhancing the overall recyclability of the product.



- ✓ The application of recycled materials (marine debris), in combination with natural materials, reduced waste generation
- ✓ Implementing a solar power supply design to reduce the product's power consumption

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW	2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES	2.3 BIODIVERSITY	2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT	2.5 MINIMIZE ENVIRONMENTAL IMPACT	2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION



Product Highlight Case - Keyboard with Reduced Backlight Coating

CEC introduced a “coating reduction optimization” mechanism for keyboard products by eliminating one base spray coating layer. Without affecting product appearance or user experience, this improves manufacturing efficiency, shortens lead time, and reduces costs.

The optimized process lowers chemical coating use, VOC emissions, and energy consumption, reducing annual paint consumption by approximately 4,000 kg and electricity use by approximately 150,000 kWh.

- ✓ Reduction of coating layers to lower material usage and improve manufacturing efficiency
- ✓ Decrease in chemical usage and electricity consumption



Product Highlight Case - Solar-Powered Wireless Keyboard

In 2025, CEC’s keyboard R&D team continued to advance eco-design and product innovation, actively addressing material application challenges and expanding the use of recycled plastics and recycled metal materials to reduce dependence on virgin resources. In addition, selected products incorporated solar panel technology, helping to reduce electricity consumption during the product use phase. To further support product circularity, the top and bottom covers are designed with screw-fastened assemblies, improving product disassemblability and facilitating subsequent recycling, repair, and material recovery. Through these design improvements, we continue to enhance resource efficiency and strengthen the implementation of circular economy principles throughout the product life cycle.

- ✓ Using environmentally friendly packaging materials that are easy to disassemble and recycle
- ✓ Implementing a solar power supply design to reduce the product’s power consumption



CEC's Progress in Promoting Sustainable Products

Input Device (IPD)

- 1 80% of products use eco-friendly packaging materials
- 2 20% of products use recycled metals
- 3 100% of products are made from recycled plastic



Video Module / Camera Lens (CM)

- 1 100% of products use eco-friendly packaging materials
- 2 25% of products use recycled metals
- 3 50% of products are made from recycled plastic





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

2.6.2 Product Carbon Footprint

Since 2023, CEC has continuously promoted the concept of product carbon footprint within the Company. By the end of 2025, a total of five products have completed full carbon footprint inventories, of which three have obtained ISO 14067 Product Carbon Footprint verification certificates.

Product	Carbon Footprint	Description
Computer Camera Module C7FME28 (Gained ISO 14067 Certification)	0.3663 kgCO ₂ e	- This product is a camera module, and the carbon footprint assessment boundary covers Cradle to Gate. - The Raw Material stage accounts for 99% of the total carbon footprint.
Webcam CZA815 (Gained ISO 14067 Certification)	27.3673 kgCO ₂ e	- This product is a complete product, and the carbon footprint assessment boundary covers Cradle to Grave. - Due to its low power consumption and relatively simple manufacturing process, 87% of the carbon footprint is attributed to the Raw Material stage.
Surveillance Camera Medusa (Gained ISO 14067 Certification)	19.9614 kgCO ₂ e	- This product is a complete product; however, as post-sale usage information is unavailable, the carbon footprint assessment boundary covers Cradle to Gate only. - The Raw Material stage accounts for 99% of the total carbon footprint.
Keyboard Module DLM20F73USJ698W	1.5582 kgCO ₂ e	- This product is a keyboard module, and the carbon footprint assessment boundary covers Cradle to Gate. - Carbon emissions from the Raw Material stage and Manufacturing stage are relatively comparable, accounting for 52% and 48% of total emissions, respectively.
Keyboard KGR1568	13.1170 kgCO ₂ e	- This product is a finished product, and the carbon footprint assessment boundary covers Cradle to Grave. - Due to its low power consumption and relatively simple manufacturing process, 86% of the carbon footprint is attributed to the Raw Material stage.

Product carbon footprint assessments show that the main environmental impacts of our core products occur during the “raw material” stage, followed by the “manufacturing” stage, while emissions from the use phase remain relatively low due to energy-efficient product design. Accordingly, our decarbonization efforts focus on raw material management, manufacturing process optimization, and the use of lower-carbon packaging, metals, and plastics.

In 2025, under our ISO 14064 and ISO 14067 management frameworks, we launched the “Product Carbon Footprint Emission Factor Database and Carbon Hotspot Analysis Project.” By establishing a material emission factor database and identifying high-emission materials and design elements, CEC can prioritize material substitution, design and process optimization, and supply chain engagement, advancing data-driven product decarbonization and low-carbon transformation.

2.6.3 Investment in Research and Development and Patent Protection

To maintain market competitiveness, CEC continues to invest in R&D, provide a supportive working environment and competitive benefits, and allocate R&D resources annually. As of 2025, our cumulative number of granted patents had increased by 61.7% compared with five years earlier, and CEC remained among the top 100 organizations for patent grants and applications. We will continue to support internal innovation and external collaboration to optimize workflows and enhance product value.

CEC focuses on technological innovation and intellectual property development. To protect the Company's R&D technologies and accumulate intellectual property achievements, CEC annually establishes “patent key performance indicators” and encourages employees to submit high-quality patent proposals to promote the conversion rate of internal patent proposals into external applications.

0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

2.1 ENVIRONMENTAL MANAGEMENT SYSTEM AND HISTORICAL OVERVIEW

2.2 CLIMATE- AND NATURE-RELATED FINANCIAL DISCLOSURES

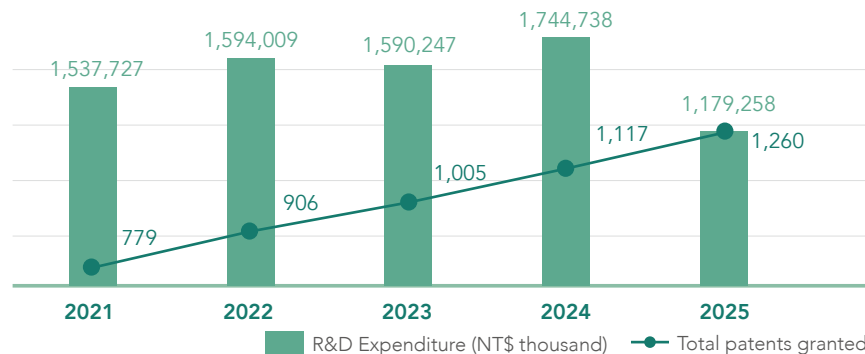
2.3 BIODIVERSITY

2.4 GREENHOUSE GAS AND ENERGY MANAGEMENT

2.5 MINIMIZE ENVIRONMENTAL IMPACT

2.6 PROMOTION OF GREEN RESEARCH, DEVELOPMENT, AND INNOVATION

Expenditures in Research and Development and Patent Investment



Note: For the count of patents granted, beginning in 2025 the statistics were compiled based on the official announced grant date. The cumulative figures for 2020-2024 were adjusted accordingly.

At the management level, a digitalized "intellectual property proposal system" has been implemented, enabling R&D personnel to efficiently submit patent ideas through the company's internal platform. Both proposers and R&D supervisors can complete submissions and approvals within this system, after which internal IP staff conduct patent searches, provide improvement suggestions, and finalize the proposal review process. Through systematic approaches and the proactive establishment of patent management procedures, the company ensures the effective implementation of patent operations.

To encourage innovation and continuous improvement, we actively promote R&D and patent applications to enhance product value and generate company profits. In 2023, CEC established the "Chicony Electronics Corporation Patent Management and Reward Measures." This policy grants each business unit the authority to establish trade secret protection mechanisms and issue trade secret rewards, encouraging innovation while safeguarding proprietary technologies and know-how. CEC also created the "Best Inventor Award" to recognize outstanding employees with notable patent quantity and quality performance. In 2025, the Best Inventor Award was jointly awarded to two employees from the IPD and VIP business units and presented publicly at the year-end party.

Intellectual Property Strategy



Enhancing Patent Quality

CEC initially filed more utility model patents, and since 2017 has shifted its focus primarily to higher-quality invention patents. The emphasis of various policies on innovation, research and development, and intellectual property protection has led to improvements in both the quality and quantity of patents.



Patent Inventory and Maintenance

In addition to increasing the number of patent applications based on key performance indicators, we will also conduct regular assessments of all authorized patents to provide each business unit with the necessary information to formulate patent offensive and defensive strategies.



Monitoring Industry Changes

We monitor industry trends in patent applications to actively capture key technology intelligence, regularly track competitors' application activities, and evaluate whether competitors' products fall within the scope of the Company's existing patent protection.

In terms of global patent deployment, CEC has continued to strengthen its international intellectual property portfolio. As of 2025, CEC maintained approximately 906 granted patents worldwide, with 333 patent applications currently under examination. The principal countries for patent applications and strategic deployment include Taiwan, China, and the United States, reflecting our commitment to protecting core technologies and strengthening global competitiveness.



2025 Chicony Electronics Best Inventor Award winner with General Manager Lu.



3

VALUE CHAIN INTEGRATION

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	73
3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	83
3.3 CUSTOMER RELATIONSHIP MANAGEMENT	87
3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	90
3.5 CONTRIBUTING TO SOCIAL WELL-BEING	92



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

Target and Progress



Sustainable supply chain



Customer Relationship Management



Social Participation (None material topic)

Action Plan	- Establish a digital system that integrates sustainable supply chain and responsible mineral sourcing requirements - Host supplier conferences to strengthen supplier engagement - Develop a sustainable supply chain management system - Conduct sustainability risk assessments for suppliers - Identify key suppliers and promote supplier risk assessments - Implement green procurement						- Cross-functional teams (CFTs) provide comprehensive and professional support - Establish a customer satisfaction survey mechanism - Strengthen information security measures to ensure the protection of customer data - Develop a customer rights policy and grievance procedure		-
Key Metrics	Sustainable supply chain	New suppliers have completed the "Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire"	Raw material suppliers have completed the "Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire"	Supplier conference	Responsible minerals investigation	Status of conflict minerals usage	Customer awards	Volunteer activities	
2025 Target	100% of suppliers have completed the signing of the "Chicony Electronics Corporation Supplier ESG Agreement"	100 % completed	100% completion - Completed risk assessment	5 sessions	100 % completed	Not used	3 items	2 sessions	
2025 Implement Status	Raw material suppliers have completed the signing process	52 % completed	Complete risk assessments for raw material suppliers	2 online sessions	100 % completed	90% completion of monitoring, investigation, and improvement measures	4 items	3 sessions	
2026 Target	100% of suppliers have completed the signing of the "Chicony Electronics Corporation Supplier ESG Agreement"	100% completion - Completed risk assessment	100% completion - Completed risk assessment	2 online sessions	100% completion - Use of the conflict minerals platform system - Publication of the first Conflict Minerals Report	Not used	Establish Customer Rights Policy and Complaint Procedures	- Mid-term ecological planning of the volunteer club - Organize 3 company-led volunteer activities for all employees	
Mid-/Long-Term Goal	- Establish a sustainable supply chain management system - Develop a sustainable supply chain platform covering carbon and risk issues - Integrate the conflict minerals platform with the sustainable supply chain platform						Customer satisfaction reached 90%	4 company-led volunteer activities for all employees every year	
Policy/Commitment	- Supplier Code of Conduct - Procurement Management Procedure - Supplier Nonconformance Management - Conflict Minerals Policy - Chicony Green Octagon						137 Mechanisms - Proper protection of transaction data is ensured	-	
Responsible Units	- ESG Sustainability Office - Procurement Center - Procurement Units at Each Site - Quality Assurance Center						- Business Units of Each Business Group - General Administration Office - ESG Sustainability Office	-	

Note: 1. The failure to meet sustainability supply chain-related targets is mainly due to the complexity and scale of the supply chain system. We will continue to optimize its management mechanisms in order to achieve the established targets.
2. In the future, we will continue to increase the number of in-person supplier conferences.

3.1 Sustainable Supply Chain Promotion Strategy

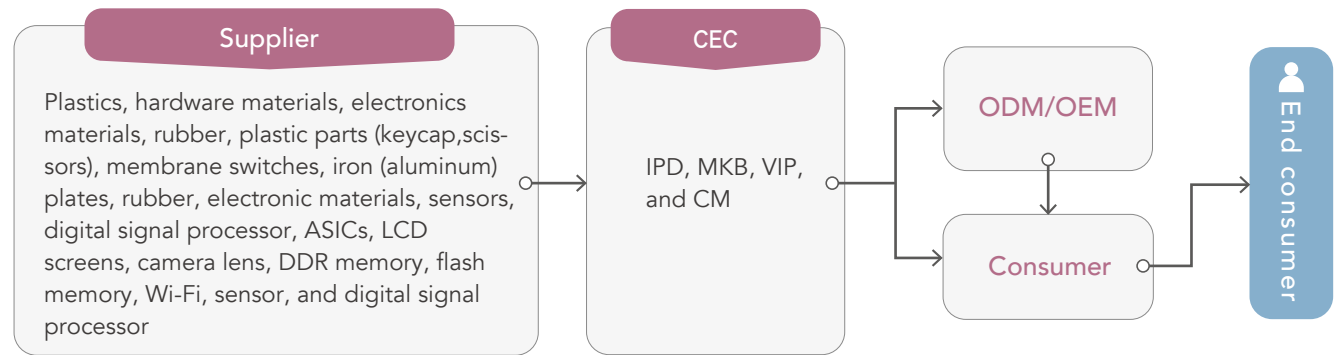
3.1.1 Sustainable Supply Chain Management Framework

As a leading global electronic components manufacturer, we are committed to providing customers with the highest-value products and services. In addition to meeting customer requirements and integrating upstream and downstream supply chain resources, we actively incorporate Environmental (E), Social (S), and Governance (G) values into our operations. Through close collaboration with supply chain partners and continuous enhancement of internal supply chain management systems, we strive to build a sustainable supply chain.

Organizational Structure

Chicony's Board of Directors serves as the top overseeing unit for sustainable supply chain promotion. Day-to-day operations are jointly managed by the Central Procurement Division of each Business Unit, the Quality Assurance Center, and the ESG Sustainability Office, while implementation is carried out by site-level teams or task-based units (SER Teams) to collaboratively promote a sustainable supply chain. We report progress and performance annually to the Corporate Sustainable Development Committee and subsequently to the Board of Directors.

● CEC Value Chain



● Sustainable Supply Chain Framework





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.1.2 Sustainable Supply Chain Management

When receiving procurement requests from BU, if the supplier is an existing one, the Unified Purchasing Center of the Business Unit is responsible for supplier sourcing and procurement price negotiation. The BU's procurement team then places the order with the supplier. For miscellaneous items, sourcing and price negotiation are handled directly by the individual factory. To mitigate the risk of material shortages or supply chain disruptions, each type of raw material is sourced from at least two suppliers. We also prioritize long-term strategic partnerships with various suppliers to ensure stable and reliable relationships.

In the second half of 2024, to effectively promote sustainable supplier management, the ESG Sustainability Office integrated relevant documents from various units and factories, and updated existing documents including: 🖊️“Chicony Electronics Corporation Supplier ESG Agreement,” 🖊️“Chicony Electronics Corporation Supplier Code of Conduct,” 🖊️“Chicony Electronics Corporation Conflict Minerals Policy,” “Chicony Electronics Corporation Integrity Declaration and Undertaking,” 🖊️“Chicony Electronics Corporation Human Rights Policy,” and “Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire.” These documents will serve as the foundation for promoting sustainable supply chain management in 2025. The implementation status for 2024 and the measures to be promoted starting in 2025 are described as follows.

Supplier Document Management Requirements

1. New Suppliers

When onboarding new suppliers, information such as company size and financial status is required. An integrity risk assessment is also conducted by reviewing public records and official government websites, covering operational status, risk profiles, legal disputes, and other relevant matters.

- (1) Documents to be signed: “Chicony Electronics Corporation Supplier ESG Agreement,” “Chicony Electronics Corporation Supplier Code of Conduct,” “Chicony Electronics Corporation Conflict Minerals Policy,” “Chicony Electronics Corporation Integrity Declaration and Undertaking,” and “Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire.” Starting in 2025, new suppliers will only be required to respond to the “Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire” if they are raw material suppliers.
- (2) In 2025, 100% of new suppliers are required to complete the signing and return of the aforementioned old version documents, with an actual achievement rate of 56%.

● Supply Chain Management Process



3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY

3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS

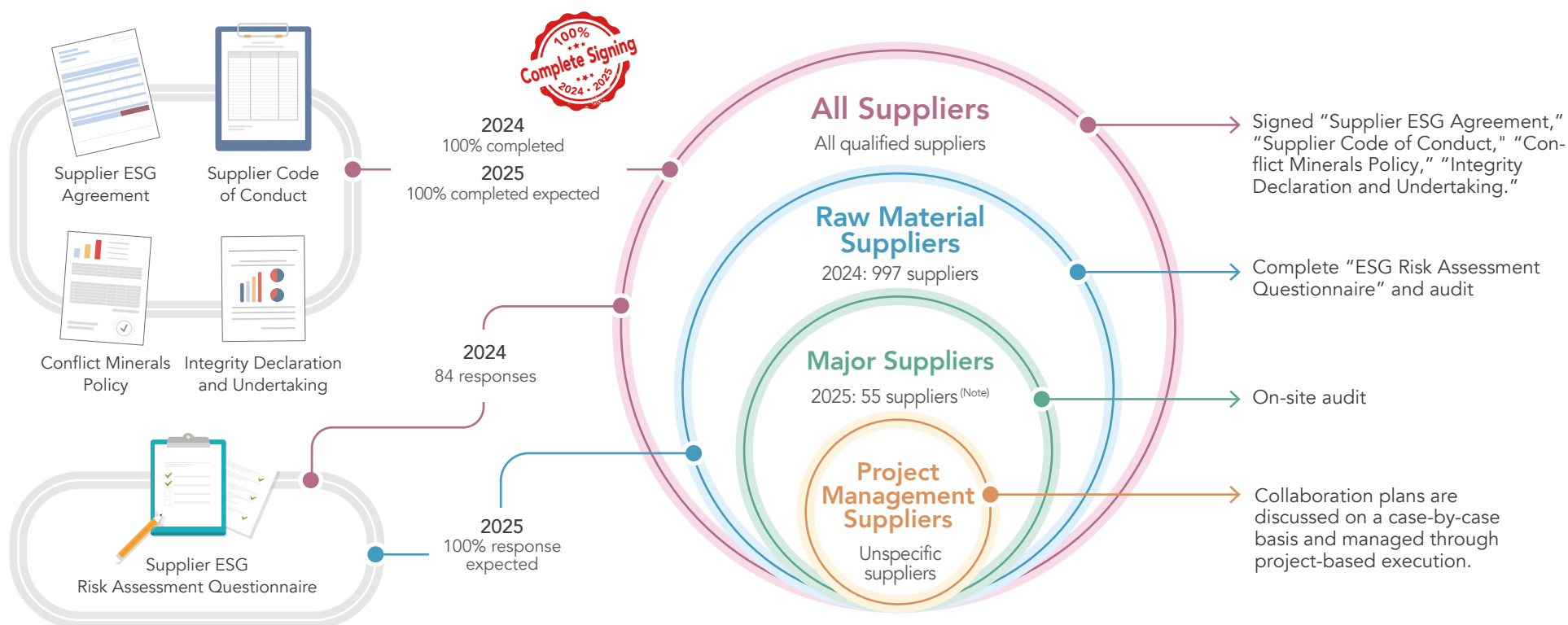
3.3 CUSTOMER RELATIONSHIP MANAGEMENT

3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS

3.5 CONTRIBUTING TO SOCIAL WELL-BEING

2. Current Suppliers

The retention of current suppliers supports our continuous operations; however, associated supplier risks must also be carefully managed to minimize potential supply chain disruptions. To address this, we have implemented a four-tier supplier management approach.



Note: Major Suppliers: Key suppliers are defined based on all current raw material suppliers, totaling 997 vendors. After excluding transactions with related parties, suppliers are ranked by total procurement value in 2024. The final list of key suppliers is jointly determined through meetings held by the Unified Purchasing Center, Quality Assurance Center, and ESG Sustainability Office. For 2025, a total of 55 key suppliers were identified, representing 29% of the total procurement value—demonstrating significant representativeness. To ensure stable supply from key suppliers, this methodology will be applied annually, using the previous year's procurement data to define the key suppliers for the following year.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY

3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS

3.3 CUSTOMER RELATIONSHIP MANAGEMENT

3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS

3.5 CONTRIBUTING TO SOCIAL WELL-BEING



Project-based Management of Key Suppliers Achieved An Estimated Carbon Reduction Exceeding 5,100 tCO₂

In 2025, Chicony implemented project-based management for 67 key suppliers. Key management initiatives included on-site audits, enhancement of ISO certifications, adoption of Carbon-Free Electricity (CFE), and waste reduction projects. Drawing on its own sustainability management experience, Chicony shared best practices with these 67 key suppliers and encouraged them to jointly advance sustainable supply chain objectives, while applying categorized management approaches based on supplier characteristics.

1. Enhancement of ISO certifications: Include ISO 14001, ISO 45001, and ISO 50001 to strengthen supplier internal management mechanisms.
2. Adoption of carbon-free electricity (CFE): As CEC actively advances its RE100 initiative, suppliers were required to achieve the goal of CFE100 for production lines supplying raw materials to CEC.
3. Waste reduction projects: CEC's CEM3 has obtained UL 2799A Zero Waste to Landfill certification. Suppliers were therefore required to improve waste diversion rates for production lines supplying materials to CEC.

Relevant initiatives were promoted periodically through online meetings, in-person meetings, and on-site audits for sharing and joint discussions, ensuring improvements in supply chain stability, raw material quality, and the shared vision of sustainability. In 2025, supplier partners collectively utilized nearly 9 million kWh of carbon-free electricity, resulting in an estimated carbon reduction of more than 5,100 tCO₂e and the diversion of approximately 2,000 metric tons of waste. We will continue strengthening supply chain management and work collaboratively with value chain partners toward the goal of a sustainable supply chain.

● Supplier Certification Acquisition and Audit Status (Target: 67 Suppliers)

	ISO 14001 Certificate	ISO 45001 Certificate	ISO 50001 Certificate	UL 2799A Certificate	On-site Audits and Results
Status Achieved by Suppliers	48 suppliers certified	15 suppliers certified	22 suppliers certified	4 suppliers certified	27 suppliers underwent on-site audits, of which 15 suppliers met the required standards

Note:

1. Due to the complexity of supplier locations, the carbon reduction is estimated based on the electricity emission factors of the specific production sites supplying materials to CEC.
2. The waste diversion rate is calculated based on the Company's experience in obtaining UL 2799A certification. While the calculation follows the standard's requirements as closely as possible, it has not been verified or audited by a third-party under the UL 2799A certification framework.

● Supplier CFE and Implementation Status of Waste Conversion Rate

	CFE100	Waste Diversion Rate Exceeding 90%
Status Achieved by Suppliers	23 suppliers achieved the target	20 suppliers achieved the target
Results	Nearly 9 million kWh of carbon-free electricity utilized	Nearly 2,000 metric tons of waste diverted



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

Supplier Risk Assessment Mechanism

1. Business Unit’s Corporate Unified Purchasing Center

In accordance with the internal supplier management regulations, the unified purchasing unit of each business unit conducts regular annual evaluations of suppliers to ensure that quality, delivery, pricing, and cooperation levels meet the required standards, thereby achieving preventive risk control.

2. Quality Assurance Center

Regarding quality, the Quality Assurance Center and the on-site Quality Assurance Unit will jointly conduct relevant evaluations, performing either written audits or on-site audits based on the circumstances of the raw material suppliers. On-site audit results are categorized into three rating tiers: 0–64, 65–79, and 80–100. Suppliers receiving the lowest tier (0–64) will be disqualified. For suppliers in the other two tiers, follow-up actions are taken on identified deficiencies to ensure compliance with the Company’s raw material quality standards. No supplier was cancelled in 2025, and all deficiency items were also tracked to completion.

If suppliers have any concerns regarding the routine management or audit results conducted by the Quality Assurance Unit, they may raise the issue with the designated factory personnel, the management department, or through the direct reporting mailbox.

2025 Quality Issues Audit Results

	BU A	BU B	BU C	BU D
Number of Written Audits	151	52	291	0
On-Site Audit	194	128	24	49
Overview of Major Deficiencies	Mostly due to insufficient on-site 5S management.			

3. ESG Sustainability Office

Chicony has established Social, Environment and Responsible Teams (SER Teams) at each factory. These teams were previously managed by the Human Resources Department at HQ. Since the establishment of the ESG Office in 2024, overall coordination has been transferred to the ESG Office.

he SER Teams assist each factory in managing supplier-related issues concerning RBA compliance, BCP planning, and customer requirements. They also conduct both documentation reviews and on-site audits of suppliers. Since 2022, to strengthen the basis for audits, suppliers have been required to complete the “Chicony Electronics Corporation Supplier ESG Questionnaire” to self-assess. Based on the results and with reference to the RBA process, on-site or remote audits are conducted to verify the current status of suppliers. If specifically requested by customers, third-party audits may also be arranged, thereby promoting sustainable transition throughout the supply chain.

2025 Audit Methodology

	Provide RBA Report	Written Audit	On-Site Audit
Number of Suppliers	15	4	31

2025 Audit Results

	Significant Deficiency		Major Deficiencies		Minor Deficiencies	
Deficiency Status	Case Closed	unresolved	Case Closed	unresolved	Case Closed	unresolved
Missing Items	19	34	232	219	73	26
Case Closure Rate	36%		51%		74%	
Total Missing Items			603			
Total Case Closed Rate			54%			
Overview of Major Deficiencies	Labor rights, occupational health protection, safety in the workplace environment, establishment of environmental management systems, and waste management.					



Supply Chain Changes, Variations, and Resilience Strengthening Measures

In 2025, Chicony implemented various resilience-enhancement initiatives in response to supply chain changes and variability:

Annual Data Gaps

In 2025, the overall closure rate of supply chain audits declined to 54%, while major and priority findings increased. This was driven primarily by two factors:

1. Enhancement of audit depth and rigor

Chicony significantly reduced superficial "desktop reviews" (from 65 suppliers to 4), shifting instead toward third-party RBA reports and higher-standard on-site audits. This increased depth revealed previously hidden systemic issues.

2. Adjustment phase of supply chain restructuring

As the industry shifts toward Southeast Asia, newly onboarded suppliers there generally show weaker ESG management awareness and less mature compliance foundations. Identified deficiencies mainly involve facility upgrades, cross-border labor policy establishment, and statutory permit applications—all requiring longer remediation cycles, resulting in a higher short-term proportion of open findings.

Major and Priority Non-Compliance Categories

In 2025, major and priority findings were concentrated in two areas, mostly in Southeast Asian facilities:

1. Social aspects (human rights and labor practices)

High-risk forced-labor indicators were identified, including withholding of migrant workers' passports and worker-paid recruitment fees. Additional issues included excessive working hours, language barriers in employment contracts, and the absence of grievance mechanisms and basic labor rights policies.

2. Environment, Health and Safety (EHS)

Findings mainly included missing statutory permits and risk assessments, deficiencies in fire safety equipment and drills, non-compliant chemical and hazardous waste management, absence of occupational hazard monitoring, and lack of a GHG inventory system.

Future Improvement and Engagement Approach

To address identified vulnerabilities, Chicony will uphold a "sustainable co-prosperity" partnership approach and implement the following actions:

1. Targeted support program for high-risk regions (Southeast Asia)

For human rights and labor issues, Chicony will introduce HRDD and RBA-based practical training, helping suppliers establish "zero forced labor" policies and multilingual grievance mechanisms.

2. "Guidance first, evaluation later" supplier empowerment mechanism

For new suppliers or newly established facilities, ESG compliance will not serve solely as an initial rejection threshold. Instead, the ESG Sustainability Office will proactively engage suppliers, providing regulatory guidance on environmental, safety, and labor requirements to foster sound sustainability management from the outset.

3. Tiered extension and procurement performance linkage

For deficiencies requiring significant capital investment, Chicony will co-develop phased improvement plans with suppliers and grant reasonable extensions. Suppliers that remain unresponsive or refuse improvement after sufficient support will be reported to procurement units as a reference for strategy adjustments—balancing guidance with risk control.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING
---	--	--------------------------------------	--	---------------------------------------

The “Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire” was amended in the second half of 2024 and is applicable starting in 2025. In 2024, a social and environmental impact assessment was conducted in accordance with the “Chicony Electronics Corporation Supplier ESG Questionnaire,” with no significant impacts identified for the suppliers.

● Amendment of the Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire: New and Old Versions

	Old Version of the "Chicony Electronics Corporation Supplier ESG Assessment Questionnaire"	New Version of the "Chicony Electronics Corporation Supplier ESG Risk Assessment Questionnaire"
Applicable Year	2022-2024	After 2025
Applicable Supplier Categories	New Suppliers	New Raw Material Supplier Current Raw Material Supplier
Survey Items	Three Major Categories 1. ESG: Environment, Health, Safety, Ethical Integrity, Human Rights 2. RBA: Information Related to RBA 3. BCP: Business Continuity Plan	Three Major Categories 1. Environment: 41 points 2. Labor Practices, Human Rights, Society: 62 points 3. External Audit, Sustainable Operations: 20 points (Includes an additional 22 points for bonus items)
Key Discrepancies	1. A new scoring mechanism has been introduced as a standard for classifying suppliers by sustainability risk level. 0-45 points: High-risk suppliers, conduct on-site audits. 45-95 points: Medium-risk suppliers, conduct written audits. 95-145 points: Low-risk suppliers, maintain ongoing communication. 2. Incorporate integrity management advocacy to achieve 100% advocacy among raw material suppliers.	

3.1.3 RBA Factory of Choice

Chicony Electronics has long been committed to sustainable governance and implementing corporate social responsibility at the highest standards. In 2025, Chicony reached a significant sustainability milestone: 🌟 All major production sites were 100% successfully certified as Responsible Business Alliance Factory of Choice (RBA Factory of Choice, FOC), concretely demonstrating our operational resilience in respecting human rights, labor rights, environmental sustainability, and business ethics.

Our responsible management system has undergone years of continuous enhancement. Since joining the Electronic Industry Citizenship Coalition (EICC) (the predecessor of the RBA) in 2011, we have consistently upheld our core values. To fully align with international standards, Chicony officially launched the RBA FOC certification initiative in 2021 and completed certification for five major production sites in 2023. Building upon this successful experience, Chicony initiated a full-site certification program at the end of 2024. Through systematic standards assessments and continuous improvement mechanisms, Chicony successfully fulfilled its commitment to achieving certification across all production sites in 2025. Going forward, we will continue strengthening our ESG competitiveness and advancing our corporate vision of “responsible operations and shared value creation.”

3.1.4 Low-Carbon Supply Chain

To achieve Chicony’s short-term 2030 target set under the Science Based Targets initiative (SBTi) and our self-defined long-term 2050 carbon reduction goal, managing Scope 3 procurement emissions remains the most challenging task. In response, Chicony launched the “Chicony Green Octagon” project in 2023, within which the “Green Procurement” initiative focuses on reducing upstream raw material emissions. This initiative centers on three primary objectives: green procurement, local sourcing, and green suppliers.

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY

3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS

3.3 CUSTOMER RELATIONSHIP MANAGEMENT

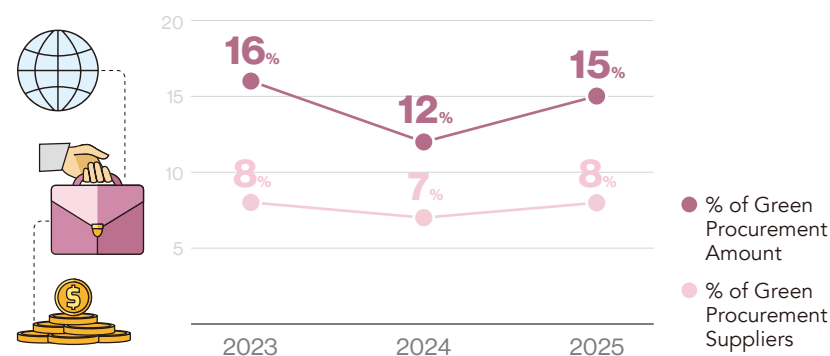
3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS

3.5 CONTRIBUTING TO SOCIAL WELL-BEING

Green Procurement

We have no relevant regulations regarding green procurement at our various factory locations. Therefore, in 2023, we referred to Taiwan's Green Procurement System for Private Enterprises and Organizations and required our procurement department to implement green procurement and conduct the initial inventory. In 2025, as certain production lines of various business units were gradually relocated to Thailand, Chicony became increasingly familiar with green procurement options available in the Thai market, resulting in a gradual recovery in both the overall amount and number of green procurement transactions.

● % of Green Procurement Amount and Suppliers



Note:

- Internal transfers were excluded when calculating the above percentages
- Definition of green procurement: The procurement of PCR, PIR materials / packaging materials, PIR materials, water - based paints, environmental - protection - related consultations, renting instead of buying, renewable energy, LED tube lights, bicycles (including electric bicycles), electric vehicles, and various eco-labels.
- $\% \text{ of green procurement amount} = \frac{\text{Total green procurement amount}}{\text{Total procurement amount}} \times 100\%$
- $\% \text{ of green procurement suppliers} = \frac{\text{Number of green procurement suppliers}}{\text{Total number of suppliers}} \times 100\%$

Local Procurement

To reduce carbon emissions from upstream transportation and relevant delivery costs, promote local development, and efficiently obtain after-sales service, we actively promote our local procurement policy by deploying most of our suppliers in factories' neighboring areas.

Due to continuous product transformation and innovation in recent years, demand for our eSports series and multifunctional video/imaging products has been growing, and the use of precision electronic materials has been increasing year by year. However, the impact of the demand for AI and regional wars throughout the world has led to a shortage of metal components, resulting in constant price increases for electronic materials. Therefore, we will continue to search for partner suppliers to reduce relevant costs. In addition, as the relocation of production lines to Thailand was gradually completed across various business units in 2025, Chicony became more familiar with local suppliers and leveraged our collective procurement capabilities, resulting in declines in both the amount and number of local procurement transactions.

● % of Local Procurement Amount and Suppliers

	% of Local Procurement Amount			% of Local Procurement Suppliers		
	2023	2024	2025	2023	2024	2025
BU A	80%	81%	73%	90%	83%	87%
BU B	90%	87%	87%	92%	90%	89%
BU C	9%	6%	8%	28%	30%	27%
BU D	32%	35%	62%	76%	37%	76%
Total	58%	49%	54%	72%	61%	69%

Note:

- Internal transfers were excluded when calculating the above percentages
- Local: Taiwan for Taiwan, Mainland China for Mainland China, and Thailand for Thailand.
- $\% \text{ of local procurement amount} = \frac{\text{Total local procurement amount}}{\text{Total procurement amount}} \times 100\%$
- $\% \text{ of local procurement suppliers} = \frac{\text{Number of local procurement suppliers}}{\text{Total number of suppliers}} \times 100\%$



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY

3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS

3.3 CUSTOMER RELATIONSHIP MANAGEMENT

3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS

3.5 CONTRIBUTING TO SOCIAL WELL-BEING

Green Supplier

To achieve effective sustainable supply chain promotion, in the first stage, we focuses on its critical suppliers (please refer to [3.1.2 Sustainable Supply Chain Management](#) for details) as the scope of promotion. Green supplier identification has been conducted, and we will encourage the selected suppliers to make continuous efforts in developing "green" (eco-friendly) products.

To this end, we continuously holds both in-person and virtual supplier conferences at its various factories to communicate our organizational vision, the Chicony Electronics Corporation Human Rights Policy (see Section [4.1.4 Chicony Electronics Corporation Human Rights Policy](#)), and the CEC Whistleblowing Mailbox Policy, enabling suppliers to gain a deeper understanding of Chicony. During these conferences, supplier expectations are also clearly communicated, including the implementation of the Responsible Business Alliance Code of Conduct (RBA COC) and due diligence under the Responsible Minerals Initiative (RMI). These efforts aim to engage suppliers in supporting and addressing various sustainability issues, thereby advancing the shared vision of a sustainable supply chain. Two online supplier conferences were held in 2025, with a total supplier attendance rate of 85%.



Chicony Online Supplier Conference: Advancing Sustainability Together and Co-creating Value

We continued to deepen sustainable supply chain partnerships. In 2025, our ESG Sustainability Office and the Business Unit's centralized procurement unit jointly held an "Online Supplier Conference," which was attended online by a total of 85% of suppliers. At the meeting, in addition to announcing CEC's ESG strategy and environment targets, additional emphasis was placed on the labor rights topic, with in-depth discussions of key practical issues including approaches to advancing a sustainable supply chain, the RBA code of conduct and common deficiencies, human rights due diligence, and conflict minerals investigations. Concurrently, the sharing of low carbon case studies was used to stimulate supplier momentum toward net zero implementation.

To strengthen the quality of two-way engagement, this conference introduced a mechanism of "pre-event inquiry collection, on-site response, and post-event feedback." This approach enabled Chicony to accurately identify suppliers' practical pain points and use them as a basis for continuously optimizing its guidance and support strategies. Following the event, a complete Q&A summary was distributed to all suppliers to ensure transparent and timely information sharing. Post-event survey results: As many as 80% of suppliers expressed "very satisfied" feedback regarding the practicality of the conference and agenda arrangements, while the remaining 20% indicated that the outcomes "exceeded expectations," fully demonstrating CEC's effective communication and implementation of sustainability initiatives. Going forward, we continue fostering in-depth engagement and collaboration with partners to jointly advance a sustainable supply chain and a green, low-carbon future.





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY

3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS

3.3 CUSTOMER RELATIONSHIP MANAGEMENT

3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS

3.5 CONTRIBUTING TO SOCIAL WELL-BEING

3.1.5 Responsible Mineral Management

Chicony Electronics fully recognizes the social and environmental responsibilities associated with the metals used in our products. In support of the Responsible Minerals Initiative (RMI), we are committed to "not procuring or using" minerals sourced from illegal mining activities, human rights violations, or the financing of armed conflicts. Our "Chicony Electronics Corporation Conflict Minerals Policy," signed and issued by the President, is implemented in accordance with the five-step framework outlined in the OECD "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas." We work closely with supply chain partners to establish a resilient and transparent responsible minerals management mechanism.

Each year, we requires raw material manufacturers and distributors to adopt the latest RMI reporting tools, including the "Conflict Minerals Reporting Template" (CMRT), the "Extended Minerals Reporting Template" (EMRT), and the "Additional Minerals Reporting Template" (AMRT), to conduct traceability investigations covering 3TG minerals (tantalum, tin, tungsten, and gold), as well as critical battery and electronic minerals such as cobalt, mica, nickel, and copper.

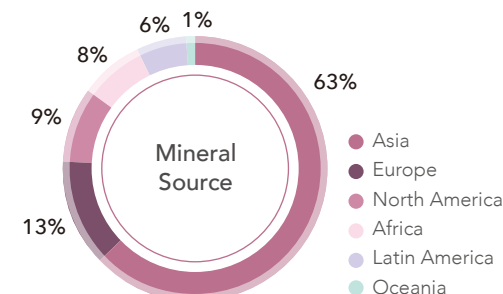
The results of the 2025 survey indicated the following:

- 634 smelters were declared in CMRT information: 271 gold smelters, 164 tin smelters, 102 tungsten smelters, and 97 tantalum smelters.
- 196 smelters were declared in EMRT information: 145 cobalt smelters, 33 nickel smelters, 15 copper smelters, and 3 mica smelters.
- The AMRT report identified 18 additional minerals: aluminum, antimony, chromium, gallium, germanium, glass (silica), indium, iron, magnesium, palladium, platinum, rare earth elements, ruthenium, silicon, silver, steel, titanium, and zinc.

Based on the 2025 traceability assessment, after cross-checking and removing duplicate entries within the supply chain, a total of 31 smelters requiring improvement were identified. For these 31 smelters, Chicony fully initiated an enhanced due diligence and risk mitigation mechanism (Action Plan). As of the end of 2025, 21 had successfully completed corrective actions and replacement processes, while the remaining 10 continue to be subject to ongoing project tracking. The primary reason certain cases were not fully resolved within the reporting year was that, in response to customer requirements, Chicony implemented review standards more stringent than prevailing international norms. Although some smelters were not listed as non-conformant by the RMI, they nevertheless met the high-risk criteria defined by brand customers, prompting us to communicate with suppliers and require replacement within a specified timeframe. As these requirements exceed general industry practices, suppliers needed additional time for multi-tier communication and alternative material source validation, thereby extending the remediation timeline.

Upholding the principle of "continuous engagement and guidance," we have continued to closely monitor progress. As of February 2026, among the 10 smelters under ongoing tracking, 7 had successfully completed corrective actions and closed their cases. For the remaining 3 smelters, we have strictly required suppliers to establish clear final replacement timelines and have included these cases as key annual audit items. We will continue strengthening mineral traceability transparency through tiered management mechanisms and procurement contract requirements, thereby fulfilling our commitment to a sustainable supply chain.

● Distribution of Mineral Sources in 2025





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.2 Management of Hazardous Substances in Products

Chicony is committed to environmental sustainability. In addition to complying with the EU RoHS and REACH requirements, we also integrate environmental regulations from global markets and customer-specific restricted substance lists to ensure international product compliance. The Quality Assurance Center formulates the “Environmental Substance Management Specifications” for reference by the R&D departments of each business unit. In addition, the Restricted Substance ContWrol (RSC) units within each business unit establish internal control standards based on product characteristics and customer requirements. Through three major mechanisms—source management, laboratory testing, and the Green Product Management (GPM) system — Chicony ensures product safety for both the environment and human health. In 2025, our products did not incur any violations of regulatory limits for hazardous substances at either the customer end or the market end.

3.2.1 Correspondence between Legal Compliance and Emerging Issue

Assessment and Management Mechanism

1. Assessment Criteria

Assessments are conducted based on the latest international regulations and customer specifications. In cases of discrepancy, the higher standard shall prevail.

2. Material Control

The unit responsible for RSC will confirm that the products provided by the suppliers meet environmental protection requirements, and will conduct education, training, and audits.

3. Green Product Management (GPM) System Management

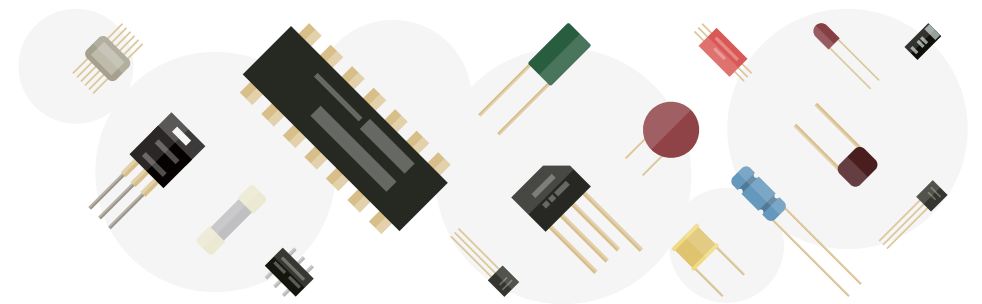
The GPM system is adopted for unified management of hazardous substances to ensure all materials comply with restricted substance requirements.

4. Compliance Verification

Establish a hazardous substance testing laboratory, with testing coverage including RoHS 2.0 and Halogen-Free (HF) requirements, enabling timely control and monitoring of incoming materials as well as various direct and indirect materials used within the facilities.

Full Material Declaration (FMD) Tracking and Management

Chicony Electronics has established an FMD tracking and management mechanism to enhance the transparency and compliance of product material composition. We implement centralized management through the GPM system, which is capable of tracking and managing up to 405 material standards. We regularly update FMD items in accordance with the latest international standards and commonly accepted customer standards. For specific customer requirements, the respective business units at each factory conduct dedicated project management. This mechanism enables us to comprehensively track the material composition of our products, effectively manage IEC 62474 declarable substances, and enhance the accuracy and efficiency of hazardous substance control.



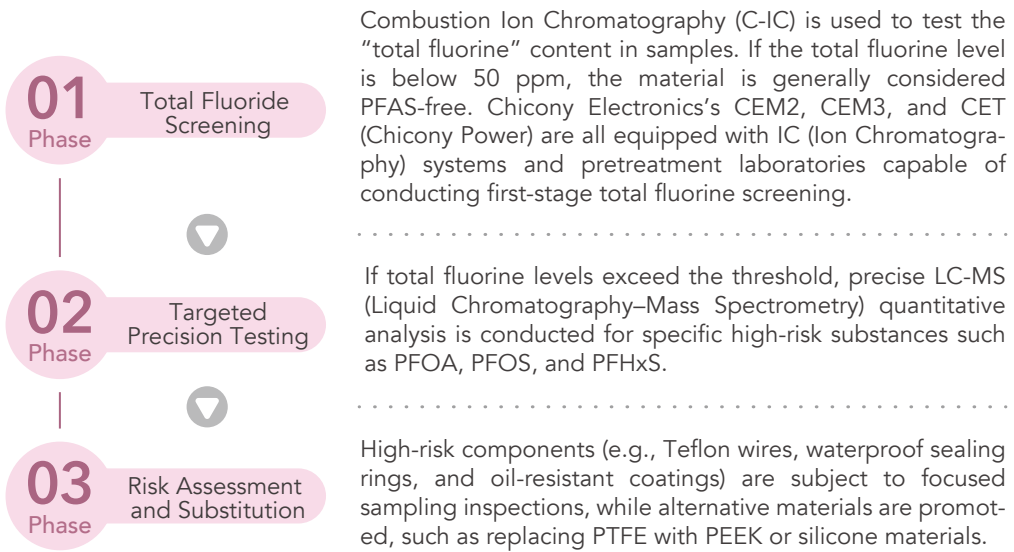


0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING
---	--	--------------------------------------	--	---------------------------------------

Per- and Polyfluoroalkyl Substances (PFAS) Control Project

In response to PFAS-related concerns and customer requirements, Chicony Electronics has adopted a “Tiered Testing” strategy to effectively manage both risks and costs.



Regulatory Compliance Management

In response to the revision of China’s GB standards, GB 30981.2-2025 (Limits of Harmful Substances in Coatings – Part 2: Industrial Coatings) was officially released on May 30, 2025, and will take effect on June 1, 2026. The RSC departments of each business unit have already begun working closely with suppliers to ensure compliance with the latest regional regulatory requirements.

Regulations	Description
EU RoHS Directive 2011/65/EU	Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment
EU REACH Regulation (EC) No. 1907/2006	Regulations on the registration, evaluation, au-thorization, and restriction of chemicals
Taiwan Toxic and Concerned Chemical Substances Control Act	Control of the manufacture, import, and use of toxic and concerned chemical substances
Mainland China’s GB Standard System (including VOCs-related standards)	Chinese National Standard System, including standards for the control of volatile organic compounds (GB 30981.2-2025, GB 33372-2020, GB 38507-2020, and GB 38508-2020)
Management of Prohibited Harmful Substances (Halogen HF)	International environmental regulations on limit-ing halogen content in products
Customer-specific environmental regulations	Comply with customer-defined environmental requirements and restriction standards (the GPM system manages customer-specific documents, currently covering 38 customers and 60 docu-ments).

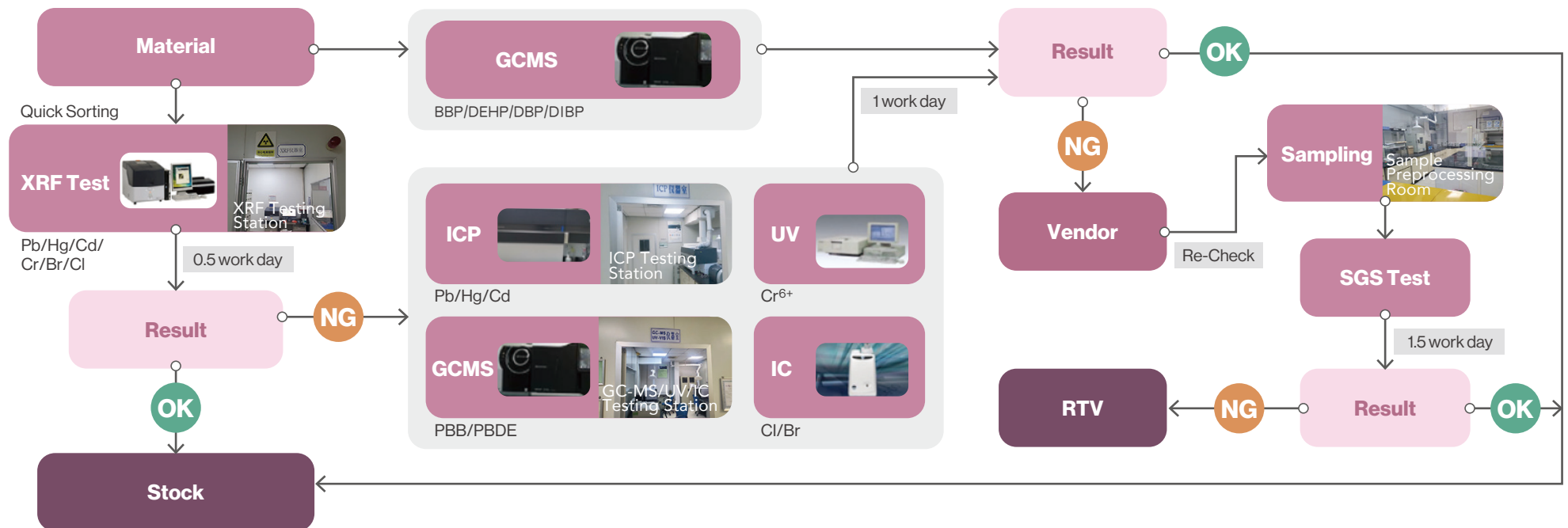
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.2.2 Inspection Processes and Data

We are committed to ensuring product safety and minimizing environmental impact by strictly adhering to international standards and regulatory requirements. CEM2, CEM3, and CET (Chicony Power) are equipped with professional testing laboratories that meet the qualifications of ISO 17025 and have passed customer audit certification. Equipped with advanced testing equipment such as XRF, GC-MS, ICP-OES, UV-vis, and IC, we are capable of comprehensively executing RoHS 2.0 restricted substances, Halogen Free (HF), and PFAS total fluorine screening project testing, ensuring 100% compliance with requirements. Even in facilities without dedicated laboratories, XRF equipment is available for screening purposes. If retesting is required, we will send samples to Chicony Group internal laboratories, or a third-party laboratory to ensure the timeliness and accuracy of product testing.

We implement a comprehensive product lifecycle assessment mechanism, integrating safety evaluation processes from the design stage to ensure that all products achieve 100% third-party safety certification and fully comply with RoHS 2.0, HF, and REACH regulatory standards. Through a series of stringent control mechanisms, no violations involving exceedances of hazardous substances limits occurred on either the customer or market side in 2025.

● Chicony Electronics RoHS 2.0 and Halogen-Free Testing Process





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.2.3 Supplier Hazardous Substance Management

Supplier Evaluation and Management

1. Environmental Performance Assessment

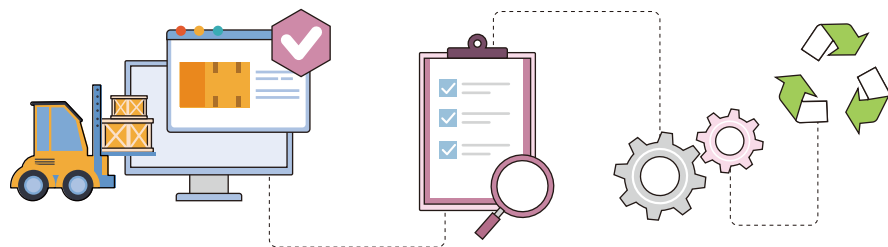
Based on the characteristics of the supplier's products, it is required to obtain corresponding system certification and to conduct annual RSC self-assessments and on-site re-evaluations for key materials.

2. Supplier Commitment and Management

Suppliers are required to sign the "Certificate of Supplier Material (CEC-QA3-001-F01)" to commit that the products provided meet the environmental protection requirements of CEC and to assume legal and compensation responsibilities for any losses caused by non-compliance.

3. Supplier Inspection

Based on product characteristics, each business unit establishes sampling frequencies and performed sampling inspections of supplier materials.



Supply Chain Hazardous Substance Control Mechanism

1. Information Systems Management

Chicony has established the GPM system, requiring suppliers to regularly upload third-party certification reports to the system. Each business unit's RSC responsible team conducts strict reviews to ensure compliance with international environmental regulations and customer requirements.

2. Non-compliance management

When environmental compliance issues are detected, the GPM system immediately flags them as "transaction suspended" status, ensuring that non-compliant materials do not enter the production line and effectively preventing harmful substances from contaminating the final products.

3. Risk Management

For suppliers with repeated violations, order reductions are implemented or qualification as an approved supplier is revoked to carry out supply chain environment performance management.

4. Hazardous Substance Substitution Program

Chicony has established a conversion mechanism for existing materials, requiring suppliers to complete the transition to new environmental specifications before the stipulated deadline. For environmentally friendly product materials designated by customers, we will carry out replacements according to the deadlines set by the customers. We clearly identify environmentally compliant materials through the BOM coding system, ensuring that products fully comply with international environmental regulations such as RoHS and REACH, thereby minimizing the product's environmental footprint.

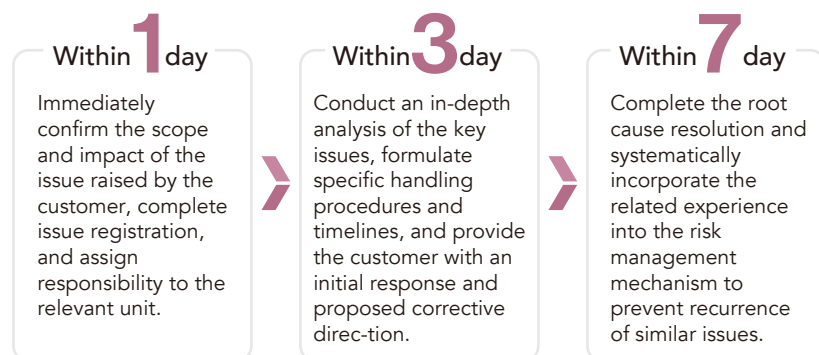
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.3 Customer Relationship Management

Chicony Electronics' business units continue to deepen their market-insight capabilities, systematically track industry trends and the evolution of customer needs, and, on that basis, formulate a forward-looking product development strategy. With respect to customer communications, we maintain multiple channels for engagement, including regular monthly and weekly meetings, the Chicony ESG website, a customer service hotline, and an email system, to ensure the timeliness and effectiveness of communications across all levels. We implement the principles for handling customer requests through systematic and standardized procedures to prevent service gaps arising from individual differences. In the event of material issues, we also maintain a comprehensive upward reporting mechanism to ensure that senior management can promptly be informed and intervened.

With respect to the issue raised by customers regarding production processes, quality control, delivery scheduling, and SER (society environment responsibility), we continue to implement the "137 Rapid Response System" in a structured manner to ensure that problems are handled promptly and thoroughly.

● 137 System



The business divisions continue to arrange regular meetings with customers. In addition to comprehensively reviewing the progress of existing collaborations, we also introduce our latest R&D achievements and technological innovation directions to customers, while proactively integrating the resources required for new project development to ensure continued deepening of cooperative relationships. Furthermore, senior management maintains close communication with key customers through regular visits and ongoing communication channels, ensuring that customer needs at all levels can be rapidly conveyed to the decision-making level for timely response and resource allocation.

The Quarterly Business Review (QBR) mechanism conducted by customers each quarter continues to serve as an important reference for us in driving technological advancement, optimizing system performance, and strengthening organizational operations. The QBR covers multiple supplier evaluation dimensions, including Quality, Cost, Delivery, and Sustainability. Each business unit also utilizes QBR results as a key basis for internal improvement initiatives. Through the direct participation of senior executives in customer QBR meetings, we are able to hear customer feedback firsthand and confirm improvement directions on-site, demonstrating our commitment to building long-term, stable, and mutually beneficial strategic partnerships with customers.

● Customer Recognition and Award





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.3.1 Customer Service

Each business unit of Chicony Electronics establishes dedicated cross-functional service teams (Cross-Functional Team, CFT) based on the specific needs of the customers they serve. These teams integrate expertise from sales, R&D, manufacturing, quality, logistics, and sustainability functions to ensure customers receive comprehensive and professional support and responses.

With regard to customer request handling mechanisms, we utilize a unified contact window (single point of contact) to centrally receive customer feedback and classify issues by type—such as quality abnormalities, delivery schedules, and technical support—while assigning priorities accordingly. Each customer case is supported by a clearly defined cross-department coordination mechanism, with the sales representative responsible for coordinating relevant departments, including quality, engineering, and production, to jointly resolve issues. We compile customer complaint data monthly for trend analysis, and incorporate recurring issues into Corrective and Preventive Action (CAPA) plans to ensure systematic and continuous improvement effectiveness. In addition, through direct participation in customer meetings and regular gatherings, we obtain customer feedback in a timely manner. Senior executives personally attend key customer Quarterly Business Reviews (QBRs) every six months to ensure that improvement directions are fully aligned with customer expectations. Customer feedback and new product development progress are also included as standing agenda items in monthly senior management meetings as well as business and R&D monthly meetings, ensuring that management remains fully informed of the latest customer developments.

With regard to product safety and the prevention of negative impacts, each business unit systematically evaluates product specifications and designs prior to quotation for new projects to ensure alignment with consumer ergonomics and software/hardware usage habits, thereby reducing the risk of negative feedback or product returns after market launch. Input devices such as keyboards are designed in accordance with the ISO 9241 ergonomic standards and comply with human factors safety requirements. In addition, all export products undergo regular EMC (Electromagnetic Compatibility) and electrical safety testing to ensure compliance with regulatory requirements in target markets, including international certifications such as CE, FCC, and RoHS.

Customer Corrective and Preventive Actions

When customers raise concerns regarding product quality or service deficiencies, the relevant business units submit systematic Corrective Action Plan reports in the customer-specified format. Through structured problem-solving methodologies, we conduct root cause analysis, formulate specific corrective and preventive measures, and complete improvement verification and effectiveness confirmation within the agreed timeframe. Implementation progress is continuously communicated to customers, keeping them fully informed throughout the process and demonstrating the Company's commitment to addressing every customer expectation.

Transaction Dispute and Service Crisis Response Mechanism

When transaction disputes or service crises occur, we classify the events by nature, with the originating department leading internal discussions. Depending on severity, the matter may be escalated to the Business Unit President level. The Legal Department is engaged to support and coordinate cross-functional responses, mitigating customer reputational risk as quickly as possible. All handling processes are documented and archived within the system for continuous tracking until fully resolved. For external communications, Chicony works with the legal, finance, and public relations departments to assess the need for public disclosure of material information, while proactively notifying affected business units and customers to ensure transparency for all stakeholders.

Customer Information Security and Privacy Protection

To safeguard customer information security and data privacy, Chicony Electronics has obtained ISO 27001 certification and established a comprehensive information security management framework. For contract management, we sign Non-Disclosure Agreements (NDAs) with customers and suppliers prior to cooperation, clearly defining the scope of data usage, confidentiality obligations, and responsibilities to ensure customer information is collected, used, and retained solely for agreed business purposes. For applicable customers and partners, Data Processing Agreements (DPAs) are executed per their requirements, specifying the respective responsibilities of data controllers and processors. All NDAs and data protection agreements are regularly reviewed and updated to ensure compliance with the latest regulatory requirements.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

From an organizational management perspective, each business unit establishes dedicated contact personnel and segmented management structures based on customer categories. Customer information is handled in accordance with the “minimum necessary principle” to minimize privacy risks. Manufacturing areas are subject to strict access control measures, with personnel and facility security managed according to confidentiality classifications. For functional departments involved in new product development—such as procurement, R&D, and manufacturing—we regularly promote fundamental guidelines for protecting confidential new product information.

Regarding privacy risk assessment, Chicony regularly cooperates with major customers in conducting information security self-assessment questionnaires and on-site factory security audits to identify privacy-related risks and track improvement actions. Prior to the implementation of new business processes or information systems involving customer data, Privacy Impact Assessments (PIAs) are conducted, and the assessment results are incorporated into management reviews to ensure risks remain under control and improvement progress is continuously monitored.

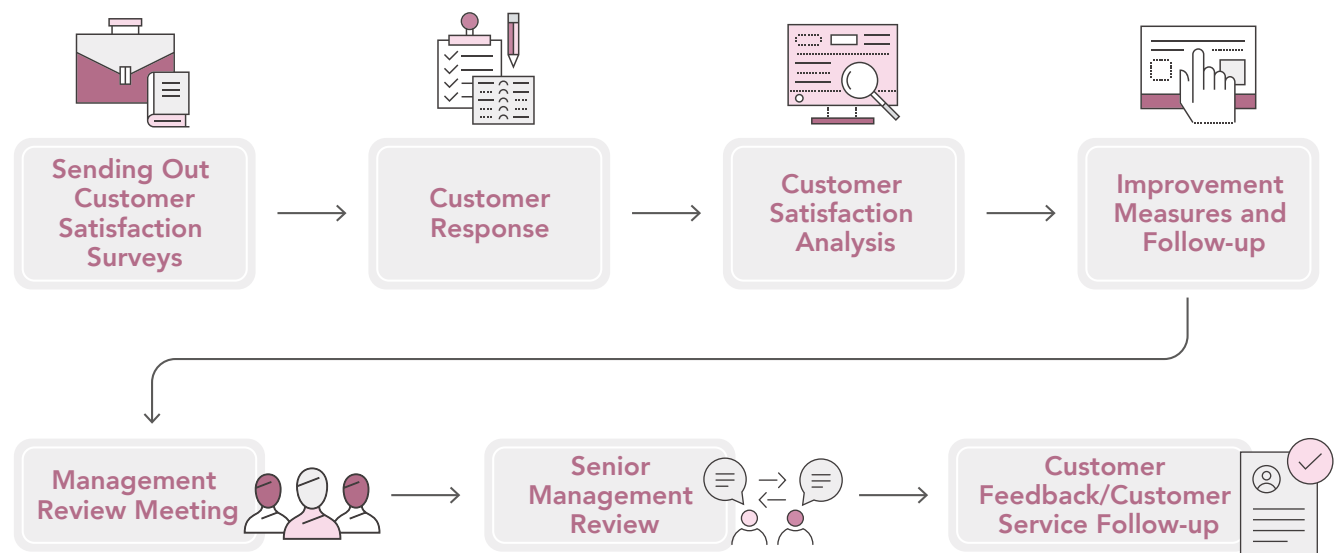
In terms of cybersecurity incident response, we have established comprehensive standard operating procedures (SOPs) for information security incident handling. All employees receive training on cybersecurity response guidelines and are strictly prohibited from clicking suspicious links or attachments. Over the past year, Chicony Electronics has not been subject to any written warnings, financial penalties, or sanctions resulting from violations of customer privacy-related regulations.

3.3.2 Customer Satisfaction

Customer satisfaction serves as a core basis for our continuous improvement in product quality and service standards. We utilize customer periodic evaluation results, audit scores, and product management systems as the foundation for collecting customer feedback. In addition, annual customer satisfaction surveys are proactively conducted for key customers. The sales function also performs biannual satisfaction interviews and maintains monthly regular communications with customers to ensure that feedback from all levels is systematically collected and addressed.

Survey results are translated into specific improvement actions proposed by relevant departments. The sales team is responsible for tracking implementation progress. After improvement plans are completed within the required timeframe, they are submitted to business unit management for review. The responsible units then incorporate the outcomes into the following year’s departmental business plans, thereby forming a complete continuous improvement closed-loop (PDCA cycle).

● Customer Satisfaction Investigation Procedure





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING
---	--	--------------------------------------	--	---------------------------------------

Customer Satisfaction Survey Results

Customer feedback serves as a core driver of CEC’s continuous growth. In 2025, Chicony conducted its first comprehensive annual customer satisfaction survey covering key customers representing over 80% of total operational scale. The survey questionnaire encompassed four major dimensions: “Sales,” “R&D,” “Quality,” and “ESG Sustainable Development.”

The results showed an overall average customer satisfaction score of 77.02 points (out of 100). A 100% response rate further demonstrates the strong engagement and importance that key customers place on our customer relationship management efforts. All survey outcomes have been reported to top management. The Sales Division, in coordination with relevant departments, has conducted gap analyses and translated customer feedback into concrete improvement actions to ensure continuous enhancement of service quality and further strengthen customer satisfaction.

3.4 Participation in International Initiatives and Industry Associations

In response to business growth, expanded areas of focus, regulatory compliance, industry collaboration, talent development, and deepening engagement in sustainability and climate change issues, Chicony Electronics continuously reviews relevant international standards and stakeholder concerns. We actively participates in industry associations as a member and has in recent years supported or joined international initiatives such as SBTi, TCFD, TNFD, and RE100, as well as climate-focused organizations like the Taiwan Climate Partnership.

We hope to participate through organizations or initiatives to stay informed of developments in sustainable industries and collaborate with organizational partners to jointly drive positive impact, pursuing the sustainable coexistence of industry and the Earth.

● 2025 CEC's Participation in Organization Public Association

Taiwan Electrical and Electronic Manufacturers' Association	Electronics Information Industry Association Of DongGuan
Taipei Computer Association	The Hong Kong Enterprises Association of Dongguan QingXi
Responsible Business Alliance (RBA)	The Hong Kong Enterprises Association of Dongguan DongCheng
Taiwan Climate Alliance	Taiwanese Business Association of Wujiang District, Suzhou
RE100	Wujiang Association of Enterprises with Foreign Investment
TNFD Adopter	

Note: All forms of participation align with the GRI definition that “membership is considered strategically significant when the organization believes its involvement influences the association’s mission or objectives and is critical to the organization’s own activities.”



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	



Joined the RE100 organization, 2025 RE100 Taiwan and Thailand Member Meetings

Since committing in August 2023 to achieve 100% renewable electricity use by 2030 and joining the RE100 initiative, we have continuously advanced the adoption of renewable energy over the past three years. Key actions include:

1. Rooftop solar installations: Solar panels have been fully installed across the rooftops of major production sites.
2. Ground-based energy storage systems The CEM2 has completed installation, the CEM3 is currently in progress, and other major sites are under evaluation.
3. Purchased renewable electricity: In the initial stage, we primarily adopted renewable energy certificates (RECs) under unbundled RECs. It is now gradually transitioning toward bundled RECs. Approximately 30% of renewable electricity comes from bundled RECs, while 70% is sourced through unbundled RECs.

The RE100 initiative, launched by “The Climate Group,” aims to drive corporate commitment toward 100% renewable electricity usage. By the end of 2025, more than 400 leading global companies had joined the initiative and committed to renewable energy adoption.

The RE100 Taiwan Member Meeting, convened annually by the Chung-Hua Institution for Economic Research (CIER), serves as a platform for members to share and discuss key trends in renewable electricity. In 2025, in addition to keynote presentations, government and corporate representatives were invited to serve as discussion facilitators. Two rounds of discussions were held covering seven major topics: “Inter-ministerial collaboration,” “Public-private partnership directions,” “Demand-side regulations,” “Supply-side regulations,” “International standards alignment,” “Forward-looking energy planning,” and “Green electricity products.” Chicony Electronics Group, including both Chicony Electronics and Chicony Power, participated in the event and shared our experiences and achievements with other members.

The first RE100 Thailand Member Meeting was also held in 2025, inviting companies with operations in Thailand to participate. Chicony Group was honored to be invited and shared insights in sessions covering “business cases,” “global renewable energy development trends,” and “Thailand’s local renewable energy market.”

Both meetings were held on December 12, 2025, with teams participating concurrently in Taiwan and Thailand, jointly advancing our commitment toward 100% renewable electricity and contributing to a low-carbon and green future.





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.5 Contributing to Social Well-being

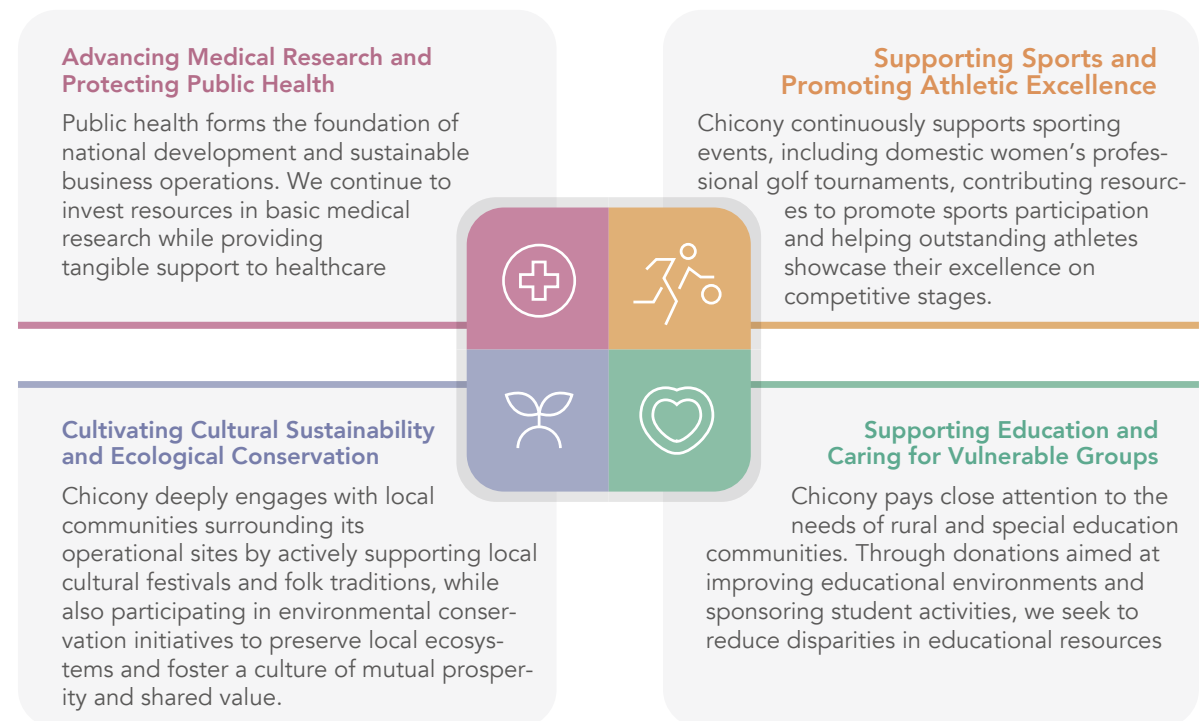
Chicony Electronics upholds the sustainable management philosophy of “Taking from society, giving back to society.” embedding corporate social responsibility as a core element of our organizational culture. While pursuing business growth, we are committed to proactively identifying the needs and potential impacts on local communities, promoting inclusive growth, reducing inequality, and fostering harmony with the ecological environment through strategic social investments.

In addition to supporting sporting events, medical foundations, and social welfare organizations, as well as continuing collaborations with the Aaeon Foundation for art exhibitions and donations to Xianse Temple to preserve local cultural heritage, Chicony further expanded its initiatives in 2025 into diverse areas including rural education, ecological conservation, and public-interest arts and culture. In April 2025, Chicony officially established the “Chicony Volunteer Service Club” to institutionalize social engagement efforts. Through this initiative, Chicony successfully established an integrated public welfare network combining “financial contributions, material donations, and employee volunteer services.” We hope to support diverse social needs through concrete actions, extend care and compassion to every corner of society, and co-create sustainable value with local communities.

3.5.1 Strategic Social Investment: Four Major Public Welfare Pillars

In 2025, Chicony Electronics integrated its corporate culture and strategic direction to address diverse domestic and international social needs through targeted resource allocation across four major public welfare pillars. During the year, the Taiwan Headquarters allocated a total of NT\$5,819,000 for charitable and social welfare donations.

● Four Major Public Welfare Investment Pillars





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

Taiwan Headquarters Strategy-Driven Society Investments and Donations

Four Major Investment Pillars	Donation Organization	Total Amount (thousand NTD)
Advancing Medical Research and Protecting Public Health	Liver Diseases Prevention & Treatment Research Foundation	5,819
	Taiwan Health Foundation	
	Tzu Guei Liver and Biliary Medical Research Foundation	
Supporting Sports and Promoting Athletic Excellence	Taiwan Professional Golf Association (2025 Wistron Ladies Open)	
Cultivating Cultural Sustainability and Ecological Conservation	Xianse Temple, SanChong District, New Taipei City	
	The Society of Wilderness (Wugu Wetland Conservation Initiative)	
	AAEON Foundation (CEC Building Art Corridor Painting Exhibition)	
Supporting Education and Caring for Vulnerable Groups	National Taiwan University EMBA Choir (Charity Concert)	
	Tzih Huai Welfare Foundation	
	Pingtung County Majia Junior High School	
	Pingtung County Private Ching Shan Children's Home	
	New Taipei Municipal New Taipei Special Education School (Campus Environment Improvement and Student Activity Funding)	

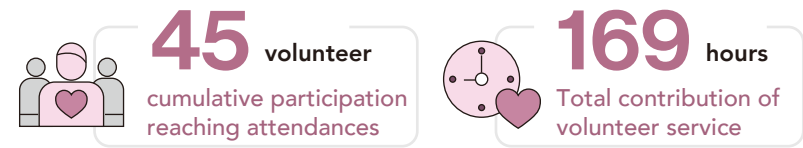
3.5.2 Promotion of Corporate Volunteerism and Social Participation

To encourage employees to transform their professional expertise and passion into meaningful social contributions, we are committed to promoting a bottom-up public welfare participation mechanism. Through structured support systems and employees' voluntary engagement, we continue to significantly expand its social impact.

CEC Volunteer Service Club

In April 2025, Chicony Electronics officially established the "Chicony Volunteer Service Club," attracting more than 30 employees to voluntarily join, marking a new milestone in our social engagement efforts. The Volunteer Service Club aims to promote systematic volunteer initiatives through organized community service activities, enabling employees to practice the sustainable philosophy of "Taking from society, giving back to society" beyond their daily work, while demonstrating corporate citizenship through concrete actions.

In 2025, the Volunteer Service Club organized a total of three volunteer service activities, with cumulative participation reaching 45 volunteer attendances and a total contribution of 169 volunteer service hours, reflecting the strong enthusiasm and commitment of Chicony employees toward social engagement.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	



Cultivating Cultural Sustainability and Ecological Conservation (Wugu Wetland Conservation Initiative)

Chicony Electronics has partnered with professional volunteer instructors from The Society of Wilderness to launch the "Wugu Wetland Conservation Initiative." Located at the western edge of the Taipei Basin, where the Tamsui and Keelung Rivers converge, the Wugu Wetlands are an important stopover for migratory birds, having recorded 94 bird species as a valuable urban wetland ecosystem.



A total of 35 employees and family members participated. Activities included removing the invasive vine Mikania micrantha, stream clean-up, waste collection, and maintenance of waterbird mudflat habitats — contributing to biodiversity restoration and long-term ecological education.

- ✓ Volunteer participation: 19 participant attendances, Volunteer service hours: Total of 76 hours



Cultivating Cultural Sustainability and Ecological Conservation (Xianse Temple Shennong Festival)

- ✓ Following the establishment of the Chicony Volunteer Service Club, we launched our first community initiative with the Cihui Volunteer Team of Xianse Temple in Sanchong District, New Taipei City, joining volunteer services for the Shennong Festival celebration. During the event, CEC employees assisted with tasks including material setup, environmental maintenance, and venue arrangement such as table and chair placement. Through their active participation, employees helped preserve traditional cultural activities while strengthening the Company's connection with the local community.
- ✓ Volunteer participation: 11 participant attendances, Volunteer service hours: Total of 33 hours



Supporting Education and Caring for Vulnerable Groups (Banqiao Toy Bank)

- The CEC Volunteer Service Club collaborated with the Banqiao Toy Bank in New Taipei City to put into practice the concept of "extending the life of toys and delivering endless warmth." A total of 16 employees assisted at the Toy Bank's logistics center, handling tasks including carton handling, package sorting, shipment weight verification, and donation source checks. These efforts supported social workers in subsequent toy inspection and classification, enabling toys that carry children's joyful memories to gain new value and meaning.
- ✓ Volunteer participation: 15 participant attendances, Volunteer service hours: Total of 60 hours



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

People Caring Club

The "People Caring Club" is an employee-initiated internal fundraising association that serves as a key driver for consolidating compassion within the organization. Through active promotion of charitable initiatives, the Club collaborates with external NGOs and social welfare organizations to provide tangible resources for disadvantaged groups.

In 2025, fundraising efforts covered a wide range of areas, including reunion support for underprivileged children during festive seasons, empowerment programs for rural youth, special education support, assistance for social welfare foundation fairs, and community material aid. We also opened our headquarters building and annual Family Day venues as dedicated spaces for the Club's charity sales activities, helping channel resources directly to those in need. In total, the Club collaborated with more than 10 NGOs and social welfare organizations in 2025, organizing approximately 30 fundraising and charity sale events.



Activities and Donations of the People Caring Club



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	

3.5.3 Chicony CET's Local Community Engagement and Action

In 2025, Chicony Electronics' CET continued to deepen its local presence, upholding the spirit of giving back to the community. The plant actively participated in community-oriented public welfare initiatives, organizing 16 events spanning four major thematic pillars and nearby communities, helping establish strong relationships built on interaction and mutual support.



Education Support and Care for Vulnerable Groups

- ✓ Children's Day school donation: On Thailand Children's Day, we dispatched representatives to nine locations across Chonburi and Chachoengsao Provinces to donate food supplies and sports equipment (including footballs, basketballs, and volleyballs). Beneficiaries included schools, community centers, and local government institutions, supporting local children's education and sports development.
- ✓ Labor Safety Day donation: We donated rice and staple food supplies to the Chachoengsao Provincial Labor Protection and Welfare Office in support of the "Safety at Work" campaign, extending care for the labor community through material assistance.



Ecological Conservation and Environmental Sustainability

- ✓ Fish release ecological conservation: In collaboration with Thailand's Ministry of Industry, we participated in a fish release activity at the Bang Pakong Power Station water area, supporting aquatic biodiversity conservation and demonstrating our commitment to the natural environment.
- ✓ Environmental education material support: We donated sportswear to the municipal environmental camp program in Tha Kham City, supporting local environmental education.
- ✓ Sustainable environmental management education: Together with Bangpakong Bowonwittayayon School, we participated in CSR activities focused on sustainable environmental management, introducing ecological conservation concepts into local schools and strengthening environmental awareness among young students.



0 SUSTAINABLE CHIONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
3.1 SUSTAINABLE SUPPLY CHAIN PROMOTION STRATEGY	3.2 MANAGEMENT OF HAZARDOUS SUBSTANCES IN PRODUCTS	3.3 CUSTOMER RELATIONSHIP MANAGEMENT	3.4 PARTICIPATION IN INTERNATIONAL INITIATIVES AND INDUSTRY ASSOCIATIONS	3.5 CONTRIBUTING TO SOCIAL WELL-BEING	



Medical Blood Bank Support

- ✓ In coordination with the Electricity Generating Authority of Thailand, we organized four blood donation campaigns were organized throughout the year at the Bang Pakong Power Station, fully supporting local medical blood bank needs.
- ✓ The total number of participant attendances was 338; the total volume of blood donated was 49,300 cc.



Community Mutual Assistance and Emergency Relief

- ✓ Songkran Festival (Water Festival) charity support: We sponsored supplies for police officers on duty during the Songkran Festival to support public safety maintenance throughout the festive period.
- ✓ Local public welfare sponsorship: We supported the annual local events organized by the Bang Pakong District Government, strengthening collaboration between Chiony and local public authorities.
- ✓ Buddhist Lent cultural heritage: We donated candles and participated in traditional Buddhist cultural activities, demonstrating respect for and support of local religious and cultural heritage preservation.
- ✓ Healthy Park opening ceremony support: We participated in the opening ceremony of Pak Khlong Phan Thong Healthy Park and made a donation to support the development of local community health promotion facilities.
- ✓ Donation to the Thai Red Cross Society: We donated THB 10,000 to the Chachoengsao Provincial Branch of the Thai Red Cross Society in support of humanitarian relief efforts.
- ✓ Community anti-drug capacity building program: We assigned representatives to participate in the “Tonkla Village Committee Capacity Development Program (Mae Pan Din Fund)” in Ban Khlong Phan Thong community, supporting local anti-drug education initiatives and jointly safeguarding community safety and youth well-being.





0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

4

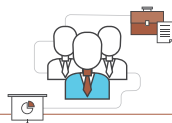
SUSTAINABLE TALENT DEVELOPMENT

4.1 DIVERSITY, EQUITY, AND INCLUSION	100
4.2 COMPENSATION AND BENEFITS	108
4.3 TALENT CULTIVATION AND DEVELOPMENT	111
4.4 EMPLOYEE COMMUNICATION	117
4.5 WORKPLACE SAFETY AND HEALTH	120



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

Target and Progress



Talent Attraction and Retention / Human Rights and Labor Relations

Action Plan

- Enhance employee benefits to maintain salary competitiveness
- Identify human rights risks and monitor the effectiveness of mitigation and adaptation measures
- Conduct comprehensive training programs to boost the company's competitiveness

Key Metrics	Reported human rights violations and grievance cases	Salary competitiveness	Human rights due diligence coverage rate	Turnover rate	Employment rate of people with disabilities	Proportion of women in management positions
2025 Target	0 case Achievement	Average and median employee salaries rank among the top 3 in the industry Note1	Employee human rights due diligence coverage reaches 100 % Achievement	Reduced Achievement	Enhanced Achievement	Newly established target
2025 Implement Status	0 case ▼	Average salary down 4.63 % Median down 3.52 % ▼	Employee human rights due diligence coverage reaches 100 % ▼	44.53 % reduced ▼	0.43 % enhanced ▼	Newly established target ▼
2026 Target	0 case	Enhanced	Employee human rights due diligence coverage for suppliers and local communities reaches 100%	Reduced	Enhanced	Enhanced
Mid-/Long-Term Goal	0 case	Average and median employee salaries rank among the top 3 in the industry	Human rights awareness and due diligence assessments extended to Tier 1 suppliers	Enhanced training programs on sustainability-related topics	Foster a friendly and diverse workplace with increased health promotion activities and programs for employees	

- Policy/Commitment**
- Ensure zero human rights complaints, and increase the number of women in management positions and the employment of people with disabilities
 - Establish a competitive compensation and benefits system, along with a career development roadmap for the new generation of employees
 - Implement a comprehensive training system to strengthen employees' career and professional development, thereby enhancing the company's overall competitiveness.

- Responsible Units**
- Human Resources Department
 - Health Center
 - Industrial Safety and Health Department

Note: In 2025, the average annual salary for non-managerial positions was NT\$2.164 million, and the median salary was NT\$1.920 million, both showing decline compared to the previous year. In 2025, the key indicator adjusted for workplace diversity and equality was the sustained increase in the proportion of women in management positions.

0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

4.1 Diversity, Equity, and Inclusion

4.1.1 Human Resource Structure

As of the end of 2025, Chicony Electronics had a global workforce of 17,785 employees (including full-time and part-time employees), representing an increase of 356 employees compared with the end of 2024, reflecting steady organizational growth. Female employees accounted for approximately 59.1% of the total workforce, continuing to rise from 56.63% in 2024. Across global operating sites, manufacturing facilities generally have a higher proportion of female workers due to the nature of production line operations. In contrast, the Taipei Headquarters is primarily composed of R&D talent and managerial decision-making functions, resulting in a relatively higher proportion of male employees, which is consistent with the characteristics of the electronics manufacturing industry.

In terms of age distribution, employees under the age of 30 accounted for approximately 49.0%, mainly reflecting the expansion of the CET, which brought in a large number of young and mid-career manufacturing workers. Employees aged 30 to 50 remained the core talent base at approximately 47.4%, providing critical decision-making support and knowledge transfer, and serving as the backbone of our sustainable transformation. At the Taipei Headquarters, employees aged 50 and above accounted for 29.97%, demonstrating the Company's strong commitment to experienced and senior talent.

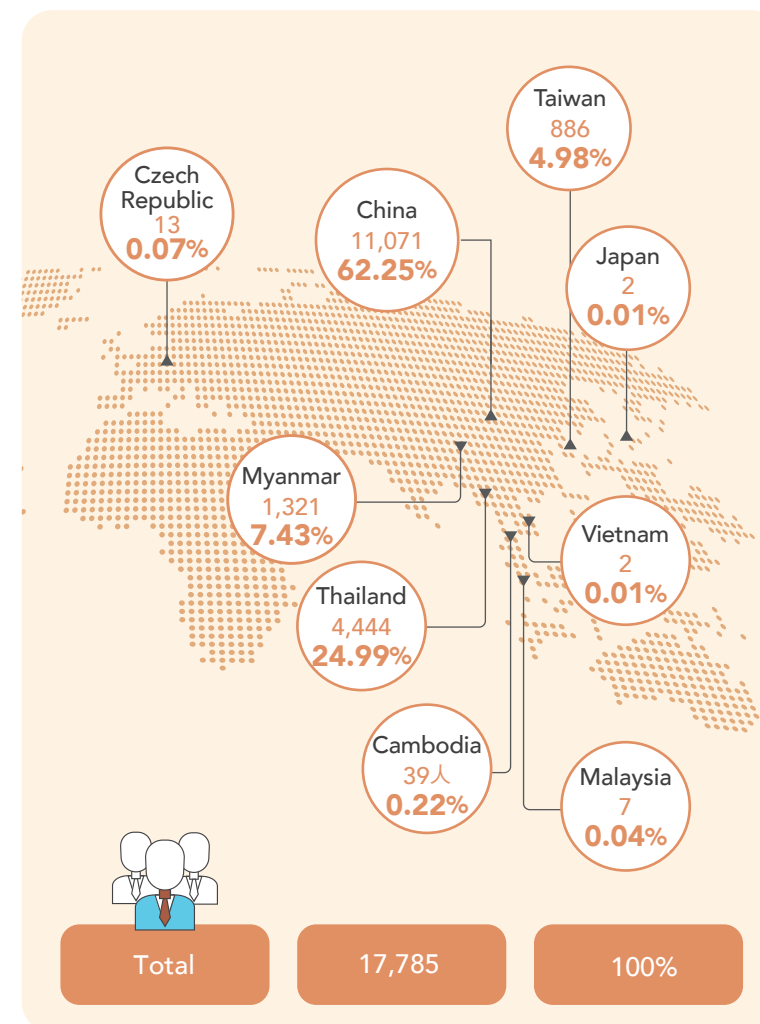
To promote workplace diversity and inclusion, Chicony continued to actively advance the employment of persons with disabilities in 2025. The global number of employees with disabilities reached 192, representing 1.08% of the total workforce, slightly increasing from 1.07% in 2024, demonstrating our long-term commitment to an inclusive workplace.

2022-2025 Human Resource Structure

	2022		2023		2024		2025	
Male	7,030	42.77%	7,899	42.52%	7,558	43.36%	7,263	40.84%
Female	9,406	57.22%	10,675	57.47%	9,870	56.63%	10,522	59.16%
Other	1	0.01%	1	0.01%	1	0.01%	0	0%
Male: Female	0.75		0.74		0.77		0.69	
Total	16,437		18,575		17,429		17,785	
Percentage of employees (%)	39	0.24%	119	0.64%	187	1.07%	192	1.08%

Note: Regarding the male-to-female (M:F) ratio, F includes female and other gender identities

Employees' Nationalities in 2025





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

● Employment Profile of People with Disabilities

	2022	2023	2024	2025
Percentage of employees with disabilities (%)	39 0.24%	119 0.64%	187 1.07%	192 1.08%

● Management Positions Structure

	2022	2023	2024	2025
	Number Percent-age	Number Percent-age	Number Percent-age	Number Percent-age
Male	393 85.43%	420 84%	413 83.77%	426 84.02%
Female	67 14.57%	80 16%	80 16.23%	81 15.98%
Male: Female	1 : 0.17	1 : 0.19	1 : 0.19	1 : 0.19
Total	460	500	493	507

Note: In accordance with the Company's Articles of Incorporation, 'top management' is defined as supervisory personnel holding the position of Assistant General Manager or above, and managerial personnel holding the position of Deputy Manager or above.

● Management Positions Structure in 2025

	Junior Management	Middle Management	Top Management
	Number Percent-age	Number Percent-age	Number Percent-age
Male	314 82.63%	79 86.81%	33 91.67%
Female	66 17.37%	12 13.19%	3 8.33%
Total	380 74.95%	91 17.95%	36 7.10%

Note: Top management: assistant general manager or higher; Middle management: director-level managers; Junior management: manager- or deputy manager-level.

● Human Resource Structure 2025

		Taiwan	China	Thailand	Other	Total
Non-fixed term contract personnel (Permanent employees)	Male	632 71.74%	1,123 10.15%	1,514 26.08%	14 42.42%	3,283 18.46%
	Female	237 26.90%	1,201 10.85%	4,292 73.92%	16 48.48%	5,746 32.31%
	Other	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Fixed term contract personnel (Temporary employees)	Male	9 1.02%	3,970 35.88%	0 0.00%	1 3.03%	3,980 22.38%
	Female	1 0.11%	4,771 43.12%	0 0.00%	2 6.06%	4,774 26.84%
Casual employee	Male	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
	Female	2 0.23%	0 0.00%	0 0.00%	0 0.00%	2 0.01%
Full-time employees (Formal employees)	Male	640 72.64%	5,093 46.03%	1,514 26.08%	14 42.42%	7,261 40.83%
	Female	237 26.90%	5,972 53.97%	4,292 73.92%	16 48.48%	10,517 59.13%
	Other	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Part-time employees (Informal employees)	Male	1 0.11%	0 0.00%	0 0.00%	1 3.03%	2 0.01%
	Female	3 0.34%	0 0.00%	0 0.00%	2 6.06%	5 0.03%
Age structure	<30 years old	57 6.47%	4,774 43.15%	3,880 66.83%	0 0.00%	8,711 48.98%
	30-50 years old	560 63.56%	5,957 53.84%	1,900 32.72%	19 57.58%	8,436 47.43%
	>50 years old	264 29.97%	334 3.02%	26 0.45%	14 42.42%	638 3.59%
Total		881	11,065	5,806	33	17,785

Note: Data as of the end of the year

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

4.1.2 Personnel Recruitment

Chicony Electronics has established a systematic and diversified talent recruitment mechanism, continuously optimizing the talent attraction and selection processes across its global operating sites. In terms of recruitment strategy, we continue to deepen industry-academia collaboration. In 2025, Chicony further expanded its digital recruitment presence by introducing the LinkedIn international talent platform, broadening access to high-quality overseas talent and strengthening our brand visibility in the global talent market. At the same time, the recruitment section on our ESG website has been enhanced. All recruitment activities strictly comply with local labor regulations at each operating location and are guided by the principle of equal opportunity, with any form of employment discrimination strictly prohibited.

Recruitment Approaches



Recruitment mechanisms

The Human Resources Department of the HQ takes full charge of global talent deployment and formulates annual human resources planning based on strategic objectives and business needs. In 2025, recruitment channels were expanded to include the international LinkedIn platform; existing channels included 104 job bank, 1111 Job Bank, and others. The talent selection process implemented a standardized evaluation procedure to ensure fairness and candidate suitability.



Job transfer/reassignment mechanism

A transparent employee transfer procedure was established. Under the professional assessment of the unit supervisor and the Human Resources Department, and after obtaining employee consent, the Human Resources Office will coordinate the personnel transfer procedures. This process will be confirmed and signed off by the supervisors of both the transferring and receiving units to ensure smooth internal talent mobility that aligns with organizational and individual development needs.



Resignation/unpaid leave mechanisms

1. Give notice of resignation or unpaid-leave suspension within the announcement period as required by various bases' local laws.
2. The Human Resources Departments at each location conduct professional exit interviews to gain a deeper understanding of the reasons for employee departures and to assess the potential for talent retention.
3. Establish a system for appointing acting personnel to ensure that the departure or temporary suspension of staff does not affect operations and service quality.

Number and Percentage of New Employees in 2025

		Taiwan	China	Thailand	Other	Total
Gender	Male	69	6,804	1,889	1	8,763
	Female	17	6,890	5,514	2	12,423
Age	<30 years old	34	7,944	5,880	0	13,858
	30-50 years old	49	5,613	1,519	0	7,181
	>50 years old	3	137	4	3	147
	Total	86	13,694	7,403	3	21,186
New Employee Hiring Rate		9.81%	122.16%	172.60%	9.38%	128.56%

Note:

1. The number of new employees refers to the number of Chicony's newly recruited formal employees
2. Percentage of new employees = Number of new employees ÷ Average total number of employees

Employee Turnover in 2025

		Taiwan	China	Thailand	Other	Total
Gender	Male	57	7,498	1,378	0	8,933
	Female	21	7,574	4,019	0	11,614
Age	<30 years old	22	7,836	4,144	0	12,002
	30-50 years old	44	6,798	1,249	0	8,091
	>50 years old	12	438	4	0	454
	Total	78	15,072	5,397	0	20,547
Turnover		8.89%	134.45%	125.83%	0%	125.23%

Notes:

1. The number of departed employees refers to the number of regular employees who left the company.
2. Employee turnover rate = Total number of employees who left during the year ÷ Average total number of employees



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

Reviewing the past two years (2024–2025), the manufacturing industry generally faced challenges related to employee turnover and labor shortages due to global supply chain restructuring and changes in labor market dynamics. Nevertheless, our overall global employee turnover rate in 2025 was 125.23%, representing a significant decrease of more than 40% compared with 169.27% in 2024, demonstrating the growing effectiveness of our talent management strategies.

The Taiwan operations maintained employee turnover rates below 9% for two consecutive years (7.77% in 2024 and 8.89% in 2025), reflecting a highly healthy level of workforce mobility. In contrast, the turnover rate at the CET increased significantly from 49.38% to 125.83%. This was primarily driven by international customers' "China Plus One" supply chain strategy requirements. During the year, two new business units were successively established in Thailand to undertake orders from new customer groups, resulting in rapid large-scale workforce expansion within a short period. As employee training and onboarding processes were unable to scale at the same pace, turnover rates during the initial stage were notably elevated. In addition, global electronics manufacturers and supplier activity continued to move into Thailand to establish factories, and the external pull on talent could not be ignored.

The distribution of employee turnover over the past two consecutive years was primarily concentrated among younger employees under the age of 30, accounting for approximately 58% in 2025. This trend also reflects the younger generation's stronger preference for greater flexibility in career development.

New Employee Turnover in 2025

	Taiwan	China	Thailand	Other	Total
Number of New Employees	86	13,694	7,403	3	21,186
Male	5	3,920	362	0	4,287
Female	1	3,415	1,016	1	4,433
Number of New Employee Turnover					
<30 years old	2	4,359	1,160	0	5,521
30-50 years old	4	2,947	218	1	3,170
>50 years old	0	29	0	0	29
Total	6	7,335	1,378	1	8,720
New Employee Turnover	6.98%	53.56%	18.61%	33.33%	41.16%

Note: New employee turnover rate = Number of new employee departures ÷ Number of new employees

Employee Turnover Rate, 2024–2025

	Taiwan	China	Thailand	Other	Total
2024	7.77%	216.90%	49.38%	15.15%	169.27%
2025	8.89%	134.45%	125.83%	0.00%	125.23%

In response to the above challenges, we continues to implement the following employee retention measures: conducting regular market salary surveys to ensure compensation competitiveness; establishing systematic technical training programs for newly established business units in Thailand to accelerate employee skill development; developing employee career training and development roadmaps; and introducing regular care and feedback interview mechanisms for new employees to identify and respond to employee needs at an early stage, thereby comprehensively enhancing overall employee retention rates.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

2025 Employee Overview of Climate-Related Issue

	Gender		Employee Type	
	Male	Female	Full-time	Part-time
Total Number of Newly Hired Em-employees	2,016	5,518	7,531	3
Total Number of Dismissed Employ-ees	20	11	31	-
Total Number of Employees Reas-signed to New Positions	42	13	55	-
Total Number of Employees Receiv-ing Upskilling and Retraining	786	572	1,358	-
Newly Hired Non-Formal Employees			0	
Dismissed Non-Formal Employees			0	
Operational Sites at Which the Or-ganization Had Caused Impact to the Local Community and Indigenous Peoples	Disclosure of the assessment results was included in the TCFD & TNFD reports There was no related impact.			

Statistics of 2022-2025 Employee Unpaid Parental Leave

	2022			2023			2024			2025		
	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total
Entitled to Parental Leave	54	17	71	58	22	80	46	17	63	56	21	77
Number Applied	0	3	3	2	4	6	1	1	2	2	3	5
Number Should Return	0	1	1	1	4	5	1	3	4	1	3	4
Number Returned	0	1	1	1	4	5	1	3	4	1	2	3
Return Rate	0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	67%	75%
The number of employees re-turning from parental leave in the previous year and re-mained employed for a full year during the current year.	1	4	5	0	1	1	1	4	5	1	3	4
Retention Rate	50%	80%	71%	0%	100%	100%	100%	100%	100%	100%	100%	100%

Notes:

1. Return Rate = Number Returned ÷ Number Should Return × 100%

2. Retention Rate = The number of employees returning from parental leave in the previous year and remained employed for a full year during the current year ÷ Number Returned Last Year × 100%

4.1.3 Family-Friendly Workplaces and Unpaid Parental Leave

Chicony Electronics recognizes that employees are the cornerstone of sustainable corporate development and we are committed to creating a family-friendly workplace environment that enables employees to balance career development with family responsibilities. In response to declining birth rates, Chicony provides a comprehensive support system ranging from “childbirth incentives” to “unpaid parental leave,” offering employees with childcare needs meaningful care and support.

Through the implementation of our unpaid parental leave program, we ensure that employees can temporarily step away from work with peace of mind to care for newborn children. In addition, we have established a comprehensive return-to-work support mechanism to facilitate employees' smooth transition back into the workplace. In 2025, a total of five employees (two males and three females) applied for unpaid parental leave. In terms of return-to-work and retention performance, the overall reinstatement rate in 2025 reached 75%, while the retention rate for employees who had returned from parental leave in the previous year and remained employed for at least one year during the reporting year reached 100% (100% for both male and female employees). Our “Childbirth Incentive” program has been implemented for more than ten years and has cumulatively supported 151 applications, with total funding exceeding NT\$10.7 million. This fully demonstrates that our maternity protection and family-friendly policies not only effectively alleviate employees' childcare burdens, but also help employees successfully navigate important family life transitions, thereby strengthening their sense of identification and cohesion with Chicony.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

4.1.4 Corporate Human Rights Policy

Chicony Electronics deeply understands and respects human rights as the cornerstone of sustainable corporate development. We strictly adhere to the “Universal Declaration of Human Rights of the United Nations” and the fundamental conventions of the International Labour Organization (ILO). To further align with international human rights trends and the requirements of the IFRS Sustainability Disclosure Standards, Chicony comprehensively revised and released a new edition of its “Chicony Electronics Corporate Human Rights Policy” in November 2025, significantly expanding the scope of human rights protection and demonstrating senior management’s strong commitment to the implementation of human rights governance. The Policy applies to all global operations and the value chain of our products and services, clearly stating that we do not discriminate against employees in hiring, remuneration and benefits, performance evaluation, and promotion based on factors such as race, gender, age, religious beliefs, or political stance. We continuously monitor the global trends in human rights regulations to ensure that our Chicony Electronics Corporation Human Rights Policy and practices are aligned with the latest international standards, thereby safeguarding the equality and integrity of employees’ labor rights.

We are committed to creating a fair, non-discriminatory, and safe working environment through the comprehensive implementation of Chicony Electronics Corporation Human Rights Policy. All workers (including permanent employees, contract employees, trainees/interns, and disadvantaged workers) are treated with dignity and respect, ensuring that every member of Chicony can experience equal treatment, workplace safety, and a sense of belonging. We have established diverse and smooth communication channels to ensure the effective operation of the human rights complaint mechanism. In 2025, there were no human rights-related complaint cases or disputes, highlighting the soundness and implementation of our human rights management system.

Human Rights Due Diligence

At the end of 2024, Chicony launched a comprehensive human rights initiative. In 2025, we collected quantitative data from the Taipei Headquarters and overseas manufacturing sites using revised questionnaires, conducting in-depth analysis of key human rights risks. In 2026, we plan to expand the scope to cover the supply chain and local communities. By continuously strengthening our human rights management and reviewing related policies, we aim to meet stakeholder expectations and advance our vision of “respecting human rights, creating shared value.”

Human Rights Risk Identification Process

- 01 Identify Potential Risk Issues** In line with international human rights standards, we identify potential human rights risks arising from our operations.
- 02 Risk Assessment and Prioritization** Use the revised questionnaire to self-assess current human rights risks, identifying each issue's severity and likelihood.
- 03 Implement Risk Mitigation and Remedial Measures** Develop mitigation and remedial measures for identified risks, and establish CAPs based on results for continuous tracking and improvement.

Descriptions of Four Significant Human Rights Issue

 Excessive Working Hours Working hours significantly exceed allowable limits: over 60 hours per week (including overtime), or in violation of local government regulations.	 Unequal Pay for Equal Work Employees with equivalent skills and proficiency in the same job may receive different pay due to personal characteristics such as gender or age.	 Workplace Harassment and Sexual Harassment/ Violence and Harassment Harassment or violent behavior in the workplace may adversely affect employees' occupational safety and personal dignity.	 Workplace Safety and Health Employees may suffer work-related injuries on duty or develop occupational diseases from long-term exposure to workplace risks.
---	---	--	--

Note: Per international human rights research, and reflecting differing regional terminology, this issue is referred to as "Workplace Harassment and Sexual Harassment" in Taiwan and "Violence and Harassment" in Thailand."



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

Mitigation and Remediation Measures for Four Significant Human Rights Issues

Locations of Factories Where These Issues Are More Likely to Occur		Mitigation Measures	Remedial Measures	Management Objectives
Excessive Working Hours	Taiwan China	Policies and Systems - Establish a Chicony Electronics Corporation human rights policy committing to reasonable production planning and ensuring adequate rest periods for employees. - Ensure working hour systems comply with local labor regulations. Communication and Training - Conduct anonymous employee surveys; employees may report involuntary overtime through the questionnaire to ensure all overtime is voluntary. - Provide working-hour regulation training for production line supervisors in China facilities. Implementation Measures - Forecast production orders in advance to enable reasonable overtime planning and workforce allocation, avoiding excessive overtime. - Implement attendance system alerts that automatically notify employees and supervisors when working hours exceed defined thresholds. - Conduct occupational safety and health risk assessments to identify employees with abnormal workload (weekly working hours exceeding 60 hours), and include them in monitoring and survey follow-up. - Continuously train employees in multi-skill capabilities to enhance workforce flexibility and balance workload distribution. - The Taiwan Headquarters implements a flexible working hours system, allowing employees to review their working hours via an online platform for self-management.	- Overtime must be voluntary and pre-approved by the relevant business unit or production supervisor, with approval from the highest site-level authority based on overtime hours and workday reports to monitor working conditions. - Strengthen internal rules on overtime and leave management, and enhance managerial communication and personnel management skills. - Reinforce internal training and periodic awareness campaigns on working hours and overtime regulations.	100% completion rate of investigations into working-hour related complaints. 100% follow-up rate for employees identified as at-risk of excessive working hours. 100% completion rate of training for production line supervisors in China on working-hour regulations.
Unequal Pay for Equal Work	Taiwan China Thailand	Policies and Systems - Establish a human rights policy committing to equal employment opportunities, prohibiting all forms of discrimination, and ensuring fair and reasonable compensation and benefits. Communication and Training - Include human rights policy communication in onboarding training to ensure employees understand their rights and related protections. Implementation Measures - HR develops compensation strategies based on market benchmarking, taking into account job grade, expertise, responsibilities, and performance. - Promote a performance-based compensation structure. - Monitor pay equity indicators and regularly disclose gender pay gap data.	Establish employee complaint channels, including a whistleblowing mailbox and employee feedback system. In case of disputes or rights violations, cases are handled in accordance with the "CEC Whistleblowing Mailbox Policy," by the Audit Office.	100% completion rate of annual human rights policy training for all employees. 100% completion rate of investigations into pay inequality-related complaints.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

Locations of Factories Where These Issues Are More Likely to Occur		Mitigation Measures	Remedial Measures	Management Objectives
Workplace Harassment and Sexual Harassment/ Violence and Harassment	Taiwan Thailand	Policies and Systems - Established the "Procedures for Prevention of Occupational Violence" and the "Workplace Sexual Harassment Prevention, Complaint and Disciplinary Management Regulations," assigning responsible units for unlawful infringement prevention and management. - Established the "Procedures for Prevention of Occupational Violence" and the "Workplace Sexual Harassment Prevention, Complaint and Disciplinary Management Regulations," assigning responsible units for unlawful infringement prevention and management, and establishing formal procedures for handling workplace violence incidents and sexual harassment complaints. Communication and Training - Promote zero tolerance for workplace violence, requiring managers to lead by example and strengthen supervisory roles. Employees are encouraged to immediately notify relevant units to commence an investigation upon discovering any incident of harm. - Provide hazard prevention and communication skills training for new hires and existing employees; supervisors also receive training in communication and problem-solving to enable early detection and response. Implementation Measures - Conduct risk assessments every three years to identify high-risk groups and establish corresponding control measures and timelines. - Review whether the workplace's physical environment and facility design are safe and comfortable — for example, adequate lighting and noise reduction — to prevent these conditions from becoming potential triggers for unlawful infringement. - Appropriately allocate workload and manpower to prevent unlawful infringement incidents caused by work-related stress or personal relationships.	- When an employee encounters a suspected workplace unlawful infringement incident, we take immediate action, assisting the victim with relocation or medical treatment, initiating grievance procedures, and implementing disciplinary action against the perpetrator, such as reassignment or dismissal. - Occupational health staff and HR supervisors follow up with the victim, offering work adjustment recommendations, psychological counseling, and medical assistance coordination. - Following the incident, strengthen training on workplace and sexual harassment to help employees understand how to prevent and respond to such incidents and safeguard their rights.	100% annual completion rate of work-place harassment and sexual harassment pre-vention training (2 hours per employee). 100% completion of workplace violence risk assessments every three years in compliance with ISO 45001. - If any related grievance occurred, we ensures that 100% are investigated, handled, and closed.
	China Thailand	Policies and Systems - Establish EHS policies and an occupational safety and health management system, maintained by dedicated personnel and certified under ISO 45001, CNS 45001, and GB/T 45001. - Establish a safety production organizational structure to enhance safety management capability. - Implement incident reporting, emergency response, investigation, and corrective action procedures to minimize impacts on people, property, and the environment. Communication and Training - Provide occupational safety and health training, including injury prevention, emergency response, and personal safety. - Conduct quarterly Top Interview meetings between senior management and frontline employees to collect feedback on operational needs. Implementation Measures - Periodically assess whether the workplace environment and work area design are safe and comfortable, and whether required PPE is complete and functioning. - Identify high-risk health factors to monitor employees' health status. - Conduct regular health assessments and follow up on employees with abnormal conditions. - Conduct irregular site audits, review results at monthly meetings, and issue timely reminders and corrective actions. - Strengthen mechanisms for preventing unlawful workplace conduct. - Promote mental health initiatives to strengthen employees' psychological resilience. - Implement health promotion initiatives and facilities to encourage participation and well-being.	- Follow internal procedures for reporting, investigating, and reviewing occupational accidents. Provide appropriate support based on severity—medical assistance, job adjustments, or financial compensation—and implement corrective measures to prevent recurrence. - Enhance protective equipment, safety measures, and work methods based on incident analysis, and strengthen safety promotion and policy development for relevant colleagues.	- Establish KPI indicators for Frequency Rate (FR) and Severity Rate (SR) at Headquarters and sites. - FR and SR indicators were incorporated into 2026 EHS KPIs, with benchmarks based on national statistics released by the Ministry of Labor in 2024. - New employees receive three hours of occupational health and safety training, achieving a 100% completion rate. - Achieve a 100% investigation rate for occupational accidents to fully identify and understand incident causes. - Maintain the site's 100% compliance with ISO 45001.

Note: Based on relevant international human rights research reports, and considering that Taiwan and Thailand commonly use different terminology for this human rights issue, the topic "Workplace Harassment and Sexual Harassment/ Violence and Harassment" is respectively referred to as "Workplace Harassment and Sexual Harassment" and "Violence and Harassment."



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

4.2 Compensation and Benefits

4.2.1 Employee Remuneration

Chicony Electronics has established a compensation management system that balances external competitiveness with internal equity. Compensation strategies are formulated by the HR Department based on market salary benchmarking. We adhere to the "Chicony Electronics Corporation Human Rights Policy" and prohibit differential treatment in remuneration based on gender, race, political party, political beliefs, religion, sexual orientation, or marital status, applying to both new and incumbent employees at all operational sites. Compensation is set above statutory minimum wage at each operating location, taking into account labor market dynamics and internal pay equity. Salary levels are determined by organizational grade, professional expertise, job responsibilities, performance, and the Company's overall operating results. By offering total compensation exceeding regulatory requirements, we aim to attract, retain, and motivate talent while creating sustainable value for both Chicony and our employees.

Chicony's compensation system is reviewed by the independent directors of the Remuneration Committee, with policies for directors and senior executives also submitted for review and approval per its governance procedures (see Section 1.2 Corporate Governance Structure and Operations). We regularly conduct compensation market competitiveness analyses to ensure our positioning remains competitive. We also disclose key indicators, including average and median salaries of non-managerial full-time employees and the gender pay gap, to demonstrate our commitment to compensation equity.

We implement "equal pay for equal work," with job value, competency, and performance contribution as core criteria for compensation decisions, excluding factors unrelated to job requirements such as gender, age, and ethnicity. We continuously monitor compensation equity and remain committed to building a diverse, inclusive workplace. Going forward, we will further optimize our performance-based compensation structure, enhance market competitiveness analysis, and formally integrate ESG KPIs into the compensation evaluation framework for senior executives — strengthening the link between sustainable development strategy and human capital management, and supporting the human capital development objectives emphasized by responsible investors.

Remuneration Average and Median of Non-managerial Employees

	2022	2023	2024	2025
Annual remuneration average	1,958,000	2,099,000	2,269,000	2,164,000
Annual remuneration median	1,676,000	1,808,000	1,990,000	1,920,000
Number of non-managerial full-time employees	773	821	847	830

Note: The statistical scope follows data submitted per TWSE regulations. "Non-managerial employees" refers to Taiwan employees below the rank of Assistant Vice President.

2023-2025 Annual Total Remuneration Ratio

	2023	2024	2025
Total Remuneration of the Highest-paid Individual: Median Total Remuneration for Other Employees	48.5:1	46.9:1	43.5:1
Percentage Increase in Total Remuneration of the Highest-paid Individual : Median Percentage Increase in Total Remuneration for Other Employees	0.56:1	0.69:1	-1.71:-1

Note: The highest-paid individual's annual total compensation decreased this year, as did the average annual total compensation of other employees.

Female-to-Male Pay Ratio

	Taiwan	China	Thailand	Other
Deputy Manager and Above (Male : Female)	1:0.93	1:0.97	1:1.15	1:0.21
Indirect Employees (Male : Female)	1:0.76	1:0.91	1:1.15	1:1.17
Direct Employees (Male : Female)	-	1:0.95	1:0.93	1:1

Notes:

- Ratios compare the basic salary of male and female employees at the same position and level, excluding bonuses or incentives.
- Calculation criteria for the male-to-female salary ratio and salary-to-market comparison: based on employees' monthly salary as of December 31, 2025.

Compensation Benchmarking Against Market Standards

	Taiwan	China	Thailand	Other
Male Entry-level Salary : Minimum Wage	1.77:1	2.03:1	1.73:1	1.58:1
Female Entry-level Salary : Minimum Wage	1.59:1	1.96:1	1.86:1	1.16:1

Notes:

- Average Employee Salary / Government-Published Minimum Wage
- Thailand has no statutory minimum monthly wage; the calculation uses the statutory minimum daily wage × average calendar days per year.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

4.2.2 Employee Benefits Programs

Chicony Electronics has established the "Employee Welfare Committee," responsible for the comprehensive planning and implementation of employee welfare programs, continuously advancing employee care through a systematic welfare system and diverse activities to foster physical and mental health, strengthen organizational cohesion, and maintain harmonious labor-management relations.

We provide a comprehensive range of welfare programs, including:

1. Statutory protection: Social insurance, labor insurance, pension contributions, and parental leave in accordance with applicable laws.
2. Health promotion: Periodic health examinations exceeding regulatory requirements, Employee Assistance Programs (EAP), and mental health counseling.
3. Life support: Employee cafeterias, commuting shuttle services, festival bonuses and gifts, and other flexible welfare programs.

These programs foster a friendly workplace, enhance employee well-being, and improve job satisfaction and productivity, fulfilling the Company's vision of becoming a "happy enterprise."

● Employee Benefits

	Festival Vouchers and Gifts	Vouchers and gifts are distributed based on the annual budget, and include Labor Day gift vouchers, Chinese New Year gift vouchers, Dragon Boat Festival gift vouchers or rice dumplings, Moon Festival gift vouchers or mooncakes, and birthday gift vouchers.
	Employee Activities	1. Sports activities: Fitness, table tennis, billiards, Chinese chess, badminton, basketball games 2. Charitable activities: Liver Disease Prevention & Treatment Research Foundation activities, Orphan Welfare Foundation activities, and scholarship/guardian angel projects. 3. Activities encouraging communication and exchange: Work-commencement party after Chinese New Year, year-end banquet lucky prize draw activity, outdoor barbecue, and parent-child games/activities 4. Senior Employee Health Check Program 5. Employee Family Day Activities/Group Year-End Banquet Activities
	Employee Assistance Programs	Employee retirement plan, emergency assistance and condolences plan, and employee travel allowances
	Group Insurance	1. Term Life Insurance 2. Accidental injury insurance rider 3. Group health insurance with medical benefits 4. Cancer medical insurance 5. Accidental injury medical insurance rider
	Incentive Measures for Having and Raising Children	For permanent employees who have worked at Chicony for at least 1 year, we offer a financial incentive. This incentive program was launched in 2013; to date, Chicony has received a total of 151 applications and distributed a total amount of NT\$10,702,000. 1. First child: NT\$66,000 2. Second child: NT\$88,000 3. Third child: NT\$128,000 4. The fourth child (and every child after the fourth): NT\$168,000.
	Seniors Employment/ Training and Planning for Retirees	In response to the government's policy direction under the "Middle-aged and Elderly Employment Promotion Act," we actively promote workforce participation among middle-aged and senior employees, encourage intergenerational collaboration and the transfer of workplace experience, and are committed to creating a friendly working environment for middle-aged and elderly employees. Chicony has established a retention mechanism that enables employees approaching retirement age to continue extending their years of service, with applications officially open since February 2021. As of 2025, a total of 24 employees were eligible to apply for the program, and Chicony is expected to provide subsidies totaling NT\$6,192,000.

Note: This table consolidates benefits from various bases around the world

Retirement Systems

All regular employees of Chicony are covered by comprehensive insurance and retirement plans in accordance with local labor laws and social security systems at each operating base, achieving 100% employee coverage.

1.Taiwan Operations

Chicony has established its "Employee Retirement Guidelines" in accordance with the "Labor Standards Act" and "Labor Pension Act." Employees who elected to remain under the old pension scheme before July 1, 2005 are covered by a Defined Benefit Plan. All other employees are covered



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
-----------------------	--------------------------	---------------------------------	---------------------------	----------------------------------	------------

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

by the new Defined Contribution Plan, under which Chicony contributes 6% of each employee's monthly salary to the individual pension account administered by the Bureau of Labor Insurance, Ministry of Labor. Employees may also voluntarily contribute an additional 0-6% based on personal preference. Regarding the old defined benefit plan, please refer to our Annual Shareholder Meeting Report, Section 5.5, Labor-Management Relations.

2. China Operations

In accordance with the Social Insurance Law of the People's Republic of China, Chicony participates in the basic pension insurance plan and pays employees' basic pension insurance premiums based on locally prescribed contribution bases and rates. The plan operates under a combined model of social pooling fund and individual accounts.

3. Thailand Operations

In accordance with the Social Security Act B.E. 2533 and Labour Protection Act B.E. 2541, Chicony participates in the social security fund and makes statutory social insurance contributions for employees, while ensuring retirement benefits comply with severance pay provisions.

Our pension policy reflects our commitment to providing long-term protection for employees at every stage of their careers. All employees, including the President and managers at all levels, are subject to the same retirement benefit standards, with no additional severance packages or special retirement benefit programs — demonstrating our consistent and equitable talent management principles.

Chicony Electronics is committed to building a competitive, fair, and transparent remuneration and benefits system that enhances employee well-being and sense of belonging, maintains healthy labor-management relations, and creates sustainable value for Chicony and our stakeholders. Our employee satisfaction surveys and forum sessions in 2025 also focused on optimizing compensation and benefits strategies, continuously creating an inclusive work environment and employee development opportunities, and practicing our people-oriented philosophy of sustainable management.



Chicony Group Family Day: Integrating Employee Care with Corporate Social Responsibility

Chicony Electronics organizes an annual Family Day event to strengthen organizational cohesion and enable employees and their families to personally experience the Company's culture and care for its people.

The 2025 Family Day, themed "Chicony Family Day," incorporated charitable elements. We invited students with disabilities from the "Happiness Foundation" to perform the opening ceremony, featuring a Taiwanese taiko drum performance that symbolically connected the joy of a family gathering with social inclusion — reflecting the Company's core values of caring for employees while actively supporting the inclusion of disadvantaged groups.



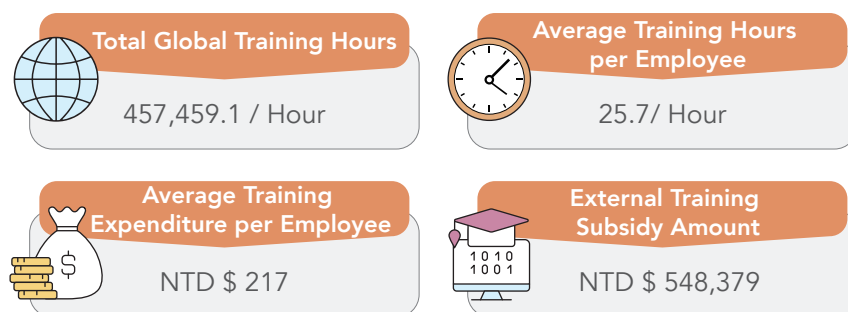
The venue featured social philanthropy booths, including interactive stray-animal adoption activities, eco-friendly reuse DIY workshops, and charity thank-you card creation, enabling employees and their families to enjoy the festivities while contributing to social causes — a concrete practice of Corporate Social Responsibility. The family interaction area also included technology-based games, animal exploration activities, and diverse challenge experiences, offering richer and more engaging participation for attendees of all ages compared with previous years.

As a key component of the Company's employee care program, Family Day was designed to address the needs of employees, families, and society simultaneously, strengthening employees' sense of belonging and organizational identity while demonstrating the Company's emphasis on quality of life. We believe strong employee relations and active social engagement are mutually reinforcing. Integrating family-oriented culture with social inclusion values is an important foundation for our people-oriented sustainable development philosophy, and a key pillar of the Company's talent attraction and retention strategy.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

4.3 Talent Cultivation and Development

● Key Training Indicators



● Taipei University of Technology Industry - Academia Collaboration Training Program - Interns' Study Plan

Freshman	Study at Taipei Tech Complete skills training and obtain certification through the Workforce Development Agency of the Ministry of Labor
Sophomore	Work placements at companies during the day (compulsory) Night and weekend classes at Taipei Tech
Junior	Work placements at companies during the day (compulsory) Night and weekend classes at Taipei Tech
Senior	Work placements at companies during the day (compulsory) Night and weekend classes at Taipei Tech

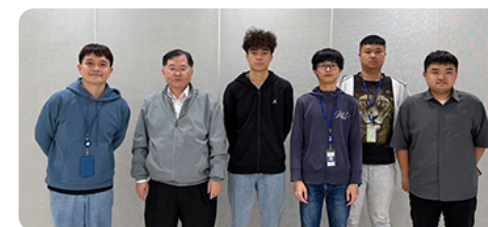
Note: As of 2025, the cumulative number of interns totals 32 person-times.

4.3.1 Campus Engagement - Industry-Academia Collaboration and Campus Recruitment

To cultivate high-potential talent, Chicony Electronics actively promotes industry-academia collaboration through its "Industry-Academia Training Program" in partnership with the Department of Electronic Engineering at National Taipei University of Technology. Chicony regularly conducts campus recruitment to select outstanding interns and provides them with challenging job assignments, aiming to enable interns to deepen their professional technical capabilities during the internship period. Interns are also given the opportunity to learn the professional skills and knowledge of full-time R&D personnel, gain a comprehensive understanding of Chicony's corporate culture and working environment, and thereby serve as a talent pipeline for future potential employees.

The Taipei University of Technology Industry-Academia Collaboration Training Program has been jointly carried out by the Workforce Development Agency of the Ministry of Labor, technical universities/colleges, and cooperative enterprises. It integrates diverse learning modes, including academic education (from freshman to senior year), skills training and certification by the Ministry of Labor (freshman), and corporate internships (sophomore to senior year, spanning three years). The program ensures that interns build a solid academic foundation while applying and enhancing their professional skills in a real-world corporate environment.

In addition, Chicony Electronics participates in key college/university campus job fairs every March. Beyond actively recruiting high-potential talent, these events provide opportunities for direct engagement with students, allowing us to answer questions, bridge the gap between academia and industry, assist students in planning their future careers, and help them gain deeper insights into the responsibilities and growth potential of roles within the industry.



Personnel from the Department of Electronic Engineering at Taipei University of Technology visit interns at Chicony

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

4.3.2 Diverse Training Programs

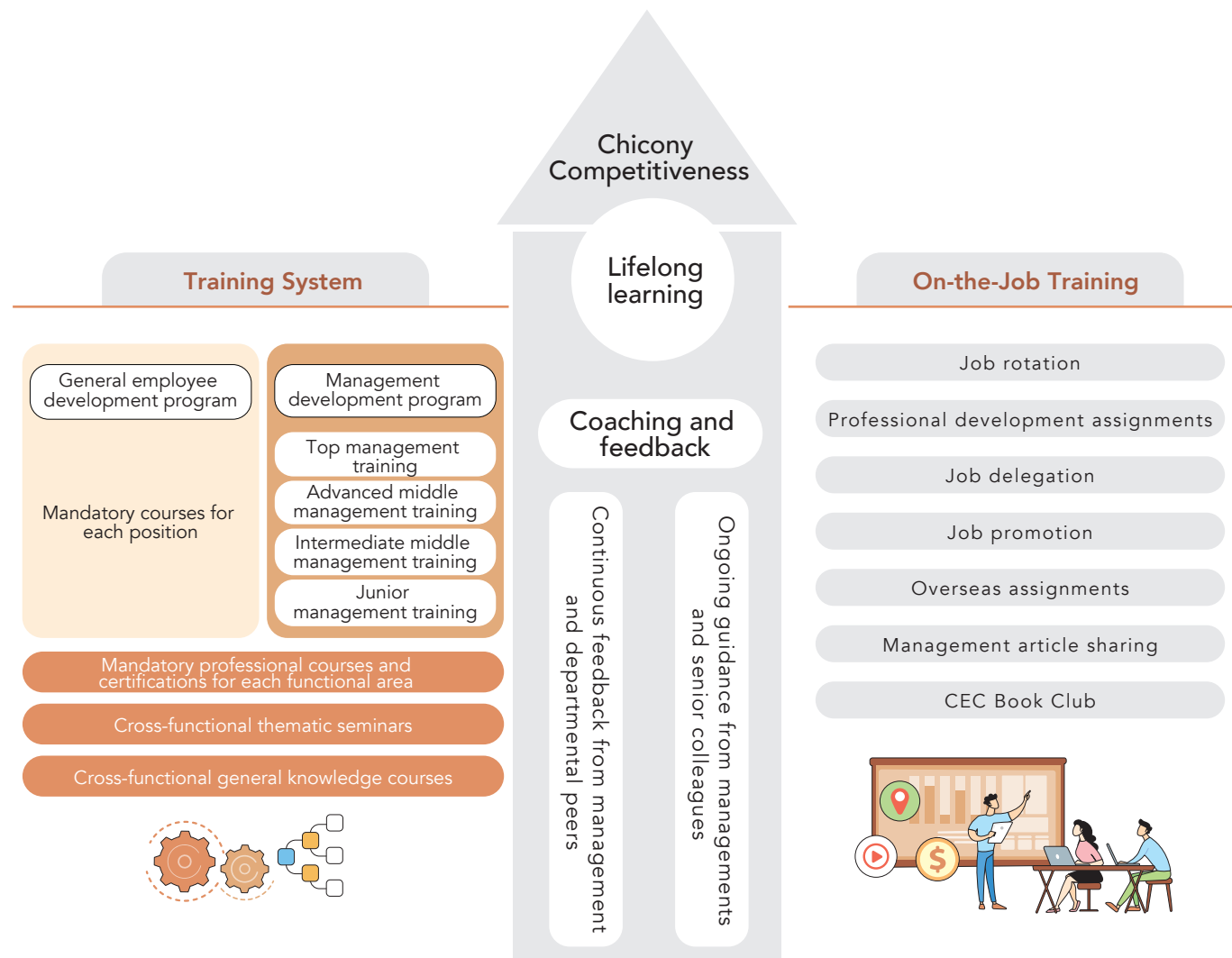
Chicony regards talent development as a core driver of growth and has established the “Education and Training Management Procedure.” Through the “Chicony Competency Academy,” it has developed a structured learning framework that integrates both theoretical knowledge and practical application.

Comprehensive Training System and Mechanisms

We adopt “lifelong learning” as our core principle and have developed diversified learning pathways and on-the-job training (OJT) mechanisms.

- 1. Training dimensions:** The program covers onboarding programs, competency roadmaps, management training, and cross-functional thematic seminars.
- 2. On-the-job practice:** We integrate job rotation, project-based assignments, overseas assignments, and knowledge sharing through the “CEC Book Club.”
- 3. External learning enablement:** In accordance with the “Overseas Assignment Training Management Procedure” and the “In-Service Continuing Education Management Procedure,” the Company provides subsidies for employees to attend external training programs. In 2025, employees completed a total of 13,224.75 hours of external training, with subsidies amounting to NT\$548,379.

● Chicony Electronics Training System



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

Tiered and Graded Competency Learning Roadmap

Based on employees' career development stages, Chicony has defined core development focus areas for five key organizational levels. Clear learning and development pathways are designed according to different functions and job grades, ensuring that employees at every stage of their careers are precisely empowered with the comprehensive capabilities needed to address future challenges.



Blueprint for ESG Sustainable Learning

To advance the "Chicony Green Octagon," Chicony began fully implementing mandatory ESG training pathways for R&D and non-R&D personnel in 2025.

Three-Stage Sustainability Empowerment

General employees	Embedding sustainability DNA	R&D personnel	Focus on sustainability trends and regulatory requirements, and integrate green design practices into core competencies to build awareness of carbon reduction at the product development stage.
		Non-R&D personnel	Emphasize understanding of general regulations and the adoption of sustainability practices, strengthening organization-wide awareness of human rights policies and environmental, health, and safety.
Management-level and above	Strengthening management practices	R&D personnel	Align with global sustainability trends, deepen low-carbon R&D strategies, and lead the implementation of green product development within their departments.
		Non-R&D personnel	Focus on global sustainability trends and practical carbon reduction applications, enhancing capabilities in climate risk assessment and departmental sustainability action planning.
Senior managers and above	Leading strategic decision-making		Focus on global sustainability strategy development and monitoring of decarbonization trends, shaping the Company's vision for sustainable transformation.

Outcome: ESG-related training totaled 760 participant-sessions in 2025, with a cumulative duration of 1,417 hours.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

Succession Planning

The Company has established a rigorous succession planning mechanism, integrating data analytics with Individual Development Plans (IDP) to ensure stable leadership continuity and strengthen organizational resilience.

1. Accurate identification and model development

We utilize data analytics to develop competency models for accurate assessment of high-potential talent. Based on assessment outcomes, we design tailored Individual Development Plans to achieve dual empowerment in both professional skills and leadership capabilities.

2. Dynamic evaluation and continuous development

We conduct regular competency assessments and performance tracking, with development pathways dynamically adjusted to ensure continuous growth of future management talent. This approach supports both corporate sustainability and employee career development in a mutually beneficial manner.

3. Implementation performance and outcomes

2024 training results: A total of 229 participants engaged in competency development programs, accumulating 1,156 training hours.

2025 progress: The participation rate in the succession planning program increased significantly to 62.17%.

Learning incentive culture

To recognize employees' commitment to self-development, we have established the "Diligent Learning Award" to honor outstanding employees with the highest annual training hours. In 2025, a total of eight employees received this recognition, demonstrating our strong emphasis on professional growth and career development.



2025 Annual Chicony Electronics "Diligent Learning Award" Award Recipient with President Lu

Average Employee Training Hours

		Taiwan				China				Thailand				Other				Average	
		2024		2025		2024		2025		2024		2025		2024		2025		2024	2025
Management Position	Director-level and above	9.4	3.7	4.1	4.0	0.9	0.0	-	-	0.0	-	-	-	0.7	-	0.0	0.0	5.8	4.0
	Management-level and above	15.1	10.4	10.8	10.9	2.6	7.3	50.3	54.0	0.5	0.8	0.0	-	3.5	1.8	0.0	0.0	9.6	19.6
General position	Indirect personnel	5.7	5.1	6.2	7.8	38.5	48.1	40.6	42.8	4.8	4.7	10.9	15.3	0.9	10.7	5.2	6.4	29.7	28.8
	Direct personnel	-	-	-	-	48.4	34.0	36.8	31.1	5.8	5.6	12.5	10.1	167	6.2	22.0	16.0	32.0	25.4
Average training hours (hours)		8.2		7.7		40.1		35.0		5.5		11.0		9.9		8.1		31.0	25.7



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	



Digital Transformation Driving Talent Development - Launch of New Training Platform

To enhance talent competitiveness and advance digital transformation, Chicony Electronics officially launched a new digital training platform on November 17, 2025. By introducing a digital learning system, we aim to establish a data-driven training model, ensuring that organizational knowledge can be delivered more precisely and efficiently to every employee. This initiative also represents an important milestone in implementing sustainable operations and building a self-directed learning organization.

Implementation Outcomes and Impact

The platform was first launched at the HQ and demonstrated strong adoption within a short period of time. From its launch to the end of 2025, cumulative usage reached 2,605 user sessions. Through the digital platform, employees are able to access professional knowledge without time and location constraints, significantly improving learning flexibility and accessibility, and effectively strengthening the Company's talent capability pipeline.

The Company plans to extend the platform from the HQ to global manufacturing sites in 2026.

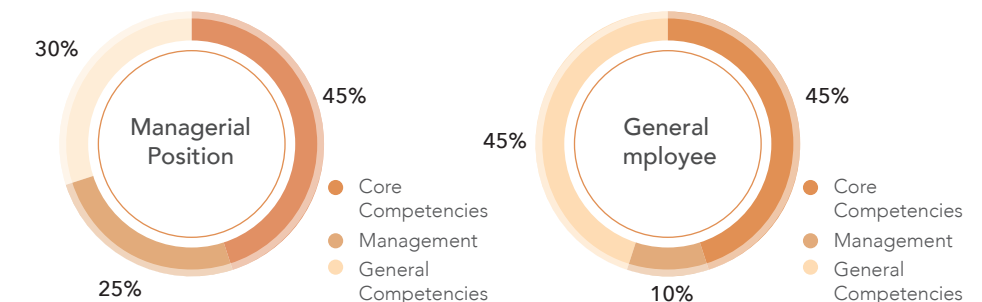
1. Management standardization: Ensure that competency training across all sites is conducted through a unified digital platform, achieving consistency and standardization in training quality.
2. Data-driven learning: Systematically track employee competency development and integrate it into "talent development big data" to serve as a scientific basis for building talent pipelines.
3. Organizational agility: Through real-time online course updates, reduce the time lag in delivering critical technologies and policies to frontline units, thereby building a highly adaptive and agile organization.

4.3.3 Work Performance Appraisal System

Chicony Electronics upholds a "Performance-driven and Competency-based" talent management philosophy, establishing a comprehensive performance evaluation and development system. We are committed to providing employees with fair promotion opportunities and clear career development pathways. Our performance management system adheres to the core principles of objectivity, transparency, and developmental focus, ensuring the fairness and effectiveness of the evaluation process. Through structured performance discussions, our management regularly evaluates and provides feedback on employees' actual work outcomes. This process not only acknowledges outstanding performance but also assists employees in clarifying their development direction and supports systematic career planning for high-potential talent.. This process not only acknowledges outstanding performance but also assists employees in clarifying their development direction, facilitating systematic career planning and development for high-potential talent.

Our performance evaluation system is designed with differentiated approaches based on employees' years of service, job level, and competency category. Evaluation criteria cover common core competencies, managerial competencies, professional competencies, and general competencies. Different weighting allocations are assigned according to job roles to ensure that evaluation results accurately reflect the actual performance and capability requirements of each position.

Performance Evaluation Percentage





0 SUSTAINABLE CHICONY 1 TRANSPARENT GOVERNANCE 2 SMART AND GREEN MANUFACTURING 3 VALUE CHAIN INTEGRATION 4 SUSTAINABLE TALENT DEVELOPMENT 5 APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

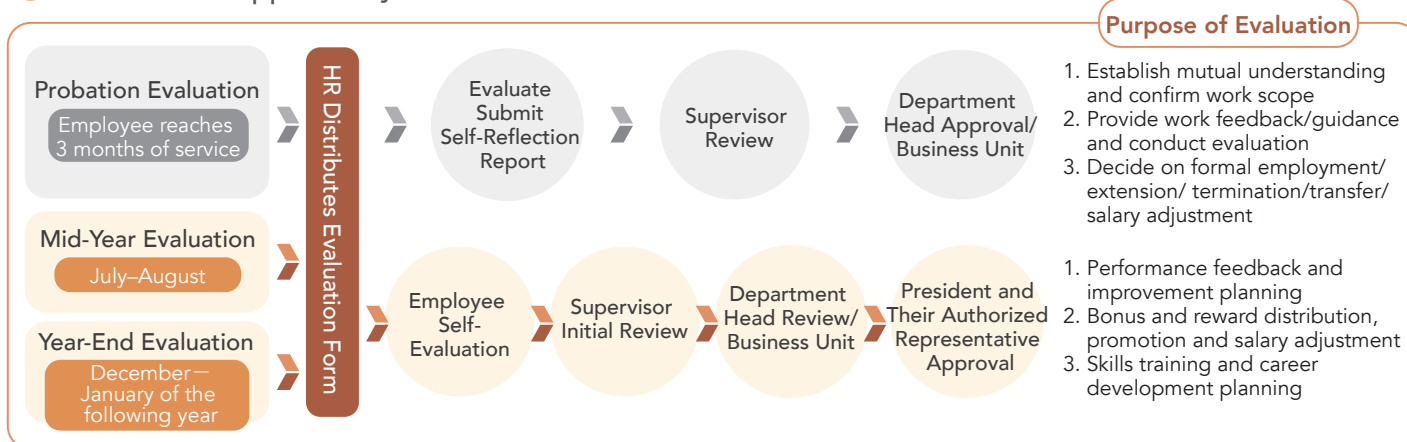
Our performance evaluation results comprehensively reflect employees' performance and capability development, and serve as key references for salary adjustments, performance bonus allocation, job transfers, training and development plans, and work improvement initiatives, thereby establishing a clear link between performance and rewards. We conduct each performance review using a two-way communication model, encouraging supervisors and employees to engage in open dialogue and feedback.

In terms of sustainability integration, Chicony has formally incorporated ESG key performance indicators (KPIs) into the performance evaluation framework for all employees since 2022. By embedding specific environmental, social, and governance objectives into individual performance assessments, employees are encouraged to integrate sustainability thinking into their daily work decisions and practices. This approach ensures that ESG is not only a corporate-level strategic direction, but also a set of actionable and measurable guidelines for every employee. The mechanism effectively strengthens employees' sense of responsibility toward sustainability issues and promotes both top-down implementation and bottom-up advancement of the Company's sustainability goals.

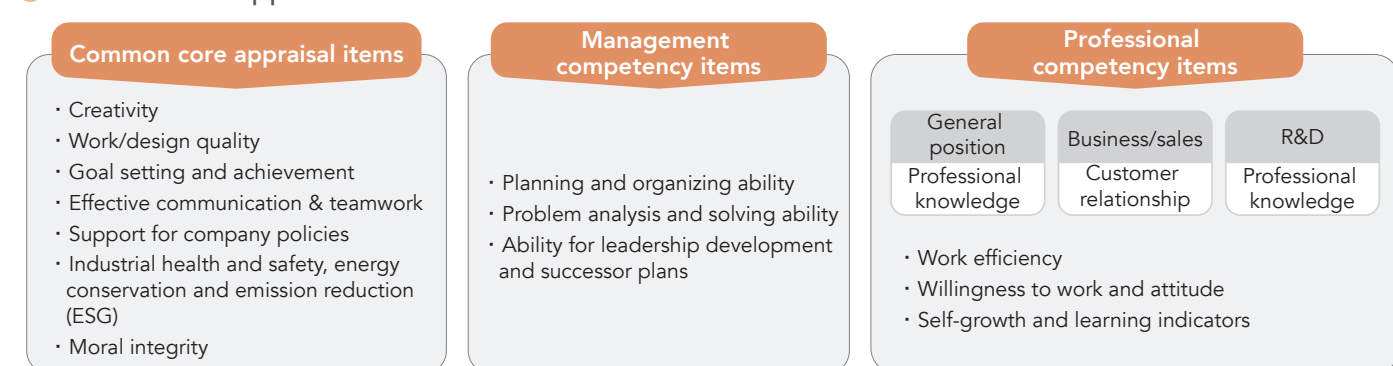
Regarding system implementation, we achieved a 100% completion rate for formal employee

performance evaluations in 2025, ensuring full coverage of the performance management system. We have fully adopted an electronic performance evaluation platform for conducting performance assessments, which not only enhances management efficiency and optimizes human resource allocation, but also delivers paperless operations with tangible carbon reduction benefits. This demonstrates the effective integration of digital transformation in talent management with environmental sustainability objectives, reflecting our consistent commitment to governance effectiveness and environmental responsibility.

Performance Appraisal System



Performance Appraisal Items



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

4.4 Employee Communication

Chicony Electronics upholds a communication culture of "openness, transparency, and responsiveness," and has established comprehensive employee communication and grievance mechanisms. We believe smooth, effective communication is a core foundation for sustainable talent management and organizational health. We are committed to establishing diversified, effective communication and consultation platforms across all global operating sites in accordance with local regulatory requirements, and where necessary, exceeding regulatory standards based on operational needs — ensuring every employee's voice is fully expressed and meaningfully addressed.

Chicony fully respects employees' rights to freedom of association and collective bargaining. These rights are explicitly protected as core employee rights under our "Human Rights Policy," reflecting our active implementation of the UN Guiding Principles on Business and Human Rights (UNGPs) and the Responsible Business Alliance (RBA) Code of Conduct. We adopt a "localized implementation with equivalent protection" approach, establishing legally compliant communication mechanisms tailored to the legal environments and cultural characteristics of each location while ensuring equivalent employee protection. The four manufacturing sites in China have established grassroots labor unions in accordance with local regulations, demonstrating full legal compliance. Taiwan HQ and CET have established statutory alternative communication mechanisms, ensuring collective bargaining rights are not diminished in the absence of labor unions through balanced employee representation. At CEZ, consultation is implemented through the Human Resources function and government-regulated wage frameworks.

● Overview of Labor Union Operations at Each Site

Factory	Taiwan	CME2	MR	CME3	CEM5	CET	Chicony Electronics CEZ s.r.o.
Total number of employees	HQ has not established a labor union; however, labor-management meetings are convened with five management and five labor representatives.	574	1,530	6,830	2,131	No labor union established; however, Employee Welfare Committee meetings are regularly convened for employee communication.	The Czech plant has not established a labor union; employees pursue salary adjustments through HR or the Czech government.
Representative of the Committee or Union Chairperson		Union Chairperson: 1 person Chief Auditor: 1 person	15	11	Union Chairperson: 1 person		
Contact person for labor union in factories		Union Chairperson: 1 person	Union Chairperson: 1 person	Union Chairperson: 1 person	Union Chairperson: 1 person		

● Communication Channels

Daily Communication and Information Delivery

- Employee suggestion mailbox:** Provides a channel for employees to submit feedback and complaints, with responses consolidated and handled by relevant departments.
- Email notifications:** Regularly communicate important Group announcements and messages from senior management.
- Bulletin boards:** Timely disclosure of labor policies, occupational health and safety information, and corporate activity updates.



Two-Way Dialogue and Labor-Management Communication

- Employee forums:** Organized by the Administration Department with relevant departments, providing a formal platform for two-way communication between employees and senior management.
- Labor union and labor-management meetings:** Convened quarterly, allowing management and employee representatives to exchange views and discuss labor-related matters.



Grievance and Rights Protection

- "Chicony Mailbox" (formerly the CEO's Mailbox):** Independently managed by the Audit Office, responsible for receiving, investigating, and reviewing cases to ensure objectivity and independence.
- Procedures for prevention of illegal infringement during duty execution:** Managed by HR to safeguard employees' rights against unlawful workplace infringement.
- Workplace sexual harassment prevention, complaint, and disciplinary regulations:** Managed by HR, responsible for complaint handling and investigation to ensure effective implementation.




0 SUSTAINABLE CHICONY
1 TRANSPARENT GOVERNANCE
2 SMART AND GREEN MANUFACTURING
3 VALUE CHAIN INTEGRATION
4 SUSTAINABLE TALENT DEVELOPMENT
5 APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

In accordance with international human rights standards and local legal requirements, we respect employees' rights to freedom of association and collective bargaining. At present, formal "collective agreements" have not been widely established across our global operations. Nevertheless, the Company substantively safeguards employees' collective bargaining rights by providing favorable working conditions to 100% of employees and ensuring that employee rights are not compromised by the absence of formal collective agreements through the following three key approaches.

1. Compensation and benefits policies exceed regulatory requirements

The compensation levels and employee welfare programs at all Chicony locations exceed local statutory minimum standards. Examples include special annual leave entitlement for new employees in Taiwan from the date of hire, childbirth incentives, and Employee Assistance Programs (EAP). These commitments are explicitly stipulated in Article 4, "Working Environment and Conditions," of the our "Human Rights Policy" and apply equally to all employees.

2. Diversified formal communication channels

Although formal collective agreements are not in place, the Company has established a substantive labor-management dialogue platform through statutory mechanisms such as labor-management meetings in Taiwan, grassroots labor unions in China, and Welfare Committees in Thailand. Together, these mechanisms form a collective communication network covering more than 97% of global employees. The Company utilizes this network to ensure that any significant changes to labor conditions are subject to sufficient labor-management communication and consultation.

3. Comprehensive grievance and feedback protection mechanisms

Chicony has established a three-tier employee feedback system consisting of a Chicony Mailbox (CEO@chicony.com), employee suggestion mailboxes, and annual employee satisfaction surveys. Through these complementary channels, all employees are able to safely and effectively express opinions and concerns through the method most suitable for them. The Company is committed to protecting employees who raise concerns and responding proactively to their feedback.



2025 MR Relocation Incident

In October 2025, MR relocated its plant in response to the company's overall operational planning, and some employees requested further clarification regarding the related subsidy program and benefit arrangements. The relevant employees spontaneously gathered in the plant reception hall. Labor union representatives and labor-side representatives met directly, face-to-face, with company management representatives to discuss specific matters, including standards for relocation subsidies, the contents of the benefit plan, and the timeline for subsequent operations, and they reached a consensus. The employees then immediately returned to their posts and resumed operations.

This incident demonstrated the actual operational effectiveness of the Chicony labor union collective bargaining mechanism. On a foundation of mutual trust, both parties used formal communication channels to respond promptly to employee requests and effectively fulfilled their labor-management consultation responsibilities in the face of significant operational changes.

Employee Satisfaction Survey and Improvement Measures

Listening to employees' authentic voices is a core driving force behind Chicony Electronics' continuous optimization of talent management. In April 2025, the Company's ESG Sustainability Office completed the "2024 Employee Opinion Survey," representing the Company's first comprehensive employee satisfaction survey. The survey established important base-year data, providing a systematic foundation for the future optimization of talent management policies.

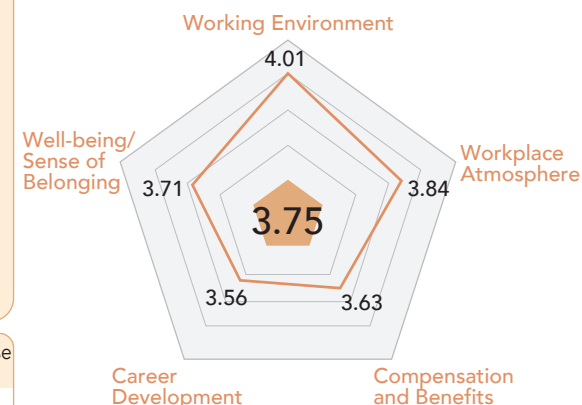
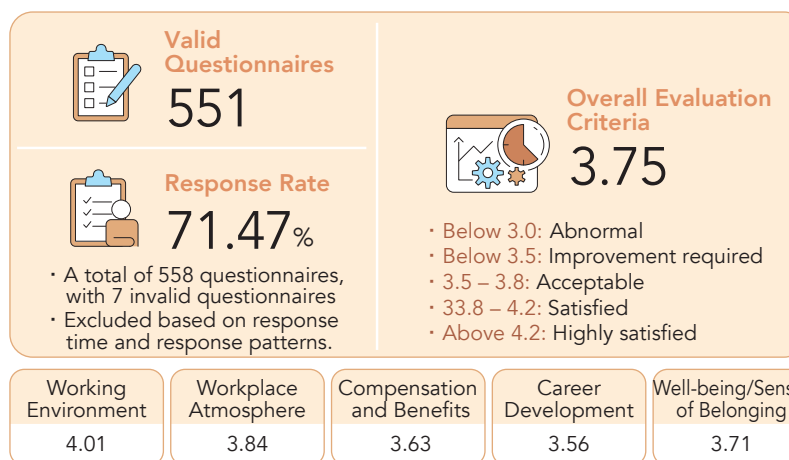
0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

The survey covered all employees at the Taipei HQ (100% coverage rate), with a questionnaire response rate of 71.47%. The survey covered the period from January 1 through December 31, 2024, and focused on in-depth quantitative assessments across five key dimensions: compensation and benefits, working environment, career development, workplace atmosphere, and employee well-being/sense of belonging. Based on the survey findings, we formulated specific improvement plans, demonstrating a complete employee communication loop of "Listen → Act → Feedback."

As the Company's first comprehensive employee satisfaction survey, the base-year data established in 2025 will serve as an important benchmark for tracking future improvement progress. We plan to conduct another employee satisfaction survey in 2026. In addition to the existing questionnaire framework, we will introduce in-depth employee interview mechanisms through one-on-one and group interviews to gain deeper insights into employees' authentic perspectives and actual needs. This approach is intended to enhance the depth and qualitative value of survey findings, ensuring that every employee's voice is genuinely heard, valued, and translated into concrete policy improvement actions.

Employee Satisfaction Survey and Improvement Initiatives

Survey Dimensions	Key Improvement Directions	Improvement Measures Implemented in 2025
Working Environment	Continue maintaining a friendly workplace atmosphere and enhance office facilities and environmental quality	Continued investment in workplace environment optimization; health promotion programs (98% participation rate in health examinations)
Workplace Atmosphere	Deepen cross-department collaboration culture and strengthen leadership development for supervisors	Introduction of the Employee Assistance Program (EAP) with psychological counseling services; Family Day activities to strengthen organizational cohesion; flexible working hours system
Well-being/Sense of Belonging	Enhance employees' identification with the Company's sustainability mission and deepen corporate culture alignment	Family Day activities (public welfare drumming performance by the Happiness Foundation); charity activities such as stray animal interaction programs
Compensation and Benefits	Improve compensation competitiveness and strengthen accessibility and diversity of employee benefits	New employees entitled to three days of special leave upon onboarding (exceeding Labor Standards Act requirements); establishment of salary adjustment evaluation mechanisms for academic advancement/professional certifications; implementation of a new compensatory leave reporting mechanism for overseas business trip overtime
Career Development	Establish clear career pathways and learning roadmaps	Introduction of a new training platform and addition of sustainability- and AI-related courses
Overall Satisfaction	Comprehensively enhance employee well-being; target overall satisfaction score of ≥ 4.0 in 2026	Simultaneous implementation of improvement measures across the five dimensions above





0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

4.5 Workplace Safety and Health

Occupational health and safety management has been incorporated into the Chicony overall risk management framework and sustainability governance agenda. Through systematic management mechanisms, performance oversight, and regular reporting processes, we ensures that safety governance objectives are aligned with corporate operating strategies, while continuously enhancing operational resilience and organizational risk tolerance.

In accordance with the approved “Environmental Health and Safety Policy,” the Chicony has established a comprehensive occupational health and safety management system. Through quantitative indicators and data analysis mechanisms, we regularly review risk trends and improvement performance across all operating sites. This approach ensures that safety management extends beyond regulatory compliance and serves as a key foundation for enhancing corporate governance quality and competitiveness.

4.5.1 Occupational Safety and Health Management System

Chicony has established an occupational health and safety management system in accordance with international standards and has set up dedicated units and professional personnel at our HQ and manufacturing sites to oversee system planning, implementation, and supervision. All operating sites have obtained ISO 45001, CNS 45001, and GB/T 45001 certifications, ensuring alignment with international standards and compliance with local regulatory requirements.

Through regular reporting mechanisms, we monitor the following key management areas:

1. Major occupational injury incidents and potential high-risk events
2. Trends in Frequency Rate (FR) and Severity Rate (SR) of disabling injuries
3. Changes in lost workdays and absenteeism rates
4. Progress of major corrective and improvement measures

The management system adopts a risk-oriented cyclical management approach to ensure that:

1. Both physical and psychological health risks associated with operational activities are identified and controlled

2. Organizational changes, process adjustments, equipment implementation, and workforce expansion are all subject to occupational health and safety risk assessment procedures.
3. Contractors and suppliers are incorporated into consistent management standards.
4. Safety performance forms a positive cycle with operational efficiency and cost control.

In 2025, Chicony recorded no fatalities resulting from occupational injuries and no cases of occupational disease. These results demonstrate the effective operation of the management system and governance oversight mechanisms. We will continue to uphold “zero occupational accidents” as our long-term vision while strengthening preventive management and data-driven safety management capabilities.

Safety Culture Enhancement

Chicony believes that a mature occupational health and safety management system relies not only on institutional frameworks and performance indicators, but also on the internalization of safety culture, ensuring that safety becomes a daily behavioral norm and a priority in decision-making. All levels of management have identified “strengthening safety culture” as a medium- to long-term governance priority, requiring all operating sites to evolve from mere compliance with regulations toward proactive self-management and prevention-oriented thinking.

In 2025, the Company’s operating sites strengthened the depth and breadth of safety awareness through collaboration with regulatory authorities and internal initiatives, including:

1. The CET participated in the “Working Together to Build a Workplace Safety Culture” event organized by the competent authority, enhancing cross-enterprise exchange and best practice learning.
2. The CEM3 organized a “Firefighting Sports Day,” integrating competitions with practical drills to improve employees’ familiarity with and engagement in fire emergency response skills.
3. The CEM2 was awarded the honors of “Comprehensive Civilized Executor” and “Fire Safety Ambassador,” reflecting external recognition of its efforts in promoting safety culture and fire safety management.

0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

We believe that external recognition is not an end point, but rather a phased indicator of organizational cultural maturity. A true transformation of safety culture is reflected in three dimensions:

1. From passive compliance to proactive prevention: Employees are encouraged to actively report potential risks and unsafe behaviors.
2. From system-driven to value-driven behavior: Safety becomes a primary principle in decision-making rather than a post-incident corrective measure.
3. From individual responsibility to collective ownership: Through the safety officer system and monthly meeting mechanisms, cross-level risk awareness and consensus are established.

Chicony believes that the maturity of safety culture is closely linked to corporate sustainable competitiveness. When an organization is able to effectively reduce incident volatility, lower lost-time injury rates, and strengthen forward-looking risk management capabilities, it simultaneously enhances operational stability and stakeholder trust. Going forward, we will continue to deepen our safety culture governance foundation through cross-regional experience sharing, replication of best practices, and data-driven tracking of cultural indicators.

Statistics and Improvement of Occupational Injuries and Accidents

In 2025, the statistical scope was expanded to encompass all global production and operations sites (including Japan, the United States, and the Czech Republic) to enhance disclosure transparency and management integrity. There were a total of 33 workplace injury incidents, an increase from 21 cases in 2024. They were primarily concentrated in:

1. Being pressed/smashed
2. Being pricked/gashed/scratched
3. Being caught/drawn in

In 2025, there were no cases of occupational disease, and there were no deaths attributable to occupational disease.

CET 1 "Working Together to Build a Workplace Safety Culture" Certificate

CET 2 "Working Together to Build a Workplace Safety Culture" Certificate

CEM3 "Firefighting Sports Day" Event Report

CEM3 "Firefighting Sports Day" Event Report

CEM2 "Comprehensive Civilized Executor" Certificate

CEM2 "Fire Safety Ambassador" Certificate

Regional Analysis of Occupational Injuries

The distribution of occupational injury incidents in 2025 exhibited regional variation, reflecting how differences in each site's operational scale, production-line configuration, and workforce composition affected risk density. We monitored regional data and reviewed trends in incident counts, disabling injury frequency rate (FR), and severity rate (SR) to ensure that risk fluctuations remained within manageable bounds.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

1. China

In 2025, the number of incidents at the Company's China sites increased slightly by two cases compared to 2024. Overall, the frequency rate (FR) showed a moderate upward trend, while the severity rate (SR) remained stable, indicating that there was no structural change in the severity of incidents. The management team has strengthened on-site inspections and standardized operational procedures for high-risk activities, and continues to monitor the completion rate of corrective and improvement actions.

2. Thailand

Due to capacity expansion driven by customer demand, the CET experienced an increased proportion of new equipment installations and newly hired personnel, resulting in a significant rise in the number of incidents and the frequency rate (FR). However, from a risk structure perspective, the disabling severity rate (SR) remained at a low level (SR = 1), indicating that most incidents were minor in nature and no major occupational safety risks have emerged.



CET September Management-Level Safety and Health Education and Training

This type of growth-related risk is characterized as a “transitional risk during capacity expansion.” The key focus is not short-term fluctuations in numerical indicators, but rather whether the organization possesses the capability for rapid corrective action and forward-looking risk mitigation. To address this, the Company has implemented the following measures:

- ✓ Strengthening practical safety training for new employees.
- ✓ Enhancing on-site supervision for high-risk operations.
- ✓ Conducting specialized occupational health and safety training for local management by the HQ Occupational Safety and Health Office in September.
- ✓ Requiring that major risk improvement actions be included in management review.

3. Taiwan and Other Regions

Taiwan and other regions continued to maintain a low level of occupational incidents, with no structural changes observed. This outcome indicates that the existing systems and cultural foundation are mature and stable. However, management continues to emphasize the need to avoid “low-incident complacency,” and to maintain risk awareness through ongoing training and audits.

Overall, regional differences in 2025 were primarily driven by changes in operational scale and workforce composition, rather than any failure of the management system. The Company continues to oversee regional risks based on three key principles:

- ✓ Control the severity of incidents and prevent major occupational accidents.
- ✓ Maintain stability in the frequency rate (FR) and avoid significant fluctuations.
- ✓ Strengthen forward-looking risk management capabilities at growth-stage sites.

Going forward, we will continue to promote cross-regional experience sharing and replication of best practices to reduce gaps in safety performance across sites and achieve a more consistent level of global occupational safety governance maturity.

Analysis of Occupational Injury Statistical Indicators

Company-wide in 2025:

1. Disabling Frequency Rate (FR): 0.90
2. Disabling Severity Rate (SR): 25
3. Total Injury Severity Score: 0.15
4. Fatalities from Occupational Injuries and Occupational Diseases: 0

0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

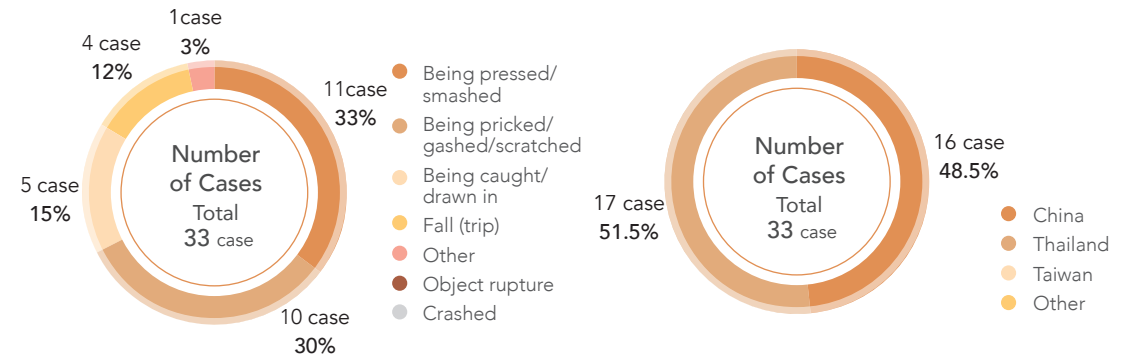
4.5 WORKPLACE SAFETY AND HEALTH

Although the indicators showed a slight increase due to a higher number of incidents, based on the "2024 Yearbook of Labour Inspection Statistics" published by the Ministry of Labor, our overall FR and SR remain significantly below both the electronics manufacturing industry average and the overall industrial average in Taiwan, demonstrating a continued competitive advantage in occupational safety management.

A truly mature occupational health and safety culture is not merely defined by performance "below industry average," but by "continuously reducing volatility and strengthening preventive capabilities." Accordingly, Chicony has incorporated incident density, lost workdays, and high-risk task improvement completion rates into our annual improvement priorities.

Statistics of Occupational Injuries

Occupational Injury Statistics by Type and Region



Note: The data scope covers global production and operational bases; non-employee workers are not counted.

	Taiwan			China			Thailand			Czech Republic		Chicony-wide		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2024	2025	2023	2024	2025
Number of Cases of Occupational Injuries and Accidents	0	0	0	14	15	16	9	6	17	1	0	23	21	33
Lost Days	0	0	0	724.5	776.5	897	2	3	16.3	0	0	726.5	779.5	913.3
Disabling Frequency Rate (FR)	0	0	0	0.49	0.51	0.73	0.95	0.65	1.32	35.13	0	0.58	0.54	0.90
Disabling Severity Rate (SR)	0	0	0	25	26	41	0	0	1	0	0	18	19	25
Total Injury Severity Score	0	0	0	0.11	0.12	0.18	0.014	0.014	0.04	0	0	0.10	0.10	0.15
Absentee Rate (%)	0.58%	0.58%	0.62%	0.49%	0.14%	0.59%	11.51%	1.09%	0.001%	1.99%	0	3.12%	0.15%	0.38%
Occupational Injury/Disease Fatality Rate	0	0	0	0.035	0	0	0	0	0	0	0	0.025	0	0
Number of Occupational Diseases	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational Disease Rate (ODR)	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Note:

1. Lost Day: Loss of work days caused by occupational injuries..

2. Disabling Frequency Rate (FR) = Occupational Injury Cases × 1,000,000 ÷ Total Work Hours.

3. Disabling Severity Rate (SR) = Lost Days × 1,000,000 ÷ Total Work Hours.

4. Total Injury Severity Score = (FR × SR/1000)^(0.5).

5. occupational injury leave, and menstrual leave)

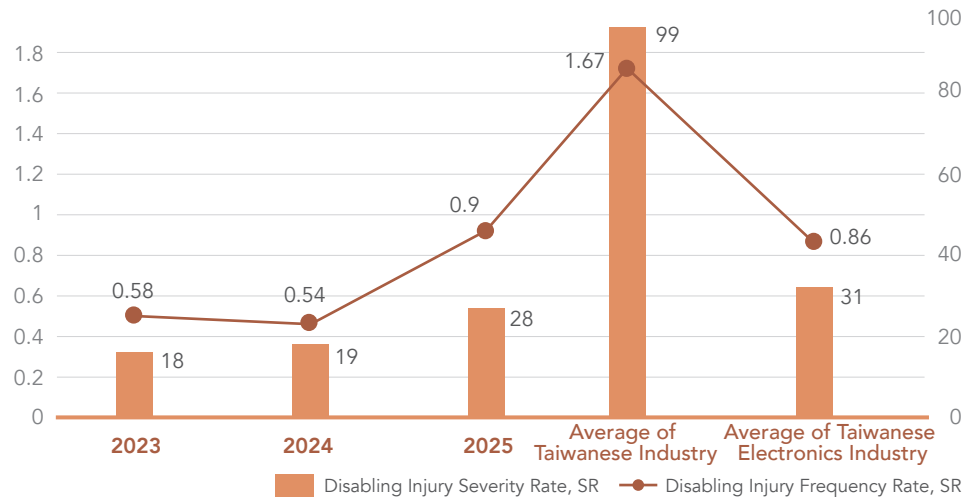
6. Occupational Injury/Disease Fatality Rate = Death Toll from Occupational Injuries/Diseases × 1,000,000 ÷ Total Work Hours.

7. Occupational Disease Rate (ODR) = Total Number of People with Occupational Diseases × 1,000,000 ÷ Total Work Hours.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

Comparison of Chicony's FR and SR with Taiwan's industry averages



Note: Data source: "2024 Labor Inspection Statistics, Table 8-1 P.273 & P.275 Occupational Accident Statistics," Ministry of Labor. Comparison is based on CEC's global bases versus Taiwan's electronics manufacturing industry

4.5.2 Occupational Health and Safety Training

Chicony regards safety education as one of the most effective investments in frontline risk control. Through a systematic training framework, we strengthen organizational risk identification capabilities and frontline prevention capacity.

1. Occupational Injury Prevention Training

Established a system of safety officers and safety personnel through:

- ✓ Monthly safety meetings and experience sharing
- ✓ On-site inspections
- ✓ Immediate correction of identified deficiencies
- ✓ Professional certification training

Enhanced capabilities for risk identification, elimination of latent hazards, and routine protective measures. Our HQ requires each site to prioritize high-risk operations as training

2025 Occupational Health and Safety Training Status

	Training Items	Participating Personnel	Number of Participants	Total Training Man-Hours
Occupational injury prevention training	General environmental health and safety education and training	New employees		
	New employee education and training	New employees		
	Safety staff monthly meeting	Safety Officer		
	On-the-job safety education	All factory personnel		
	Professional personnel training: Including re-training for first-aid providers, forklift operators, supervisors in charge of organic solvent operations, and health and safety operation supervisors	Professional personnel	171,883	173,176
Emergency Response Training	Education for outsourced contractors (concerning suppliers, chemicals, and canteen food)	Contractors		
	Fire drills (including evacuation, fire safety briefing, and review)	All factory personnel	29,927	17,556
Personal safety training	Focused area drill	Key personnel in important areas		
	Fraud prevention, road safety, and water safety training	All factory personnel	137,126	69,013
Total			338,936	259,745

items and to strengthen practical, hands-on training at locations with a higher proportion of new hires.

2. Emergency Response Drills

Annual fire drills for high-priority areas are planned, with incident reporting, investigation, and corrective-action procedures established. Post-exercise reviews and procedural revisions ensure emergency response capabilities align with the Business Continuity Plan. HQ requires that material exercise results be included in the management review report to ensure risk scenarios are substantively verified.



0

SUSTAINABLE CHICONY

1

TRANSPARENT GOVERNANCE

2

SMART AND GREEN MANUFACTURING

3

VALUE CHAIN INTEGRATION

4

SUSTAINABLE TALENT DEVELOPMENT

5

APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

3. Personal Safety Training

We strengthen awareness on topics such as traffic safety, anti-fraud, and drowning prevention. Though not directly related to manufacturing risks, these directly impact employee absenteeism and operational stability, and are therefore part of our hidden risk management framework.

4.5.3 Comprehensive Employee Health Management

Chicony is committed to workplace health care that exceeds regulatory requirements, striving to build a comprehensive support network encompassing "preventive medicine, psychological support, workplace safety, and health promotion." By fostering a health-supportive, employee-friendly environment, Chicony has assigned professional nursing personnel at headquarters and major manufacturing sites, and arranged regular on-site physician consultations to support employees' physical and mental well-being.

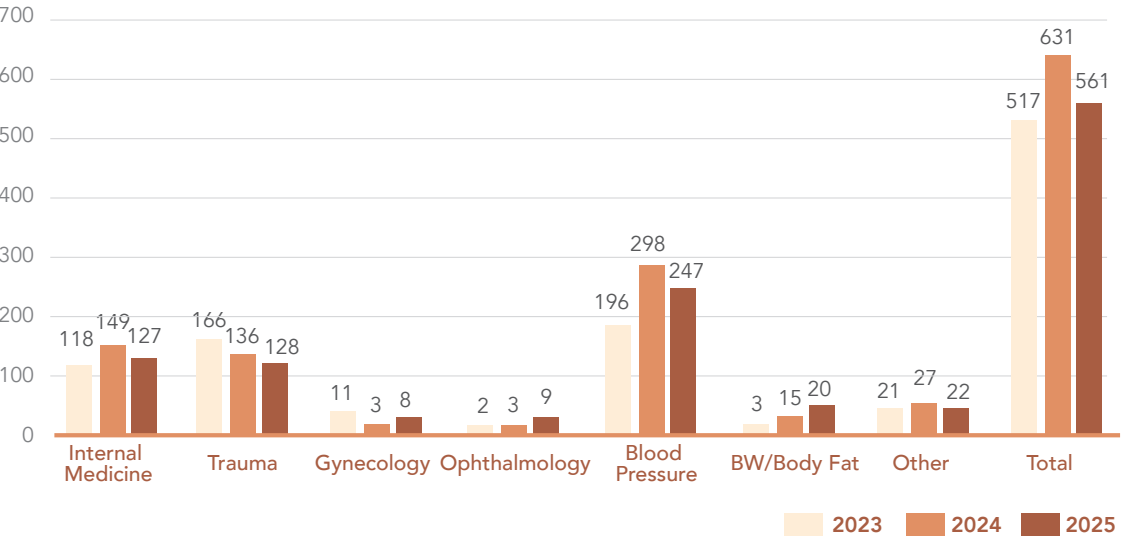
In 2025, we strengthened health care initiatives by fully subsidizing Employee Assistance Programs (EAPs), lowering eligibility thresholds for advanced health examination subsidies for senior employees, and upgrading weight management and health promotion programs. In recognition, Chicony received the "2025 Health Workplace Promotion Self-Assessment Certification" from the Health Promotion Administration, Ministry of Health and Welfare, affirming our commitment to employee-friendly practices and holistic health management.

Systematic Occupational Health and Wellness Monitoring

1. Medical Room Services

Chicony has established medical rooms at our HQ and major manufacturing sites, staffed with professional nursing personnel to provide

2023-2025 Statistics on medical room services



employees with daily health care services, including blood pressure monitoring, wound treatment, and health consultations.

In 2025, the Taipei HQ medical room provided services to a total of 561 employee visits. Blood pressure monitoring was the most frequently utilized service, accounting for 247 visits (44%), reflecting employees' continued attention to cardiovascular health. The Company also strengthens employees' awareness of chronic disease prevention through routine health care support and health education initiatives.

2. On-site Physician Service

We arrange for on-site physicians to provide monthly consultation services at our Taipei Headquarter. In 2025, on-site physicians provided services to a total of 62 employee visits, including health examination report consultations, recommendations for appropriate job placement, and case management for employees identified as having high health risks. In addition, the Company implemented maternal health protection measures, work-related disease prevention, and health risk control initiatives to ensure workplace health and safety for employees.



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

3. Regular Employee Health Examinations

Chicony arranges general health examinations for all employees once every two years, exceeding statutory requirements. Employees with abnormal results receive follow-up tracking and case management support to help high-risk employees improve their health.

For advanced health examinations, managerial employees receive subsidies once every two years, while senior employees receive subsidies once every three years. Examination items include advanced screenings such as gastrointestinal endoscopy and CT scans, strengthening early detection of major diseases. In 2025, 76 managers and 53 senior employees completed advanced health examinations, demonstrating the program's stable effectiveness.

Starting in 2026, eligibility for senior employee health examination subsidies will expand from "aged 35+ with at least 10 years of service" to "aged 35+ with at least 5 years of service," benefiting an estimated additional 180 employees. The Company will also add two partner health examination centers to enhance accessibility and flexibility, further implementing preventive medicine principles.

4. Ergonomics and Occupational Hazard Management

Chicony has established a systematic occupational disease prevention and health monitoring mechanism based on job nature.

For office-based work, the focus is on ergonomic inspections and health assessments to prevent musculoskeletal discomfort from prolonged static postures and repetitive tasks. For testing and soldering operations, local exhaust ventilation systems reduce respiratory risks, with working environment monitoring conducted semi-annually.

For repetitive or fixed-posture operations, the Company adopts a systematic three-step approach:

- ✓ **Identification:** Medical personnel and occupational safety staff conduct regular inspections and proactively identify high-risk workstations by integrating health absenteeism records, occupational disease reports, and musculoskeletal symptom questionnaires.

- ✓ **Assessment:** Risks are classified by severity using tools such as ergonomic checklists or the Key Indicator Method (KIM) to identify major hazard factors.
- ✓ **Improvement:** Engineering improvements (e.g., workstation redesign) and administrative controls (e.g., job reassignment) are implemented, followed by continuous monitoring of effectiveness.

Comprehensive Physical and Mental Well-Being Support System

1. Relaxation Station – Massage Services by Visually Impaired Therapists

The Taipei Headquarters employs professionally certified visually impaired massage therapists who provide on-site massage services twice weekly during working hours, helping employees relieve work-related stress, promote well-being, and enhance work efficiency. This initiative not only improves employees' quality of work life, but also creates employment opportunities for visually impaired individuals, demonstrating the Company's commitment to diversity, equity, and inclusion (DEI) and corporate social responsibility.



2. Maternal Health Protection

The Taipei Headquarters actively implements maternal health protection measures for female employees, covering pregnant employees, those within one year after childbirth, and breastfeeding employees, with professional physicians providing individualized consultations and health guidance. In 2025, the completion rate for medical consultations and health education, regular prenatal examinations, and health guidance and promotion each reached 100%. The Company also provides a "maternity package" during pregnancy, demonstrating comprehensive support for maternal employees.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

2025 Implementation Results for Maternal Health Protection

	Protected Subjects - Pregnant female workers: 1 people - Female workers who have given birth within the past year: 7 people - Female employees currently breastfeeding: 2 people
	Physician Consultation and Health Guidance - People require consultations with a physician: 7 people - Completed consultations: 7 people - Completion rate of medical consultation and health education: 100%
	Implementation Effectiveness Evaluation - Regular prenatal check-up rate: 100% - Health guidance or promotion achievement rate: 100%

Note: The scope of data covers the HQ



Pregnant Employees can Receive A Maternity Package for Free and a Physician Consultation, and Health Counseling

3. Health Care for Middle-Aged and Senior Employees

For middle-aged and senior employees, the Taipei Headquarters distributes questionnaires during health examinations to collect information on health conditions and workload. Based on the assessment results, individualized support is provided, including physician-led health education, health guidance, and recommendations for suitable job placement. These measures help reduce occupational health risks and support the safe and stable employment of middle-aged and senior employees. This initiative is also aligned with the proactive care principles stipulated under the "Middle-aged and Elderly Employment Promotion Act."

4. Employee Assistance Programs (EAPs)

On October 15, 2025, the Taipei Headquarters officially launched Employee Assistance Programs (EAPs) in collaboration with external professional organizations. The program provides diversified support services delivered by qualified psychologists, legal advisors, financial consultants, and social workers to help employees cope with work and life-related stress.

The scope of services includes psychological counseling, legal consultation, financial advisory services, health-related consultations, organizational management advice, stress and workplace adjustment support, as well as family and parenting counseling. Each employee is entitled to two free one-on-one counseling sessions in the first year (in-person, video, or telephone, 50 minutes per session), with a multi-channel hotline available from Monday to Saturday, 9:00 a.m. to 9:00 p.m., with no limit on usage frequency.

In terms of confidentiality, all consultation content and usage records are strictly protected. The Company only receives anonymized statistical data to ensure employee trust and willingness to use the service. The Company actively promotes EAPs through multiple channels, including quarterly mental health articles, distribution of service cards, promotional posters on digital displays, and integration with health seminars.

0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
4.1 DIVERSITY, EQUITY AND INCLUSION	4.2 COMPENSATION AND BENEFITS	4.3 TALENT CULTIVATION AND DEVELOPMENT	4.4 EMPLOYEE COMMUNICATION	4.5 WORKPLACE SAFETY AND HEALTH	

EAP Usage Overview (October–December 2025):

- ✓ Multi-channel hotline consultations: 42 people
- ✓ One-on-one professional counseling sessions: 7 people “The program is currently in the implementation phase, and its effectiveness will continue to be monitored”

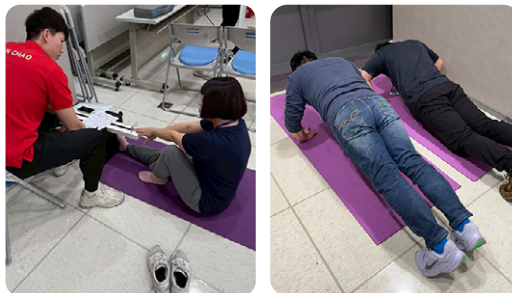
Health Promotion Programs and Annual Outcomes

Our Taipei Headquarter is equipped with comprehensive recreational facilities, including an indoor gym and a swimming pool. These facilities are integrated with medical room services and professional coaching resources, embedding health management into employees’ daily routines. Major manufacturing sites are also equipped with corresponding sports facilities, such as basketball courts and athletic fields.

In 2025, Taipei Headquarters planned multiple health-promotion activities based on the results of the annual health examinations; attendance at these activities totaled 540.

1. Physical Fitness Assessment for Promotion Candidates

To continuously promote a culture of physical activity in the workplace, the Company requires promotion candidates at the Taipei Headquarters to participate in physical fitness-related activities. The assessment items include a 1,500-meter run, a 500-meter swim, push-ups, sit-ups, and an 18-hole golf test, with candidates required to select any two items for evaluation.



In 2025, a total of 134 participations were recorded in the physical fitness program. Employees who did not pass the assessment are encouraged to continue improving their physical fitness, demonstrating the Company’s concrete commitment to fostering a healthy lifestyle among employees.

2. Body Fat Reduction Challenge

The Taipei Headquarters has historically organized a weight management challenge focused on body weight control. In 2025, the program was upgraded to a “Body Fat Reduction Challenge,” shifting the focus toward muscle gain and fat loss, with the aim of improving employees’ overall physical fitness and health.



In 2025, a total of 67 employees participated. Overall body fat decreased by 48.6%, and approximately 51% of participants successfully reduced body fat, with a cumulative weight loss of 80.2 kilograms. The program integrated health education initiatives and nutritionist-led seminars to help employees develop proper dietary habits. In collaboration with the Company’s health center, employees were also provided with access to free fitness equipment, swimming facilities, and professional coaching for muscle-building and fat-loss training programs, strengthening ongoing support for exercise and health management.

3. Influenza Vaccination

The Company organizes annual influenza vaccination campaigns and health education briefings prior to the peak flu season. In 2025, a total of 119 vaccination cases were recorded, effectively reducing the risk of cluster infections and safeguarding the health of employees and their families.



4. Cancer Screening Services

In 2025, the Taipei headquarters provided free cancer screening services for female employees, including cervical smear tests, human papillomavirus (HPV) testing, and mammography examinations. These



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

4.1 DIVERSITY, EQUITY AND INCLUSION

4.2 COMPENSATION AND BENEFITS

4.3 TALENT CULTIVATION AND DEVELOPMENT

4.4 EMPLOYEE COMMUNICATION

4.5 WORKPLACE SAFETY AND HEALTH

initiatives help employees identify health risks at an early stage, promote cancer prevention and early diagnosis, and embody the core principles of preventive medicine.

5. Health Seminar

In 2025, the Taipei Headquarters conducted three health seminars, with a total of 83 participations. The topics covered three key dimensions: physical health, mental well-being, and the workplace environment:

- ✓ “Unexpected Health Conditions – How Workplace Violence Quietly Impacts Your Health”
- ✓ “Enjoy ‘Lean’ Living – A Flexible Dietary Strategy for Muscle Gain and Fat Loss Without Strict Restrictions”
- ✓ “Starting from the Heart: Building a Healthy Workplace with Zero Bullying and Zero Harassment”

6. Marathon Events

The Company actively promotes a workplace sports culture. Each year, senior executives from the Taipei headquarters take the lead in participating in road running events alongside employees, setting an example in promoting a healthy lifestyle. Through collective participation in sports events, the Company not only enhances employees’ physical fitness awareness but also strengthens cross-departmental cohesion, embodying a top-down approach to promoting a healthy workplace culture.



7. Promotion of Club Activities

To enrich employees’ work-life balance, the Company actively encourages and subsidizes the establishment of various employee-led clubs. Current clubs include jogging, badminton, aerobics dance, and basketball groups. By fostering shared interests, these clubs strengthen cross-departmental connections, enhance interaction and a sense of belonging among employees, and further improve physical and mental well-being as well as organizational identification, reflecting the Company’s commitment to holistic employee well-being.



8. Healthy Workplace Certification

In 2025, the Taipei Headquarters obtained the “2025 Healthy Workplace Promotion Self-Assessment Certification” issued by the Health Promotion Administration of the Ministry of Health and Welfare, recognizing our efforts and achievements in employee health management, health promotion initiatives, and the establishment of a friendly workplace environment. We also continue to promote workplace sports culture and have received relevant sports enterprise certifications, underscoring our commitment to employee health-oriented lifestyles.





5

APPENDIX

5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICA- TIONS	131
5.2 MATERIAL TOPICS CORRESPONDING TABLE	131
5.3 GRI STANDARD INDEX	133
5.4 SASB INDEX	137
5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	138
5.6 GHG INVENTORY AND ASSURANCE STATUS	142
5.7 ASSURANCE STATEMENT	143



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS
					5.7 ASSURANCE STATEMENT

5.1 Sustainability-related Policies and Certifications

For relevant certifications, please refer to the “Policies and Certifications” section of the Company’s  [ESG website](#).

5.2 Material Topics Corresponding Table

Chicony Sustainable Strategy Blueprint	Material Topics	Positive Impact Assessment	Negative Impact Assessment	Value Chain Impact Assessment			Relevant GRI Standard	Management Approaches and Relevant Information
				Upstream	Chicony	Downstream		
Smart and Green Manufacturing	Climate and Natural Strategy	Chicony Electronics proactively addresses the impacts of climate and natural risks to reduce the potential disruptions caused by climate-related or natural disasters, while also exploring opportunities to transform and develop new business models.	Chicony Electronics may experience operational disruptions and supply chain breakdowns resulting in financial losses. Moreover, employees may face human rights risks due to infectious diseases caused by heatwaves, flooding, and water accumulation.	●	●	●	GRI 304: Biodiversity 2016 GRI 305: Emissions 2016	2.2 Climate- and Nature-related Financial Disclosures 2.3 Biodiversity
	Energy and Carbon Emission Management	Chicony Electronics can reduce actual operating costs while supporting the development of renewable energy policies that contribute to economic growth. Through air conditioning energy management, the company also ensures a comfortable working environment for employees.	Chicony Electronics may incur unnecessary energy costs and excessive energy consumption, which can negatively impact the environment and contribute to global warming.	●	●	●	GRI 302: Energy 2016	2.4 Greenhouse Gas and Energy Management
	Green Innovative Products	By managing materials and promoting a circular economy, Chicony Electronics can reduce environmental impact, lower costs, enhance resource efficiency, and align with environmental sustainability trends.	If Chicony Electronics does not implement material management or circular economy practices, it may face increased long-term costs and fail to meet customer requirements.	●	●	●	Custom: Green Innovative Products	2.6 Promotion of Green Research, Development, and Innovation



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS
					5.7 ASSURANCE STATEMENT

Chicony Sustainable Strategy Blueprint	Material Topics	Positive Impact Assessment	Negative Impact Assessment	Value Chain Impact Assessment			Relevant GRI Standard	Management Approaches and Relevant Information
				Upstream	Chicony	Downstream		
Sustainable talent development	Talent Attraction and Retention	Chicony Electronics can attract outstanding talent, reduce recruitment costs, enhance organizational vitality, and promote diversity.	Chicony Electronics faces challenges in recruitment, talent retention, insufficient salary competitiveness, and suboptimal working environments.		●		GRI 202: Market Presence 2016 GRI 401: Employment 2016 GRI 402: Labor/ Management Relations2016	4.2 Compensation and Benefits 4.3 Talent Cultivation and Development
	Human Rights and Labor Relations	Strong relationships can improve labor conditions, enhance employee satisfaction, reduce labor disputes, and elevate Chicony Electronics’ corporate image.	If Chicony Electronics fails to effectively maintain relationships, it may face violations of labor laws, discrimination, exploitation, occupational safety incidents, and social public opinion pressure.	●	●		GRI 404: Training and Education2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 GRI 408: Child Labor 2016 GRI 409: Forces or Compulsory Labor 2016	4.1 Diversity, Equity, and Inclusion
Transparent Governance	Operational Performance	Chicony Electronics can reduce costs and increase profits. Enhance production efficiency. Expand the market and increase revenue. Attract talent and retain talent.	Chicony Electronics may sacrifice some short-term profits. It is necessary to adjust the existing operational model. May face pressure from competitors.	●	●	●	GRI 201: Economic Performance 2016 GRI 202: Market Presence 2016 GRI 207: Tax 2019	1.1 Business Overview
	Risk Management	The risk management mechanism helps Chicony Electronics identify various risk issues, plan early responses, and reduce risk impacts, while also creating opportunities for value generation.	An inadequate mechanism may prevent Chicony Electronics from anticipating potential risks, leading to direct financial losses for the company and even causing harm to the environment and human rights.	●	●	●	Custom: Risk Management Policy	1.4 Risk Management
	Ethical Management and Compliance	Chicony Electronics’ comprehensive legal compliance system, grounded in principles of integrity, can enhance corporate reputation, reduce legal risks, attract investment, and stabilize the supply chain.	If Chicony Electronics engages in illegal activities, it may face fines, lawsuits, damage to its brand reputation, and loss of customer trust.	●	●	●	GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016	1.5 Ethical Management and Compliance
Value Chain Integration	Sustainable Supply Chain	Chicony Electronics ensures that products delivered to customers maintain high quality and punctual delivery, while also aiming to reduce management costs.	Chicony Electronics may face supply chain disruption risks and difficulty meeting customer requirements for product quality and delivery times, which could further impact revenue.	●	●	●	GRI 204: Procurement Purchases 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	3.1 Sustainable Supply Chain Promotion Strategy
	Customer Relationship Management	Enhance Chicony Electronics’ customer satisfaction, increase customer loyalty, boost revenue, and improve brand image.	Inadequate customer relationship management at Chicony Electronics may result in poor customer service quality, product or service defects, data breaches, and long-term customer attrition.		●	●	GRI 418: Customer Privacy 2016	3.3 Customer Relationship Management



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS

5.2 MATERIAL TOPICS CORRESPONDING TABLE

5.3 GRI STANDARD INDEX

5.4 SASB INDEX

5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX

5.6 GHG INVENTORY AND ASSURANCE STATUS

5.7 ASSURANCE STATEMENT

5.3 GRI Standard Index

Statement of use	GRI 1 used	Applicable GRI Sector Standard
CEC has reported in accordance with the GRI Standards for the period January 1 to December 31, 2025.	GRI1: Foundation 2021	N/A

Disclosure	Chapters	Pages
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1 Organizational details	About The Report 1.1 Business Overview	4, 20
2-2 Entities included in the organization's sustainability reporting	About The Report	4
2-3 Reporting period, frequency and contact point	About The Report	4
2-4 Restatements of information	About The Report	4
2-5 External assurance	About The Report 5.7 Assurance Statement	4, 143
Activities and workers		
2-6 Activities, value chain and other business relationships	3.1 Sustainable Supply Chain Promotion Strategy	73
2-7 Employees	4.1.1 Human Resource Structure	100
2-8 Workers who are not employees	4.1.1 Human Resource Structure	100
Governance		
2-9 Governance structure and composition	1.2 Corporate Governance Structure and Operations	24

Disclosure	Chapters	Pages
2-10 Nomination and selection of the highest governance body	1.2 Corporate Governance Structure and Operations	24
2-11 Chair of the highest governance body	1.2 Corporate Governance Structure and Operations	24
2-12 Role of the highest governance body in overseeing the management of impacts	1.2 Corporate Governance Structure and Operations	30
2-13 Delegation of responsibility for managing impacts	1.4 Risk ManagementRisk Management	30
2-14 Role of the highest governance body in sustainability reporting	1.4 Risk ManagementRisk Management	28
2-15 Conflicts of interest	1.3 Sustainable Governance	24
2-16 Communication of critical concerns	Stakeholders and Material Topics 1.5 Ethical Management and Compliance	10, 31
2-17 Collective knowledge of the highest governance body	1.2 Corporate Governance Structure and Operations	24
2-18 Evaluation of the performance of the highest governance body	1.2 Corporate Governance Structure and Operations	24
2-19 Remuneration policies	1.2 Corporate Governance Structure and Operations	24
2-20 Process to determine remuneration	1.2 Corporate Governance Structure and Operations	24
2-21 Annual total compensation ratio	4.2.1 Employee Compensation	108
Strategy, policies and practices		
2-22 Statement on sustainable development strategy	Message from the President	6
2-23 Policy commitments	Message from the President Chicony Sustainable Strategy Blueprint 1.3 Sustainable Governance 4.1.4 Corporate Human Rights Policy 5.1 Sustainability-related Policies and Certifications	6, 8, 28, 105, 131
2-24 Embedding policy commitments	Chicony Sustainable Strategy Blueprint 1.3 Sustainable Governance	8, 28



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS
					5.7 ASSURANCE STATEMENT

Disclosure	Chapters	Pages
2-25 Processes to remediate negative impacts	Stakeholders and Material Topics 1.5 Ethical Management and Compliance	10, 31
2-26 Mechanisms for seeking advice and raising concerns	Stakeholders and Material Topics 1.5 Ethical Management and Compliance	10, 31
2-27 Compliance with laws and regulations	1.5 Ethical Management and Compliance 3.2.2 Compliance and Hazardous Substance Management	31, 85
2-28 Membership associations	There are 11 associations meeting the recommendations of the index.	
Stakeholder engagement		
2-29 Approach to stakeholder engagement	Stakeholders and Material Topics	10
2-30 Collective bargaining agreements	0%	

Material Topics

Disclosure	Chapters	Pages
GRI 3: Material Topic 2021		
3-1 Process to determine material topics	Stakeholders and Material Topics	10
3-2 List of material topics	Stakeholders and Material Topics	10
3-3 Management of material topics	Stakeholders and Material Topics	10
Material Topic: Climate and Natural Strategy		
GRI 101: Biodiversity 2024 (The corresponding chapter is from "2024 Chicony TCFD & TNFD Report".)		

Disclosure	Chapters	Pages
101-1 Policies to halt and reverse biodiversity loss	1.1 Vision for Nature and Climate	20
101-2 Management of biodiversity impacts	5.2 Toward Net-Zero and Nature-Positive Transformation (Strategy / Prepare) 5.3 Future Metrics Tracking for Climate and Nature (Metrics and Targets)	131, 133
101-3 Access and benefit-sharing	Not Applicable	
101-4 Identification of biodiversity impacts	3 Identification of Nature-related Issues across the Value Chain (Locate / Evaluate) 4 Climate and Nature Risk Management (Risk Management / Assess)	15, 29
101-5 Locations with biodiversity impacts	3 Identification of Nature-related Issues across the Value Chain (Locate / Evaluate)	15
101-6 Direct drivers of biodiversity loss	3 Identification of Nature-related Issues across the Value Chain (Locate / Evaluate)	15
101-7 Changes to the state of Biodiversity	3 Identification of Nature-related Issues across the Value Chain (Locate / Evaluate)	15
101-8 Ecosystem services	3 Identification of Nature-related Issues across the Value Chain (Locate / Evaluate)	15
GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	2.4.2 GHG Management Performance	53
305-2 Energy indirect (Scope 2) GHG emissions	2.4.2 GHG Management Performance	53
305-3 Other indirect (Scope 3) GHG emissions	2.4.2 GHG Management Performance	53
305-4 GHG emissions intensity	2.4.2 GHG Management Performance	53
305-5 Reduction of GHG emissions	2.4.2 GHG Management Performance	53



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
------------------------------	---------------------------------	--	----------------------------------	---	-------------------

5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS	5.7 ASSURANCE STATEMENT
--	---	------------------------	----------------	--	--	-------------------------

Disclosure	Chapters	Pages
305-6 Emissions of ozone-depleting substances (ODS)	2.5.3 Air Pollution Management	65
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2.5.3 Air Pollution Management	65
Material Topic: Energy and Carbon Emission Management		
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	2.4.3 Energy Management Performance	56
302-2 Energy consumption outside of the organization	2.4.3 Energy Management Performance	56
302-3 Energy intensity	2.4.3 Energy Management Performance	56
302-4 Reduction of energy consumption	2.4.3 Energy Management Performance	56
302-5 Reductions in energy requirements of products and services	2.4.3 Energy Management Performance	56
Material Topic: Green Innovative Products		
Custom		
Custom Green product development mindset	2.6.1 Green Product Design and Manufacturing Process	66
Custom Green product coverage	2.6.1 Green Product Design and Manufacturing Process	66
Custom Reward innovation mechanism	2.6.3 Investment in Research and Development and Patent Protection	69
Material Topics: Talent Attraction and Retention, Human Rights and Labor Relations		
GRI 202: Market Presence 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	4.2.1 Employee Compensation	108
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	4.1.2 Personnel Recruitment 4.3.1 Campus Engagement - Industry-Academia Collaboration and Campus Recruitment	102, 111

Disclosure	Chapters	Pages
401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	4.2.2 Employee Benefits Programs	109
401-3 Parental leave	4.1.3 Parental Leave	104
GRI 402: Labor/Management Relations 2016		
402-1 Minimum notice periods regarding operational changes	The Company will make advance notices in accordance with the laws and regulations of each location.	
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	4.3.2 Diverse Training Programs	112
404-2 Programs for upgrading employee skills and transition assistance programs	4.3.2 Diverse Training Programs 4.2.2 Employee Benefits Programs	112, 109
404-3 Percentage of employees receiving regular performance and career development reviews	4.3.3 Work Performance Appraisal System	115
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	1.2 Corporate Governance Structure and Operations 4.1.1 Human Resource Structure	24, 100
405-2 Ratio of basic salary and remuneration of women to men	4.2.1 Employee Compensation	108
GRI 406: Non-discrimination 2016		
406-1 Incidents of discrimination and corrective actions taken	No relevant issue	
GRI 408: Child Labor 2016		
408-1 Operations and suppliers at significant risk for incidents of child labor	4.1.4 Human Rights Policy	105
GRI 409: Forced or Compulsory Labor 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1.4 Human Rights Policy	105



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS
					5.7 ASSURANCE STATEMENT

Disclosure		Chapters	Pages		
Material Topic: Operational Performance					
GRI 201: Economic Performance2016					
201-1	Direct economic value generated and distributed	1.1 Business Overview	20		
201-2	Financial implications and other risks and opportunities due to climate change	2.2.5 Material Climate- and Nature-related Risks and Opportunities	45		
201-3	Defined benefit plan obligations and other retirement plans	4.2.2 Employee Benefits Programs	109		
201-4	Financial assistance received from government		Taiwan (NTD)	Mainland China (RMB)	Thailand (THB)
		Tax relief and tax credits	110,000,000	-	-
		Subsidies	-	-	-
		Investment grants, R&D grants, and other relevant types of grant	-	55,803,305	-
		Awards	-	-	-
		Total	110,000,000	55,803,305	-
		Total subsidies are NT\$ 351,595 thousand. Production sites in Japan, Czech and the USA are not subsidized by the government.			
GRI 202: Market Presence 2016					
202-2	Proportion of senior management hired from the local community	4.1.1 Human Resource Structure	100		

Disclosure	Chapters	Pages
GRI 207: Tax 2019		
207-1 Approach to tax	1.1 Business Overview	20
207-2 Tax governance, control, and risk management	1.1 Business Overview	20
207-3 Stakeholder engagement and management of concerns related to tax	1.1 Business Overview	20
207-4 Country-by-country reporting	1.1 Business Overview	20
Material Topic: Risk Management		
Custom		
Custom Identification and management of material risks	1.4 Risk Management	30
Custom Risk management mechanism	1.4 Risk Management	30
Material Topic: Ethical Management and Compliance		
GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	1.5 Ethical Management and Compliance	31
205-2 Communication and training about anticorruption policies and procedures	1.5 Ethical Management and Compliance	31
205-3 Incidents of corruption and actions taken	Stakeholders and Material Topics	10
GRI 206: Anti-competitive Behavior 2016		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No relevant issue	



0 SUSTAINABLE CHICONY

5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS

1 TRANSPARENT GOVERNANCE

5.2 MATERIAL TOPICS CORRESPONDING TABLE

2 SMART AND GREEN MANUFACTURING

5.3 GRI STANDARD INDEX

5.4 SASB INDEX

3 VALUE CHAIN INTEGRATION

5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX

4 SUSTAINABLE TALENT DEVELOPMENT

5.6 GHG INVENTORY AND ASSURANCE STATUS

5 APPENDIX

5.7 ASSURANCE STATEMENT

Disclosure	Chapters	Pages
Material Topic: Sustainable Supply Chain		
GRI 204: Procurement Practices 2016		
204-1 Proportion of spending on local suppliers	3.1.4 Low-carbon Supply Chain	79
GRI 308: Supplier Environmental Assessment 2016		
308-1 New suppliers that were screened using environmental criteria	3.1.2 Sustainable Supply Chain Management 3.2.3 Supplier Hazardous Substance Management	74, 86
308-2 Negative environmental impacts in the supply chain and actions taken	3.1.2 Sustainable Supply Chain Management	74
GRI 414: Supplier Social Assessment 2016		
414-1 New suppliers that were screened using social criteria	3.1.2 Sustainable Supply Chain Management	74
414-2 Negative social impacts in the supply chain and actions taken	3.1.2 Sustainable Supply Chain Management	74
GRI 416: Customer Health and Safety 2016		
416-1 Assessment of the health and safety impacts of product and service categories	3.2.1 Compliance and Hazardous Substance Management	83
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No relevant issue	
Material Topic: Customer Relationship Management		
GRI 418: Customer Privacy 2016		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.6 Information and Privacy Security	33

5.4 SASB Index

Code	Accounting Metric	Chapters	Pages
Sustainability Disclosure Topics & Accounting Metrics			
Product Security			
TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	1.6 Information and Privacy Security	33
Employee Diversity & Inclusion			
TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1)management, (2)technical staff, and (3)all other employees	4.1.1 Human Resource Structure	100
Product Lifecycle Management			
TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	95%	
TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	0% Our products are not terminal products that do not meet the requirements of the labels. We cannot apply for its.	
TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria		
TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	2.5.2 Waste Management	64
Supply Chain Management			
TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	3.1.2 Sustainable Supply Chain Management	74



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS 5.7 ASSURANCE STATEMENT

Code	Accounting Metric	Chapters	Pages
TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	3.1.2 Sustainable Supply Chain Management	74
Materials Sourcing			
TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	3.1.2 Sustainable Supply Chain Management	74
Activity Metrics			
TC-HW-000.A	Number of units produced by product category	1.1 Business Overview	20
TC-HW-000.B	Area of manufacturing facilities	About the Report	4
TC-HW-000.C	Percentage of production from owned facilities	100%	

5.5 Index of Domestic and International Sustainability Standards Index

Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Content	Chapters
Chapter 1. General Principles	1. Transparent Governance
Chapter 2. Exercising Corporate Governance	1. Transparent Governance
Chapter 3. Fostering a Sustainable Environment	2. Smart and Green Manufacturing
Chapter 4. Preserving Public Welfare	3. Value Chain Integration 4. Sustainable talent development
Chapter 5. Enhancing Disclosure of Sustainable Development Information	Stakeholders and Material Topics 1. Transparent Governance
Chapter 6. Supplementary Provisions	1. Transparent Governance

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Appendix 1-14 Sustainability Disclosure Indicators - Other Electronic Industries				
No.	Indicator	Indicator Type	Annual Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	2.4.3 Energy Management Performance	Gigajoules (GJ), percentage (%)
2	Total water withdrawn, total water consumption	Quantitative	2.5.1 Water Resource Management	Thousand cubic meters (m3)
3	Total hazardous waste generated and percentage recycled	Quantitative	2.5.2 Waste Management	Metric tons (t), percentage (%)
4	Types of, number of employees in and rate of occupational accidents	Quantitative	4.5.1 Occupational Safety and Health Management System	Percentage (%), quantity
5	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	2.5.2 Waste Management	Metric tons (t), percentage (%)
6	Description of the management of risks associated with the use of critical materials	Qualitative description	3.1.2 Sustainable Supply Chain Management	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	No occurrence of relevant incidents.	Reporting currency
8	Production by product category	Quantitative	Please refer to the Company's Annual Shareholder Meeting Report.	Varies by product category



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS
					5.7 ASSURANCE STATEMENT

Appendix 2 Climate-Related Information of TWSE/TPEX Listed Company

Item	Implementation
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	1.3 Sustainable Governance 2.2.1 Climate- and Nature-related Financial Disclosures
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	2.2.5 Material Climate- and Nature-related Risks and Opportunities
3. Describe the financial impact of extreme weather events and transformative actions.	2.2.5 Material Climate- and Nature-related Risks and Opportunities
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	2.2.1 Climate- and Nature-related Governance Framework 2.2.2 Climate- and Nature-related Risk Identification
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	2.2.4 Climate and Natural Scenario Analysis
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	2.2.5 Material Climate- and Nature-related Risks and Opportunities
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	2.4.2 GHG Management Performance
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	2.4.3 Energy Management Performance
9. Greenhouse gas inventory and assurance status.	5.6 GHG Inventory and Assurance Status

Guidance on Social Responsibility ISO 26000

	Disclosure	Chapters
Human Rights	Decision-making processes and structures	1. Transparent Governance
	Due diligence	
	Human rights risk situations	
	Avoidance of complicity	
Labor Practices	Resolving grievances	4. Sustainable talent development
	Discrimination and vulnerable groups	
	Civil and political rights	
	Economic, social and cultural rights	
The Environment	Fundamental principles and rights at work	4. Sustainable talent development
	Employment and employment relationships	
	Conditions of work and social protection	
	Social dialogue	
Fair Operating Practices	Health and safety at work	2. Smart and Green Manufacturing
	Human development and training in the workplace	
	Prevention of pollution	
	Sustainable resource use	
	Climate change mitigation and adaptation	
	Protection of the environment, biodiversity and restoration of natural habitats	



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS
					5.7 ASSURANCE STATEMENT

Disclosure	Chapters
Anti-corruption	1. Transparent Governance
Responsible political involvement	
Fair competition	
Promoting social responsibility in the value chain	
Respect for property rights	1. Transparent 3. Value Chain Integration
Fair marketing, factual and unbiased information and fair contractual practices	
Protecting consumers' health and safety	
Sustainable consumption	
Consumer service, support, and complaint and dispute resolution	
Consumer data protection and privacy	
Access to essential services	
Education and awareness	3. Value Chain Integration 4. Sustainable talent development
Community involvement	
Education and culture	
Employment creation and skills development	
Technology development and access	
Wealth and income creation	
Health	
Social investment	

Task Force on Climate-related Financial Disclosures (TCFD)

The corresponding chapter is from "2024 Chicony TCFD & TNFD Report".

Dimension	TCFD Recommended Disclosure	Chapters
Governance	Describe the board's oversight of climate-related risks and opportunities.	1.2 Climate and Nature Governance Framework
	Describe management's role in assessing and managing climate-related risks and opportunities.	1.2 Climate and Nature Governance Framework
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	4.1 Identification of Climate and Nature Risks and Opportunities
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	5.1 Financial Impact and Strategic Resilience (Assess / Strategy)
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2.2 Scenario Analysis 4.3 Risk Management Transmission Pathways and Monitoring
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	4 Climate and Nature Risk Management (Risk Management / Assess)
	Describe the organization's processes for managing climate-related risks.	4 Climate and Nature Risk Management (Risk Management / Assess)
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	4 Climate and Nature Risk Management (Risk Management / Assess)
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	5.3 Future Metrics Tracking for Climate and Nature (Metrics and Targets)
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	5.2 Toward Net-Zero and Nature-Positive Transformation (Strategy / Prepare)
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	5.3 Future Metrics Tracking for Climate and Nature (Metrics and Targets)



0 SUSTAINABLE CHICONY	1 TRANSPARENT GOVERNANCE	2 SMART AND GREEN MANUFACTURING	3 VALUE CHAIN INTEGRATION	4 SUSTAINABLE TALENT DEVELOPMENT	5 APPENDIX
5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS	5.2 MATERIAL TOPICS CORRESPONDING TABLE	5.3 GRI STANDARD INDEX	5.4 SASB INDEX	5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX	5.6 GHG INVENTORY AND ASSURANCE STATUS
					5.7 ASSURANCE STATEMENT

Task Force on Nature-related Financial Disclosures (TNFD)

The corresponding chapter is from "2024 Chicony TCFD & TNFD Report".

Dimension	TCFD Recommended Disclosure	Chapters
Governance	Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities.	1.2 Climate and Nature Governance Framework
	Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	1.2 Climate and Nature Governance Framework
	Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	3.4 Dependency and Impact Materiality Analysis (Evaluate) 5.2 Toward Net-Zero and Nature-Positive Transformation (Strategy / Prepare)
	Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term.	4.1 Identification of Climate and Nature Risks and Opportunities
Strategy	Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	5.1 Financial Impact and Strategic Resilience (Assess / Strategy) 5.2 Toward Net-Zero and Nature-Positive Transformation (Strategy / Prepare)
	Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	5.1 Financial Impact and Strategic Resilience (Assess / Strategy) 5.2 Toward Net-Zero and Nature-Positive Transformation (Strategy / Prepare)

Dimension	TCFD Recommended Disclosure	Chapters
Strategy	Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	3.1 Analysis of Nature-Sensitive Locations (Locate) 3.2 Industry-level Dependency and Impact Analysis (Evaluate)
	Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations.	3.4 Dependency and Impact Materiality Analysis (Evaluate) 4.1 Identification of Climate and Nature Risks and Opportunities
Risk Management	Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	3.4 Dependency and Impact Materiality Analysis (Evaluate) 4 Climate and Nature Risk Management (Risk Management / Assess)
	Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities.	3.4 Dependency and Impact Materiality Analysis (Evaluate) 4 Climate and Nature Risk Management (Risk Management / Assess)
	Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.	4 Climate and Nature Risk Management (Risk Management / Assess) 5.3 Future Metrics Tracking for Climate and Nature (Metrics and Targets)
	Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	5.3 Future Metrics Tracking for Climate and Nature (Metrics and Targets)
Metrics and Targets	Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.	5.3 Future Metrics Tracking for Climate and Nature (Metrics and Targets)
	Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	5.3 Future Metrics Tracking for Climate and Nature (Metrics and Targets)



0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS

5.2 MATERIAL TOPICS CORRESPONDING TABLE

5.3 GRI STANDARD INDEX

5.4 SASB INDEX

5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX

5.6 GHG INVENTORY AND ASSURANCE STATUS

5.7 ASSURANCE STATEMENT

5.6 GHG Inventory and Assurance Status

Basic information of the company

Minimum required disclosure under the Sustainable Development Roadmap for TWSE/TPEX Listed Companies

- ☐ Capital of NT\$10 billion or more, iron and steel industry, or cement industry
- ☒ Capital of NT\$5 billion or more but less than NT\$10 billion
- ☐ Capital of less than NT\$5 billion

- ☒ Inventory for parent company only
- ☒ Verification for parent company only

- ☒ Inventory for all consolidated entities
- ☒ Verification for all consolidated entities

Scope 1	Total Emission (Metric tons CO ₂ e)	Intensity (CO ₂ e/\$1,000)	Assurance body	Description of assurance status
Parent Company	6,346.215	0.105	SGS	Verification is conducted based on the ISO 14064-3 standards - reasonable assurance.
Subsidiaries	2,765.637	0.078	SGS	Verification is conducted based on the ISO 14064-3 standards - reasonable assurance.
Total	9,111.853	0.095		

Scope 2	Total Emission (Metric tons CO ₂ e)	Intensity (CO ₂ e/\$1,000)	Assurance body	Description of assurance status
Parent Company	25,721.371	0.427	SGS	Verification is conducted based on the ISO 14064-3 standards - reasonable assurance.
Subsidiaries	24,257.832	0.685	SGS	Verification is conducted based on the ISO 14064-3 standards - reasonable assurance.
Total	49,979.204	0.522		

Scope 3	Total Emission (Metric tons CO ₂ e)	Intensity (CO ₂ e/\$1,000)	Assurance body	Description of assurance status
Parent Company	673,704.632	11.182	SGS	Verification is conducted based on the ISO 14064-3 standards - limited assurance.
Subsidiaries	11,686,859.684	330.044	SGS	Verification is conducted based on the ISO 14064-3 standards - limited assurance.
Total	12,360,564.316	129.213		

0 SUSTAINABLE CHICONY

1 TRANSPARENT GOVERNANCE

2 SMART AND GREEN MANUFACTURING

3 VALUE CHAIN INTEGRATION

4 SUSTAINABLE TALENT DEVELOPMENT

5 APPENDIX

5.1 SUSTAINABILITY-RELATED POLICIES AND CERTIFICATIONS

5.2 MATERIAL TOPICS CORRESPONDING TABLE

5.3 GRI STANDARD INDEX

5.4 SASB INDEX

5.5 INDEX OF DOMESTIC AND INTERNATIONAL SUSTAINABILITY STANDARDS INDEX

5.6 GHG INVENTORY AND ASSURANCE STATUS

5.7 ASSURANCE STATEMENT

5.7 Assurance Statement

Chicony adopts the 2021 version of the Global Reporting Initiative (GRI) Sustainability Reporting Standards, following the “in accordance” option. The report has been verified by a third party—Bureau Veritas Certification (Taiwan) Co., Ltd.—in accordance with Type 1 moderate assurance under the AA1000 AS v3 assurance standard.

 獨立機構保證聲明書 致：群光電子股份有限公司之利害關係人 簡介及工作範圍 台灣國際標準化組織股份有限公司（以下簡稱台灣衛理）受群光電子股份有限公司之委託，執行群光電子2025永續報告書(以下簡稱2025永續報告書)之獨立公正第三方的評估及查證。本保證聲明適用於涵蓋在下述工作範圍之內的相關資訊。 本資訊及其呈現在2025永續報告書之內容由群光電子股份有限公司管理階層全權負責；台灣衛理並未參與此報告書的擬定工作。我們的職責在於為其內容提供獨立保證。 我們的目標是為群光電子股份有限公司的利害關係人提供保證，確保報告資訊的準確性、可靠性和客觀性，並涵蓋對企業及其利害關係人而言重要的議題。 工作範圍 我們的工作範圍僅限於為2025永續報告書報告期（2025年1月1日至2025年12月31日）內的AA1000當責性原則提供保證。在下述章節所列之限制與排除條件的前提下，我們的審查包括： 2025永續報告書中所含數據與資訊； - 用於收集、分析及審查報告資訊之基本報告系統和過程的適當性與穩健性； - 評估報告書相對於AA1000 當責性原則（2018）的主要原則： - 包容性 - 重大性 - 回應性 - 衝擊性 - 評估報告書相對於GRI永續性標準（GRI Sustainability Reporting Standards）中所定義之利害關係人包容性、永續性的脈絡、重大性、完整性、平衡性、可比性、準確性、時效性、清晰性及可靠性的原則。 報告準則 2025 永續報告書的編制是參考GRI（Global Reporting Initiative）和SASB（Sustainability Accounting Standards Board）等有關之最佳實踐報告指南，以及群光電子股份有限公司內部制定用於追蹤和監測其ESG（環境、社會、公司治理）績效指標適度的規定。 限制與排除 我們的工作排除以下內容：	 - 財務數據，包括計算永續報告書資訊所使用的財務數據，已經由外部會計師審核，我們在工作範圍內仍將其準確性。這包括但不限於任何與產量、銷售、收入、薪酬、付款和財務投資相關的編造； - 溫室氣體排放數據已由群光電子股份有限公司委託之查證單位查證，我們在工作範圍內仍將其準確性； - 超過報告期或範圍外活動的相關資訊； - 公司立場聲明（包括任何意見、信仰、願景、期望、目標或未來意向的表述），以及任何群光電子股份有限公司或第三方的敘事或證言； - 永續報告書中連結的外部網站或文件的內容，以及其他群光電子股份有限公司實體或合資企業的國家或業務單位特定報告； - 任何群光電子股份有限公司建立和傳達的願景、承諾和目標的適當性；及 - 群光電子股份有限公司採用的定義和任何內部報告準則的適當性。 需留意下列限制： 我們的工作僅限於群光電子股份有限公司總部的活動，群光電子股份有限公司在此重慶和橫濱其市場、營運國家、供應商和其他第三方提供的數據。報告數據的可靠性取決於市場和現場層面的數據收集和監測安排的準確性，這不在本保證範圍內。 中度保證等條件相對於對永續報告書中以風險為基礎選定的根本資訊，以及其所涉及之相關限制。 責任 永續報告書的編制與呈現由群光電子股份有限公司管理階層全權負責。 台灣衛理並未參與此永續報告書的擬定工作，我們的責任在於： - 根據 AA1000 標準提供中度保證等級，確保永續報告書資訊的準確性、可靠性和客觀性； - 根據執行的保證程序和獲得的證據，形成獨立結論；及 - 在內部報告中向群光電子股份有限公司管理層報告我們的詳細結論和建議。 評估標準 保證過程依據AA1000 認證標準（AA1000AS v3）類型1 中度保證等級的要求執行。 工作執行概述 台灣衛理執行下列活動，以作為獨立保證的一部分： - 訪談群光電子股份有限公司相關人員； - 審查群光電子股份有限公司所產出的文件證據； - 在抽樣基礎上稽核群光電子股份有限公司之績效數據；	 - 現場訪視位於台灣共1個廠區(新北市)； - 評估內部數據收集、統合、分析和報告的系統、流程和控制的設計，包括評估所做假設、使用的估算技術和報告邊界的適當性； - 評估2025永續報告書揭露與呈現的資訊，確保與保證的資訊一致。 我們的工作係指根據Bureau Veritas對永續報告書外部保證標準程序與指引執行，基於現行最佳實務之獨立保證。 本次工作的規劃及執行方向是提供合理，而非絕對的保證，我們相信此為我們的結論提供合理的基礎。 我們的資源 依據我們方法的基礎及上述活動，我們的意見如下： 2025 永續報告書所包括的資訊及數據均為準確，可靠且無重大誤解或錯誤陳述； - 報告對群光電子股份有限公司於報告期間的活動提供了公平的陳述； - 資訊以清晰、容易理解及可獲取的方式呈現，使讀者對群光電子股份有限公司於報告期間的績效及狀態能作出平衡的意見； - 報告適當的反映了組織其運作對AA1000 認證標準 v3 中包容性、重大性、回應性及衝擊性原則的依據與執行。詳如下述： - 群光電子股份有限公司已建立適當的系統以蒐集、統合及分析相關資訊。 AA1000 當責性原則（2018）遵循 包容性 群光電子股份有限公司已建立與主要利害關係人合作的過程，包括客戶、股東、員工、政府和供應商，並在2025年展開了一系列正式的利害關係人活動，涉及經濟、社會和環境等一系重大主題。 重大性 該報告書說明群光電子股份有限公司所關注環境、社會和經濟等被認為最重大的議題，重大主題的識別除了考慮了風險的內部評估，也考慮了企業的機會，以及利害關係人的觀點和關注點。 回應性 群光電子股份有限公司對於所識別出的重大主題均做出回應，報告亦展現出組織據此所擬定的政策、目標及績效指標要求，報告所呈現的資訊足以提供利害關係人一個合理的基礎以做出決策。 衝擊性 群光電子股份有限公司的管理系統能監督、監測並對其行動如何影響其更廣泛的生態系統負責。 持續發展的關鍵領域	 基於已執行的工作，我們建議群光電子股份有限公司考慮下列： 對於開展的全產品碳足跡專案，為保證數據結果的準確可考慮外部第三方之認證。（重大性） 獨立、公正性及能力的聲明 Bureau Veritas 是一家專精於品質、健康、安全、社會及環境管理的獨立專業服務公司，超過195年的歷史中提供獨立保證服務。 保證團隊在執行環境、社會、道德及健康安全資訊、系統及過程單元的保證具有豐富的經驗，且充份理解Bureau Veritas永續報告書保證的標準方法。 Bureau Veritas在整個企業中執行道德準則以使成員在日常活動中維持高道德標準，我們在防止利益衝突方面特別警惕。 保證團隊的成員無任何人和群光電子股份有限公司有商業關係，其主管或經理排除在本次指派的要求之外，我們獨立地執行本次查證，無利益衝突事件發生。 Bureau Veritas Certification Taiwan 台灣衛理國際品保證股份有限公司 台北中和區南京東路四段16號3樓3室 2026年04月21日 技術審查人員：劉建宏  日期：2026/4/21 查證人員：張家凱、劉智鈞  日期：2026/4/21  AA1000 Licensed Report 000-76/V3-EID7P Bureau Veritas Certification (Taiwan) Co., Ltd. 4/4 15 April 2025
---	---	--	--



Chicony

2025

Sustainability
Report